

Hele's School Pupil Premium Strategy

1. Summary of School Information					
School	Hele's School				
Academic Year	2018-2019	Total Pupil Premium budget	£303,597	Date of most recent PP Review	September 18
Total number of pupils	1231	Number of pupils eligible for PP	162 (13 %)	Date for next review of strategy	Jan, Apr, July & Sept 2019

2. 2018/19 Cohort Information			
	Cohort Size	Pupil Premium Cohort	Proportion of the Year Group
Year 7	210	32	15%
Year 8	204	44	22%
Year 9	206	27	13%
Year 10	204	40	20%
Year 11	202	19	9%

3. Key Barriers to overcome
a. Historical poor progress from KS3-4: Students eligible for Pupil Premium funding, especially Higher Prior Attainers, identified from Key Stage 2 data results, have historically made less progress nationally over Key Stage 3 and 4 than other students.
b. Literacy and numeracy skills: In general, students in receipt of Pupil Premium funding enter Year 7 with lower Key Stage 2 SATs data reflecting the need to develop literacy and numeracy skills further early in KS3
c. Aspiration and educational ambition: Students who are eligible for Pupil Premium funding may arrive at the Hele's lacking aspiration and educational ambition when compared to other students.
d. Behaviour: Where standards of behaviour do not meet expectations, this can have a detrimental impact on a student's academic progress.
e. SEND needs: A number of students who are eligible for Pupil Premium, also have a range of SEND needs which can impact on their academic progress.
f. Attendance: Nationally, attendance rates for PP students are generally lower than the attendance rates for others.
g. Access to resources: Access to resources such as computers, revision material, extra-curricular activities can be more challenging for PP students.

Key Area	Action Required	Cost	Monitoring strategies & Person Responsible	Date	Success Criteria
General					
Appointment of Pupil Premium Champion to work at an operational level to support the strategic direction of the Pupil Premium Strategy	Organisation of events and initiatives, liaising with students and parents, mentoring, monitoring and evaluation of Strategy. Close working with strategic SLT lead for Pupil Premium.	£41,179	JML with EMC	Term 1 onwards	Strategic and operational leads for Pupil Premium work closely together to ensure the Strategy is put into place and ensure maximum outcomes for PP students.
Maintain staff awareness of PP (disadvantaged students) students and increase depth of knowledge regarding PP needs.	Launch in briefings and first RSL meeting of the year Encourage the use of department briefings PP's NOT making progress and be solution focused as a team supporting one another/share ideas identify improved interventions.	N/A	EMC/JML HODs/HOHs	On-going.	Raised awareness of the importance of monitoring, supporting and providing the best possible learning opportunities for these students. Departments create a bank of subject specific strategies in a bid to close the gap.
Enable quick and easy access to current PP lists so all staff are aware of all pupils, not just in teaching groups	PP Disadvantaged and PP Services lists in Pupil Premium folder on T drive as a read-only file. Additions and removals made by T. Algar when appropriate. Information on all current and historical intervention available on this document. SIMs lists to continue to show PP students by class and cohort and ClassCharts used by teaching staff to identify PP students within lessons	N/A	JML/EMC/TA	September 2018	All staff are aware of who the PP students are across the school to broaden knowledge of individuals who staff may not teach Information is used to inform extra-curricular opportunities, funding requests etc.
Student Profile booklets for disadvantaged students in Year 10 and Year 11. To be called 'Focus Learning Group'	Gather feedback of barriers/strategies from current teacher and include the student by allowing them to share information that they feel may impact on their learning.	N/A	JML/EMC	Year 11 ready for September Year 10 for October	Subject staff will have a greater knowledge of the student and the booklet will again add focus/reinforce the need for careful planning to consider these students.
All staff given timely updates on pupil progress and attainment via RSL meeting	Progress of the disadvantaged cohort to be a discreet feature of the whole staff RSL meeting following each IA. Staff bulletin to feature a section dedicated to Pupil Premium to provide updates on latest initiatives/successes/foci	N/A	EMC with SJA, KLS	Following each IA	Every member of staff is aware of the progress and attainment of the disadvantaged cohort and their contribution to the overall picture. Transparency of data across all staff. All staff are able to take a consistent approach to individual students
Department Requisition opportunities	Make HODs aware that they can request money from PP budget to work with PP students. Staff complete appropriate Requisition including names and planned use. EMC/CPM assess each bid and assign money where appropriate	£5,450	EMC/CPM with HODs	Ongoing	All HODs are aware that they can bid for money to support PP students. Staff are aware of who they are supporting and why. PP students receive additional material/support in specific subject areas to increase progress/attainment
Creation of PP administration team	Coverage of curriculum, finance, data etc	£7,849	EMC	Annual	Team approach of meeting the needs of PP students across all year groups in all aspects of school life

