
Pupil Premium School Improvement Action Plan – 2014/15

Action Plan objectives: Raising standards and narrowing the gap for the pupil premium students.

Leader: Dan Edwards - Assistant Headteacher.

Priority actions: The progress of pupil premium students and underachieving groups are a School priority and are therefore included in the School Improvement Plan.

Priority targets: As part of the PP School Improvement Plan three targets have been devised to ensure a raise in standards and improved progress for all pupil premium pupils (PPP).

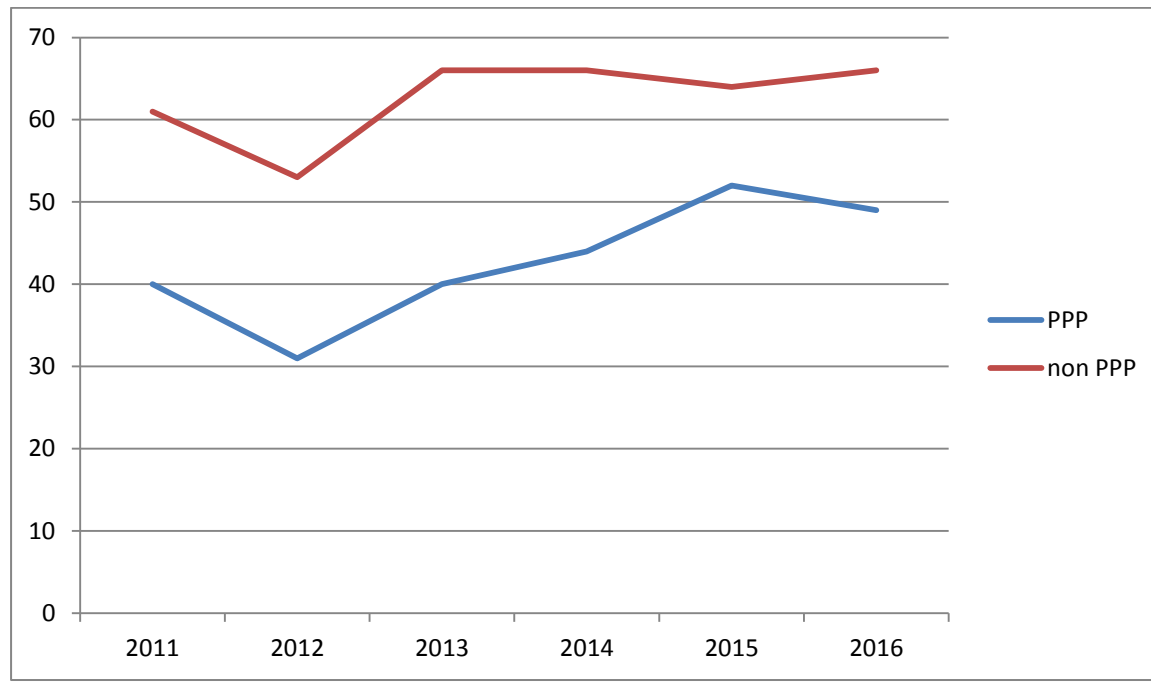
Target 1: Progressively narrow the gap between the attainment of pupil premium pupils to non-pupil premium pupils. By 2015 to reduce the PPP gap by 40%. With a targeted gap of 12%.

Target 2: Fixed term exclusion rates amongst pupil premium pupils to decline. To continue to narrow the PPP gap by a further 1% for 2015. With a targeted gap of 4%.

Target 3: Progressively narrow the gap between the attendance of pupil premium pupils to non-pupil premium pupils. To continue to narrow the PPP gap by a further 1% for 2015. With a targeted gap of 2%.

