

The County High School, Leftwich

Objective	Students in receipt of Pupil Premium (PP) to achieve or exceed their Fisher Family Trust (FFT) targets. <i>The same progress as pupils of similar ability in the top quartile of schools.</i>
What do we expect to see?	<ul style="list-style-type: none">• PP students achieving or exceeding their FFT targets• Increased attainment in English and Maths• Increased attendance
<i>The Pupil Premium is available for Schools and Academies to provide additional support for looked after children and students in receipt of free school meals or who have been eligible for free school meals at any point in the last six years. A smaller amount of funding is provided for the children of service personnel.</i>	

Pupil Premium

2015 – 2016

Action Plan and Evaluation

	Page
2014 - 2015 Actions Completed and Impact	1
2015 - 2016 Strategies	2
2015 – 2016 Planned Expenditure	4
2015 - 2016 Impact Evaluation	5

2014 - 2015 Actions Completed

See *Pupil Premium Action Plan and Evaluation 2014 – 2015* for the detailed Impact Evaluation of the actions completed. http://www.leftwichhigh.com/documents/Pupil%20Premium/CHSL_PP_2014_15_Action_Plan.pdf

Results and targets of the 20 students who began Year 11 classified as students for whom the Pupil Premium provides support. 7 students were on Free School Meals, 11 students had received Free School Meals at some point during the last 6 years, 1 student was a Child in Care and 1 student was a Service Child in Education.

	2015 Leavers PP Results % of PP students achieving indicator	FFT targets (<i>the same progress as similar pupils in the top quartile of similar schools</i>)	
5+A*-C including English and Maths	45% (9/20)	55% (11/20)	
A*-C in English and Maths	50% (10/20)	55% (11/20)	
5+A*-C	50% (10/20)	65% (13/20)	
At least one A*- A grade	70% (14/20)	15% (3/20)	
5+A*-G	95% (19/20)	100% (20/20)	
EBacc	20% (4/20)	45% (9/20)	
English Lang C+	65% (13/20)	60% (12/20)	72.6 - * 2015 National Average for all students
Maths C+	80% (16/20)	75% (15/20)	69.1- * 2015 National Average for all students
English 3LP	65% (13/20)	80% (16/20)	
English 4LP	25% (5/20)	25% (5/20)	
English 5LP	0% (0/20)	0% (0/20)	
Maths 3LP	65% (13/20)	65% (13/20)	
Maths 4LP	35% (7/20)	20% (4/20)	
Maths 5LP	20% (4/20)	10% (2/20)	

These results are all first entry results.

- * <https://www.gov.uk/government/news/summer-2015-gcse-results-a-brief-explanation>

2015 - 2016 Strategies

As a result of the *Pupil Premium Action Plan and Evaluation 2014 - 2015* and detailed Exam Analysis of Pupil Premium students' performance during 2014 – 15, the following strategies will be implemented and embedded during 2015 - 2016.

1. Continue to increase focus, monitoring and accountability of students for whom the Pupil Premium provides support to ensure intervention in subjects is implemented effectively at the earliest opportunity to contribute towards Pupil Premium students making more than expected progress and thus closing the gap

Continue to set every subject Pupil Premium Year 11 targets and teachers with Year 11 Pupil Premium targets, evidenced in Appraisal documentation. "Teacher Actions" will be written for any PP student who is predicted to be below at a tracking point. The "Teacher Actions" will document strategies the teacher plans to implement to ensure that the student will at least meet target at the next tracking point. The "Teacher Actions" will be posted home to relevant parents/carers to enable them to support their child's learning. Detailed Pupil Premium exam analysis, as evidenced in each department's *2014/15 Exam Evaluation* document, will be used to analyse 2015 Pupil Premium results and devise strategies to further improve progress. Establish the use of 'alert indicators' to identify PP students whose previous performance, both at and before joining the Academy, suggests the need for close monitoring of progress and the potential use of intervention strategies to address learning gaps and secure motivation and engagement.

Establish 'Progress Review Meetings': panels consisting of SLT Key Stage 'Leads', Learning Leaders: Year, Learning Leader: Learning Support and Education Support Workers. The remit of these panels will be to: analyse the progress of all students in a cohort, with a particular focus on PP students and identify those in need of whole-school intervention support and identify and co-ordinate appropriate support for individual students, matching the full range of intervention strategies offered by the Academy to individual needs.

2. Continue to utilise specialist LSA in EBacc subjects facilitating high quality support of Pupil Premium students and introduce specialist LSAs to other subjects.

