

Key Issue : Progress 8 was in the bottom quintile (20%) for at least two years (2016 and 2017) for Disadvantaged students

Key Objective : Raise Attainment and Improve Progress of Pupils Identified Disadvantaged students

Key Success Criteria : Improved Attainment 8 and Progress 8 Score for Disadvantaged students (Target –Progress 8 Score above -0.6 including outliers and -0.38 without outliers)

Whole School

Objective	Operations	Monitoring	Success Criteria	Budget	Timescale
1. Maintain the high profile of disadvantaged pupils as a Key Focus Group.	<ul style="list-style-type: none"> Aspect added to all SIMs mark sheets to identify pupil's as disadvantaged Lists of disadvantaged students in each year group displayed in Faculty offices with tracking for year 11 students Venn diagrams of P8 tracking and reading ages displayed in main staffroom. Disadvantaged advocate established for all faculties Require all seating plans to highlight disadvantaged students with narrative 	<ul style="list-style-type: none"> Staff able to identify Disadvantaged pupils and narrative on seating plans (FL) SIMs Updated (SAW) Identified faculty PP advocate (FL+LGD) Climate walk (FL+SLT) 	<ul style="list-style-type: none"> Appropriate pupils identified. Barriers to Learning Identified and strategies in place to reduce barriers 	Data Admin Staff (£3,900) Resources and copying (Resources £15,800) Go 4 Schools (Resources £15,800)	Jan 2018 Jan 2018 Jan 2018 March 2018 May 2018
2. Barriers to learning reduced by analyse the quality of in class provision for disadvantaged pupils.	<ul style="list-style-type: none"> Clear differentiation by task and differentiated questioning for all disadvantaged students visible across a sequence of lesson. Ensure consistency of T+L strategy delivery across the curriculum by ensuring all staff use and follow the summer term key expectations Disadvantaged student's priority marking and marking feedback high quality. 	<ul style="list-style-type: none"> Evidence of appropriate differentiation and consistently delivery of the T+L key expectations from climate walks and observations (FL/SLT) Book Trawls focused on work produced by disadvantaged pupils with focus on the quality of 	<ul style="list-style-type: none"> Increased differentiation and consistent delivery of T+L strategy evidenced in climate walks - % seen in lessons rising to 90%. High quality marking feedback and PP student 	Photocopying (Resources £15,800)	April 2018 April 2018 April 2018

		marking and feedback through paired analysis. (FL/SLT)	books marked first. With minimal variation		
3. Use effective data analysis to target underachievement.	<ul style="list-style-type: none"> • Create Progress 8 Indicators for all subjects and include on all KS4 SIMs mark sheets. • Monitor Subject Progress 8 Indicator Averages. Challenge through Data Meetings with SAW. • Use Progress 8 Indicators to identify underachievement and identify the need for both in class and addition intervention required to reduce any barriers to learning. 	<ul style="list-style-type: none"> • SIMs Updated (SAW) • Data Meeting records (SAW). • Intervention Lists and strategies informed by P8 Indicators (SAW and SLT LM) 	<ul style="list-style-type: none"> • Improved progress of PP students – KS4 Progress 8 Score above -0.6 including outliers and -0.38 without outliers. KS3 63+% securing 	Data Admin Staff (£3,900)	<p>Jan 2018</p> <p>Jan 2018</p> <p>April 2018 and ongoing</p>
4. Use effective data analysis and mentoring support to improve student attendance and punctuality	<ul style="list-style-type: none"> • Late detentions for any student arriving after 8:55. • Half-termly year leader action sheets and weekly tracking sheets for persistent absentees. • Tutor weekly tracking sheets completed for all disadvantage students. • PP TA mentor to meet with all disadvantages students below 95% attendance and put together student action plan. 	<ul style="list-style-type: none"> • C4 records and punctuality analysis (LGD) • Evidence of action plans and impact on student attendance intervention tracking sheets (YL/PP TA mentor) • Intervention meeting records and disadvantaged Student support and provision spreadsheet records + analysis (KLA/PP) 	<ul style="list-style-type: none"> • Number of PP student late below 1 per day so in line with Non-PP • Overall PP percentage attendance increased by 5% and Percentage of PP students PA decreased by 10% 	<p>Staff TLR (£650)</p> <p>Data Admin Staff (Resources £15,800))</p> <p>PP attendance mentor (£25,312)</p>	<p>Sep 2018</p> <p>Jan 2018</p> <p>April 2018</p> <p>April 2018</p>
5. Improve quality of Advice, Information and Guidance given to Disadvantaged pupils and increase knowledge of potential barriers to learning.	<ul style="list-style-type: none"> • Disadvantaged student profiles produced and weekly/fortnightly meeting with disadvantaged mentor from tutor team. 	<ul style="list-style-type: none"> • All disadvantages student have a pupil profiles with barriers to learning (Disadvantaged mentor/YL) 	<ul style="list-style-type: none"> • Disadvantaged calculation for each student decreased on Avg by 5pts. • A2L score for all YG 2.00 or less 	<p>Part of careers adviser cost (£2,302)</p> <p>Photocopying (Resources £15,800)</p>	<p>Yr 11 Jan 2018 Yr 7-10 March 2018</p>

