

Use of the Pupil Premium 2015/2016 and Plans for 2016/2017

In 2015/2016 the school was allocated £226,000

The primary purpose of the Pupil Premium is to improve the outcomes of students entitled to free school meals and those in the care of the local authority. For this reason, the school invested in resources and staffing which directly benefited those students. We focused on five key areas:

- tracking and monitoring;
- attendance and access;
- curriculum enrichment and academic support;
- enhancing employability;
- inclusion and pastoral support

Area	Actions	Approximate Costs	Impact
Tracking and monitoring	<ul style="list-style-type: none"> - additional staffing secured - data gathering systems redesigned - delivery of staff training - Routine meetings pattern established - Introduction of portal to allow easy parental access to information about their sons and daughters 	£21,000	<ul style="list-style-type: none"> - target students more readily identifiable to staff -students monitored continuously, closely and precisely - personalised intervention, programmes designed and delivered - quantifiable impact measured
Attendance and access	<ul style="list-style-type: none"> -dedicated staffing secured -tracking and response systems redesigned -subsidies paid for such items as uniform, trips and equipment and music lessons 	£25,000	<ul style="list-style-type: none"> - overall attendance improved - persistent absence reduced - curriculum access and participation improved - self-esteem of target students enhanced - barriers to full participation removed



Area	Actions	Costs	Impact
Curriculum enrichment and academic support	<ul style="list-style-type: none">-afterschool sessions in English, Maths and other subjects established in preparation for exams-motivational speaker used to address Year 11-one-to-one tuition in English and Maths-homework club established in Inclusion Centre for breakfast, lunchtime and afterschool sessions-extra capacity within English and Maths departments enabling creation of additional groups in KS3 & KS4- Provision of specialist TA support in English and Maths- Personalised intervention programmes including 1-1 support and small group work in reading and mathematics- Whole school literacy training	£80,000	Gap between Non FSM students and FSM students narrowed (see below for attainment and progress of targeted students)
Enhancing employability	<ul style="list-style-type: none">-two part-time careers advisors employed-college and other externally provided courses obtained-work placements secured and monitored	£50,000	-successful integration into further education; training and employment (NEET figures currently v low)
Inclusion and pastoral support	<ul style="list-style-type: none">- leadership enhanced- mentoring programme launched- in-class support through Teaching Assistants enhanced- pastoral managers focusing time on PP students	£50,000	-improved provision

Impact upon GCSE Results in 2016:

- In 2016 38% of pupil premium pupils achieved 5 GCSEs C grade or above including English and Maths . This was in line with the expectations for this cohort and an improvement on the 2015 figure of 37%. (In 2014 it was 24%)
- 78 % of pupils made expected progress in English. This is a significant improvement on the 2014 figure of 40% and also represents a narrowing of the gap between pupil premium students and the rest of the cohort
- 67 % of pupils made expected progress in mathematics compared with 44% in 2014. This was a pleasing improvement and also represents a narrowing of the gap between the progress of pupil premium students and the rest of the cohort.
- After receiving an award for the results of its Pupil premium students in 2015, the school was disappointed in the P8 figure for this cohort which was significantly affected by 3 students whose underperformance was the result of severe challenges in their domestic situation or serious medical issues. The school worked hard to overcome these and can demonstrate the actions that it took.

Plans for 2016/2017

For the academic year 2015/2016 the school expects to receive £244,000. Given the success of our interventions in the past two years the school plans to use the funding in the same way. The additional income will be spent on improving attendance and engagement of our most hard to reach pupil premium students.