

Hele's School Pupil Premium Strategy

1. Summary of School Information					
School	Hele's School				
Academic Year	2016-2017	Total Pupil Premium budget	£255,722	Date of most recent PP Review	September 16
Total number of pupils	1248	Number of pupils eligible for PP	179 (14%)	Date for next review of strategy	Sept 17

2. 2015/16 Attainment		
Academic year 2015/2016 comprised of	20 Pupils eligible for PP	185 Pupils not eligible for PP
% achieving 5A*-C including EM	20%	70%
% achieving expected progress in English	55%	82%
% achieving expected progress in Maths	39%	75%
Progress 8 score average	-0.73	0.11
Attainment 8 score average	33.35	54.45

3. Barriers	
In school barriers (for pupils eligible for PP)	External barriers (for pupils eligible for PP)
<p>Staff awareness and understanding of PP students</p> <p>Academic disengagement of sub-cohorts eg. Y11 girls</p> <p>Engagement in provision (academic and extra-curricular) outside of school hours</p> <p>Attendance and punctuality</p>	<p>Parental engagement with school</p> <p>Mental health and anxiety</p> <p>Encouragement/support at home</p> <p>Low aspirations</p>

4. Outcomes		
	Desired outcomes	Success criteria
A.	Improved performance of Pupil Premium students at GCSE	Significantly reduce the gap between the performance of PP students and national non-PP students (Progress 8)
B.	Improved academic support for Pupil Premium students	<p>Raised teacher awareness of PP students</p> <p>Monitoring and evaluation processes include specific focus on PP students</p> <p>Interim Assessment data evaluated after each IA (PP) and intervention applied appropriately</p> <p>Key Stage 4 student profile booklets for every PP student produced</p> <p>Department focus on developing subject-specific strategies for PP students embedded</p> <p>Action research carried out by PP Coaching group</p> <p>Revision books for every subject provided free of charge</p> <p>Increased attendance at Study Café</p>
C.	Improved pastoral support for Pupil Premium students	<p>Growth Mindset Pastoral Programme (Key Stage 4) implemented</p> <p>Attendance and punctuality monitored (daily at Y11) and intervention applied appropriately</p> <p>Commitment to Learning incentives leading to improved performance at each IA</p> <p>Attendance incentives at KS4 leading to improved attendance each half term</p> <p>More able disadvantaged students (MADS) clear on their target areas after each IA</p> <p>Students have ready access to revision materials</p>

Key Area	Action Required	Cost	Staff Lead	Success Criteria	Impact (For review Sept 2017)
Raising Awareness					
Raise staff awareness of PP (disadvantaged students) and improve depth of knowledge regarding PP needs	<p>Launch on September INSET day and in first JLG meeting</p> <p>Encourage the use of department meetings/briefings to discuss PP students not making expected progress and be solution-focused as a team to support one another/share ideas/identify successful interventions</p>	N/A	<p>EMC/CPM</p> <p>HODs/HOHs</p>	<p>Raised awareness of the importance of monitoring, supporting and providing the best possible learning opportunities for PP students.</p> <p>Departments create subject-specific strategies to try in and out of the class room in a bid to diminish the gap.</p>	
Whole School PP audit across all departments	<p>Distribute blank template during first JLG and request HODs to discuss 'current provision' and 'desired provision' in department meeting</p> <p>HODs evaluate last year's spending and for funds to further enhance provision based on knowledge of current cohorts</p>	£50,000	CPM	<p>A full audit booklet is created to inform 2016/2017 PP Strategy.</p> <p>Appropriate desired strategies accepted for funding.</p>	
Progress of students an appraisal target for all staff	All staff to focus on the progress of disadvantaged students within their classes as part of Objective 1 of the 2016-17 appraisal cycle	N/A	JUM/CAP/All staff	<p>All staff accurately monitor the progress of PP learners in their own setting thus impacting positively on progress.</p> <p>Staff are held to account for the progress of all PP students in all subject areas.</p>	
Key Stage 4 student profile booklets to be created and called 'Focus Learning Group'	1:1 held with each student to gather feedback on barriers/strategies to share with staff, as a well as a brief outline of student circumstances at home	£500 photocopying	CPM/EMC	Focus Learning Group booklet created and subject staff have a greater knowledge of individual students to inform planning and add to the quality of support offered.	
Create a 'live' provision document for each PP student across the Key Stages for departments to update after each IA	Create a google doc and share links with HODs. Interventions added onto the document along with suggested strategies that 'work'	N/A	<p>CPM</p> <p>T & L group</p>	<p>Raise profile of disadvantaged group and share good practice amongst departments.</p> <p>Have an accurate record of the provision each PP student is receiving and the impact of the spend on individuals</p>	

