

## Pupil Premium Action Plan 2014-2015

| 2014<br>/2015 | Ref | Action & Tasks   | Lead staff | Summary of Forecasted spending   | Resources & training | September impact reports to include  |
|---------------|-----|--|------------|--|----------------------|--|
|               | a.  | New Assistant Head teacher post with Pupil Premium responsibility. | GP         | <p>Assistant Head Teacher successfully appointed August 2014. Mr Hayes will be responsible for overseeing the Pupil Premium action plan. Impact reports will be available online each September. Focus will be based around the attainment gap narrowing in line with national average, progress of the students and the spending summary for each year.</p> <p>The gap between Pupil Premium and Non Pupil Premium Students at 3LP in English and Maths narrows to at least the national average. (In 2013 the national gap was 19% in English and 22% in Maths.) Attendance gap is closed (2013/14 data shows Non Pupil Premium attendance was 96.8% and Pupil Premium 94.8%.)</p> | £6200                | <p>Data collections and Exam results (RAISEOnline)</p> <p>Student Surveys</p> <p>Attendance figures</p> <p>Behavioural reports</p> |
|               | b.  | Teaching Staff x5 (Pupil Premium Champions)                        | PH         | <p>5 Pupil Premium Champions to be appointed by October 2014. They will be responsible to the monitoring and tracking of each Year group. They will report to Mr Hayes regarding concerns and progress of the Pupil Premium students within each year. The Champion will work closely with the Year Heads and the PP HLTA's</p>  | TLR3 – 5x£2400       | <p>Data collections and Exam results</p> <p>Student Surveys</p> <p>Attendance figures</p> <p>Behavioural reports (PH)</p>          |

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| c. | Support Staff – 2 HLTAs   | PH             | 2 HLTA's will work with a 100% PP timetable focusing on students who need most support within lessons. Support will include one –to- one and small group work. They will work inside and outside of lessons with students to help increase their progress and attainment.   | £17000x2 | Data collections and Exam results<br>Student Surveys<br>Attendance figures<br>Behavioural reports<br>(PH)                                    |
| d. | Pupil Premium Champions Bidding Pot   | PH             | The Pupil Premium Champions will be responsible for strategic planning in terms of raising achievement of these students.. They will be able to bid for money to finance strategies to raise the achievement of P.P. students within different subject areas. Each request, whether it is for a project or for individual support, will be considered carefully by the Assistant Head Teacher and discussed in detail with the person/dept. making the request. Funding will only be allocated if a clear and justifiable aim is defined and the funding is likely to raise the achievement of the student(s) involved. | £20000   | Pupil Premium Champions monitor<br>Data collections and Exam results<br>Student Surveys<br>Attendance figures<br>Behavioural reports<br>(PH) |
| e. | Additional Pupil Premium staffing e.g. concessions/Social and emotional support – e.g. Counsellors/ Motivational speakers | PH             | Finance is available to support disadvantaged students as required. The school will work with the students and outside organisations including Relate and Educational Psychologists.  | £3000    | Student Surveys<br>Data collections and Exam results<br>Attendance figures<br>Behavioural reports<br>(PH)                                    |
| f. | Year 7 Teaching and Learning mentoring  | PH             | Year 7 students will be offered specific support including help around meta cognition and self-regulation. This may include a learning mentor.  | £1000    | Working with Year 7 students.<br>(PH/ Pupil Premium Champion)  |
| g. | Strategic Year 11 Intervention  | PH<br>SG<br>TR | Strategic invitation focused on students achieving their potential in Year 11. The funding may include the Commit to Success Programme to begin in February 2015.   | £5000    | Levels of targeted students<br>(PH/ Pupil Premium Champion)  |