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B. Improved Academic Support for Pupil Premium Students					
Y11/10 maths/English 1:1 tutoring	PP students identified as needing additional support with English and maths have the opportunity to receive 1:1 or small group tuition on their area of weakness	£8580	EMC/tutors	Term 3 onwards	Tutors work with students to identify their areas of weakness and close gaps in knowledge to increase success in GCSE English and maths
Y11 maths/English tutor time intervention sessions	HODs and 2 nd in depts in maths and English to run focused intervention sessions 3 days a week to close gaps in student knowledge	£12,207	MJM, EMP, LMW, HMS with EMC	Term 2 onwards	Improved outcomes in maths and English for students in the focus groups when comparing IA1 predictions with actual summer results
Y11 Science tutoring	PP students identified as needing additional support with any of the three sciences to have the opportunity to receive 1:1 or small group tuition on their area of weakness	£840	RJR/DD/EMC	Term 3 & 4	Increased confidence amongst PP students across the Sciences, leading to improved outcomes both in terms of attainment and progress.
Y11 Mentoring Programme.	All tutors dedicate one tutor time per week to work solely with KS4 students and mentor around revision, time management, dealing with exam stress etc Tutors to pay particular attention to PP students within their tutor group and offer additional support	Tutor programme reconfigured to offer this opportunity	CPM/HOHs Tutors	Term 2 onwards	Increased support for all KS4 students through an 'interested adult' approach, supporting but also holding to account and mentoring around emerging issues
Invitations to all disadvantaged students to attend Study Café/Club 11	Heighten the requirement for disadvantaged students to attend this provision or subject-specific revision. Subject staff to be informed of who has committed and provide more individualised work/guidance accordingly. Logs to be kept of attendance in order to get reward.	£4,465 +£2,843 + £977 £120	JML/EMC/MK Subject staff	Progress monitored between interim assessments.	Attendance rates at Study Café and subject-specific revision Improvement in progress amongst Y11 disadvantaged learners.
Easter Residential	Y11 PP students - Revision across core subjects plus social activities to provide breadth and balance and maintain positive mental health and outlook.	£3500 approx	JML	Term 4	Attendance of all PP students across a range of curriculum subjects
Further utilise the opportunity for disadvantaged students to complete relevant work during Key Skills lessons.	Subject staff to be made aware of and reminded of those KS4 disadvantaged students who have an additional 5 hours over the two week timetable to undertake additional study.	N/A	EMC/JML Key skills staff Subject staff	On-going.	Improvement in progress, particularly in English and maths.
Enhanced CIAG for all disadvantaged students (Years 10 and 11)	Reconfigure tutor programme to include general and bespoke CIAG Offer more 1:1 for students identified as needing more IAG (include parents)	£249.85 £660 + £195	CPM with HOH Tutors VY CSW LG	Completed throughout the year.	Clearer goals leading to greater engagement in GCSE Smoother transition points, less course swapping, increased motivation for subjects studied.

	Invite guest speakers in (through Next Steps South West / Alumni) with the aim to raise aspirations.				
MADs Intervention	Meet once per half term with Y10 and Y11 MADs to look at short-term target setting, review past targets and discuss any emergent barriers to success. For the 3 subject areas chosen as a target, CPM to liaise with staff to make them aware. Completion of proforma per meeting to keep a record of progress	£449.70	JML	Once per half term	All MADs have a point of contact for any academic concerns and the PP Leadership team have oversight of all pupils in this sub-group and can intervene where necessary. All staff are aware of a MAD student has their subject as a focus area and liaises with CPM regarding any issues
Stretch the more able PP students (MADs)	Liaise with Josh Clarke and look to complement current provision/add to it, particularly through use of The Brilliant Club to support MADs (Most Able Disadvantaged Learners)	£3,840	JML/JDC/CAP	On-going	Increase in attainment amongst this sub-group across all year groups through enhanced opportunities within and beyond the classroom and improved aspirations.
TA in class and intervention support	Deployment of Teaching Assistants to support PP students in and out of the classroom. Particular focus on those students who are PP and SEND across all year groups.	£62,146	EMC/JML/CPM/JM	On-going	Broader links between SEND and PP teams leading to tighter monitoring of and support for PP SEND students.
Homework Club	An offshoot of Homework Club is created to provide bespoke support for specific PP/SEN students	£1,753	TA	1 hour per evening Mon-Thurs	Students for whom a more personalised approach is required are supported with homework completion. Students are able to progress better across the curriculum as a result
Departmental & SLT walkthroughs built into Monitoring & Evaluation schedule to keep priority of needs up to date particularly with disadvantaged students who are not making progress despite interventions.	All HODs and SLT to undertake learning walks in line with whole school MERRs to ensure target students remain high on the agenda and to check progress and attainment of these learners across the curriculum EMC and JML to construct a QA cycle of observations and walkthroughs of underperforming PP students, with follow up conversation with students and parents	£749.55	CPM/EMC HODs HOHs SLT	In line with MERRs	Provide staff with an up to date picture (Student Profiles to be amended accordingly as a result of observations made). 'Bigger picture' observations can be recorded and shared with students, staff and parents.

