

Pupil Premium Action Plan – 2016/2017

Area for development	Action	Responsibility Work with	Est resources /cost	Date	Measuring impact
Undertake analysis of previous year's results	Review progress made by PP students across all years starting with GCSE to identify impact and support needed. Update website.	MDS	2 days	GCSE by Oct	Analysis and report
Review PP Strategy against results of 2015/2016.	Use new PP Strategy template document for 2016/2017. Based on outcomes of SLT meeting (with PP governor present)	MDS (with SLT) GM (Governor)	2 days	December 2016	Document in place and activities started. Action plan updated.
Review protocols and systems for parents claiming school trips, tuition etc	Discuss with Admin and teaching staff. Investigate what other schools do. Formalise process.	MDS and SFR	1 day	Term 3	System in place and students/parents aware of process
Bring in external knowledge, advice and guidance around PP	Join the Achievement for All (AfA) programme. Identify two cohorts of students as key group of students and utilise these students to develop the school spractice around PP.	SLT and Governors.	Programme will be a 2 year commitment with 12x ½ day visits a year.	From April 2017	Baseline of attainment and attendance for the selected students against future measures.
Ensure PP remains high on teachers' agendas	Regular updates in briefing or meetings or via e-mail. Develop new PP (and SEND) profile to document more information about these students. Start a PP Working Group to gain suggestions from staff	DPO, MDS and IT Support	IT Development Time  Meeting time for Working Group (likely to be volunteered time)	Ongoing however initial details of why a student is PP to be available to staff during Term 2.  Working group start of term 2.	Through student voice, MER and staff briefing. Also identified by questions from staff around PP.  Working Group Minutes
Provide information to parents of PP students	Write to new PP parents to outline support available	MDS	2hr	By start of term 1 (2017/2018)	Take up of trips and booster lessons.

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	Boosters promoted via contact of PasLead and Accademic Tutor	NCS and KGG	3hr	March 2017	Comparison of boosters by PP from last year.
Update website	Update information re Pupil Premium for parents, stakeholders and public. Complete and publish “Strategy template”.	MDS and IT Support	1 day	By Oct website By Dec Strategy	Google analytics Strategy Document in place.
Improve quality of tracking through the year	Refine tracking disadvantaged students’ <b>progress</b> after each calendared assessment. Improve data analysis with appointment of new Data Analyst. Continuous Assessment work completed to allow uploading to SISRA to take measures for PP cohorts and individuals.	MDS and LHN	4hr after each	Termly	Monitoring and tracking results and progress of PP. Data Analyst in post by Jan 2017.
	Identified students are highlighted to subject areas by HOA with key milestones and reports put in place for these students.	MDS and HOA’s	1 day (HOA and PasLead)	Termly	Monitored via SLT line management of subject areas and Pas Team.
Parental Engagement at Parent Evenings	Baseline is taken from 2015/2016.	MDS	½ day		Improvement seen in statistics for PP engagement.
	New priority booking system is in place for March 2017 (Year 8). Phone calls occurring to PP parents.	MDS PasLeads	1 day ½ day	As parents evenings occur	
Parent Engagement : Structured Conversation Training	As part of AfA Programme	AfA Coach MYP MDS	1 day	By July 2017	Feedback from PasLeads

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Improve strategies to track, monitor and improve attendance of disadvantaged students as part of main attendance strategy	Develop system for tracking and intervention when attendance falls below 92%  Put in place a 'Attendance Bus' to help the attendance of some students.	JPO	ongoing	By July 2017	Attendance of PP students improves especially around the Persistent Absence measure (baseline of 2015/2016)
Collect additional Transition Information	Collect via PasLead for new Year 7 intake information from primary schools including who may need help regarding hardship, organisation etc.	NCS (with MDS/MYP)	3 days	Term 3	Information online in profiles and some additional interviews completed.
L&T Development Groups/Strategy Highlight PP	The schools L&T development strategy and Lead Practitioners will work across their areas to raise awareness of PP and 'Quality First' teaching strategies to support students.	JDN (and Lead Pract.)	ongoing	Term 2 and Term 3	New 'teaching strategy documents' make clear link to PP
Link with school literacy developments to reduce the gap in progress for disadvantaged students.	Targeted use of TA's and Catch-Up Close tracking of progress of disadvantaged students	DPO	ongoing	By July 2017	Catch-up levels analysed.
Teaching Assistant Development	The Teaching Assistant department has undertaken a large amount of change around PP and SEN intervention. The team will continue to develop with additional CPD needs around PP being addressed. TA's will be developed to prioritise PP students when in classes.  TA's will continue to develop their intervention practices and improve tracking of outcomes.	DPO	ongoing	By July 2017	MER processes in learning walks and observations. PM documentation.

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<p>Post 16 Disadvantaged Tracking and Bursary</p>	<p>Improve tracking of 'Disadvantaged' and 'Bursary' students Post 16 including                      -Academic Tracking                      -Improving bid process for subjects around Bursary students (to include PP)                      -Raising profile of PP across 6<sup>th</sup> form</p>	<p>MDS/LSN</p>	<p>Summer Term 2017</p>	<p>For academic year 2017/2018.</p>	<p>Uptake of Bursary improves and tracking at student level results in intervention at subject level.</p>
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