

## Impact of Pupil Premium Spending 2014-15

	Actions	Cost	Target c
1	<p><b>Additional staffing in Maths to reduce group sizes at KS4 and to provide catch up intervention in KS3 and KS4.</b></p> <p>Costs of two TAs supporting in maths.</p> <p>External revision session.</p>	£41 000	To support who are maths in
2	<p><b>Continuing over-staffing in English (as part of whole school literacy drive) to reduce class sizes at KS4 and to provide catch up intervention in KS3 and KS4.</b></p> <p>To provide materials for the library to support the school's literacy drive.</p> <p>External revision session.</p>	£10 000	To support who are maths in

Cohort	Success Criteria
<p>Port FSM6 pupils below target in KS4 and KS3.</p>	<p><b>Improved achievement and attainment in KS3 and KS4 Maths.</b></p> <p><b>In 2015, 53% of our FSM6 pupils gained 5A*-C with ENMA – well above the national average for FSM6 pupils.</b></p> <p><b>In maths, 68% of FSM6 pupils made 3LOP or better – up 14% from 2014. The gap in 3LOP between FSM6 and non-FSM6 pupils in maths was just 3%.</b></p> <p><b>64.4% of FSM6 pupils gained an A*-C in maths – above the <u>national figure for all pupils of 63.3%</u>.</b></p> <p><b>There is little gap in progress between FSM6 and non-FSM6 pupils in maths in Yr 9 and Yr 8. However, Yr 7 maths pupils’ progress is lagging behind and this cohort will a focus for 2015-2016.</b></p>
<p>Port FSM6 pupils below target in KS4 and KS3.</p>	<p><b>Improved achievement in KS3 and KS4 and improved literacy.</b></p> <p><b>In English, 80% of FSM6 pupils made 3 levels of progress (3 LOP) – a gap of 8% with non-FSM6 pupils. This is the third year in row when 80% of our FSM6 pupils have made 3LOP or better in English.</b></p> <p><b>71% of FSM6 pupils gained an A*-C in English, above the national figure for all pupils of 65.4%.<sup>1</sup></b></p> <p><b>There has been less progress than hoped for Yr 8 FSM6 pupils in English and this cohort is a focus for the 2015-2016.</b></p>

3	Proportion of salary of Assistant Head teacher i/c Pupil Premium	£21 000	
4	Salary of Pupil Progress Mentor	£25 000	To support FSM6 pupils KS4 GCSE
5	<p><b><u>Support departments</u></b></p> <p>Enabling option subjects to operate smaller group sizes at KS4 (3 staff).</p> <p>Respond to all departmental returns at an individual level.</p> <p>Supporting alternative N group provision and supporting the more and most able project.</p> <p>Reduced timetables for HODs to enable effective tracking and interventions to be coordinated and further reduce gap between FSM6 and non-FSM6 pupils.</p>	£119 100	<p>To support with their option courses</p> <p>To support ability FSM6 KS3 and</p>

	<p><b>Results consistently well above the national average for FSM6 pupils for the last 3 years. FSM6 value added above the national average for all pupils and significant plus for the last 3 years. Improved FSM6 results in maths and increase in the 5A*-C ENMA measure to 53%.</b></p> <p><b>Providing examples of best practice at regional and national level.</b></p>
<p>Support below target pupils with their GCSE core courses.</p>	<p><b>Improved achievement in KS4 maths and English.</b></p> <p><b>See above.</b></p>
<p>Support FSM6 pupils for KS4 GCSE courses.</p> <p>Support our lowest FSM6 pupils in KS4.</p>	<p><b>Improved achievement at departmental level.</b></p> <p><b>Improved achievement of higher ability pupils making in excess of 3 levels of progress.</b></p> <p><b>Our FSM6 pupils gained a Value Added score of 1008. This is the third year in a row this measure has been over 1000 points for our FSM6 pupils. The gap between our FSM6 and non-FSM6 pupils is down to 6 points.</b></p> <p><b>In 2015, 53% of our FSM6 pupils gained 5A*-C with ENMA – well above the national average for FSM6 pupils.</b></p> <p><b>Core Science, Art, French and PD.</b></p> <p><b>Across all subjects, 15% of FSM6 pupils made 5LOP or better.</b></p>

6	Targeted CPD to support T&L, to include CPD to improve the impact of TAs.	£10 000	<p>To support T&amp;L and between FSM6 p</p> <p>To support FSM6 p with more learning</p>
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 pupils in all years.  
  
 port below target  
 pupils in all years  
 re effective  
 conversations.

**Improved achievement**

**Our FSM6 pupils gained a Value Added score of 1008. This is the third year in a row this measure has been over 1000 points for our FSM6 pupils. The gap between our FSM6 and non-FSM6 pupils is down to 6 points.**

**In 2015, 53% of our FSM6 pupils gained 5A\*-C with ENMA – well above the national average for FSM6 pupils.**

**In maths, 68% of FSM6 pupils made 3LOP or better – up 14% from 2014. The gap in 3LOP between FSM6 and non-FSM6 pupils in maths was just 3%.**

**In KS3 there is little or no gap in progress between FSM6 and non-FSM6 pupils across subjects.**

**There has been a significant increase in the number of good and outstanding lesson observations of HGS staff on the back of this additional CPD:**

	Requiring improvement	Good	Outstanding	Lessons observed
<b>2010/11</b>	<b>31%</b>	<b>47%</b>	<b>22%</b>	<b>51</b>
<b>2011/12</b>	<b>18%</b>	<b>73%</b>	<b>9%</b>	<b>61</b>
<b>2012/13</b>	<b>6%</b>	<b>65%</b>	<b>29%</b>	<b>72</b>
<b>2013/14</b>	<b>15%</b>	<b>62%</b>	<b>23%</b>	<b>88</b>
<b>2014/15</b>	<b>4%</b>	<b>67%</b>	<b>29%</b>	<b>70</b>