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C. Improved Pastoral Support for Pupil Premium students

Improvement in attendance at KS4	£5 Drake Circus vouchers for targeted students who achieve 95% + attendance each half term.	£1,045	HOHs	Half termly from Term 3	Improved attendance across the key exam cohorts of disadvantaged learners
Allowance per pupil x £150	For uniform/trips etc	£24,750	EMC with admin	Annual	Students will be fully equipped for school and barriers in attending extra curricular activities are significantly reduced.
Purchase of food ingredients		£1000	EMC/CPM with SKW	From Term 1	

	Ensure that ingredients are purchased for all KS3 and 4 students studying Food & Nutrition or Hospitality				Staff in these departments are aware of who their PP students are. All PP students are able to take part in practical cookery lessons and therefore no learning is lost.
Pastoral Support Programme	Individualised pastoral support available through referral from HOH	£42,181	EMC	Annual	PP Students have appropriate enhanced pastoral support to meet individual needs
Improve parental engagement	<p>Invites for parents WITH students to attend concerts, shows, and fayres free of charge.</p> <p>HOHs to personally invite parents of PP students to both Tutor Parents Evening and Subject Parents Evening</p> <p>Follow up calls to be made to all parents who have not made appointments</p> <p>All parents of PP students who failed to attend Parents Evening contacted to meet with HOH within 2 weeks of Parents Evening</p>	<p>£150 + £349</p> <p>Use of Reception staff/ PSMs to call parents</p> <p>HOH Time</p>	<p>CPM with HOH</p> <p>HOHs/PSMs</p>	<p>Throughout the year</p> <p>Before subject parents' evenings</p> <p>After subject parents evenings</p>	<p>No opt-out possible to engage with the school.</p> <p>Parents fully informed of progress/areas for concern.</p> <p>Increase in the number of disadvantaged students/parents attending Parents Evenings.</p>
6th Form mentors / role models	PP students in need of additional support linked up with a 6 th form mentor to ensure they feel supported by somebody who knew exactly how they were feeling and could relate to their situation. Attendance of 6 th Form students in lessons to support and also act in a mentor role outside of lessons.	N/A	<p>CPM/KS/RF</p> <p>6th form JLT</p>	On-going	<p>Students feel supported and comfortable in school thus impact positively on behaviour, attendance and progress.</p> <p>6th form students widen experience for CV by putting themselves forward to become mentors.</p> <p>Students have a trusted mentor to talk through feelings/emotions</p> <p>Parents are reassured</p>
Plymouth Argyle Mentoring Programme	12 week programme focusing on team-building, confidence and resilience of those students at risk of exclusion. On and off-site work with Plymouth Argyle Community Sports Team	£1500	JDC with EMC	Term 3	Students build confidence and self-esteem and apply new skills in school, making better choices and reduce chance of exclusion
Staff mentor (boys)	<p>Boys identified at any stage in school as in need of a male role model teamed up with Lee Cochrane to improve on basic skills such as team work, resilience, communication and self-management. M</p> <p>Mentored by Lee through a variety of activities.</p>	£25,705	LC with JML/EMC	Identified after IA1.	Improved C2L, attendance, reduction in behaviour points.
Reminder letter to parents of the criteria for claiming Pupil Premium funding	Letter to be sent home to all parents as a reminder of the criteria for accessing FSM and PP funding	£661 admin	EMC/admin team	Term 1 and ongoing	

