

‘High profile, high expectations, no excuses’

School objective: To diminish the difference in attainment between Pupil Premium and Non-Pupil Premium students’ progress and attainment.

Likely Barrier	Actions, approaches with rationale / evidence	Cost	Desired outcomes	Success Criteria, effect (impact) and lessons learnt
A difference between attainment from non PP to PP students	Additional staffing hours in Mathematics to support small group and 1:1 intervention EEF support as being +2 months effectiveness according to research.	£26,826	To support PP students who are below target in Maths in KS4 and KS3, particular attention being paid to students in receipt of FSM.	Improved achievement in KS3 and KS4 Maths Maths 4+ has improved mainly due to a 13% rise in the proportion of PP students achieving grade 4 or better. The figure is 10% above the 2017 national average for 4+. Students achieving 5+ has also increased by 2% to 25%.
A difference between attainment from non PP to PP students	Learning Mentors (Team of 3, providing targeted academic support and intervention to students) EEF support as being +3 months in effectiveness according to research.	£72,947	To support students identified to be underachieving in subjects. Targeted intervention is provided for all students in KS4, with a clear focus for PP students. ELSA support provided to students identified as underachieving in KS3.	Improved achievement in students’ Progress 8 scores From Year 10 to Year 11, students who received intervention from Raising Achievement 100% of the students progressed from Year 10 to their GCSE’s with +0.20 impact. 18.18% improved by 5, and 90.90% improved by over 2 within their progress 8 score. English 5+ rises to a record 67%, with the most significant improvement on 2017 being a 12% rise in the proportion of PP students achieving 9-5 at 48%. The school’s 5+ total for English is 6% above the 2017 national average.
To increase parental engagement / offer support for students having a difficult time.	Parent Support Worker Supporting parents to support their children (parenting advice and training, practical and financial advice and support, supporting meetings about understanding their child’s progress and how to support them)	£5000	Targeted intervention to families who are identified as requiring further support.	Improved relationships between all students and the school Last year our Parent Support Worker worked with 28 families. This wide ranging work has included offering teen parenting courses through to helping families get financial support. The vast bulk of her work has been with families of our PP students, with some priority foci: 100% attendance of PP at parents evening (or some kind of parental appointment), which last year we achieved. She supports parents to ensure

	EEF support as being +2-3 months in effectiveness according to research.			students' attendance improves; students' behaviour improve; as well as offering support to families when they are in crisis.
To ensure all students can access the curriculum	Alternative Curriculum Support Worker A teacher of alternative curriculum who specialises in ensuring all students can access the curriculum - One to one raising achievement sessions - Social skills provision - Personalised provision on or off site - Study Hall staffing	£14,350	To support students in KS4, including Pupil Premium students.	Improvements to provisions offered to students in KS4 Our Alternative Curriculum Support Worker has embedded Duke of Edinburgh to KS4 years with a fantastic uptake from PP and non PP students. Individual students, when needed have had access to personalised provision.
To raise the profile of PP students	Pupil Premium Champion Ensures the cohort are at the forefront of intervention in the school	£5,000	All Pupil Premium students	Improved achievement and attainment 82.5% of students in receipt of Pupil Premium achieved at least two GCSE's from 4-9. In 2018, the Pupil Premium cohort had a KS2 APS of 27.9. Significantly, 53% achieved the 'Basics' which is slightly below the previous year's result. In 2016, the Pupil Premium cohort had a KS2 APS of 26.4. 50% of the cohort achieved the 'Basics' (A*-C in both English and mathematics). As with the 'Basics', 2017 also sees Pupil Premium students continue their 3-year upward trend in the proportion achieving 5 A*-C grades including English & Mathematics, 47.5% also passing this threshold. This is a rise from 44% in 2016.
Issues surrounding mental health	Counselling Services This funding has enabled us to support some of our most vulnerable students with specialist counselling	£15,510	Students in need of specialist counselling, including Pupil Premium students.	Improved welfare for students We have moved to a new model and last year counsellors were able to reduce waiting lists by 50%.
To support enrichment opportunities for all	Extended Curriculum Activities - Additional study support sessions/revision sessions - Subsidies for trips and visits Subsidies for music tuition	£9,134	To support Pupil Premium students in Years 7 – 11.	Improved curricular and extra-curricular opportunities for students Last year school providing some funding towards music lessons for PP students. Within Year 7-11, families had some support to attend trips ranging

	Ongoing research supports the impact of enrichment activities as having a positive effect for engagement with parents as well as students themselves			from theatre visits to museums and educational visits abroad.
To support access to the curriculum	ICT software & equipment - Purchase of laptops to loan to Pupil Premium students without access to ICT equipment at home	£2,500	To support Pupil Premium students in Years 7 – 11.	Improved achievement and attainment for students We currently have 23 students who have access to ICT equipment on loan from Furze Platt.
A difference between attainment from non PP to PP students	Departmental resources & training Resources to support wider study, home learning, practical activities, specialist equipment Home learning is reported to have low cost high impact of +5months.	£3,000	To support Pupil Premium students in Years 10 – 11.	Improved achievement and attainment for students In light of curriculum changes many requests have been made by departments for the new textbooks to be able to loan students these books for revision purposes at home.
A difference between attainment from non PP to PP students	Staff training and development - Training for LSAs - Training/coaching for teachers	£1,500	To support all students including Pupil Premium in Years 7 – 11.	Improved achievement and attainment for students There has been a key focus on coaching cascading through middle leaders.
A difference in experience from non PP to PP students	Contingency - School equipment/ICT resources/ tutoring not met by above etc - Emergency support for students – provision of uniform, stationery etc - Additional staffing to cover pre / after school academic support sessions	£6,528	To support Pupil Premium students in Years 7 – 11.	Students have access to educational materials if the need arises. This has seemed to work well to support families with requests that can't always be planned for.