

To improve the academic and pastoral outcomes of the pupil premium cohort in school through:

1. High quality first teaching – appropriate curriculum, utilise pupil premium first, awareness of PPG cohort, intervene to remove barriers to learning with regular review.
2. Improve pupil engagement, participation and attendance across all areas of school.
3. Improve destination outcomes and the sustainability of education, employment and training for the disadvantaged cohort.

Focus	Desired Outcomes	Person / s Responsible	Success Criteria	Chosen Strategies / Actions	Monitoring & Review	Evaluation of Impact .	Cost £ EEF Toolkit Rating
1/2	To improve engagement and attainment outcomes of PPG pupils across core GCSE's.	Core Teachers in 9-11  All teachers of Y8  HOD's All Staff  JS	Disadvantaged cohort to perform above or in line with national GCSE outcomes. Attainment Gaps close  For Y7-10 to perform at expected target position or above or be in receipt of intervention to ensure this.  Curriculum planned and delivered effectively, with intervention. Alternate provision only if necessary	<ul style="list-style-type: none"> <li>• Additional class across year 10 and 11 in Maths, English and Science</li> <li>• Additional RE class in Y9 and Y10 provide more personalised curriculum and additional teacher time and careful setting of groups to maximise progress.</li> <li>• Additional class across the whole of current Year 8 given challenges of this cohort and intake set up.</li> <li>• Individual PPG options appointment to ensure curriculum breadth and appropriate pathways selected.</li> <li>• Maths intervention y11 from PE</li> </ul>	HOD / SLT  Evidence via Y11 outcomes and data expected target positions		Partially Funded from PPG @ £45,000  Smaller Groups +4 1:1 tuition +5
1	To improve staff provision for and awareness of PPG pupils in the classroom. To aid planning, seating and response to PPG pupils.	Teaching Staff	All staff aware of PP, ability, performance, barriers and aspirations and use this to improve planning, feedback and PPG pupil progress in their subjects across all year groups. To move PPG pupils closer to national attainment levels or expected target position or change intervention to aim to do so.	<ul style="list-style-type: none"> <li>• Pupil premium seating plans / sims</li> <li>• Pupil premium first in questioning, live marking, feedback focus, etc.</li> <li>• Use of pupil profiles</li> <li>• Whole school appraisal target</li> <li>• Use of revision strategies.</li> <li>• SDP time to plan, review, launch</li> <li>• PP and teacher analysis following Data reviews – monitoring intervention and impact</li> <li>• Individual PPG review appointments Y9-11</li> </ul>	HOD's HOF's SLT FT Evidenced through data, meetings, barriers and intervention		SDP £11,360 (6 hours) PPG team TLR's & Time £18,370 Feedback +8 Metacognition +7

PUPIL PREMIUM GRANT RECEIVED £161,100 - PLANNED EXPENDITURE & ACTION PLAN 2018-2019

feedbackFocus	Desired Outcomes	Person / s Responsible	Success Criteria	Chosen Strategies / Actions	Monitoring & Review	Evaluation of Impact	Cost £ EEF Toolkit Rating
2	Increased attendance & engagement in lessons and in school activities. Remove barriers to attendance & punctuality at school and subject level.	HOH / WB Pastoral FT  JS	Reduction in PPG absence on an individual, house, year group and cohort level.  Less PPG /SEND pupils being PA  Improved PPG attendance in out of class activities.  Reduce frequency / severity of PPG learns by removing barriers  Reduction in late marks for PPG pupils.	<ul style="list-style-type: none"> <li>Return to Learn</li> <li>First day absence call – like all students</li> <li>Rewards for improvements towards attendance, punctuality and LEARN targets.</li> <li>Use of external attendance officer 2 days per week</li> <li>Use of pastoral support manager time to focus on and promote attendance, especially PPG.</li> <li>HOH focus – PPG first attendance / LEARN</li> <li>Weekly attendance meetings</li> <li>Adjustments to support reintegration when needed</li> <li>Alternate curriculum for appropriate non attenders</li> <li>Text reminders / Rigorous exam protocol</li> </ul>	JG / JRP HOH  Evidenced through attendance and Learn Data		£32,866  £13,160  +2/3 Participation, parental engagement and interventions  +4/5 support and intervention
1 - 3	To support PPG pupils with an additional or alternate curriculum when needed	JS  RH - admin	Alternate programmes are well attended and relevant to purpose. Increased individual engagement, attendance, attainment or post 16 destination secured. Support group allows positive P8 across other subjects. Subject support shows in PPG attainment outcomes	<ul style="list-style-type: none"> <li>Use of alternate providers appropriate to age, need and vocation.</li> <li>Use of on line learning as supplementary or alternate education.</li> <li>Use of small support groups – curriculum reduction</li> <li>Booster sessions – am</li> <li>Subject Intervention classes by specialist teachers or PPG staff focus sessions by department</li> <li>Use of access arrangements or in class support.</li> </ul>	JS / JRP In line with data reviews at least termly		£15,000 +4  £10,000 +4/+5
1 - 3	Motivate and inspire PPG pupils to succeed now and in future	JS / RH / CJ	Careers explored to ensure all PPG pupils have an appropriate post 16 destination. Translate placement figures to sustainable for two terms.	<ul style="list-style-type: none"> <li>Pupils have a careers and options appointment in KS3 and then annually in KS4.</li> <li>Access to employers and trainers from Y8. Pupils participate in careers and Work Related Learning &amp; enrichment.</li> </ul>	JS / JRP		£5,000 Individual tuition +3/+5