Target 1: Progressively narrow the gap between the attainment of pupil premium pupils to non-pupil premium pupils. By 2015 to reduce PPP gap by 40%. With a targeted gap of 12%, as seen below:

	2011	2012	2013	2014	2015 (FFT D target)	2016 (FFT D target)
5AC (incl E&M) PP pupils	40%	31%	40%	44%	52%	49%
5AC (incl E&M) non PP pupils	61%	53%	66%	66%	64%	66%
Gap	21%	22%	26%	22%	12%	17%



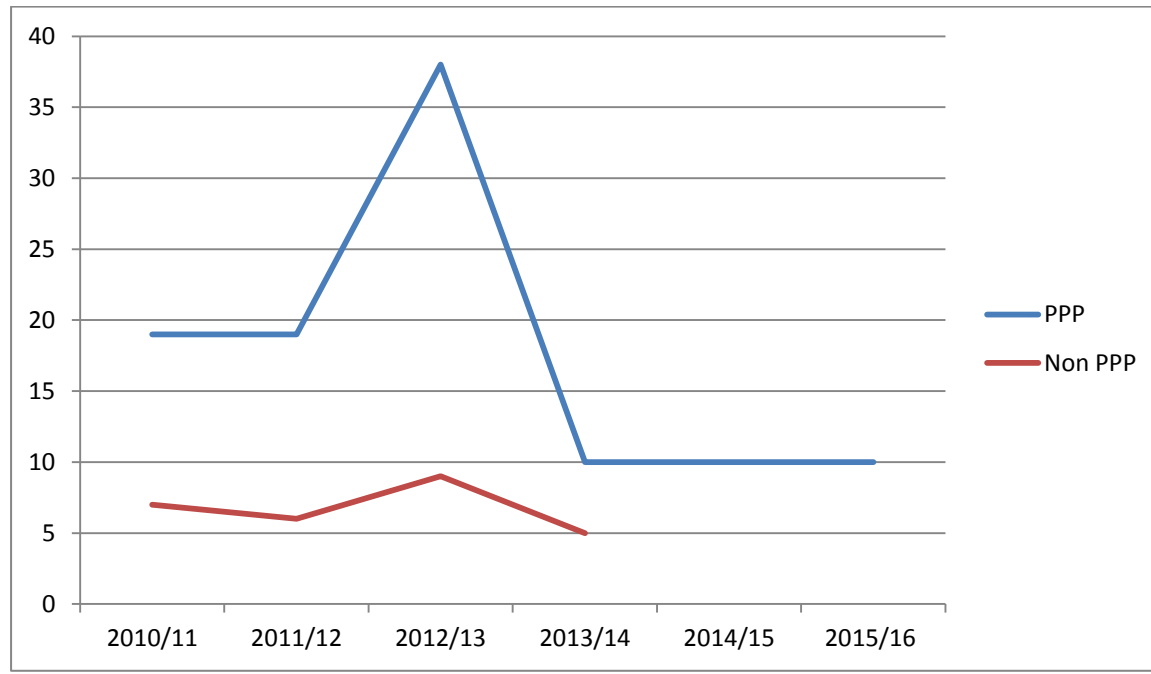
Target 1 Action Plan

Target reference	Action	Responsibility	When	Monitor	Evaluate	Resources	Cost	Achieved
	Smaller class sizes in all lessons in KS3 and KS4 to focus on intensive support and feedback to all PPP.	BBU	2014-15	DED	To ensure class sizes are small so classroom teachers and teaching assistants are able to provide personalised feedback. This will be evaluated through AM cycles.	Employment of an extra English and Maths teacher to support smaller class sizes. This helps to generate 6 sets in Maths in Years 10 & 11 and a 6 th set in English in Year 10. Employment of two teaching assistants to support PPP.	£122,500	
See appendix 1	Pupil premium MAKE group. A small PP literacy group organised for each year to develop literacy skills. KS3 only.	KDU	Nov 2014	DED	This will be evaluated every AM cycle to ensure at least expected levels of progress is being made.	KDU to run PP literacy catch up work to promote literacy skills.	Part funded through TA salary – £9930.96	
See appendix 2	Pupil premium MAKE group. A small PP numeracy group organised for each year to develop numeracy skills. KS3 only.	IBO	Oct 2014	DED	This will be evaluated every AM cycle to ensure at least expected levels of progress is being made.	IBO run to numeracy catch up sessions to develop PP learning.		
	Pupil premium prep classes.	INE/Y11 Tutors	Nov 2014	DED	This will be evaluated every AM cycle to ensure the identified focus groups are making least expected levels of progress towards their GCSE target grade	Prep sessions run by Y11 tutors and English and maths specialists.		

