

ICC Strategic Plan - Pupil Premium



Context and Rationale: (Provide succinct detail as to why there is a need for this strategy)

The pupil premium is additional funding for publicly funded schools in England to raise the attainment of disadvantaged pupils of all abilities and to close the gaps between them and their peers. This strategy aims to highlight initiatives and interventions for disadvantaged students at ICC so they can perform as well as non-disadvantaged students - closing the gap in achievement.

This funding enables us to focus on some of our most vulnerable learners, utilising different strategies that promotes achievement and development. Currently disadvantaged students are not performing as well as the non-disadvantaged students.

At ICC we have the mantra of Aspire, Work Hard & Achieve. At the school we believe that all students should have the same opportunities to succeed. This is reflected within our vision for all our pupil premium students. We want our most disadvantaged students to have just the same chances of success as those students from a more advantaged background. Within the Pupil Premium strategy, we look to provide that and ensure everybody has access to the same quality of teaching and learning. This includes additional help in lessons, extra help with Numeracy and Literacy or pastoral support within areas such as attendance or social and emotional mentoring. Our ultimate aim is for there to be no gap between students regardless of their background or any other outside influences.

Current State of Play

Disadvantaged numbers: - 244/622 = 39.2%

School Attendance Figures:

- Whole School – 96.3%
- PP - 94.2%

Year Group (2018/19)	Number of PP/Year group	Year Group % Attendance (14/09/18)	Current PP Attendance (14/09/18)	Current Non PP Attendance	% Gap
7	49/138	98.7%	97.2%	97.8%	-0.6%
8	49/118	98.3%	98.8%	100%	-1.2%

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9	50/118	95.8%	92.9%	97.1%	-4.2%
10	42/114	96.1%	94.9%	95.8%	-0.9%
11	54/134	93.3%	90.0%	94.9%	-4.9%

PP Students off target in English & Maths

Year Group (2018/19)	PP Off target - English	Non PP off target in English	PP Off target - Maths	Non PP off target in Maths
8	10/49 = 20.4%	5/65 = 8%	9/49 = 18.4%	13/65 = 20%
9	19/50 = 38%	13/65 = 20%	19/50 = 38%	21/65 = 32%
10	9/42 = 21%	8/70 = 11%	10/42 = 24%	8/70 = 11%
11	22/54 = 41%	21/72 = 29%	30/54 = 56%	23/72 = 40%

Overall aim/objective and success criteria:

- **To close the gap in achievement and attendance of disadvantaged and non-disadvantaged students at ICC in KS4:**
 - Through the implementation of the following initiatives: -
 - Effective Intervention/Tuition
 - 1:1 interviews/sessions to focus on Careers, Student Wellbeing and Motivation
 - Learning walks and book scrutiny's
 - Monitoring of attendance and behaviour and implementing intervention to alleviate barriers
 - Trip to a University to raise student's aspirations
 - Removal of barriers to learning
 - Opportunity to experience school trips/residential
- **To close the gap in achievement and attendance of disadvantaged and non-disadvantaged students at ICC in KS3:**
 - Through the implementation of the following initiatives: -

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- Catch up Literacy & Numeracy project
- Minimising Barriers
- Student Mentoring
- Finding and celebrating your talent
- Monitoring of attendance and behaviour and implementing intervention to alleviate barriers
- Trip to a University to raise student's aspirations
- Removal of barriers to learning
- Opportunity to experience school trips/residential

Expected Evidence of Impact:

- Disadvantaged students to perform as well as or exceed the performance non-disadvantaged students.
- Disadvantaged students to make expected or exceeding levels of progress (from their KS2 APS)
- Disadvantaged to have at least 95% attendance across all year groups.

The date of the next review will be 31st August 2019



KS4

Objective: To close the gap in achievement between PP and non-PP students in Y11

Success Criteria	Strategy:	Key Milestones	Evaluation Date	Projected Costing
75% of PP students in Y11 are on target in English 12/16 students	Implement 'Effective Intervention/Tuition': <ul style="list-style-type: none"> • 1:1 session with students – tutor trust • 1:1 session with students - Learning Mentors • PP students identified to be part of a waved approach intervention • Ensure there is an effective tutorial programme – CAL English to provide • Analyse reading age data and apply intervention • Targeted P6 sessions • Morning English sessions with Learning Mentor 8.00am – 8.30am • Study club – lunchtime • Conduct learning walks and book looks to ensure disadvantaged students have access to high quality teaching, marking, feedback and stretch and challenge in English. • Theatre Trip for texts that are being studied • English revision events • Holiday Revision clubs – to include refreshments 	By the end of each half term: HT2: 20% on target (focus - grade 3-4 students) HT3: 40% on target (focus – grade 4-5 students) HT4: 60% on target (focus – grade 5-6 students) HT5: 75% on target (focus – grade 6-7 students) Data used: <ul style="list-style-type: none"> • Hard data from each AP • Soft data • Student Voice • Learning walk and book look findings 	After each half term August 2019	£30,000