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| h. | Intensive intervention support for Y7-10 Pupil Premium students. | PH<br>HoD      | Heads of department may request additional funding to support intensive intervention sessions within their departments to increase attainment.  | £4000                             | Pupil Premium students data<br>Student voice<br>Literacy levels.<br>(PH/ HoD)                              |
| i. | One-to-one tutoring Yr11   | PH             | Specific Year 11 students will be offered one-to-one support in different subject areas including Maths and English as a part of the Commit to Success programme.   | £5000                             | Students Surveys<br>Data collections and Exam results<br>Attendance figures<br>Behavioural reports<br>(PH) |
| j. | Coaching/ Mentoring  | PH<br>EL<br>MM | Training and support will be offered to certain members of staff to aid their coaching and mentoring skills. Mentoring disadvantaged students will aid their achievement and wellbeing within school.   | Peer support and training<br>£500 | Students Surveys<br>Data collections and Exam results<br>Attendance figures<br>Behavioural reports<br>(PH) |
| k. | Careers Support  | AV             | All Year 11 students to be offered careers advice within the first half term. Students will also be given support in applications for post 16 education or training. In the Summer term Pupil Premium students from Year 10 and 9 will be offered careers interviews. This will aid the process of keeping aspirations high amongst all students. | £5000                             | Pupil Premium students are given the advice and guidance needed.<br>Students have post 16 places. (AV/CV)  |
| l. | Breakfast Club   | PH             | Breakfast club will be offered to all Pupil Premium students. It will give students the opportunity to start the day with a full breakfast to prepare them for learning. Students will also look at Literacy and Numeracy activities during the club.   | £2500                             | Attendance data improves above national average for Pupil Premium students<br>Staff survey<br>(PH)         |
| m. | Cultural Visits<br>University Trips<br>Transport                 | PH<br>HoD      | Students will be offered money towards both educational trips and non-educational trips. Disadvantaged students will be given opportunities that non disadvantaged students have.   | £2000<br>£1000<br>£3000           | Amount of students on trips.<br>Student surveys<br>Improved ATL scores.<br>(HoD)                           |

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| n. | 'Fresh Start' Literacy Course   | SG       | Students increase levels of progress in English. Narrow the gap to above national average in English via the Fresh Start course in English. Additional training will be offered to staff within the delivery of Fresh Start as well as providing resources and materials for the teaching of the course. | £2500      | Pupil Premium data analysed. (PH/SG)                                    |
| o. | Effective feedback. Devise, introduce and monitor Marking and Feedback policy | GP<br>SG | Teachers to be offered CPD looking at Marking and feedback.  | £1500      | Marking regular and formative. (SLT/ SG)                                |
| p. | Tracking system for Pupil Premium students                                    | CR       | Datasec will allow for the accurate tracking and monitoring of Pupil Premium students. Partially funded by Pupil Premium Funding. .  | £700 (20%) | Accurate data supplied (CR)   |
| q. | Celebrating Achievement   | PH       | Funding is spent to celebrate the achievement of disadvantaged students.   | £2500      | Rewards for students<br>ATL score improved (PH)                         |
| r. | Revision Guides, text books and revision software                             | PH       | Pupil Premium students have the appropriate books and access to relevant software.   | £4000      | All students have required books and software. (HoD)                    |
| s. | Specialist Equipment (all subjects)   | PH       | Pupil Premium students have same access as other students to subject specific equipment. Departments will apply for funding.   | £5000      | Pupil Premium students have specialist equipment for the subject. (HoD) |
| t. | Technology (including mobile devices)   | PH       | Students and teachers will use mobile technology to increase progress and assist learning.   | £7000      | Student survey<br>Observations (PH / SLT)                               |
| u. | VLE – development of the Pupil Premium area                                   | PH<br>DG | FrogLearn to be purchased and partially funded by PP funding. Students will be able to use FrogLearn to work from home. Support may be offered for those who do not have internet access.  | £3500      | Students Surveys<br>Data collections and Exam results (PH)              |

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| v.  | Specific software packages<br>e.g. SAM Learning | PH<br>HoD | SAM learning is used by students to support learning. Departments may also look into additional software packages that may increase achievement of disadvantaged students. | £2500 | Measure the usage for Pupil Premium students measured through login data. (HoD)                          |
| w.  | Screening                                       | SA        | Students accurately screened to reduce barriers to learning  | £2500 | GL Assessment for some Pupil Premium students (SA)   |
| x.  | Parent sessions                                 | PH        | Commit to Success parents evening in February. Parents evening offered to all Pupil Premium parents in June 2015.  | £1000 | PH working closely with parents over a course of evenings looking at improving progress of students (PH) |
| y.  | Exam packs / materials                          | JT        | Students able to sit exams with correct equipment and are fully prepared for GCSE and BTEC examinations  | £1000 | Pupil Premium students have correct equipment to sit exams (JT)  |
| z.  | Pupil Premium Reserve                           | PH        |  | £252  | Additional funding for change in progress and student data.  |
| aa. | Uniform   | JH        | All Pupil Premium students have the correct uniform for School.  | £3000 | Monitoring of uniform across the school.   |
| bb. | Attendance                                      | SM        | Attendance solutions aids with monitoring the attendance of the Pupil Premium students   | £5000 | Manage attendance of students including pupil premium students.  |
| cc. | Hub   | SM        | Students given the opportunity to work in the library after school in the Hub where staff are available to help.   | £2000 | Attendance to hub data.<br>Student voice<br>Homework completed leading to increased progress             |

*Total costs £148,152*