

Key Objectives – Pupil Premium

To ensure that the Progress 8 of Pupil Premium students’ attainment improves from 2018 and that the gap is narrowed between Pupil Premium and non-Pupil Premium students

We identified the 6 key objectives as:-

To raise the attainment of Pupil Premium by raising the profile of Pupil Premium students

To raise the attainment of Pupil Premium by ensuring that gaps in learning are filled in individual subject areas

To raise the attainment of Pupil Premium by ensuring that the Pastoral Faculty provides exceptional support and intervention for Pupil Premium students

To raise the aspirations of Pupil Premium by ensuring that Information, Advice and Guidance is effective

To raise the attainment and ambition of Pupil Premium by ensuring the range of enrichment opportunities increases

To raise the attainment of Pupil Premium by ensuring that whole school interventions are routinely evaluated and improved upon

Strategy	Responsible	Success Criteria
Research best practice for intervening with Pupil Premium students and ensure it is shared at the PP meetings	Pupil Premium Leader (PPL)	Pupil Premium Leader to run opt-in CPD sessions PP research is shared at assessment and data meetings
Data meetings with AHT i/c PP will check the progress of Pupil Premium students	AHT i/c PP	All HOFs are aware of the progress of Pupil Premium students and the Pupil Premium audit is completed. HOFs provide lists to AHT i/c PP to purchase resources to support the learning of Pupil Premium students for revision purposes and completing Controlled Assessment activities. Research is shared at data meetings with HOFs regarding quality feedback that encourages repetitive practice in areas of weakness, positive relationships based on effective behaviour management and high expectations. During Learning Walks LG check PP students are identified on seating plans/data sheets.
To embed the new role of Pupil Premium Leader	AHT i/c PP	Pupil Premium Leader work with Pastoral Team to ensure that success plans are in place for Pupil Premium students where there is under performance, attendance is below 95%, or where there are any behaviour issues Pupil Premium Leader has identified individual needs and ensure support is provided ie. before school breakfast club, after school study sessions . Pupil Premium students feel a sense of belonging when student voice takes place. Pupil Premium students become more independent from Y7 upwards, completion rate for homework increases, homework detentions and the number of BCs decrease.
To ensure that the individual needs of students are specifically tailored for from Y7 through to Y13.	HOFs	During lesson observations and feedback sessions individual class teachers identify the progress of Pupil Premium students and how to fill any gaps in their learning.

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Research best practice of revision strategies; Ensure 5 areas of best practice revision are used regularly.	AHT i/c PP	Students are set independent study tasks based upon the 5 areas of consolidation.
Provide effective CPD for staff so that they can diagnostically identify gaps in learning and subsequently fill them.	AHT i/c PP	Ensure that all faculties are moving towards exemplary on the Assessment matrix. CPD sessions are on Office 365. Evidence of teachers setting learning tasks are set on the Gateway.
CPD sessions take place regarding best practice of revision strategies	AHT i/c PP	CPD takes place regarding inter-leaving etc.
PPL to develop and lead a meta-cognition course for Y10 and Y11 students PP students and to ensure PP students use the 5 areas of consolidation	AHT i/c PP	Y10 & Y11 PP students receive the meta cognition sessions. Pupil voice reports that consolidation activities are routinely set and they understand meta cognition.
Ensure that the Faculty specific feedback policies are embedded.	Teaching & Learning Team	HOFs evidence faculty use of feedback policies during Quality Assurance process and meetings.
Produce a best practice sheet of methods of providing effective feedback to be circulated to all teaching staff.	Teaching & Learning Team	During faculty review methods of feedback is discussed in the feedback sessions, best practice is collated and shared.
To track Pupil Premium allows for identification of underperformance, low attendance and poor behaviour.	The Progress Team	The SGB Analysis Tool is introduced and used by all Pastoral Leaders, Leadership Group, Heads of Faculty and House Tutors. Intervention is put into place where underperformance, attendance or behaviour issues occur. The Progress Team & Pupil Premium Leader track individual PP students and ensure a Success Plan is put into place
To identify ‘at risk’ students in all years and ensure there is named support dependent on a student’s individual need eg. attendance, behaviour,	The Progress Team	Individual students are identified at Progress Team meetings.

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academic performance.		
To ensure that students take personal responsibility for their actions.	SENCO	Use the Boxall profile with students who have behavioural difficulties to identify strategies.
To ensure that PPL is the first port of call for Pupil Premium students and that the PPL call upon support as necessary.	AHT i/c PP	Attendance for individuals improves Behaviour Incidents for Pupil Premium students reduce. Detentions for lack of homework for Pupil Premium students reduce. Fully embed the tracker so that ongoing evaluations can take place.
To ensure that Pupil Premium students make informed decisions for post-16 and post-18 options.	IAG Lead	All Pupil Premium students are prioritised with the Careers Service.
Use the Gatsby measure to evaluate current practice for Careers Education and identify gaps in IAG education.	IAG Lead	A plan for IAG is in existence which enables PPL to inform PP students regarding planned activities. Full co-ordination of activities led by Careers Lead and Scholars Lead.
Ensure the strategy for IAG education is embedded which prioritises PP students and that ensures PPL can inform PP students of activities.	IAG Lead	Dialogue takes place between PPL & their students regarding the Careers programme. Pupil Premium students make informed decisions regarding their future.
To ensure that Pupil Premium students do not feel disadvantaged and take part in enrichment activities.	AHT i/c PP	Pupil Premium Leaders meet with Pupil Premium students before a trip/visit is advertised to ensure that they receive the necessary information regarding the Endowment Fund and Pupil Premium fund to pay for or contribute to visits.
To make a commitment to provide a cultural experience that is for PP students only.	AHT i/c PP	The range of enrichment activities increases with more Pupil Premium taking part. PP take part in a cultural experience carefully planned using student voice.
To ensure that prior to a second or third wave intervention takes place, short success criteria are set that can be evaluated.	AHT i/c PP	Discussions take place regarding the progress of PP students in English and Maths.
To evaluate literacy and numeracy programmes to	LT in English and Maths	SENCO to check the impact of literacy and numeracy interventions.

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ensure that they are still fit for purpose.	SENCO	Evaluations are shared with AHT i/c PP at link meetings.
To evaluate the impact of the literacy and numeracy interventions on the progress of individuals in English and Maths.	LT in English and Maths SENCO	HOFs/LTs in English & Maths to check the impact of literacy and numeracy interventions shared with AHT i/c PP at link meetings.