

Identified barriers to future progress and attainment

In-School Barriers

- Poor behaviour and attitudes to learning; PP students on average have a greater number of behaviour incidents.
- PP students are not taking full advantage of extra-curricular activities/ additional classes outside of school hours to promote, extend or consolidate their learning.
- Progress of PP students in Maths and English is not in line with non PP students
- Punctuality of PP students is at a lower percentage than non PP students having a detrimental effect on academic progress.

External Barriers

- Attendance rates for pupils eligible for PP are lower than that of their peers
- Lower parental engagement of some PP Students

Desired Outcomes 2017/18

Desired Outcome	Action	Success Criteria
Improve literacy and numeracy for those working below target	Create Maths & English form groups for PP students.	Rates of progress in Maths and English for PP students is improved at each assessment cycle and in line with non PP students or gap is closing rapidly
Reduction in behaviour incidents of PP students	Member of SLT on 'Walk' at all times.	Number of 'on calls' in line or better than none PP students or gap closing rapidly
Secure early intervention to reduce barriers to learning	Allocate mentors to PP students	Increased general attendance of PP students. Increased P6 attendance of PP students. Increased attainment at each assessment cycle
Increased engagement with extra-curricular activities	Ensure all PP students sign up to a club during fresher's fair	Number of PP students attending EC activities in line with non PP students
Increased attendance at Period 6 intervention	Ensure parents are contacted regarding poor attendance & engagement of period 6. Motivational assemblies to be delivered to help raise aspirations.	Increased % of PP students attending P6 intervention
Increase attendance and punctuality of PP students	Ensure all PP students with attendance less than 95% are on attendance report – PP attendance focus group. Intervention family focus groups to be held. Ensure all PP students with poor punctuality are on report.	Improved attendance and punctuality % of PP students
Increase engagement with parents of PP pupils	Pastoral leaders/ pupil mentors to engage with parents prior to the event. Attempt to arrange alternative appointments with parents unable to attend on parents evening. Regular communication with PP parents regarding students successes; texts home etc.	Increased attendance of PP parents at parent's evenings.

Planned Expenditure

Quality of Teaching for All

Desired Outcome	Action/Approach	Rationale	Measure of effectiveness	Staff Lead	Review	Cost
Improve attainment in literacy & numeracy for PP students working below target	Maths & English 'form groups' created and tutored by specialist teachers	Students requiring additional support in Maths and English will have more exposure to specialist staff	Track % of students showing an improvement at each assessment cycle	SLT	Each assessment cycle	Staff time
Ensure staff are trained and supported to improve outcomes for PP students	Deliver staff CPD on positive discrimination	Ensure intervention is transferred to the classroom to secure continued improvement	Focus on quality of marking and feedback	SLT	Termly	Staff time
Improved attainment for PP pupils	Period 6 intervention sessions running from the beginning of the year. Revision packs and support materials provided to pupils. Holiday revision school	Increased exposure to curriculum. Further support from specialist teachers than normal timetable. Students taught and given opportunities to explore different revision strategies.	Attendance at P6 and holiday school to be monitored alongside attainment data at each assessment cycle and correlation checked	SLT	Termly	10,000.00
Improved progress for PP pupils	Mentoring used to support individual pupils	Pastoral and business mentors to provide additional support, motivation and links with businesses for PP students	Monitoring of PP data at each assessment cycle alongside monitoring attendance at P6 intervention etc.	LPN	Each assessment cycle	4,000.00
Enhancement of literacy skills and cross-curricular use of literary language.	Whole school focus on literacy, all form groups running 'literacy theme of the week'. All lessons to focus on key words, language & spelling	Students become accustomed to using literacy skills and correct literary language in all lessons and at all times during the school day	Lesson observations and monitoring by AHT	RRH	Termly	750.00
						14,750.00

Targeted Support

Desired Outcome	Action/Approach	Rationale	Measure of effectiveness	Staff Lead	Review	Cost
Educate staff to help overcome individual student's barriers to learning	Ensure staff are given more detail on PP students during morning briefing focusing on barriers to learning including: Home Life SEND needs Social Issues	Staff can identify triggers of certain students and amend seating plans, questioning techniques etc. accordingly during lesson time.	Lesson observations/ checking of seating plans	SLT	Termly	Staff Time
Raise aspirations of PP students	Offer careers advice & guidance Ensure all college/ apprenticeship applications are complete Ensure PP students have extensive exposure to workplace visits/ CV workshops/mock interviews	Students with something to aim for are more likely to achieve.	Track data on student destinations	SLT	Annually	4,000.00
Early intervention to reduce barriers to learning	Literacy tracking software for students	Enables swift identification of areas of weakness to direct intervention time effectively	Progress over time at each assessment cycle	RRH	Each assessment cycle	1,950.00
Targeted intervention to reduce barriers to learning	Learning Support Centre available for students experiencing particular issues/ requiring specialist support	Students can be temporarily assigned to the Learning Support Centre for certain lessons to receive targeted support	Success of re-integration	SSR	Termly	34,000.00
Improved attainment for PP students	TA support available in lower sets to support PP students	Provide additional support to ensure full engagement and understanding during lessons	Positive progress over time at each assessment cycle	SSR	Each assessment cycle	37,000.00
Alternative timetables for PP students	Targeted timetables with the inclusion of alternative provision	Enable students with severe medical/ behavioural issues to access more tailored provision	Attendance at sessions	SSR	Termly	95,000.00
						171,950.00

Other Approaches

Desired Outcome	Action/Approach	Rationale	Measure of effectiveness	Staff Lead	Review	Cost
Improve attendance of PP Pupils	Ensure all PP students with attendance less than 95% are on attendance report – PP attendance focus group Run intervention family focus group. Ensure all PP students with poor punctuality are on report.	Attendance focus groups offer rewards for good attendance, helps break down barriers and identify reasons for persistent absence.	Improved attendance and punctuality % of PP Pupils	EBN	Termly	31,500.00
Reduction in behaviour incidents of PP students	Member of SLT on 'walk' at all times. Behaviour support centre available to support classroom teachers.	Students become accustomed to senior staff presence; reinforces behaviour messages given by classroom teachers.	Reduction in 'on calls' of PP students, closing gap to be in line with that of none PP students	SLT	Termly	27,000.00
Greater engagement in lessons	School breakfast available to all PP students.	PP breakfast aids concentration, students less likely to be distracted and are more ready to learn	'On Call' data of PP students	SLT	Termly	18,000.00
Increased engagement with extra-curricular activities	Ensure all PP students sign up to one extra-curricular club at Freshers fair. Offer financial support to parents for extra-curricular visits and trips	Extra-curricular activities/events give students the opportunity to pursue hobbies and interests whilst complimenting the school's curriculum	Monitor attendance at extra-curricular clubs.	LPN	Termly	5,000.00
Improve general wellbeing of PP students	Educational psychologist and counsellor to spend time on a one to one basis with students	To identify and work through issues causing significant barriers to students learning and improve general wellbeing of students	Improvement in behaviour, attitude to learning and attainment	SSR	Termly	18,000.00
						99,500.00

Total PP Expenditure £286,200