Continue to utilise EBacc LSAs to work one-to-one and with small groups of PP students. Deploy LSAs to work with other subjects to enable them to become specialists in these subjects and provide targeted expert support for PP students whose progress suggests they require additional support. Continue to ensure PP students reach pre agreed, challenging targets, within a specific time frame.

Continue to provide Study Zone after hours support groups and expand them to other targeted subjects. Provide specialist support to enable targeted groups of PP students to make rapid and sustained progress in lessons and as part of the completion of extended learning projects. The *Education Support Workers (ESW)* will continue to enable communication with families, ensuring families and students approach the Study Zones and out-of-hours provision positively.

Firmly establish LSAs as para-teachers working in partnership with teacher colleagues both within lessons and the Academy's out-of-hours support offer.

3. Implement targeted additional intervention to provide support for Pupil Premium students –

A range of targeted actions will reduce inequalities and increase access to the curriculum, including: small group intervention available for selected PP students, with increased support for Year 11 in the Autumn and Spring terms. All departments will provide in-lesson intervention for PP students whose tracking suggests they require additional support. The English and Maths departments have additional specialist English and Maths teaching staff with identified Intervention Lessons on their timetables. This will result in PP students whose tracking suggest they require additional support receiving this additional support from specialist, qualified teachers. All students will also continue to follow a literacy programme during registration time, which will result in all students, particularly PP students, being more able to access the full curriculum offer.

4. Use the Individual Fund to ensure that Pupil Premium students have access to the same opportunities as the whole school community

Continue to enable targeted bespoke support for PP students in a range of areas and activities. Practical barriers to learning will be reduced as a result of this fund. PP students will be provided with a fully inclusive educational experience.

5. Continue to focus on increasing attendance so that students are in lessons and learning

Extra *Education Welfare Officer* (EWO) time will continue to be commissioned so that the EWO can be directed towards PP students whose attendance is causing concern. A new EWO, with capacity to focus on PP students whose attendance is causing concern, will be commissioned to implement this work. Year Learning Leaders will work with the EWO to implement strategies to remove barriers, real or perceived, preventing PP students from attending school.

6. Increase parent engagement to facilitate support for Pupil Premium students

Maintain contact with targeted PP parents/carers to ensure they engage with activities the Academy provides to support them in supporting their child's learning. A particular focus will be on the newly introduced Parents Evenings, at which PP students' parents will be encouraged to attend through proactive contact prior to the evenings, coordinated by the ESWs, resulting in good attendance from these parents/carers.

7. Maintain the capacity of the Pastoral Support team to further strengthen Behaviour for Learning

The *Pastoral Support Worker* will continue to be available to deal with isolated incidents of students not meeting our high expectations in terms of punctuality and behaviour. The *Pastoral Support Worker* will also continue to be available as a resource for the *Senior Leadership Team* when dealing with incidents of poor behaviour to provide additional guidance for these students.

8. Free breakfast

The implementation of a Cashless Catering system will reduce any perceived stigma and increase take up. PP students will be automatically opted into this service. Students who have a free breakfast will arrive in lessons more focused and ready to learn.

9. Whole school monitoring, review and mentoring

The progress of PP students will continue to be tracked in line with current school systems. There will then be additional analysis of PP students' performance against FFT targets and analysis of PP students' progress in English and Maths compared to their KS2 results. Where underperformance is highlighted, further intervention strategies will be examined and teachers will be made aware of targeted students within their groups. In addition, members of the Senior Leadership Team will mentor targeted groups of PP Students who exhibit particularly high needs.

2015 - 2016 Planned Expenditure - The school carefully ring-fences the funding at the beginning of the academic year so that it is spent on a targeted group of students. As a result of the *Pupil Premium Action Plan and Evaluation 2014 - 2015* and detailed Exam Analysis of Pupil Premium students' performance during 2014 – 15, the strategies detailed on pages 2 and 3 will be implemented and embedded during 2015 – 2016. The projected expenditure is detailed below.

Action	Cost
Maintain capacity of Learning Support Assistants (LSA)	£ 64,113.60
Implement targeted additional intervention	£ 47,500.00
Utilise the <i>Individual Fund</i>	£ 25,000.00
Continue to focus on increasing attendance	£ 3,500.00
Further Increase parent engagement – <i>Education Support Worker</i>	£ 16,000.00
Further strengthen Behaviour for Learning - <i>Pastoral support worker</i>	£ 11,000.00
Total	£ 167,113.60

2015 – 2016 Impact Evaluation

See CHSL 2016-17 Pupil Premium Action Plan and Evaluation