

Pupil Premium Action Plan 2018-19

Pupil premium objectives for 2018/19

Total pupil premium allocation for 2018/19: £48,620.00

1. Ensure that the progress made by PP students, especially HPA PP students, is in line with other students in the college and at or above National Average for all students or that the gap between PP and other students has decreased compared to 2018 data.
2. Improve attendance of PP students to be in line with other students in the college and above Key Stage 4 National Average of 94% for all students.
3. Improve aspirations of PP students so that career choices are commensurate with ability & in line with other students of similar ability in the college.
4. Further reduce exclusion rates for PP students to be in line with other students in the college and above National Average for all students.

Objective 1: Ensure that the progress made by PP students, especially HPA PP students, is in line with other students in the college and at or above National Average for all students or that the gap between PP and other students has decreased compared to 2018 data.

Actions	Success criteria	Timescales	Person responsible	Cost/resource implications	Evaluation
<i>Make sure teachers are aware of which students are PP in all of their classes, especially HPA PP students</i>	<ul style="list-style-type: none"> • All teachers to have PP and ability level (LPA, MPA, HPA) noted clearly on all class lists • All seating plans annotated for PP students and ability level (LPA, MPA, HPA) 	<i>Sept 18</i>	<i>All teachers</i>	<i>Data sheets & Teaching file Cost = £0</i>	
<i>HPA PP students to be key focus of in-class</i>	<ul style="list-style-type: none"> • All HPA PP students to reach end of year target grade (see <i>Raising attainment of HPA students</i>" strategy 	<i>After every data</i>	<i>All</i>	<i>CPD training x 6 sessions</i>	

<i>interventions</i>	<i>document for further details)</i>	<i>collection</i>		<i>throughout year Cost = £0</i>	
<i>Directorates & HoYs to be able to bid for extra funding from PP funds for other purposes not listed in this plan</i>	<ul style="list-style-type: none"> <i>Additional PP interventions and resources have evidential positive impact on PP students' motivation, revision confidence, exam technique, grades, etc.</i> 	<i>Throughout year</i>	<i>DoLs and HoYs</i>	<i>TBC depending upon bid</i>	
<i>Start year 1 of 2-year action research programme with UoC</i>	<ul style="list-style-type: none"> <i>All staff volunteer to take part in programme</i> <i>All staff trial agreed dialogic teaching techniques and report back on findings against agreed success criteria</i> <i>Data from year 1 shows improvement in engagement of disadvantaged students (PP and CCOP) in lessons in vast majority of lessons</i> <i>Year 2 agreed to and funding sourced</i> 	<i>Start Sept 18 then ongoing for 2 years</i>	<i>ICR and all teachers</i>	<i>CPD time x 8 sessions throughout year (Cost = £6700 per year - year 1 covered by CCOP – year 2 may need to come from PP funds)</i>	
<i>All in-class interventions to focus predominantly on PP students wherever possible and applicable</i>	<ul style="list-style-type: none"> <i>PP students make up the majority of in-class intervention students where possible and applicable</i> 	<i>Sept 18 and every half term thereafter (after each data collection)</i>	<i>ICR, DW and all teachers</i>	<i>Intervention forms and stickers & letters/texts home to parents of those in receipt of PP Cost = £0</i>	
<i>Increase parental engagement with school</i>	<ul style="list-style-type: none"> <i>All parents informed of in-class interventions taking place for their child</i> <i>All parents informed of revision evening taking place</i> 	<i>After each data collection</i>	<i>DoL & HoY & admin team</i>	<i>Printing and postage Cost = £100</i>	
<i>Increase quality of feedback provided by teachers and responded to by students</i>	<ul style="list-style-type: none"> <i>All students have responded to at least 2 Key Pieces of work every half term which are clearly highlighted as such by new sticker system and deadlines listed on school calendar</i> <i>All students report in student voice survey that improved marking system is helping them make better progress</i> <i>% of positive PP respondents compares favourably with % of positive other respondents</i> 	<i>By end Oct 18 & then ongoing June 18</i> <i>June 18</i>	<i>ICR & all teachers</i> <i>HoY</i> <i>HoY</i>	<i>Printing of stickers Cost = £25</i> <i>Printing & collating of student voice surveys Cost = £25</i> <i>Extra lesson allowance to all teachers to provide time for additional feedback Cost = £20,000 (£1000 per lesson x 20 teachers)</i>	
<i>Provide 1 to 1 tutoring in English Language and Literature for any PP student targeted by English dept. as</i>	<ul style="list-style-type: none"> <i>English teachers will provide additional after-school lessons twice every week during the Autumn, Spring and Summer terms</i> 	<i>Autumn term 18 - Summer term 19</i>	<i>KAW</i>	<i>£0 (volunteer)</i>	