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Success Criteria	Strategy:	Key Milestones	Evaluation Date	Projected Costing
75% of PP students in Y11 are on target in Maths 19/26 students	Implement 'Effective Intervention/Tuition': <ul style="list-style-type: none"> • 1:1 session with students – Tutor Trust • PP students identified to be part of a waved approach intervention – PP students to work with Learning Mentor (Maths specific) during lessons for intensive approach. • Monitoring of PP involvement in Hegarty Maths – PP students be involved in the national competition • Targeted P6 provision – Hegarty Maths • PP students to be given extra work to improve/plug Maths gaps in knowledge • Conduct learning walks and book looks to ensure disadvantaged students have access to high quality teaching, marking, feedback and stretch and challenge in Maths. • STEM events for students • Maths intervention Programmes • Holiday Revision clubs – to include refreshments 	By the end of each half term: HT2: 20% on target (focus - grade 3-4 students) HT3: 40% on target (focus – grade 4-5 students) HT4: 60% on target (focus – grades 3-4 & 5-6 students) HT5: 75% on target (focus – grade 6-7 students) Data used: <ul style="list-style-type: none"> • Hard data from each AP • Soft data • Student Voice • Learning walk and book look findings 	After each half term initially. August 2019	£30,000

Success Criteria	Strategy:	Key Milestones	Evaluation Date	Projected Costing
100% of PP students to have secured post 16 provision – ensuring the PP NEET figure is 0	1:1 interviews/sessions to focus on Careers, Student Wellbeing and Motivation: <ul style="list-style-type: none"> • CCU to work with HOY to ensure all PP students have a careers interview. • Ensure there is 80% PP attendance at Careers Fair and Apprenticeship fair 	By the end of each half term: HT3: <ul style="list-style-type: none"> • All PP students will have applied to at least 1 college 	After each half term initially. August 2019	£20,000

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	<ul style="list-style-type: none"> • Ensure 100% of PP students have completed at least 1 college application form • All PP students to attend the motivational speaker events • All PP students to attend 'how to revise' workshops – externally provided • Ensure PP students have attended at least 1 College open evening. • Residential trips – 'how to revise' • Progress meetings with students who are not age related 4 - (30% of PP cohort) PP students to discuss underperformance and to formulate personalised plan to succeed. • Ensure all students are prepared and have all the equipment needed to succeed. • Ensure all PP students are supplied with all the Revision Guides for each of their subjects free of charge 	<ul style="list-style-type: none"> • At least 80% of PP students will have attended College & Apprenticeship Fair • PP students will have attended a College open evening • Completed progress meetings • Students will have experienced a 'how to revise' workshop or residential • Students will have been part of a motivational speaker workshop • All students will have all the equipment they need including revision guides for all subjects. <p>August: PP NEET figure will be 0</p> <p>Data used:</p> <ul style="list-style-type: none"> • Student Voice • Career's Fair and Apprenticeship Evening registers • College application data • NEET data 		
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KS3

Objective: PP Students in Y7 to be at ARE in Literacy

Success Criteria	Strategy:	Key Milestones	Evaluation Date	Projected Costing
80% of PP Students in Y7 to be at ARE in Literacy	<ul style="list-style-type: none"> • ‘Fresh Start’ Programme to be followed during Literacy tutorial time – Trained LSA’s to deliver this programme 2 X 15 min sessions/week • PP students to access ‘Fresh Start’ during English lessons • Breakfast Club – specific mornings dedicated to reading and numeracy with students. • 2 members of staff trained to deliver the Ruth Miskin ‘Fresh Start’ programme – specialist training needed • Resources to deliver the ‘Fresh Start’ programme 	<p>By the end of each half term:</p> <p>HT2 – 25% to be at ARE</p> <ul style="list-style-type: none"> • Focus for HT2 - High Attaining PP students <p>HT3 - 50% to be at ARE</p> <ul style="list-style-type: none"> • Focus for HT3 PP Boys <p>HT4 – 60% to be at ARE</p> <ul style="list-style-type: none"> • Focus for HT4 SEN PP <p>HT5 – 70% to be at ARE</p> <ul style="list-style-type: none"> • Focus for HT5 - Middle Able PP <p>HT6 – 80% to be at ARE</p> <ul style="list-style-type: none"> • Focus for HT6 – PP Girls <p>Data used:</p> <ul style="list-style-type: none"> • Hard data from each AP • Soft data • Student Voice 	<p>After each half term initially.</p> <p>August 2019</p>	<p>£10,000</p>