7	Improving nutrition in school canteen, including Free School Breakfast facility.	£5 000	All FSM
8	External counselling support and employment of a full time social worker.	£36 900	To help a of target
9	Continue to provide high levels of CEIAG support.	£5 000	To support in Yr 8, Yr 11 and aspiratio for all FS high qua
10	Continue to provide enrichment opportunities for all year groups, including supporting development of PE curriculum, development of social groups in tutor time and supporting trips.  Ring-fenced contingency fund to respond to individual PP needs.	£15 000	All FSM year gro

<p>6 pupils.</p>	<p>Promoting healthier lifestyles.</p> <p>Improvement in attendance.</p> <p>Whole school, there is just a 0.8% gap in attendance. FSM6 attendance is 94.5% and nonFSM6 attendance is 95.3%</p>
<p>a small number of FSM6 pupils.</p>	<p>Improved welfare of individual pupils.</p> <p>All of our Yr 11 leavers have secured places at colleges for September 2016. Good outcomes were achieved for this small cohort of vulnerable pupils.</p> <p>Improved achievement – see above.</p>
<p>port FSM6 pupils Yr 9, Yr 10 and ensure high ns are created SM6 through lity CEIAG.</p>	<p>Improved aspiration/all PP pupils progressing into education, employment or training.</p> <p>All our FSM6 leavers have college places for the September 2015. We are currently checking that all of these places are being taken up.</p>
<p>6 pupils in all ups.</p>	<p>Enhanced curricular and extra-curricular provision and accessibility to all. Improved attendance and behaviour amongst FSM6 cohort.</p> <p>Whole school, there is just a 0.8% gap in attendance. FSM6 attendance is 94.5% and nonFSM6 attendance is 95.3%</p>



## Pupil Premium Action Plan 2015-16

	Actions	C
1	<p><b>Additional staffing in Maths to reduce group sizes at KS4 and to provide catch up intervention in KS3 and KS4.</b></p> <p>Costs of TA supporting in maths, 35% of additional staff salary and payment to TSM for intervention. Employment of additional Pupil Progress mentor.</p> <p>External revision workshop and internal Easter revision.</p> <p>Employment of C/D borderline mentor through Aim Higher.</p>	£3
2	<p><b>Extra staffing in English (as part of whole school literacy drive) to provide additional intervention in KS3 and KS4.</b></p> <p>To provide materials for the library to support the school's literacy drive.</p> <p>External revision session.</p>	£4
3	<p><b>Proportion of salary of Assistant Head teacher i/c Pupil Premium</b></p>	£2
4	<p><b>Salary of Pupil Progress Mentor.</b></p>	£1

Cost	Target cohort	Success Criteria
39,556	To support FSM6 pupils who are below target in maths in KS4 and KS3.	Improved achievement and attainment in KS3 and KS4 Maths.
4,068	To support FSM6 pupils who are below target in maths in KS4 and KS3.	Improved achievement and attainment in KS3 and KS4 and improved literacy.
25,000		Improved achievement, attainment and attendance whole school.
29,855	To support below target FSM6 pupils with their KS4 GCSE core courses.	Improved achievement and attainment in KS4 maths and English.

5	<p><u>Support departments</u></p> <p>Enabling option subjects to operate smaller group sizes at KS4 (3 staff).</p> <p>Respond to all departmental returns at an individual level.</p> <p>Supporting alternative N group provision and supporting the more and most able project.</p> <p>Reduced timetables for HODs to enable effective tracking and interventions to be coordinated and further reduce gap between FSM6 and non-FSM6 pupils.</p> <p>Admin support (Admin time, SIMs and SISRA) to enable data tracking and intervention.</p>	£
6	<p>Targeted CPD to support T&amp;L, to include CPD to improve the impact of TAs.</p> <p>PIXL CPD support</p>	£
7	<p>Improving nutrition in school canteen, including Free School Breakfast facility.</p>	£

144 985	<p>To support FSM6 pupils with their KS4 GCSE option courses.</p> <p>To support our lowest ability FSM6 pupils in KS3 and KS4.</p>	<p>Improved achievement and attainment at departmental level.</p> <p>Improved achievement of higher ability pupils making in excess of 3 levels of progress.</p>
10 000	<p>To support whole school T&amp;L and close the gap between FSM6 and non-FSM6 pupils in all years.</p> <p>To support below target FSM6 pupils in all years with more effective learning conversations.</p>	<p>Improved achievement and attainment</p>
6 900	<p>All FSM6 pupils.</p>	<p>Promoting healthier lifestyles. Improvement in attendance.</p>

8	Employment of Welfare and Inclusion Manager and pastoral staff in support base.	£
9	Continue to provide high levels of CEIAG support.	£
10	Continue to provide enrichment opportunities for all year groups, including supporting development of PE curriculum, development of social groups in tutor time and supporting trips.  Ring-fenced contingency fund to respond to individual PP needs.	£
		£
		£

36 900	To help a small number of targeted FSM6 pupils.	Improved welfare of individual pupils. Improved achievement
5 000	To support FSM6 pupils in Yr 8, Yr 9, Yr 10 and Yr 11 and ensure high aspirations are created for all FSM6 through high quality CELAG.	Improved aspiration/all PP pupils progressing into education, employment or training.
15 000	All FSM6 pupils in all year groups.	Enhanced curricular and extra-curricular provision and accessibility to all. Improved attendance and behaviour amongst FSM6 cohort. Provision of immediate response to individual need.
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318 000		