	Early morning reading programme will issue identified underachieving PP students with a reading mentor twice a week.	JLP/6 th form mentors	Nov 2014	DED	This will be evaluated every AM cycle to ensure at least expected levels of progress are being made.	Prefects and 6 th form mentors will support early morning reading and will act as mentors to support literacy development.		
	The 'engage' project to run for disaffected KS3 PP students.	KYS	Jan 2015	DED	This will be evaluated at the end of the course by pupils engagement, CtL and attitude from AM.	Support and resources from the Kingston Youth Services.	£3000	

Target 2: Fixed term exclusion rates amongst pupil premium pupils to decline. To continue to narrow the PPP gap by a further 1% for 2015. With a targeted gap of 4%. As seen below:

	2011	2012	2013	2014	2015 (Target)	2016 (Target)
% of excludes from PP population	19%	19%	38%	10%	9%	8%
% of excludes from non PP population	7%	6%	9%	5%		
% of excludes that are PP	-	-	29%	31%		



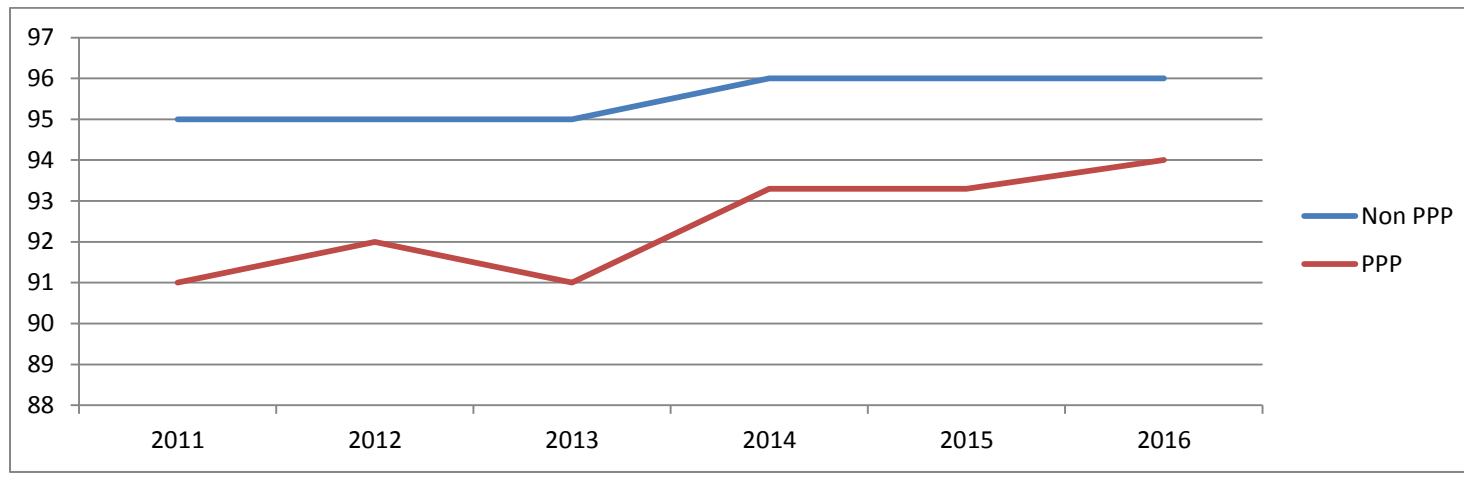
Target 2 Action Plan

Target Reference	Action	Responsibility	When	Monitor	Evaluate	Resources	Cost	Achieved
See appendix 3	Implement new Serious Incident Form (SIF). Which provides extra support/invention where needed to make exclusions a very last resort of sanction for PPP.	DED	Sept 2015	NSM	HT reviews to monitor number of exclusions.	SIF in full operation within School.	£0	
	A regenerated CoC with Clear new School 'Golden Rules' in place to confirm and emphasise the School's expectations of all pupils.	DED	Sept 2015	NSM	Monitor HT reviews on behaviour to highlight any major concerns. Monitoring of Sleuth.	Clear classroom expectations (golden rules) placed in every classroom within the School.	£0	

