# Unity College

## Pupil Premium Strategy and Action Plan 2017-2018

| Key priority | What are the expected outcomes? |
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| To close the gap between the key groups at Unity College and reduce the barriers to success and achievement for specific disadvantaged groups | **Key Stage 4**<br><br>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.<br><br>Standard pass English and mathematics - To narrow the gap between PP and non PP to 10%<br><br>Good pass English and mathematics - To close the gap between PP and non PP to 15%<br><br>**Key Stage 3**<br><br>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.<br><br>All staff are aware of the expectations regarding PP students – 85% of lessons will be good or better by Summer 2018 |

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| **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)**

| Year Group | Total number of students | Number of students – PP | % of the year group who are PP | Child Looked After |
|---|---|---|---|---|
| 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<br>2016 - 2017 | 175 | 70 | 40% | 0 |
| Two years ago year 11<br>2015- 2016 | 157 | 60 | 38% | 1 |

| **Mechanism** | **Lead Person** |
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| 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 |
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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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

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