

Barrier to Future Attainment	Area of Expenditure	Owner of the Area	Contribution from Pupil Premium funding £	Description of Intervention * where identified by Sutton Trust/Hattie/NFER	Intended Outcomes	How impact is to be measured (KPI)	January Review of Impact (RAG rated-Cycle 3 data)	Summer 2018 review of Impact	
1.Quality of teaching and Learning	Holiday classes	LJO/GWI	£2,000	Holiday classes – Easter and half term revision sessions for maths, English and additional subjects (year 11). Additional revision sessions will be subsidised by PP funding. (not evidenced by Sutton or Hattie)	PP students with others supported to attend the School in holidays to revise and perform better in exams.	Attendance of PP students at intervention (after school and in holidays) +96%			
	Additional Maths teaching provision	GWJ	£6,000	Additional teaching staff for Maths – 1-2-1 support from Linda Cullen all PP students to be seen. (Sutton Trust:Small group Tuition +4Months, reduced class size +3 months, NFER Building Blocks for Success)	Maths Results in KS4 to improve. PP gap narrowing (Maths P8- 0.00)	80% make expected progress. Gaps narrowed based on 2016/17 analysis (HAP/MAP/LAP)			
	English Lead Practitioner	CGH	£1,000	Additional leadership and teaching specialism to improve the quality of teaching and learning within the faculty (Sutton Trust: Feedback +8 months, +3 months reduced class size, + 2 months learning styles)	Greater levels of progress for PP students. Better feedback in lessons and improved department consistency	Self Evaluation and Quality Assurance English grades P8- 0.00			
	Science Lead Practitioner	SCO	£1,000	Additional leadership and teaching specialism to improve the quality of teaching and learning within the faculty (Sutton Trust: Feedback +8 months, +3 months reduced class size, + 2 months learning styles)	Greater levels of progress for PP students. Better feedback in lessons and improved department consistency	Self Evaluation and Quality Assurance Science grades P8- 0.00			
	Maths Lead Practitioner	GWJ	£2,000	Additional leadership and teaching specialism to improve the quality of teaching and learning within the faculty (Sutton Trust: Feedback +8 months, +3 months reduced class size, + 2 months learning styles)	Lead to also analyse data and strategies to improve PP interventions	Self Evaluation and Quality Assurance Maths grades P8- 0.00 PP students to attend 'must get' intervention. 60%+ basics, 100% positive destinations			
	T&L strategies for PP students as the norm	LJO	NIL	Establishment of new curriculum structure. Development of School CPD: Focus on Feedback,Literacy,Questioning, Differentiation (Sutton Trust: Feedback +8 Months, NFER-Building Blocks for Success (Teaching)	Students make better progress. PP gap narrows. Gap less than 10% basics, P8 (0.00) gap	Outcomes			
	Staff training & awareness		LJO	£500	PP data shared with all staff, highlighting the gap, after each current grade. Data Dashboards on SISRA and MINT NFER- Building Blocks for Success (Individual need and Data)	Staff know all students in the classroom and the PP specific strategies to support individuals.	MINT data/seating plans are used by all staff to plan lessons and meet needs.		
				£0	PP target shared with all staff at the beginning of the year in in-service days.	Staff aware of whole school aim.	Performance management focus		
					Appraisal target for all teaching staff for one of their exam groups- PP focus KPI	Gap between PP students and non-PP narrowed in each teaching groups and subjects.	Outcome data		
	Collaboration	LJO/ERO	NIL	Good practice visits to other schools. Attendance at school partnership network group.	Good practice shared. New strategies lead to improved progress of PP students. Basics +60% PP	All network meetings attended by 100% staff at DSSB. Interventions show Impact in narrowing the gap. Basics 4 - 60+%			
Year 10/11 Study/Homework Club	DBI	£12,000	Year 10/11 study club – highlighted PP students meet weekly to complete work	Students change/improve their work ethos. Students complete home learning on time. Improvement to Maths and English levels of progress figures.	60% basics +4 in Core Subjects +0.00 P8 for SEND				
2.Self deselection	Mentoring	KNO/RDA	NIL	UWE -External mentoring Providers used for targeted students if appropriate. (Sutton Trust: Social and emotional learning +4 Months)	Students change/improve their work ethos. Raise aspirations/support and track progress. Improved current grades. (P8- 0.00)	0% NEET, PP P8- 0.00			
			£4,500	These members of staff make a wide and deep impact of students, particularly our PP students. Focus not just on removing barriers to learning, but on tracking and enhancing the achievement of students. Deep involvement with families and ensuring any disadvantage for PP students is reduced. (Sutton Trust: Social and emotional learning +4 Months) NFER Building blocks for success (teaching, Data, Leadership)	Ensure all students are supported to attend and achieve. PP students are supported to make greater levels of progress and that they do not have any barriers to learning or attendance caused by deprivation.	PP vs Non PP Gap <0.00			
	Careers Advisor	LJO/VBA	£2,000.00	Improve aspirations- all PP students to have Work experience. (Sutton Trust: Mentoring +1 month)	Increase aspirations and reduce NEET	0% NEET 100% positive destinations at KS4 and KS5			