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Teaching and Learning disadvantaged group	Lead a group with one representative from each department to explore new ways/ideas to support PP students	N/A	CPM	Google document created with action research shared. A one page 'suggested strategies' generic guidance sheet created for all staff.	
Enhance provision for Services students	Survey parents and students to gain wider knowledge of the most beneficial provision Create a 'Services' room that students take ownership of	£5400	WF/EMC/CPM/LC	A room within the school becomes the Services Students base Laptop and projector made available for skype contact with deployed parents. Map on the wall detailing 'live' deployment destinations. Official opening.	
Attainment and Progress					
Staff CPD in line with whole school priorities: Challenge and provision for PP students	All staff to engage in a range of CPD opportunities with a view to all students experiencing quality first teaching	£20,000	CAP	All CPD activities are logged and evaluated on Blue Sky Learning points from external CPD are shared with wider staff Staff use CPD to improve quality of teaching with a particular focus on PP students	
Growth Mindset pastoral programme	Complete with Year 11 and launch with Year 10 after IA1	Tutors given time during assemblies	CPM	Increase in C2L in targeted subjects leading to increase in attainment	
Stretch more able PP students	Liaise with GTMA Co-ordinator to complement current provision, particularly through investment in The Brilliant Club to engage MADs in The Scholars Programme Raise profile of MADs (Most Able Disadvantaged Learners)	£6,911	EMC/WB/CPM/SLT/HODs	MADs included as a discreet group at hole staff RSL meetings Increased monitoring of attainment and progress amongst this sub-group. Increased % graduation of PP students from The Scholar's Programme cohort on cohort throughout the year.	
Students equipped with full access to extra-curricular opportunities	Letter home to all PP parents detailing their £150 allowance to be spent on school trips, uniform, music lessons or other items to support academic progress and attainment	£24,600	EMC/CPM/KG	Parents utilise the opportunities to ensure that their child is dressed correctly, equipped for the school day and gains extra-curricular out of school experiences. Where this money is not spent, parents are supported by a member of school staff	

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				as to the available options in order to make choices specific to their child's needs	
Department and SLT walkthroughs built into Monitoring and Evaluation schedule	HODs/SLT to undertake learning walks in line with whole school MERRs	£620	EMC/SLT/HODs	Ensure PP students remain high on the agenda and to check progress/attainment across the curriculum. 'Bigger picture' observations recorded and shared with staff	
Invitations to all Y11 PP students to attend Study Café	Heighten the requirement for PP students to attend this provision. Incentivise 80%+ attendance with money off prom ticket	£6,508	EMC/LG	Subject staff aware of who has committed and provide more individualised work/guidance accordingly. PP students complete one of their 2 hours of guided revision time per day in a controlled environment.	
Enhance quality of work carried out during KS4 Key Skills lessons	Subject staff regularly reminded of the students who make up those classes (5 additional hours over a two-week period) Staffing mapped to enhance provision for these students across the academic year English Intervention mapped during this time to enable discreet work with PP students	£18,632	CPM/Key Skills staff	Improvement in progress/attainment. Completion of ECDL by all LPA (incl PP students) Targeted English intervention provided outside of English curriculum time	
ECDL Qualification for all Year 11 PP students	Twilight sessions to run in small groups across the year. Formal invitations sent home and individual meetings with students to emphasise the benefits of this qualification	£3,724 £2,698	EMC/ANS	All Year 11 PP students have an additional Bucket 3 qualification. Motivation increases after success with ECDL.	
Improved CIAG for Year 10/11 PP students	Increase offer of 1:1 sessions with Careers South West to cover all Y10/11 PP students	CSW	VY/CPM/CSW	Clearer goals leading to greater engagement and improved behaviour. Decrease in course swapping.	

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Engagement					
Improvement in attendance at KS4	Terms 1 and 2 £5 Drake Circus vouchers for students who achieve 95% + attendance	£150	CPM/HOHs	Positive attendance habits developed early on in the academic year.	
Improvement in C2L at KS4	£10 Drake circus vouchers for students who achieve 3 + average for C2L	£300	CPM	Improved C2L leading to improved engagement and attainment.	
Improve parental engagement in extra-curricular events	Invitations to drama productions, music concerts and fayres free of charge	£150 ticket cost	CPM/EMC/HOHs/PSMs	Parents engaging with their children in cultural school events Staff able to make personal links with parents outside of academic events to forge greater working relationships	
Improve parental engagement in academic events	Chase up all parents who fail to make Parents' Evening appointments Personally contact all PP parents to invite to Information Evenings Maintain contact throughout the year around key events	£11,532 (linked to attendance)	SS overseen by CPM	Increase parental engagement with school. Parents fully informed of student progress. Increased number of parents attending subject specific feedback evenings.	
Moral Support	Invite 6 th form students/KS4 students to become mentors for students lower down in the school (PP DS and Services)	N/A	CPM/EMC	Students feel supported in school and motivated to engage with learning. Parents reassured particularly leading up to and during deployment	
Boys C2L focus group	Boys in KS3/ Year 10 with low levels of C2L identified after IA's mentored by LC in 1:1's or through activities such as team building Y11 boys tutored and mentored by TWG (AP)	£23,823	LC	Improved C2L, attendance, reduction in behaviour points Improved commitment to learning Improved time management skills Improved outcomes in progress and attainment measures	