<i>needing extra help</i>					
<i>Provide counselling support for any PP student in need</i>	<ul style="list-style-type: none"> Those PP students with recognized mental health issues and with other emotional needs will be allocated a regular appointment with our school counsellor, Dot Gillespie 	<i>Throughout year</i>	<i>DG/HOY</i>	<i>£3750 (50% of £7500 annual costs)</i>	
<i>Provide bespoke revision resources for students and parents</i>	<ul style="list-style-type: none"> All PP students are aware of what, how, why, when and where to revise to ensure success in their exams via a series of weekly assemblies All parents informed of revision evening taking place 	<i>Starts Nov 18 for Y11 (pre mock exams)</i> <i>Feb 19</i>	<i>ICR</i>	<i>Revision packs and assorted revision tools Cost = £400</i>	
<i>Literacy/numeracy interventions</i>	<ul style="list-style-type: none"> All PP students with low Reading Ages to be given access to reading intervention support Maths tutor to prioritise PP student access to interventions 	<i>Oct 18 onwards</i> <i>Sept 18 onwards</i>	<i>KAW & EJ</i> <i>Maths tutor</i>	<i>TA time</i> <i>Cost = £800</i> <i>£'s to employ MT</i> <i>Cost = £20,000 on 0.6 FTE</i>	
<i>Mentoring of key PP students by various colleagues</i>	<ul style="list-style-type: none"> PP highlighted by HOY and data as in need of 1 to 1 support from mentor provided with trained adult mentor from our staff 	<i>Jan 19 onwards</i>	<i>ICR/MR/CLP</i>	<i>£0 (volunteers)</i>	
<i>Mentoring of key PP students by various 6th formers (Y12)</i>	<ul style="list-style-type: none"> PP highlighted by HOY and data as in need of 1 to 1 support from mentor provided with trained year 12 mentor from UTC 	<i>Jan 19 onwards</i>	<i>ICR/AAD/CLP</i>	<i>£0 (volunteers)</i>	
<i>Every directorate/year team included clear plans for underperforming PP students</i>	<ul style="list-style-type: none"> Directorate Improvement Plans will detail these intervention as the year progresses and be updated after every data collection 	<i>Nov 18 onwards</i>	<i>DoLs/All staff</i>	<i>Staff time</i> <i>£'s for resources</i>	
Total cost of resources used to meet Objective 1				£44,300	

Objective 2: Improve attendance of PP students to be in line with other students in the college and above Key Stage 4 National Average of 94% for all students.

Actions	Success criteria	Timescales	Person responsible	Cost/resource implications	Evaluation
<i>All PP students who are below 95% (amber) attendance to be placed onto the attendance monitoring report (AMR).</i>	<ul style="list-style-type: none"> All PP students to be on or above 95% attendance. All PP/PA students to have met with HOY & AO every half term. 	<i>Throughout year – attendance figures are evaluated every week</i>	<i>AO, HOYs, Form Tutors, BLS.</i>	<i>10 minutes per week – Form tutors.</i> <i>Meeting time with HOY & parents (3 hours)</i> <i>A. O. time to identify students.</i> <i>Cost = £0</i>	
<i>Reward 95-100% attendance rate every</i>	<ul style="list-style-type: none"> All PP students in receipt of extra Reward Points 	<i>After every data</i>	<i>DW/Admin team</i>	<i>Extra costs to Reward Points scheme</i>	