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Objective: PP in Y8 students to be on target in English and Maths

Success Criteria	Strategy:	Key Milestones	Evaluation Date	Projected Costing
<p>100% of PP students on target in English and Maths</p>	<ul style="list-style-type: none"> Catch Up Literacy – PP students are allocated an LSA and they will work with them 2 X 15 min session per week. Catch Up Numeracy – PP students will work with an LSA using specific Maths Resources Numeracy Ninja’s, Corbett Maths, 5 a day – Maths Box. Rockstars programme to be implemented 	<p>By the end of each half term:</p> <p><u>Literacy:</u> HT2 – 20% on target HT3 – 40% on target HT4 – 60% on target HT5 – 80 % on target HT6 – 100% on target</p> <p>*all 10 students are targeted in each half term.</p> <p><u>Numeracy:</u> HT2 – 20% on target HT3 – 40% on target HT4 – 60% on target HT5 – 80 % on target HT6 – 100% on target</p> <p>*all 9 students are targeted in each half term.</p> <p>Data used:</p> <ul style="list-style-type: none"> Hard data from each AP 	<p>After each half term initially.</p> <p>August 2019</p>	<p>£5,000</p>

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		<ul style="list-style-type: none"> • Soft data – specifically intervention tracking sheets, completed by LSA’s after each session • Student Voice 		
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Objective: PP students in Y9 to be on target in English & Maths

Success Criteria	Strategy:	Key Milestones	Evaluation Date	Projected Costing
80% of PP students in Y9 on target in English and Maths	<ul style="list-style-type: none"> • Mentoring (EEF research project): Students identified who are underachieving in Maths and English and have 121 mentoring during tutorial time Targeted and specific resources supplied by their class teachers Led by MA students in Y11 who are currently on target/exceeding and PP students who are on target • PP students to be part of the ‘fresh start’ programme during the French lessons (these are currently being used for Literacy) and English lessons. 	<p>By the end of each half term:</p> <p>Maths:</p> <p>HT2 – 20% on target</p> <ul style="list-style-type: none"> • HT2 focus – grade 6 target students <p>HT3 – 40% on target</p> <ul style="list-style-type: none"> • HT3 focus – grade 5 target students <p>HT4 – 60% on target</p> <ul style="list-style-type: none"> • HT4 focus - grade 4 target students <p>HT5 – 70% on target</p> <ul style="list-style-type: none"> • HT5 focus – grade 3 target students <p>HT6 – 80% on target</p> <ul style="list-style-type: none"> • HT6 focus – ‘mop up’ <p>English:</p> <p>HT2 – 20% on target</p> <ul style="list-style-type: none"> • HT2 focus – grade 7 target students 	<p>After each half term initially.</p> <p>August 2019</p>	£5,000

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		<p>HT3 – 40% on target</p> <ul style="list-style-type: none">HT3 focus – grade 6 target students <p>HT4 – 60% on target</p> <ul style="list-style-type: none">HT4 focus – grade 5 target students <p>HT5 – 70% on target</p> <ul style="list-style-type: none">HT5 focus – grade 3&4 target students <p>HT6 – 80% on target</p> <ul style="list-style-type: none">HT6 focus – ‘mop up’ <p>Data used:</p> <ul style="list-style-type: none">Hard data from each APSoft data – specifically intervention tracking sheets, completed by Y11’s after each sessionStudent Voice		
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Further strategies to ‘close the gap’(across the school):

Success Criteria	Strategy	Key Milestones	Evaluation Date	Projected Costing
PP students in have attendance at 95% or above	<p><u>Implement ‘Minimising Barriers’:</u></p> <ul style="list-style-type: none"> An attendance officer specifically focussing on attendance of PP students Remove the barriers to poor attendance by supporting families to make the right choice. For example, when to make hospital appointments and the impact of poor attendance on achievement Providing PP students with bus/train passes so students can attend school EWO involvement <p><u>Celebrate 100% attendance of PP student’s weekly</u></p> <ul style="list-style-type: none"> Congratulate students publicly in assemblies/in tutorial and reward them, for their hard work and determination Cash prize draw to promote attendance Rewards trips – Theme Park, Cinema, Ice Skating & Bowling Trips <p><u>Form Teacher to track and monitor PP attendance in their forms</u></p> <ul style="list-style-type: none"> Form Teachers to make weekly phone calls to stress the importance of attendance. Supply students with postcards as rewards 	<p>By the end of each half term: Monitor a specific micro-population each half term.</p> <p>HT2: Non-attenders/low attendance</p> <p>HT3: Boys</p> <p>HT4: SEN</p> <p>HT5: Girls</p> <p>HT6: Re-evaluate and look at the PP attendance as a whole for each group and across the School</p> <p><u>Data used:</u> Attendance data from Arbor</p>	<p>After each half term initially.</p> <p>August 2019</p>	<p>Staffing: £60,000</p> <p>Attendance: £15,000</p>

