**2016 – 2017 Pupil Premium Grant Expenditure Objectives**

**The Pupil Premium is allocated to schools to work with students who have been registered for free school meals at any point in the last six years (known as ‘ever 6 FSM’), Looked After Children, Children Adopted from Care and Children of Service personnel. This funding is not ring fenced to individual children and can be used for initiatives that include, but are not limited to Pupil Premium Students.**

**The funding for 2016 – 2017 is £935 per Pupil premium Student for the school year.**

**Overall PPG - £164275**

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| **Summary of Planned PPG spending 2016- 2017** |
| **Objectives:**1. **To enhance student learning, attendance, behaviour and wellbeing in order to improve progress for identified students.**
2. **To support students to help narrow and close the attainment gap that exists between Pupil premium Students and those from other backgrounds.**
3. **To promote the engagement and enjoyment of learning both inside and outside the classroom.**
4. **To increase parental/carer engagement and strategies for parents to support their child’s progress.**
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| Objectives | Activities  | Cost  | Success Criteria  |
| Provide interventions to support students and aim to improve attainment and progress in English and Maths  | Y11 tutor time interventionsKS4 class conferencesCatch up readingSummer School Literacy interventionNew whole school focus on numeracy and literacy across KS2 and KS3 transition.Targeted after school and holiday revision courses.Peer mentoring | Staff costs£2430: | The % of PP students making expected progress in English and Maths is in line other students.The attainment gap narrows in both English and Maths. |

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| **Bespoke Personalized Learning.**Provide interventions to support students and aim to improve attainment. And progress across all subjects.All staff to provide and track interventions for underachieving students in their classes. | 1 to 1 tutoring (VT)SEN interventions.Key SkillsOasis SupportVC supportContinue Afa focus on the most disadvantaged students. Peer mentoringImplement Go4SchoolsStudy Skills workshops aimed at all Year Groups – delivered by outside provider. |  Staff costs£89315Workshops and one to one tuition:£6200 | The % of PP students expected progress in is in line with other students.The attainment gap narrows 5 A\* - C EnMa, to be at least in line with national and Essex data.Student voice reports increased confidence in academic abilities.Peer mentoring impact measured either as attainment/progress data for being mentored in subjects or increased emotional and social skills. |
| Y6 – Y7 transition strategies. | New whole school focus on transition.Review of impact of new junior academies.Expansion of performing arts to include Music. | Staff costs£5549 | PP students are known and known well before they become Y7 students.PP students are not underrepresented in the success of the junior academies. |
| PP Attendance focus | Swift referral to Attendance Panel – engaging parents quickly and dealing with barriers to attendance.Bespoke focus on removing barriers to attend for our most disadvantaged students. | Staff costs£3880£1000 | Narrow the gap in the number of PP PA students as compared to non PP PA students.Overall reduce the number of PA students.Overall new attendance 10% PA target of 11% |
| Provide a wide range of enrichment activities to increase the level of inclusion and improve self-confidence and esteem.  |  Focus on encouraging PP students to attend extra-curricular clubs | Sims cost£600 | The gap between PP students engaging in extracurricular activities and non PP students engaging in extracurricular activities is not significant.Implement new strategy to register and measure numbers of students who attend activities. |
| PP students do not feature as outliers in behaviour monitoring and statistics. | Behaviour and Standards Team monitoring statistics and providing bespoke interventions in a swift and timely fashion.Providing uniform for most disadvantaged students.A clear focus on dealing with gang and drug related activities, providing bespoke interventions and training for staff. | Staff costs:£21387£1000£1000 | PP students do not feature as outliers in behaviour monitoring and statistics, including our monitoring of anti-social behavior outside of school. |
| Students understand our policies and procedures and have increased confidence in the resolving of conflict. | Student voice cycle continues.Review and implement changes according to student reflections.Implement Anti Bullying ambassador programme. | Staff costs £25690\* | Student voice activities show that students have a positive and respectful view/attitude towards their school.Bullying is dealt with swiftly and effectively.PP students do not feature as outliers in bullying, racist and homophobic monitoring and statistics. |
| Provide emotional support to bring down barrier. | Referral via the Interventions booklet Bespoke wellbeing and support interventions for individual students. Interventions Team.Impact of wellbeing measured when referred to Oasis, VC and SEN interventions. | As above\* | Students able to manage themselves at school and home. Impact of interventions show an increase in wellbeing, achievement, participation and attendance. |
| Provide support for equipment and revision materials, curriculum trips and exam retakes. | Staff requestParent request | £5000 | Enable PP students to fully access the curriculum. |
| Provide Mindfulness interventions to lower stress – especially during exams. | Bespoke and by invitation only courses to be run.Encouraging staff to explore mindfulness in their lessons. | As above\* | PP students manage stress more effectively – thereby going some way to having a more levelled starting point for managing exam stress. |
| Improve staff and governor understanding of the issues faced by PP students and our strategies to try and mitigate those issues. | Provide regular and detailed training for staff and governors around the issues inherent in being a PP studentsParticular CPD focus on Disadvantaged and SEN students.Become a lead school in attachment awareness training.. | As above \* | Adult ability to address issues inherent in being a PP student increases, thereby contributing fully to closing the gap. |
| 6thform tracking and monitoring. | Although the PPG does not extend to students post 16, we will track and monitor the progress of PP students into their KS5 courses in our 6th form, and where necessary put in place interventions so that identified students can succeed alongside their peers.Enhance provision for 6th form making the transition from school student to adulthood by extending The Oasis to the 6th form – new facility – Waves.Pay for limited number of exam retakes. | As above \* | 6th form disadvantaged students perform as well as their peers. |