half-term with extra Reward Points as part of whole school Rewards structure		collection		Cost = £300	
AMR to be implemented by Attendance Officer (AO) and be monitored by PP students form tutor.	<ul style="list-style-type: none"> PP students to be mentored by form tutors to improve attendance and completion of AMR. Direct correlation between AMR students and rewards for attendance every half-term. 	ASAP	AO, Form Tutors, BLS.	A.O. – time to monitor PP students. Cost = £0	
Parents of low attending students to receive ECUTC official “amber” attendance warning letter.	<ul style="list-style-type: none"> All parents to be aware of their child’s current attendance and how this impacts on educational outcomes for their child. 	ASAP	A.O.	Postage - warning letters. Admin. staff time Cost = £25	
All PP persistently absent (PA) students who are below 90% (red) attendance to be placed onto the attendance improvement plan (AIP).	<ul style="list-style-type: none"> Parental meeting with BLS, AO, HOY, EWO to have taken place – Minutes evident. AIP actioned. All PP PA students to be on or above 97% attendance (or highest possible attendance dependent on time left in academic year.) 	Ongoing	AO, HOY, EWO	Admin. Costs. Time - HOY, BLS, HOY, EWO. Board room use. Cost = £0	
Parents of PA students to receive ECUTC official “red” attendance warning letter.	<ul style="list-style-type: none"> All parents to be aware of their child’s current attendance and how this impacts on educational outcomes for their child. Including the possibility of legal action / fines. 	Ongoing	AO	Postage - warning letters & Admin. staff time Cost = £25	
Local Education Authority to issue fines.	<ul style="list-style-type: none"> Letters of confirmation of fines being issued to parents from LEA. Timeline of strategies used to support legal action. 	Ongoing	EWO, AO, CT	Admin time. Cost = £0	
PP money to be used to support Y10 & Y12 PP students access existing “celebration” trips.	<ul style="list-style-type: none"> Identified PP students to attend next “celebration” trip as appropriate – attendance. Receipts as proof of purchase. 	Various times throughout year	HOYS, BLS	Approx. £20 per student awarded. Cost = £400	
PP money to be used to supplement Prom tickets for good / improved attendance PP students in Y11 & Y13.	<ul style="list-style-type: none"> Identified PP students to attend end of year Prom. 	July 19	BLS, IAL	Approx. - £25 per student. Cost = £200	
Total cost of resources used to meet Objective 2				£950	

Objective 3: Improve aspirations of PP students so that career choices are commensurate with ability & in line with other students of similar ability in the college