	Link on website to clarify criteria and application process Encouragement to use personal allowance to fund extra-curricular activities				All parents are aware of the criteria for claiming additional support for their child/ren and the school is therefore receiving maximum funds possible
Continue funding for Accelerated Reader	All disadvantaged students have the opportunity to read appropriately challenging books and take motivational quizzes to demonstrate their understanding. Data is collected to monitor progress.	£2,963	CW/KF	2016-19	Reading ages of disadvantaged pupils can be mapped across KS3 to show significant improvement in reading ability Disadvantaged students have access to a range of texts and are motivated to read a greater range of texts for pleasure
Humanutopia Stage 1 (Who am I?) Workshops	All students in Y9 are provided with the opportunity to take part in workshops addressing how to make positive behavioural changes to impact on success.	£5,899	JML/EMC/HOH		Students in this pivotal year group are equipped with strategies for changing behaviour and have opportunity to discuss why change is necessary and recognise their personal goals in the process
Humanutopia Stage 2 (Model of Change) Workshops	All PP students are trained as 'Heroes' with a view to acting as mentors to younger students. This culminates in a full-day 5Live workshop led by the PP students for over 100 Y5 students from neighbouring schools.	£5,899	JML/EMC/HOH	Oct 2018-Jan 2019	Students are trained in leadership qualities and have the opportunity to test out their new skills, working with Y5 students.
Provision of Super 6 equipment for PP students	For any PP students in Y7-11 identified by a tutor as not having the Super 6 equipment, purchase these items once and provide the student with a full set	£299.40	CPM	Ongoing	All PP students in Y7-11 have the basic equipment required for school and are equipped for learning

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CPD, Monitoring & Evaluation

Continued CPD opportunities for PP leadership (EMC/JML) and wider staff where appropriate	JML to attend DTSA course. JML and EMC to meet regularly to review what has been learnt from the course and review in-house practice. JML to undertake Pupil Premium peer review with Lipson Cooperative Academy as part of the course	Course costs £7,142	EMC/JML	Ongoing	Leadership of PP will have a full picture of the current guidance on PP expenditure and access to best practice models to implement new strategies in school
Middle Leader accountability increased.	Disadvantaged students to feature on DIP/HIP agendas with interventions discussed and evaluated.	N/A	DIP/HIPs minutes evidenced and shared with PP co-ordinator. Learning walks. Lesson observations.	At scheduled HIP meeting points throughout the year.	As a result of regular meetings discussing this group of students, HODs, HOHs and subject staff are fully aware of PP students (disadvantaged) and are able to intervene accordingly. T and L improvements as a result of planning to differentiate and provide relevant educational outcomes.

Departmental & SLT walkthroughs built into Monitoring & Evaluation schedule to keep priority of needs up to date particularly with disadvantaged students who are not making progress despite interventions.	Formal observation sheets to be created and completed for files/discussion with students and parents. All HODs and SLT to undertake learning walks in line with whole school MERRs to ensure target students remain high on the agenda and to check progress and attainment of these learners across the curriculum	£749.55	CPM HODs HOHs SLT	In line with MERRs (Term 2 & 4 particularly)	Provide staff with an up to date picture (Student Profiles to be amended accordingly as a result of observations made). 'Bigger picture' observations can be recorded and shared with students, staff and parents.
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Services Pupil Premium					
Creation of MKCH group within Hele's	Gather all students to explain the group and look for volunteers to create a Hele's Core Support Group, looking at arranging events, fundraising, taking part in discussions to feed up to Ambassadors etc	n/a	LC/ EMC	Term 1 and ongoing	Students are given the opportunity to become part of the Hele's MKCH. The group becomes active in raising the profile of Services pupils across the school
Representation on the Plymouth MKCH Ambassador Group	Offer students in Y9-13 the opportunity to sit on the Plymouth-wide Ambassador group. Accompany to first meeting and provide communication details of future meetings	£75	LC/EMC	Term 1 and ongoing	Hele's is represented on the city-wide Ambassador group. The group becomes active in raising the profile of Services pupils across the city
Involvement in Plymouth MKCH opportunities throughout the year	Give pupils timely updates of the events open to them and accompany students to relevant events, undertaking all risk assessments, communication with home, transport arrangements etc	n/a	LC (with EMC)	Term 1 and ongoing	Representatives from Hele's take part in a range of activities throughout the academic year, covering a range of ages and interests
Operation of Services Room	Continue to offer the opportunity for Services students to spend social time in the Services Room where they have access to resources and communication equipment to contact serving/deployed family members Encourage fundraising opportunities to enable the purchasing of additional equipment for this room. Hele's MKCH Core Support Group to take a lead on this.	Catering costs £45 Room paid for in 2016-17	LC/EMC	Term 1 and ongoing	Students have a space available to them for social time use where they can relax/complete work/contact a serving relative (Skype or email facilities)
Services Mentor	Refer students for mentoring through Support Panel/other pastoral channel where support from LC may be deemed beneficial. Students to be mentored over time to remove any barriers created through being a Services student.	n/a	LC (with CPM/HOH/SEC)	Ongoing	Students are aware that there is a staff mentor in school who understands their home situation. Students are responsive to support and improvement is seen in whichever area was causing concern eg. attendance / behaviour / motivation