

Key Issue : Progress 8 was for Disadvantaged student significantly below that off peers for a number of years

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 Require all seating plans to highlight disadvantaged students with narrative Venn diagrams of P8 tracking and reading ages displayed in main staffroom. Lists of disadvantaged students in each year group displayed in Faculty offices with tracking for year 11 students Disadvantaged advocate established for all faculties. 	<ul style="list-style-type: none"> SIMs Updated (SAW) Staff able to identify Disadvantaged pupils and narrative on seating plans (FL) Climate walk (FL+SLT) Identified faculty PP advocate (FL+LGD) 	<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) Go 4 Schools (Resources £15,800) Resources and copying (Resources £15,800)	Sep 2018 Oct 2018 Nov 2018 Nov 2018 Nov 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 	<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 	Photocopying (Resources £15,800)	April 2019 April 2019 April 2019

		focus on the quality of marking and feedback through paired analysis. (FL/SLT)	PP student 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) 	<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>Sep 2018</p> <p>Sep 2018</p> <p>Oct 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/ Disadvantaged mentor) • Intervention meeting records and disadvantaged Student support and provision spreadsheet records + analysis (Disadvantaged mentor) 	<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>Oct 2018 and on going</p> <p>Oct 2018</p> <p>Oct 2018 and on going</p>
5. Improve quality of Advice, Information and Guidance given to Disadvantaged pupils and increase knowledge	<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. 	Part of careers adviser cost (£2,302)	Yr 8-11 Nov 2018, Yr 7 Jan 2019

<p>of potential barriers to learning.</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"> • A2L score for all YG 2.00 or less • All PP careers appointment x2 • 80% of students in L3 qualifications post-16 	<p>Photocopying (Resources £15,800)</p>	<p>Feb 2019</p> <p>April 2019</p> <p>Oct 2019 and Jan 2019 and on going</p>
<p>6. Ensure the Curriculum is designed to effectively meet the needs of Disadvantaged pupils.</p>	<ul style="list-style-type: none"> • Alternative provision courses for students at risk of Permanent Exclusion • 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 • CPD for all staff on what is 'curriculum' and how it can be shaped to support DisAdv students 	<ul style="list-style-type: none"> • Alternative provision course records (LGD) • 2018/19 Curriculum Design (SAW) • Interview records (SLT) • CPD records (PS/LGD) 	<ul style="list-style-type: none"> • Number of PEx students below NatAvg (1 std) • Access to open bucket options for LPA and MPA. Access to Ebacc for HPA • Improved progress of PP students (see 3.) 	<p>Alternative provision costs (£21,000)</p> <p>Examination costs (Resources £15,800)</p> <p>CPD (£2,035)</p>	<p>Sep 2019 and on going</p> <p>Dec 2019 and on going</p> <p>April 2019</p> <p>April 2019</p>
<p>7. Provide CPD and training for all staff focusing on effectively meeting the needs of Disadvantaged pupils.</p>	<ul style="list-style-type: none"> • Deliver CPD focused on effectively meeting the needs of Disadvantaged pupils. • Training for Staff responsible for disadvantaged students. • Disadvantaged champion meetings to share good practice and improve consistency. 	<ul style="list-style-type: none"> • CPD Records (PS) • Disadvantaged champions meeting records (LGD) 	<ul style="list-style-type: none"> • Improved progress of PP students (see 3.) 	<p>CPD (£2,035)</p>	<p>Oct 2018 and on going</p> <p>Nov 2018 and on going</p>

	<ul style="list-style-type: none"> • Include effectively meeting the needs of Disadvantaged pupils in the NQT/RQT training programme. 	<ul style="list-style-type: none"> • NQT/RQT Training Programme (PS/LGD) 		Photocopying (Resources £15,800)	April 2019
8. Improve Disadvantaged student curriculum access	<ul style="list-style-type: none"> • Provide resources or supplement the cost of resources for practical subjects • Faculty Disadvantaged specific action plans • Provide support programmes and software for Disadvantaged students. • Literacy and numeracy support sessions 	<ul style="list-style-type: none"> • Disadvantaged Student support and provision spreadsheet analysis (LGD) 	<ul style="list-style-type: none"> • Improved progress of PP students (see 3.) • Maths and English progress increased so 65+% securing and Progress - 0.38 • Reading ages increased so 90% PP students 11+yrs 	Subject resources specific e.g. Food, Tassimi etc (Resources £15,800) Lit + Num TA (£26,177)	Sep 2018 Oct 2018 Oct 2018 Oct 2018
9. Improve disadvantaged students literacy and numeracy levels	<ul style="list-style-type: none"> • Additional Literacy and some numeracy session for students under target in Maths and English • Reading ages assessment every term for students below National standard • Reading ages for all students added to mark sheets • Research into barriers to learning related to literacy and how L2+3 language can be embedded. 	<ul style="list-style-type: none"> • Maths and English data points analysis (LGD/SAW) • Reading assessment records (EW/LGD) • English and reading ages data point analysis (LGD) 	<ul style="list-style-type: none"> • Progress in Maths and English increased (see 8.) • Reading ages average increased (see 8.) • Progress in Maths and English increased (see 8.) 	Lit + Num TA (£26,177) CPD (£2,035)	Nov 2018 Oct 2018 and on going Mar 2019

<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/HA) • On-call record (Behaviour mentor/YL/LGD/EW) • PP mentor student action plan records (Behaviour mentor) 	<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 by 20% • Improved A2L scores (see 5.) 	<p>Behaviour TA (£25,749)</p> <p>Data Admin Staff (part)</p> <p>Behaviour TA (£25,749) Go 4 schools (Resources £15,800) Staff TLR (£650)</p>	<p>Oct 2018 and on going</p> <p>Oct 2018 and on going</p> <p>Nov 2018 and on going</p>
<p>11. Reduce barriers to accessing enrichment</p>	<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/EW) 	<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) Activities week costs (Resources £15,800)</p>	<p>Jan 2019</p> <p>April 2019</p>
<p>12. Reduce barriers to accessing additional exam support</p>	<ul style="list-style-type: none"> • Revision guides provided for all disadvantaged students (dependent on subject requirements) • Computer study room open one day per week for disadvantaged students 	<ul style="list-style-type: none"> • Record of disadvantaged student support and provision in spreadsheet (LGD) • Termly disadvantaged score for each student (YL/Disadvantaged mentor) 	<ul style="list-style-type: none"> • Improved progress of PP students (see 3.) • Disadvantaged calculator scores to decrease for each student (see 5.) 	<p>Exam/Revision resources (Resources £15,800/£14,200)</p>	<p>Dec 2019</p> <p>Nov 2019</p>

<p>13. Improve the engagement of disadvantaged student parents</p>	<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>May 2019</p> <p>June 2019</p>
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