Actions	Success criteria	Timescales	Person responsible	Cost/resource implications	Evaluation
<i>All PP students will have at least 1 face-to-face careers interview to ensure that they make informed career choices.</i>	<ul style="list-style-type: none"> <i>Data collections will show all PP students, especially HPA PP students, on flight path to achieve end of year target grades.</i> <i>All PP students report that careers interviews have given them good advice and that they are more informed about what to do to achieve their goals.</i> <i>Student evaluation forms will be used to evaluate this strategy.</i> 	<i>1st interviews completed by end Autumn term; 2nd by end March 19</i>	<i>ICR</i>	<i>Part of £2200 SLA with INSPIRA Cost = £800</i>	
<i>All PP students will have half-terminly input from different employers in the form of workshops, careers fairs, etc.</i>	<ul style="list-style-type: none"> <i>Data collections will show all PP students, especially HPA PP students, on flight path to achieve end of year target grades.</i> <i>All PP students report that regular input from employers has given them good experiences of what they could achieve and the information about what to do to achieve their goals.</i> <i>Student evaluation forms will be used to evaluate this strategy.</i> 	<i>Throughout year (at least one different input every half-term)</i>	<i>ICR</i>	<i>Hospitality for local employers Cost = £100</i>	
<i>Many PP students will have access to mentoring in year 10 from volunteer employers trained by Inspira</i>	<ul style="list-style-type: none"> <i>Data collections will show all PP students, especially HPA PP students, on flight path to achieve end of year target grades.</i> <i>All PP students and their mentors report that the mentoring programme is having a positive effect upon attitude to earning and attainment.</i> 	<i>Throughout year 10 starting Oct 18</i>	<i>CA</i>	<i>Cost of rooms and organizing interview slots Cost = £500</i>	
<i>Bespoke career support interventions agreed and delivered for PP cohort in conjunction with CCOP/Hello Futures organisation</i>	<ul style="list-style-type: none"> <i>Data collections will show all PP students, especially HPA PP students, on flight path to achieve end of year target grades.</i> 	<i>Throughout year starting Nov 18</i>	<i>HoY</i>	<i>Time to organize meetings and events and accompany students Cost = £500</i>	
<i>All PP students will have access to new Employability Skills tracking system (linked to Rewards system)</i>	<ul style="list-style-type: none"> <i>All PP students gain as many Employability Skills related Achievement Points throughout the year as other students</i> 	<i>Evaluation points every 12 weeks</i>	<i>Tutors/DW</i>	<i>Employability Skills booklet & review of improvements made document Cost = £50</i>	
Total cost of resources used to meet Objective 3				£1,950	

Objective 4: Further reduce exclusion rates for PP students to be in line with other students in the college and above National Average for all students.

Actions	Success criteria	Timescales	Person responsible	Cost/resource implications	Evaluation
All students who are identified as PP, who have more than two periods of FTE to be placed on a behavioral monitoring report when the school re-admittance meeting has taken to identify areas for concern / areas for improvement.	<ul style="list-style-type: none"> PP students currently receiving FTEs to be brought below NA and towards the rest of school average Figures should also show an improvement on 2017-18 	Ongoing throughout year	BLS & HOYs	2 students @ one hour each X BLS and HOY. Cost = £200	
PP "behavioural" parents to be invited to meeting with BLS and appropriate HOY to identify key behaviours and put students onto behavioural improvement plan.	<ul style="list-style-type: none"> Identified poorly behaved PP students' parents meeting minutes to show agreed action plan for the improved participation of their child in the school curriculum. 	Ongoing throughout year	BLS & HOYs	2 students @ one hour each X BLS and HOY. Cost = £200	
All PP students to be supported by "Young Cumbria" http://www.youngcumbria.org.uk/ for one hour a week to work on students aspirations and future pathways.	<ul style="list-style-type: none"> FTE for PP students to be 3% in line with ECUTC average. PP student voice analysis to positively reflect improved attitudes to learning and student aspirations. 	Ongoing throughout year	BLS & PLM's	Young Cumbria Cost = £0 (Cost of rooms and organizing interview slots Cost = £500) Student time = 30 minutes per week.	
Use reward scheme to promote rewards for positive attitudes to learning and achievement	<ul style="list-style-type: none"> PP to be rewarded for improved and correct behavior by earning points and selecting rewards Reward Points scheme. 	After every data collection	BLS	Cost approx.. £4000 per year	
PP money to be used to support Y10 & Y12 PP students access existing "celebration" trips .	<ul style="list-style-type: none"> Identified PP students to attend next "celebration" trip as appropriate. 	Throughout year	HOYS, BLS	(Approx £20 per student awarded Cost = £200)	
PP money to be used to supplement Prom tickets for good / improved behaviour PP students in Y11 & Y13.	<ul style="list-style-type: none"> Identified PP students to attend end of year Prom. 	Throughout year	BLS, IAL	(Approx. - £25 per student Cost = £200)	
Total cost of resources used to meet Objective 4				£4,450	
Total cost of resources used to meet all 4 Objectives				£51,650	

N/B This total is above PP allocation – additional funding from school funds.