	<ul style="list-style-type: none"> Yr11 disadvantaged interviews with SLT following Mock Exams. Share information with teachers. Yr9 disadvantaged interviews with SLT during Options Process. Share information with teachers Additional Careers Interviews for all disadvantaged students. 	<ul style="list-style-type: none"> Interview records and feedback shared with teachers (SLT) Careers Interview Records (YL/DS) 	<ul style="list-style-type: none"> All PP careers appointment x2 80% of students in L3 qualifications post-16 		<p>Feb 2018</p> <p>April 2018</p> <p>Jan 2018 and on going</p>
6. Ensure the Curriculum is designed to effectively meet the needs of Disadvantaged pupils.	<ul style="list-style-type: none"> Include KS4 Pathways and introduce appropriate additional subjects. Consider structure at KS3 in terms of curriculum design and additional support. Yr9 disadvantaged interviews with SLT during Options Process. Share information with teachers Alternative provision courses for students at risk of Permanent Exclusion CPD for all staff on what is 'curriculum' and how it can be shaped 	<ul style="list-style-type: none"> 2018/19 Curriculum Design (SAW) Interview records (SLT) Alternative provision course records (SAS) CPD records (KF/LGD) 	<ul style="list-style-type: none"> Access to open bucket options for LPA and MPA. Access to Ebacc for HPA Number of PE students below NatAvg (1 student) 	<p>Examination costs (Resources £15,800)</p> <p>Alternative provision costs (£21,000)</p> <p>CPD (£2,035)</p>	<p>Jan 2018</p> <p>April 2018</p> <p>Jan 2018 and on going</p> <p>June 2018</p>
7. Provide CPD and training for all staff focusing on effectively meeting the needs of Disadvantaged pupils.	<ul style="list-style-type: none"> Deliver CPD focused on effectively meeting the needs of Disadvantaged pupils. Training for Staff responsible for disadvantaged students. Include effectively meeting the needs of Disadvantaged pupils in the NQT/RQT training programme. Disadvantaged champion meetings to share good practice and improve consistency. 	<ul style="list-style-type: none"> CPD Records (KF) NQT/RQT Training Programme (KF/LGD)) Disadvantaged champions meeting records (LGD) 	<ul style="list-style-type: none"> Improved progress of PP students (see 3.) 	<p>CPD (£2,035)</p> <p>Photocopying (Resources £15,800)</p>	<p>March 2018</p> <p>April 2018</p> <p>April 2018</p> <p>April 2018 and on going</p>
8. Improve Disadvantaged	<ul style="list-style-type: none"> Provide resources or supplement the cost of 	<ul style="list-style-type: none"> Disadvantaged Student 	<ul style="list-style-type: none"> Improved 	<p>Subject resources</p>	<p>April 2018</p>

