

# Unity College

## Pupil Premium Strategy and Action Plan 2017-2018

Key priority	What are the expected outcomes?
To close the gap between the key groups at Unity College and reduce the barriers to success and achievement for specific disadvantaged groups	<p><b>Key Stage 4</b></p> <p>Progress 8 – to ensure that the gap between PP and non PP is minimal and all students together ensure a positive overall outcome for Unity College.</p> <p>Standard pass English and mathematics - To narrow the gap between PP and non PP to 10%</p> <p>Good pass English and mathematics - To narrow the gap between PP and non PP to 15%</p> <p><b>Key Stage 3</b></p> <p>Expected progress – to ensure that the gap between PP and non PP is minimal and all students together ensure a positive overall outcome for Unity College.</p> <p>All staff are aware of the expectations regarding PP students – 85% of lessons will be good or better by Summer 2018</p>

Allocation and Budget ( 2017 – 2018)	£387,608
Total financial cost to the college	£439,500
Senior Leadership Lead	S Cryer - Headteacher
Link Governor	A Kelly - Chair of Governors

**Pupil Premium Indicator by Year Group (as at September 2017)**

<b>Year Group</b>	<b>Total number of students</b>	<b>Number of students – PP</b>	<b>% of the year group who are PP</b>	<b>Child Looked After</b>
7	251	( Free school meals – not PP) 70	28%	4
8	251	108	43%	3
9	218	99	45%	4
10	203	78	39%	1
11	192	68	35%	3
Last year's year 11 2016 - 2017	175	70	40%	0
Two years ago year 11 2015- 2016	157	60	38%	1

<b>Mechanism</b>	<b>Lead Person</b>
Monitoring and tracking of students' attainment and progress data in the key cohorts	Director of PP D Cryer (DCR) / House leaders / PP co-ordinators with A Whitlock (AWH) and W Gerrard (WGE/Deputy Head)
Monitoring and tracking of students' attendance and behaviour data in the key cohorts	Student Support Services with AWH and A Hodgson (AHO/Deputy Head)
Progress data analysed and target groups pinpointed to all staff	AWH / WGE / DCR
Student interviews and questionnaires/book scrutiny/learning walks/lesson observations/appraisal	Every term led by P Sutcliffe (PSU/Deputy Head)
Pupil Premium Strategy Group meet twice per term (every three weeks)	Director of PP / Heads of Maths, English, Science, Humanities and PP co-ordinators
Update to Headteacher - termly	All above
Report to governors (Curriculum , learning and teaching committee)	Each meeting – 3 times per year

## ACTION PLAN

Actions	Lead	Monitoring / reporting
All students on PP list to have a named personal mentor in college (this may be PD tutor)	WGE/DCR	WGE and DCR to update the list re census and changes re named person
Continue with Director of PP (internal appointment) and internal appointments to backfill this role	SCR	SCR to oversee
PP co-coordinators to continue in role and have additional time off timetable to do the roll	SCR	SCR to meet every 6 weeks with PP co-ordinators
Whole college Towards Outstanding sessions - Pupil premium focus	SCR/ DCR PP co-ordinators	All staff fully engaged with PP
Monthly calendared focus of specific PP year groups	SCR / DCR	All staff to focus on calendared PP group
PP co-ordinators to meet on a regular basis with Heads of Subject regarding support and intervention	WGE	SCR and WGE to monitor progress re intervention / support
Data system developed and shared with all staff so all information collated for PP students to be housed in one place for easy access	DCR / AWH	DCR to monitor to ensure information is inputted to support mentors with support / action for PP students
Director of English and Literacy to focus on achievement in English for PP students and development of literacy for PP students.	SCR	Report to Headteacher every 6 weeks re progress
Full investigation (September – December 2017) where there is GCSE underachievement of PP students at GCSE	SCR / SLT	Outcomes will lead to decisive action
Decisive action taken regarding the leadership and management of subject areas that underachieved at GCSE summer 2017	SCR	Report to governors re decisions
PP co-ordinators to be directly linked to departments where there is underachievement with PP students at GCSE	SCR / DCR	PP co-ordinators to work closely with department re underachievement of PP students

