**Unity College**

**Pupil Premium Strategy and Action Plan 2018 – 2019**

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| **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 | **Key Stage 4**  Progress 8 –all students achieve a positive progress 8 score  Standard / good pass English and mathematics - All students achieve their target grade in English (best) and mathematics  Ensure all students progress to an appropriate learning pathway post 16  **Key Stage 3**  Expected progress – to ensure that the gap between PP and non PP is minimal and all students make at least expected progress in all subjects  100% lessons will be good or better by Summer 2019 ensuring all students have the learning opportunities to make good progress in all subjects |

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| **Allocation and Budget ( 2018 – 2019)** | £411,600 |
| **Total financial cost to the college** | £514,000 |
| **Senior Leadership Lead** | I Powell, T Hemissi |
| **Link Governor** | A Kelly, Chair of Governors |

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| **Barriers to future attainment ( for students eligible for PP including high ability )** | |
| **In – college barriers( issues to be addressed in college)** | |
| A | Pupil premium students making slower rates of progress that their non-PP peers in some subjects |
| B | Low aspirations for some disadvantaged students |
| C | Lack of guidance and support from some parents on college / sixth form and career aspirations |
| D | Lack of support from some parents in terms of attending parent’s evening / meetings re progress etc |
| E | Emotional well-being. Disadvantaged students are affected by poor emotional well-being creating anxiety and impacting self esteem |
| F | Lack of basic equipment for learning / revising in college and at home |
| G | Poor behaviour from some PP students leading to some students being excluded from key learning either isolation in college or fixed term exclusion |
| H | Poor health and well-being of some PP students |
| I | Poor attendance of some PP students are below the college target and their non peers. This reduces their college hours and causes them to fall behind on average |
| J | Punctuality of some PP students are below the college target and their non-peers. This reduces their college hours and causes them to fall behind on average |

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| **4. Outcomes** | | |
|  | ***Desired outcomes and how they will be measured*** | ***Success Criteria*** |
| A. | Gaps narrowing in all subjects | Pupils eligible for PP will meet their end of year targets. Termly data will show that each disadvantaged student in years 7-10 is making positive progress (according to their flight path), and each disadvantaged student in year 11 is making progress towards their target in line with their school targets. |
| B. D | Increased engagement with parents, leading to pupils having increased rates of progress and higher attendance. | Increase in % of parents of disadvantaged pupils attending Parents’ Evening. |
| C. | Students have clear ideas about post-16 study and understand the subject requirements for their post-16 goals. | Students will have received one-to-one guidance through interview meeting/  mentoring and will have a clear pathway and goals. |
| I. | Increased attendance rates for pupils eligible for PP. | Overall attendance among pupils eligible for PP improves in order to achieve 96% (for every year group) in line with non-PP pupils. |
| E H | PP students have improved resilience and improved emotional well being | Improved termly results years 7 – 11 and GCSE outcomes ( year 11 ) for PP students |
| F | All students come equipped for college each day | Students have equipment for learning each day – own equipment of college equipment / revision materials and revision support provided when needed |
| G. | Reduced isolation/fixed term exclusion rates for pupils eligible for PP). | Overall isolation / fixed term exclusion rates among pupils eligible for PP reduces as behaviour improved |
| J. | Increased punctuality. | Overall punctuality rates improve among pupils eligible for PP improves as students arrive to college on time |

**Pupil Premium Indicator by Year Group (as at September 2018)**

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| **Year Group** | **Total number of students** | **Number of students – PP** | **% of the year group who are PP** | **Child Looked After** |
| 7 | 252 | 71 ( Free school meals – not PP ) | 28% | 2 |
| 8 | 243 | 104 | 43% | 5 |
| 9 | 247 | 103 | 42% | 3 |
| 10 | 215 | 88 | 41% | 2 |
| 11 | 195 | 71 | 36% | 2 |
| Last year’s year 11  2017 – 2018 | 192 | 61 | 34% | 3 |
| Last year’s year 11  2016 - 2017 | 175 | 70 | 40% | 0 |
| Two years ago year 11  2015- 2016 | 157 | 60 | 38% | 1 |