<p>student curriculum access</p>	<p>resources for practical subjects</p> <ul style="list-style-type: none"> • Literacy and numeracy support sessions • Faculty Disadvantaged specific action plans • Provide support programmes and software for Disadvantaged students. 	<p>support and provision spreadsheet analysis (LGD)</p>	<p>progress of PP students (see 3.)</p> <ul style="list-style-type: none"> • Maths and English progress increased so 65+% securing and Progress - 0.38 • Reading ages increased so 90% PP students 11+yrs 	<p>specific e.g. Food, Tassimi etc (Resources £15,800)</p> <p>Lit + Num TA (£26,177)</p>	<p>April 2018 April 2018 May 2018</p>
<p>9. Improve disadvantaged students literacy and numeracy levels</p>	<ul style="list-style-type: none"> • Reading ages for all students added to mark sheets • Reading ages assessment every term for students below National standard • Additional Literacy and some numeracy session for students under target in Maths and English. • Research into barriers to learning related to literacy and how L2+3 language can be embedded. 	<ul style="list-style-type: none"> • Reading assessment records • Maths and English data points analysis (LGD/SAW) • Results report (LGD) 	<ul style="list-style-type: none"> • Reading ages average increased (see 8.) • Progress of students in Maths and English increased (see 8.) 	<p>Lit + Num TA (£26,177)</p> <p>CPD (£2,035)</p>	<p>Sep 2018</p> <p>Sep 2018 and on going</p> <p>May 2018</p>
<p>10. Reduce number of fixed term exclusions and number of students with repeat fixed term exclusions for disadvantaged students</p>	<ul style="list-style-type: none"> • Reduce FTE through supportive interventions and alternative constructive pathways. • On-call data to identify disadvantaged students. • PP Behaviour mentor meet with students regularly on-call and set up agreed action plan. 	<ul style="list-style-type: none"> • Exclusion data (YL) • On-call record (DM/YL) • PP mentor student action plan records (KLA) 	<ul style="list-style-type: none"> • Reduced number of PP FTE overall and as % of all FTE, so all FTE in line with NA – 1.7% • Reduced number of PP students on-called reduced 	<p>Behaviour TA (£25,749)</p> <p>Data Admin Staff (part)</p> <p>Behaviour TA (£25,749)</p> <p>Go 4 schools (Resources</p>	<p>April 2018</p> <p>April 2018</p> <p>May 2018</p>

			<ul style="list-style-type: none"> by 20% Improved A2L scores (see 5.) 	<p>£15,800) Staff TLR (£650)</p>	
11. Reduce barriers to accessing enrichment	<ul style="list-style-type: none"> % of disadvantaged students on trips higher same or better than % in year group cohort. Creative Technology /Performing Arts for disadvantaged students 	<ul style="list-style-type: none"> Disadvantaged Student support and provision spreadsheet (YL/FL/LGD) 	<ul style="list-style-type: none"> Disadvantaged calculator scores to decrease for each student All PP involved in at least one extracurricular activity or trip each year 	<p>Trips (Resources £15,800)</p> <p>Enrichment resources (Resources £15,800/£14,200)</p> <p>Activities week costs (Resources £15,800)</p>	<p>April 2018 and on-going</p>
12. Reduce barriers to accessing additional exam support	<ul style="list-style-type: none"> Computer study room open one day per week for disadvantaged students Revision guides provided for all disadvantaged students (dependent on subject requirements) 	<ul style="list-style-type: none"> Termly disadvantaged score for each student (YL/KLA) Record of disadvantaged student support and provision in spreadsheet (LGD) 	<ul style="list-style-type: none"> Disadvantaged calculator scores to decrease for each student (see 5.) Improved progress of PP students (see 3.) 	<p>Exam/Revision resources (Resources £15,800/£14,200)</p>	<p>April 2018</p> <p>Year 11 April 2018</p> <p>Year 10 Oct 2018</p>
13. Improve the engagement of disadvantaged student parents	<ul style="list-style-type: none"> Meetings with all year 6 Disadvantaged student parents in primary schools Meetings with a Disadvantaged students parents groups every ½ term 	<ul style="list-style-type: none"> Transition meeting records (YL/LGD) Meeting records (LGD) 	<ul style="list-style-type: none"> All Yr 6 PP students' parents met with before July All PP students' parents in school for meeting by AT1 	<p>Transport (Resources £15,800)</p> <p>Refreshments (Resources £15,800)</p>	<p>June/July 2018</p> <p>October 2018</p>