Year 11 PP cohort firmly established and made explicit to staff	WGE AWH DCR	AWH/ DCR/ WGE to update list
Year 11 cohort given extra support where needed	SCR / DCR / heads of subject	SCR to check that PP students receive support where needed/ most being extra 1 to 1 support / revision
Year 11 cohort to meet with Headteacher/ Director of PP/ PP Co-ordinators and parents if underachieving after mocks in November 2017 to offer support, guidance	SCR/ DCR	Ensure all parents meet Headteacher – break down home / college barriers
Year 11 cohort to meet with Headteacher / Director of PP / PP co-ordinators and parents if underachieving after mocks in March 2018 and if needed April 2018 to offer support, guidance	SCR/ DCR	Ensure all parents meet senior member of staff – break down home / college barriers
Every PP student in year 10 and 11 given all revision guides for examinations free of charge	SCR	Check all have received and are using the revision books
Specific PP revision sessions for year 11 ( period 7 )	Heads of subject	Register of all revision monitored and students challenged if not attending
PD groups established for maths / English / Science / History/ Geography with an emphasis on PP year 11 students who are underachieving	Heads of subjects and WGE	Heads of subject to monitor progress
Free breakfast / lunch for every PP students prior to any GCSE examinations	AHO	Ensure students access the free food
Buffet offered every week following after college revision sessions for PP students	JMG (J McGregor/ Assistant Head)	Ensure students access the free food
Work placements for PP year 11 students who are disaffected (6 students)	AHO / NRO (N Rogan Signpost team)	Monitor attendance and progress of each child weekly

Alternative provision offered for specific PP students in year 11 eg The Heights - Blackburn	AHO	Monitor progress of each child weekly
Personal college visits for the most vulnerable PP year 11 students at risk of NEET	NRO	Ensure that student has applied for relevant courses for post 16
Personalised/ bespoke timetable for specific PP students at risk of underachieving (post mock examination results)	SCR / WGE	Monitor progress and personalise curriculum to meet the needs of the students
Year 8,9 and 10 PP cohort to be established and communicated to staff	AWH / WGE	All staff to be aware and to respond
After college PP support for years 8 - 10	PP co-ordinators	Monitor the Attendance and progress of students who access and attend regularly
All PP parents written to and asked to complete a questionnaire regarding PP support	PP co-ordinators	Analyse questionnaire and respond to need
Every PP student years 8 - 11 interviewed following each assessment cycle, action plan in place	PP co-ordinators	Ensure all students are interviewed
PP tracking / intervention for PP students following interviews	PP co-ordinators	Monitor until next assessment
All staff to analyse data and state what additional support being offered to every PP student	Heads of subject	Staff to monitor and review progress between at next assessment
All staff to amend teaching to ensure all students and in particular PP within their classes make at least expected progress	Heads of subject	Staff to monitor and review progress between at next assessment
All PP parents from years 9 and 10 meet with PP co-ordinator to identify targeted support for the child	PP co-ordinators	Monitor support in place
Financial support to PP parents regarding bus fares / food sent home / home visits / uniform paid for / shoes /	AHO	Review spending annually

Practical support offered to PP parents regarding support with referrals to agencies to access additional help / funding eg housing / parent classes / family support / social services.	AHO	Discussions with parents / review of progress/ attendance and wellbeing of child
College pays for all Free flow counselling for all PP students	AHO	Review of progress/ behaviour / attendance of students accessing free flow
High subsidy for trips for students entitled to FSM / PP	SCR	Review of progress/ behaviour / attendance of students accessing subsidy
All PP students monitored regarding attendance and offered support strategies where appropriate ( additional attendance support officer in place )	AHO	Review of attendance / progress of students identified
All PP students monitored regarding behaviour and offered support strategies where appropriate ( additional behaviour worker in place )	AHO	Review of behaviour / progress of students identified
All PP students prioritised for careers interviews	PSU	Review of aspirations of PP students
Targeted literacy sessions for identified PP students where reading age is a concern	AHO	Review of reading ages each term
Premier League Programme for year 9 PP boys who are underachieving	PSU	Review of behaviour / attendance / progress after the course
Princes Trust programme for disaffected PP boys in years 9 -11	NRO	Review of behaviour / attendance / progress after the course
Additional internal examinations in years 7 – 11 to ensure all students (and in particular PP students) are well rehearsed / prepared for formal examinations	SCR / WGE / ARA ( A Rahman Finance Director)	Review of improvements in progress from each examination
Bespoke interviews with year 8 PP students and their parents regarding GCSE options	WGE / SCR	Monitor PP students re their engagement with their GCSE choices

Focus on pride in work of all PP students (and the whole college)	SCR / SLT	Monitor and review Towards outstanding exercise books
Whole college work scrutiny to be carried out on PP students once per term	PSU	Monitor and address outcomes from work scrutiny
Whole college training on work scrutiny for PP students	PSU	Monitor and address outcomes from work scrutiny
Transition projects to be delivered for year 6 into year 7 (FSM)including Treasure island	AHO / COA ( C Oakley) Transition Manager	Monitor impact of transition re PP students settling into Unity college from year 6 through to the end of year 7

## Overall Total Expenditure

<b>Costs</b>	<b>£</b>
<b>Staffing costs</b>	<b>£318000</b>
<b>Data analysis / improvements</b>	<b>£8,000</b>
<b>Intervention</b>	<b>£74000</b>
<b>Alternative provision</b>	<b>£17000</b>
<b>Support for parents</b>	<b>£2500</b>
<b>Other</b>	<b>£20000</b>
<b>Total Expenditure</b>	<b>£439500</b>