Target 3: Progressively narrow the gap between the attendance of pupil premium pupils to non-pupil premium pupils. To continue to narrow the PPP gap by a further 1% for 2015. With a targeted gap of 2%, As below:

	2010-11	2011-12	2012-13	2013-14	2015 (predicted)	2016 (predicted)
Attendance % for non PP pupils	95%	95%	95%	95.78%	96%	96%
Attendance % for PP pupils	91%	92%	91%	93.32%	93%	94%
School gap	4%	3%	4%	2.46%	3%	2%
RAISEonline national % of non PP pupil attendance	-	94.1%	95.3%	95.6%		
RAISEonline national % of PP pupil attendance	-	89.9%	91.5%	92.7%		
National gap	-	4.2%	3.8%	2.9%		

Attendance figures for non PPP vs PPP



Target 3 Action Plan

Target Reference	Action	Responsibility	When	monitor	Evaluate	Resources	Cost	Achieved
	Strong pastoral support team investigate and contact PPP on a regular basis to ensure all absences are followed up effectively.	PSO's	Sept 2014	DED	Monitor HT reviews to highlight any major concerns.	Use of text messaging service to support communication with parents.	Funded through pastoral team salary	
	Effective attendance officers investigate all PPP absences on the day and liaise effectively with pastoral support team to ensure absences are reduced.	ADE/SHU	Sept 2014	DED	Monitor HT reviews to highlight any major concerns.	Text messaging service to support communication with parents.	Funded through pastoral team salary	
	Effective use of Educational Welfare Officer (EWO). EWO works closely and effectively with both the attendance officers and pastoral support team to support PPP and family.	ABO	Sept 2014	DED	Monitor HT reviews to highlight any major concerns. Weekly EWO meetings.	EWO & DED keep record of all incidents and reflect on these and areas for development through regular meetings.	£8000 (partially funded through alternative school budget)	

PPP information within Year groups

Year 9 **35% of the PP students are on the EAL register.**

Year 8 **40% of PP students are on the SEN register and 40% of PP students are on the EAL register.**

Year 9 **35% of the PP students on the EAL register.**

Year 10 **50% of the PP students are on the EAL register.**

Year 11 **55% of the PP students are on the EAL register.**

Gap within Year groups (PPP v non-PPP) AM1 – Autumn 2014

	Gap in English & Maths	Expected levels of progress in En & Ma
Year 7	English 5% Maths 10%	English – non PPP – 83% ELP PPP – 78% ELP Maths – non PPP – 82% ELP PPP – 72% ELP
Year 8	English 12% Maths 17%	English – non PPP – 85% ELP PPP – 73% ELP Maths – non PPP – 81% ELP PPP – 64% ELP
Year 9	English +3% Maths +3%	English – non PPP – 60% ELP PPP – 63% ELP Maths - non PPP – 39% ELP PPP – 42% ELP
Year 10	English 2% Maths 33%	English – non PPP - 91% ELP PPP – 89% ELP Maths - non PPP – 65% ELP PPP – 32% ELP

Gap within Year groups (PPP v non-PPP) AM1 – Autumn 2014

Year 11: Indicator (using data from RAISEonline for 2011 and 2012 and school data for current Year 11. Definition of FSM for this purpose is the same as RAISE – those pupils eligible for the Pupil Premium under the 'Ever 6' measure. LAC and service children in later section).	2014 gap between FSM and non FSM	2015 predicted outcome for FSM	2015 predicted outcome for non FSM	2015 predicted gap	Comments/ contextual information
Attainment – 5+ A*-C passes including English and mathematics	22%				
Attainment – average points score in English	-2.8%				
Attainment – average points score in mathematics	-4.5%				
Attainment – average points score (best eight GCSEs)	-45.9				
Attainment – average points score (best eight GCSEs including equivalents)					
Achievement – expected progress in English	-17%				
Achievement – more than expected progress in English	-20%				
Achievement – expected progress in mathematics	-3%				
Achievement – more than expected progress in mathematics	-22%				
Achievement – value-added score (best eight GCSEs)	27.8				
Achievement – value-added score (best eight GCSEs including equivalents)					
Attendance	2.46%				
Persistent absence	4.2%				