	LAC Advocate	ERO	£1,500	Monitoring and tracking of intervention and support required for LAC. Liaison with the virtual schools. NFER-Building Blocks for Success (Behaviour/Attendance)	Effective communication in place with Carers/agencies - monitoring and tracking. (LAC Basics 100%) (LAC P8 - +0.00)	LAC attendance of 96%+ PA Below 5% 0% NEET		
	Study packs	GW/KNO	£1,000	Revision Books and equipment bought for PP students. (Sutton Trust: Homework +5 Months)	All PP students are fully equipped for all lessons. KS4 receive Exam packs	Reduced 5 lesson scores for lack of equipment (<20)		
	Alternative provision	ERO	£1,500	Yr 10/11 students where appropriate offered access to alternative provision. We have a wide range of outside agencies and provision that we use. A proportion of which are used by PP students to enable them to have more appropriate provision for their needs. (Sutton Trust: Behaviour interventions +4 Months)	Targeted provision offered following the identification of students for whom the present curriculum is not appropriate. Students regularly attend and we see some transfer across the school.	Reduce FTE >39 days. Improved R2L scores >5 grades (compared termly).		
	Pathways / Aspirations	KNO/RDA/ERO	£500	Work experience – all year 10 PP students to undertake work experience. (Sutton Trust: Mentoring +1 Month)	Students are more motivated in their studies.	0% NEET 100% attend Wex. All students(100%) in year 11 have destinations.		
				Work place visits for identified students in year 10 and above.	Students are more motivated in their studies.	R2L scores increase to more 1s. Students know career path and can articulate this.		
			£100	Specific accompanied college visits for PP students (KNO/RDA)	Fewer NEETs. Build confidence. Support college applications	0% NEET		
			£300	Ambitions Event	To support PP students by raising aspirations and increasing their understanding of the potential pathways.	100% PP attendance (Year10)		
			NIL	Year 11 Mock Interviews	To support PP students by raising aspirations and increasing their understanding of the potential pathways.	100% of PP students receive a Mock interview with an appropriate and identified interviewer		
			NIL	Digitech Talks/workshops	To support PP students by raising aspirations and increasing their understanding of the potential pathways.	All PP students can identify what P16 provision they would like to go onto. 0% NEET		
			NIL	FutureQuest/Bloodhound	Opportunities for students to work with employers/outside companies to experience debating, improve aspirations and visit university to key groups of students who would not necessary go.	60% Basics +4 in Core Subjects +0.00 P8 for SEND		
			500	University visits – HAP PP students in KS4.	PP students more motivated in their studies. PP students inspired to go onto further education.	Increase basics of HAPs +65%/ +P8		
		1000	Trips – money allocated to pay for PP students to help build aspiration. Additional expenses to support learning	Assess evidence of effect on confidence/progress. Items purchased to ensure students are able to participate in DT lessons	Pupil voice. Progress in related subject (expected progress so they are on target). 20% PP students accessed the funding.			
3.Attendance	Attendance Officer	ERO	£2,700	EWO - supporting students where barrier to achievement is attendance. Working with parents to improve attendance completing home visits where required. (Sutton Trust: Mentoring + 1 Month)	Improved student attendance. 96%+ attendance (Whole School) 96%+ attendance for PP and SEND.	PP whole school attendance 96%		
			NIL	Parent's evenings – PP parents contacted before, to encourage their attendance to discuss progress and attainment	PP (Parental) attendance improved and gap with non-PP narrowed. (+95% PP parents)	95%+ attendance at Parents evening		
			£400.00	Attendance Rewards offered to students who are in 100% during the week.	Attendance gaps narrows for each child. (96%)	Vouchers to be awarded to students with 100% attendance (Prize draw weekly) (Newsletter)		
	Safeguarding Lead	ERO	2,000	SLT to support acute cases of poor behaviour and support access to alternative provision (Sutton Trust: Behaviour interventions +4 Months)	Reduce poor behaviour in lessons	Reduction in FTE with PP students <15 per year. Improved 1/2 lessons scores +20% compared to last year.		
	Pupil Premium Co-coordinator	ERO/KNO	£6,500	SLT role to promote PP students, research what strategies work for students implement interventions and strategies. Track and monitor intervention. Raise Profile across the school. (NFER-Building Blocks for success Ethos, Individual Need,Leadership,Data)	Improved progress for PP students across all years and subjects. PP outcomes (0.00) / Basics 60%+	0% NEET		
	Raising the profile of PP (parental engagement)	ERO	NIL	Letter goes out to all PP students and parents informing them about PP and the school's aim of reducing the gap.	Parents are aware of their child being Pupil Premium and the support they could receive. Parents aware of how to seek support.	Pupil and parent voice surveys show this awareness.		
	8 Raising the profile of PP (parental engagement)			Pupil survey for PP focus group	Current interventions analysed and failing actions identified.	Review interventions – amend 2017/18 plan./100% completion.		

	8 Raising the profile of PP (parental engagement)			Supporting the transition of PP students. Review of KS2 information to identify successful intervention approaches	PP students identified early. Links established with students/parents. Smooth transition established. Good understanding of PP students needs.			
	8 Raising the profile of PP (parental engagement)			Website to contain current grades, Improvement plan and spending plan for PP data. Website documents reviewed to be more fit for purpose	Parents are able to access PP data.	Website compliance Rag rating of strategy impact		
	Counsellors	KNO/RDA	NIL	Off the record on site to work with vulnerable individuals. Large PP case load.(Sutton Trust: Social and emotional learning +4 Months)	PP students are supported to overcome difficulties	All students sit exams		
Total spend plan:								£49,000
BUDGET: Total Pupil Premium forecast funding for financial year 2017-18 is £46,935								