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1-3	External review of PPG plan	WB / JS LCF / ADY LAC	Review completed and new ideas or recommendations given and any success identified.	<ul style="list-style-type: none"> <li>PP SEF completed</li> <li>PP plan updates</li> <li>PP Review carried out</li> <li>Recommendations implemented</li> </ul>	WB / JS/ JRP / PPG Gov SLT meetings GOV meetings		£1000
1-2	Successful pairing of Mentors in place for those PPG in need	WB / ELS Mentors	Mentoring provides support to help pupil cope, maintain or improve attendance, attainment, revision, exam access or well-being.	<ul style="list-style-type: none"> <li>Identify PPG pupils in need in priority order.</li> <li>Assign / match to mentor and set regular meetings</li> <li>Record meeting outcomes, dates and times.</li> <li>Monitor and review monthly for impact, including pupil voice.</li> </ul>	WB monthly		£250 +0/+2 Participation
1	PPG revision supported	WB HOD's	Revision guides provided where beneficial to pupils by HODS  Consolidation planned for, with overlearning and active revision strategies.	<ul style="list-style-type: none"> <li>Revision materials sourced and provided by HOD request both for external end exams and ongoing consolidation.</li> <li>PPG to take part in specialist exam preparation workshop.</li> </ul>	WB / SLT Line management meetings		£500  £2K rolled Forward  +4/+5
1	Equal curriculum access	WB/JS HOD's	PP pupils are able to engage and access courses like Music, PE Food Technology, Photography and Arts. Maths / Science	<ul style="list-style-type: none"> <li>Peripatetic music lessons / equipment loan subsidy</li> <li>Specialist PE equipment</li> <li>Food Technology ingredients</li> <li>Calculators provided</li> <li>Subject specific trips – syllabus related.</li> <li>Camera access and printing materials / balance</li> <li>Art / Technology materials supplied</li> </ul>	JJS / WB termly  MTW / WB STM / WB ADY / WB HOD / WB PC / WB		£4000  Participation +2 Groups +4
1-3	To support those PPG with genuine hardship.	Pastoral SLT	PPG proportion of general Hardship budget used to support individual pupils based on short term need to attend, engage or access school in addition to general well being	<ul style="list-style-type: none"> <li>Support attendance with bus passes</li> <li>Support attendance and well-being with uniform, clothing and personal hygiene.</li> <li>Support attendance with meal provision</li> <li>Equipment provision</li> <li>Support with contributions towards rewards</li> </ul>	JG as budget holder  WB		£1250  £500

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1-3	To provide financial support to respond to PPG needs as they arise over the course of the academic year.	WB HOD Mentor	PPG pupils maintain or improve attendance, attainment or secure destinations despite any barriers that may present during the year.	<ul style="list-style-type: none"> <li>To provide additional support</li> <li>To provide additional tuition</li> <li>To provide opportunities to overcome barriers</li> <li>To provide alternate provision / work experience if needed</li> <li>To provide for access</li> <li>To provide for subject initiatives</li> <li>To provide for individual needs</li> <li>To provide for new PPG Requests</li> <li>To deliver bespoke packages</li> <li>To provide counselling</li> </ul> <p>All through application by pro forma to WB, evidenced based, or based on SLT recommendations.</p>	WB / SLT  Review following data reviews or mentor		£5000  Variable +2 to +8 Depending on need

**Total planned expenditure £ 165,256**