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Y11 Girls focus group (tutor group)	Y11 girls identified as showing low levels of academic engagement to be tutored and mentored by EMC	£5,104	EMC with CPM and SLT	Improved commitment to learning Improved time management skills Improved outcomes in progress and attainment measures	
Planned sessions around exam preparation, aspiration and marginal gains delived by Maximize	Maximize to lead sessions with Y10 and 11 to introduce the year and instill good working practices in KS4 students	£3,125	EMC	All students understand the principles of revision All students have access to appropriate revision strategies	
Homework Club	Staff identified to run small-group homework sessions for vulnerable PP students to assist with homework and general organisation 4 nights per week for one hour	£3,071	JMann	Vulnerable students feel supported with homework completed and submit on time Homework records improve for these students Improvement in attainment throughout the year	
Investment in ClassCharts	Investment in ClassCharts Training for all staff on its usage for 'knowing your class', setting homework and organising seating plans to maximise student outcomes Information to all parents re: ClassCharts app and how to use	£2,762	TWG	All staff have interactive seating plans with key groups clearly identified All staff know their PP students and provide accordingly for these students All staff use ClassCharts to set regular homework which enhances learning Parents engage with the system to monitor and support students	
Group reading project	Purchase 20 copies of simple plays for library staff to use with disadvantaged students who require extra reading practice	£100	CW/KF/EMC	Students are supported in small groups to develop confidence in reading. Reading ages improve.	
Accelerated Reader	Re-launch with staff to further encourage quizzes to be taken immediately after completing a book	£8891 (3 years)	CW/KF	Data for PP cohort shows an improvement in reading competence and reading ages. Students have access to a range of texts and are motivated to read a wider range of texts.	
Exam preparation and revision support for Y11	All Y11 PP students to be provided with an exam revision pack including a USB stick containing 3 x past	£152	EMC	All Y11 PP students have a supply of revision materials to support the revision process.	

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	papers and mark schemes for all subjects as well as key items of stationery to support them in the run up to the final exams Provide opportunity for all Y11 students to create a personalised Study Planner linked to their exam board for every subject for the 10 weeks prior to the GCSE exams			All Y11 students have a personalised, interactive Study Planner which they will share with all stakeholders to enable accountability around exam preparation	
E-reader reading project	Purchase six Kindle Fire Tablets aimed to develop reading comprehension Purchase prizes (pens/badges) to reward students for hard work	£450 £225	CW/KF/EMC	Students are able to engage with e-readers in addition to traditional training mediums. Students have greater motivation to read for pleasure.	
Trial group for PiXL Edge project	Identify 10 Year 8 students to be trained to become 'Edge Ambassadors' Attend launch events Plan to implement with Year 7 (2017/2018)	£1500	LC/CPM/KF/DC	Students create a portfolio of evidence (on-line) and increase their skills, attributes and experiences essential for employability and life.	
Fund alternative provision for PP students at risk of permanent exclusion	KB to attend Bees Project 3 days a week throughout Y11 LM to attend ACE 5 days a week for terms 3,4,5 of Y11	£7,050	SEC	Students engage in their respective programmes and make academic and social progress	
Monitoring and Evaluation					
Middle Leader accountability increased	Raise the profile of the importance of Pupil Premium (Inset/training events) DIP/HIP agendas to have PP as a long-standing item and progress/interventions to be discussed	N/A	HIP/DIP	Intervention for PP students becomes embedded in the day to day evaluations of teaching and learning. Enhanced planning differentiated for PP students becomes more evident in learning walks.	
Departmental and SLT walkthroughs built into Monitoring	HODs to carry out formal observation and SLT undertake learning walks in line with whole school MERRs to	Time	HODs/HOHs/SLT	Provide staff with regular updates 'Bigger picture' observations shared with staff.	

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and Evaluation schedule	ensure target students remain high on the agenda SLT drop ins monitor staff awareness of PP students				
Mid-year review of PP 16/17 strategy	Review in February 2017 Adapt accordingly and ensure evidence is being recorded	Time	EMC/CPM	Pupil Premium Action Plan is updated and shows improved RAG ratings at each evaluation point.	
SLT Pupil Premium Champion	EMC to lead the strategy around the PP spend and monitor and evaluate all aspects of PP provision	£4,256	EMC	The strategy for 2015/16 is fully evaluated to identify impact Strategy for 2016/17 shows a clear direction of travel in line with evaluation of 2015/16 All stakeholders are aware of the PP Strategy and its implementation	
Pupil Premium Coordinator temporary TLR	EMC to allocate specific operational responsibilities to monitor and evaluate delivery of PP Strategy	£2500	EMC/CPM	Increase face time with students. Quality assurance procedures in place. Provision mapped. Key action points monitored and evaluated.	