**2018/19 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 2018 – 2019 is £935 per Pupil Premium Student for the school year, and £2300 per Looked After Child or previously Looked After Child or Child of Service Personnel in Years 7 - 11.**

**Overall PPG for 2018 – 2019 is** £**141,035**

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| **Summary of Planned PPG spending 2017- 2018** |
| **Objectives:**   1. **To enhance student learning, attendance, behaviour and wellbeing in order to improve progress for identified students.** 2. **To identify barriers to achievement, and 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 of Pupil Premium Students.** 4. **To increase parental/carer engagement and strategies for parents to support their child’s progress.**   **Overall responsibility for ensuring that PP students are supported to be the best they can be, and overseeing the PPG spend is held by JCO.** |

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| Objective | Activities | Cost | Staff | Success Criteria |
| To identify the students’ barriers to progress and to provide interventions to support students and aim to improve progress in English and Maths. | These interventions are aimed at all students in different cohorts whether PP students or not, but will aim to positively impact on PP students in terms of engaging them in their learning and removing barriers to success.  PP profiling  Y11 tutor time interventions  KS4 class conferences  Targeted after school and holiday revision courses.  100 club for Y7 students.  Accelerated Reading project  Peer mentoring | School cost | MHO  JMA  JMA  JMA  BCL/RDR  BCL  XEP | The progress gap between % of PP students making expected progress in English and Maths continues to narrow, and is at least in line with the average national gap. |
| Teaching staff to raise attainment by targeting individual underachieving students. | All staff to provide and track interventions for underachieving students in their classes, using Go4Schools to track the progress of all students. | School cost | All teachers | The Attainment8 gap between % of PP students and others narrows. |
| CPD | CPD provision is bespoke to individual members of staff and led/agreed by their line managers.  A specific focus on Attachment awareness. | School cost | JSA | These skills are essential to ensure that all staff foster the highest standards and learning environments for all students.  This strategy is designed to enhance the expected progress of all students, including PP students.  Therefore the success criteria is that the progress gap between PP students and all other students continues to narrow. |
| Provide personalized interventions to support students and aim to improve attainment and therefore progress across key stages, with the aim to ‘close the loop’ of personal intentions/ambitions and outcomes. | 1 to 1 targeted VT tutoring – y11 PP students will be allocated at least 6 hours of one to one tuition in either English or Math’s on a rota, which will be reviewed every half term.  The Pastoral and the Interventions Team to focus on identified students and provide personalized interventions through behavioural support, the Oasis/WAVES, VC. Counselling and individual mentoring.  Targeted careers interviews – in Y10 and t11 so that PP students in particular understand what they are working towards.  Every Y11 PP student to be allocated an academic mentor to focus on individual subject improvement.  Particular focus on ensuring that PP focus is not seen as homogenous – i.e. that interventions is bespoke for ability and also for circumstances.  Engagement of parents in understanding the personalized strategy and to support the school in student buy in to deliver of the intervention, via individual meetings and telephone calls. In addition via parents evening and newsletters. | £7000  Proportionate salaries of Oasis Centre staff, VC staff, pastoral managers and school Counsellor:£109,786  School cost  School cost  School cost  School cost | JCO  JCO  JCO  MHO  JCO  MHO | The gap between % of PP students making expected progress in English and Maths continues to narrow, and is at least in line with the average national gap.  Attendance/wellbeing and behaviour of individuals improves.  Academic mentors to track their sessions in liaison with the students’ teachers.  Use the PREP newsletter to target specific PP parents.  Encourage PP participation in parent council.  These strategies particularly target engagement and attainment of PP students. |
| Study Skills workshops aimed at Y7 | Outside provider to raise confidence in different levels of studying; to promote independent learning and to focus on revision skills. | £500 | XJE | Pre and post evaluation shows that PP students report increased confidence regards independent learning. |
| Y6 – Y7 transition strategies – to make sure that students are known and known well before entry in Y7 to reduce the barriers to learning and to ensure good parental engagement. | Staff visits to primary schools  Summer schools  Tracking of students in the junior academies. | School costs | JRI | Y7 students are confident about their transition plans and practice.  Student voice returns from activity profiles are positive and PPG students are well represented in the various activities. |
| Attendance Strategies to narrow the attendance gap between PP students and non PP students | Attendance officer to focus specifically on PA students from the PP cohort.  Some support for transport to and from school – based on individual application and assessment.  Attendance panels providing bespoke focus on removing barriers to attend for our most disadvantaged students.  Bespoke strategies for encouraging PP students to maintain an excellent standard of attendance. | Staff costs: proportion of Attendance Officer salary:  £7,849  £500 | JCO | Improve attendance and engagement.  Reduce the number of PP PA students |
| Provide a wide range of enrichment activities to increase the level of inclusion and improve self-confidence and esteem. | School Clubs – Sports, Drama, music, STEM, e.g. paying for PP students to have Music instrument lessons.  In addition, encouraging PP students to join our CCF force in line with research that shows the positive impact this has on disadvantaged students. | £2000 | All staff running Ex curricula clubs | Improve extra -curriculum engagement and confidence of PP students identified as an issue in exam analysis and outcomes. |
| PP students do not feature as outliers in behaviour monitoring and statistics. | Behaviour and Standards/Pastoral Team monitoring statistics and providing bespoke interventions in a swift and timely fashion.  e.g. behaviour report support | School cost | JRI | Narrowing gap regards consequences and rewards.  Ensuring that there is no gap between PP and other students receiving consequences or rewards. |
| Students understand our policies and procedures and have increased confidence in the resolving of conflict. | Rolling programme of student voice via the school council, review and implement changes according to student reflections.  Continue to implement and review our anti bullying strategy. | School cost | JRI/OWE | Student voice activities show that students have a positive and respectful view/attitude towards their school. |
| Provide support for equipment and revision materials and exam retakes, and curriculum trip support. | Staff request  Parent request | £3000 | All staff | Enable PP students to fully access the curriculum. |
| PREP Club | Focused on improving PP participation in PREP and the Super Curriculum.  Strategies include providing notebooks and memory sticks; y12 paired reading and running form time PREP interventions. | £2500 | MHO | PP students engage in independent learning and accrue the benefits of PREP in line with other students. |
| Sixth form tracking and mentoring | 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. This includes interventions like WAVES and paying for a limited number of exam retakes. | School costs | ACO | 6th form disadvantaged students perform as well as their peers. |
| Project to improve cultural capital | Groups (PP, SEN, G & A) targeted reward trip to visit placement where PP student has been successful to raise aspirations. | £500 | MFL | Student voice shows increased aspirations for targeted group. |