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| **Mechanism** | **Lead Person** |
| Monitoring and tracking of students’ attendance, punctuality and behaviour data in years 7 - 11 | Student Support Services with AWH and A Hodgson AHO ( Deputy Head ) |
| Progress data analysed in years 7 – 11 and underachieving students pinpointed to all staff | THE / AWH / WGE / |
| Quality assurance eg Student interviews and questionnaires/book scrutiny/learning walks/lesson observations/ | Every term led by DCR / IPO / THE |
| Monitoring and tracking of students’ attainment and progress data in all years and action taken to address underachievement | DCR / IPO/ THE and PP co-ordinators and mentors ( year 11) |
| Pupil Premium Strategy Group meet twice per term (every three weeks) | DCR / THE/ IPO/ WGE / RBO/ LHI |
| Update to Headteacher - termly | All above |
| Report to governors (Curriculum , learning and teaching committee) | Each meeting – 3 times per year |

**ACTION PLAN**

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| **Actions** | **Lead** | **Monitoring / reporting** |
| Review of pupil premium spend due to widening of gaps in result summer 2018. | DCR / IPO/ THE | Report to governing body re review and action plan put in place for 2018 - 2019 |
| All students on PP list ( year 7 – 11) 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 DCR (internal appointment) and internal appointments to backfill this role ( leadership roles in mathematics and additional time ) Also increase leadership SLT capacity for Pupil premium ( IPO/ THE ) | SCR | SCR |
| PP co-coordinators to continue in role and have additional time off timetable to do the roll | SCR | DCR / IPO/ THE to meet with PP co-ordinators every 2 weeks |
| Whole college Towards Outstanding sessions - Pupil premium focus | SCR/ DCR PP co-ordinators |  |
| Monthly calendared focus of specific PP year groups | SCR / DCR |  |
| PP leads to meet on a regular basis with Heads of Subject regarding support and intervention (identified post GCSE results and underachievement in results for PP students ) | WGE | DCR/ IPO / THE to meet with and 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 |
| Continue to focus on English and Literacy re progress in English for PP students and development of literacy for PP students. | SCR | Assistant headteacher Mrs Allen to work closely with head of English and Literacy co-ordinator and intervention strategies are in place |
| Full investigation (September – December 2018) 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 2018 | 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 – funding available for intervention |
| 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 | DCR 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/ SLT / PP Co-ordinators and parents if underachieving after mocks in November 2018 to offer support, guidance. Personal telephone invite | SCR/ DCR | Ensure all parents meet Headteacher / SLT – break down home / college barriers |
| Year 11 cohort to meet with Headteacher / SLT / Director of PP / PP co-ordinators and parents if underachieving after mocks in March 2018 and if needed April 2019 to offer support, guidance | SCR/ DCR | Ensure all parents meet Headteacher – 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 |
| PD groups established for maths / English / Science / with an emphasis on PP year 11 students who are underachieving | Heads of subjects and WDCR | 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 and every Friday for non core subject revision | JMG ( J Mc Gregor 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 |
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| 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-ordiantors | 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 2 behaviour workers in place ) | AHO | Review of behaviour / progress of students identified |
| All PP students prioritised for careers interviews | PSU | Review of aspirations of PP students |
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| 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 quality assurance to be carried out on PP students once per term | IPO/ THE / DCR | Monitor and address outcomes from QA |
| Transition projects to be delivered for year 6 into year 7 (FSM)including Treasure island ( staff in place 0 | 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 |

All initials – full names and responsibilities can be found on the staff list on the website

Overall Total Expenditure

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| Costs | £ |
| Staffing costs | £375000 |
| Data analysis / improvements | £4000 |
| Intervention | £72500 |
| Alternative provision | £17500 |
| Support for parents | £6000 |
| Other | £39000 |
| Total Expenditure | £514,000 |