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Success Criteria	Strategy	Key Milestones	Evaluation Date	Projected Costing
<p>Reduction in PP behaviour incidents – measured half termly</p>	<p><u>Closely monitor behaviour of students (weekly)</u></p> <ul style="list-style-type: none"> ● compare data between behaviour, attendance and performance and share with students. ● Have progress meetings with these students and their parent/carer’s to stress the importance of how their behaviour is having an impact on their future life choices and that of their peers too. ● Work with these students giving them strategies on how to behave – supply fidget toys to keep them focussed to remove low level disruption ● Monitor and reduce PP FTE’s/consistent poor behaviour – work with HOY to remove the barriers for these students and implement various strategies to alleviate their behaviour barriers: <ul style="list-style-type: none"> ○ IYSS ○ Counselling ○ Princes Trust ○ Commando Joes ○ ‘The Chimp Inside’ Anger management ○ Girls group ○ Boys Group – Gardening Club ○ Behaviour contract ○ Alternative Behaviour Therapy 	<p>HT2: 10% reduction of 1292 incidents = 129 incidents HT2 target = 1163 incidents</p> <p>HT3: 15% reduction of the HT2 target = 174 incidents HT3 target = 989 incidents</p> <p>HT4: 20% reduction of the HT3 target = 197 incidents HT4 target = 792 incidents</p> <p>HT5: 25% reduction of the HT4 target = 198 incidents HT5 target = 594 incidents</p> <p>HT6: 30% reduction of the HT5 target = 178 incidents HT6 target = 416 incidents</p> <p><u>Data used:</u> Behaviour data from Arbor</p>	<p>After each half term initially.</p> <p>August 2019</p>	<p>Behaviour Intervention - £10,000</p>

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Success Criteria	Strategy	Key Milestones	Evaluation Date	Projected Cost
<p>Raise aspirations of PP students across the school and ensure they have equal opportunities to experience trips and residential</p>	<p><u>Trip to a University to raise student’s aspirations:</u></p> <ul style="list-style-type: none"> Y9 students will visit Salford University in January (split over 2 days) – Y9 PP students will visit the University on the first day. Russel Group University Trip for More Able PP students from each year group to raise aspiration. <p><u>Plan a ‘Raising Aspirations’ week:</u></p> <ul style="list-style-type: none"> Have motivational speaker come into school to talk to the students about overcoming the barriers they are experiencing and to motivate them Growth Mind-set workshops <p><u>Implement a leadership workshop for PP students</u></p> <ul style="list-style-type: none"> Leadership workshop to teach our PP students about leadership and emotional intelligence <p><u>Ensure all PP students from all year groups attend the College Fair and apprenticeship evenings</u></p> <ul style="list-style-type: none"> To focus then and to give them an insight of what results they need to achieve. External providers to deliver careers information 	<p>End of each half term:</p> <p>HT2:</p> <ul style="list-style-type: none"> Students will have all the equipment/ uniform they need <p>HT3:</p> <ul style="list-style-type: none"> All PP students will have taken part in growth mind-set activities and will have seen a motivational speaker as part of a raising aspirations week. All PP students will have experienced a college/apprenticeship fair. <p>HT4:</p> <ul style="list-style-type: none"> All PP students will have visited a University to raise aspiration PP talents displayed around the school – or pieces of their work displayed <p>HT6:</p> <ul style="list-style-type: none"> All PP students will have taken part in a leadership workshop. <p><u>Data used:</u> Students voice</p>	<p>August 2019</p>	<p>Uniform - £8000</p> <p>Trips - £20,000</p> <p>Raising Aspiration Resources (inc motivational speakers & how to revise revision days, leadership workshops) - £10,000</p>

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	<p><u>PP students to experience School Trips/Residential Trips</u></p> <ul style="list-style-type: none">• Students to have the opportunity to attend trips – Paris Trip, Krakow Trip, Preston Revision Trip, University Visits, Year 7 Residential, Girls Residential Trip (currently planned) <p><u>Finding and celebrating your talent</u></p> <ul style="list-style-type: none">• Identifying any specific talents of PP children and consider ways to nurture these• Displaying these talents around the school• Displaying excellent pieces of their work <p><u>Removal of barriers to learning:</u></p> <ul style="list-style-type: none">• Purchase specific equipment for students so they can achieve and make progress in lessons.• Purchase uniform• Purchase School Shoes• HOY to complete year group audit			
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