**Unity College**

**Pupil Premium Strategy and Action Plan 2020 – 2021**

At Unity College and across schools nationally, the period from mid-March 2020 until the end of the academic year was dominated by the outbreak of CoViD-19.

The much-reduced opening of all schools in March, followed by the period of widening opening of schools for year 10 students from June 2020 has had a profound impact on the ability to implement the actions and strategies outlined in our current pupil premium strategy.

Consequently, it has not been possible to implement and evaluate all planned strategies, with plans being amended and provisions adapted to support our most disadvantaged students and families.

The evidence-informed approach we adopt at Unity College is rooted in tackling educational disadvantage in the classroom. This is a long-term approach; it may well be necessary and desirable for leaders to continue many 2019/20 planned actions into the 2020-21 academic year and beyond. This is in line with EEF guidance on ‘Putting Evidence to Work – A School’s Guide to Implementation.’ Planned activities and strategies need to be implemented effectively, over time. They need to be robustly evaluated and embedded to create sustainably positive outcomes for disadvantaged learners.

Unity College has a significantly higher than average number of disadvantaged students. In 2020/2021, Unity College has 39% of disadvantaged students. 77% of these disadvantaged students are also free school meal students (this is 30% of the whole school cohort). 86% of the disadvantaged students are also white British. This is significantly higher than the national average, (nationally 83% of disadvantaged students are white British). White working-class pupils achieve the lowest grades at GCSE of any main ethnic group.

There are a number of staff named on the plan using their college initials. If you check the staff list you will identify whose these staff are

**Pupil Premium Indicator by Year Group (as at September 2020)**

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| **Year Group/ Cohort** | **Total Number of Students** | **Number PP students (%)** | **Number PP Boys (%)** | **Number PP Girls (%)** | **Number of PP students who are FSM** | **Number of PP students who are White British** | **Number of PP students who are White British & FSM** | **Number of PP students who are SEN** |
| Year 7 | 266(113) | 42% | (60) 53% | (53) 47% | (86) 76% | (96) 85% | (75) 66% | (46) 40% |
| Year 8 | 266(106) | 40% | (51) 48% | (55) 52% | (78) 74% | (86) 81% | (60) 57% | (38) 36% |
| Year 9 | 238 (86) | 36% | (40) 47% | (46) 53% | (74) 86% | (72) 84% | (62) 72% | (25) 29% |
| Year 10 | 240 (91) | 38% | (39) 43% | (52) 57% | (75) 82% | (83) 92% | (69) 76% | (22) 24% |
| Year 11 | 236 (92) | 39% | (48) 52% | (44) 48% | (67) 73% | (84) 91% | (60) 65% | (21) 23% |
| Whole College | 1245 (488) | 39% | (238) 49% | (250) 51% | (378) 78% | (419) 87% | (324) 67% | (160) 32% |

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| **Key priority** | **What are the expected outcomes?** |
| To raise the rate of progress of Pupil Premium students at Unity College and reduce barriers to success. | **Overall, by 2021**  **The progress of Pupil Premium students in tests and examinations is in line with all students nationally.**  **Key Stage 4**  All Pupil Premium students to achieve at least a zero progress 8.  **Key Stage 3**  All Pupil Premium students make at least expected progress in all subjects. |

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| **Allocation and Budget (2020 – 2021)** | £437,000 (projected) |
| **Senior Leadership Lead** | IPO / THE |
| **Link Governor** | John Wilkinson |

Due to the current pandemic some of the actions below may be delayed/postponed or cancelled. Some actions may need to be via virtual media platforms or on the telephone. Actions will be reviewed on a weekly basis.

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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 / SHU / AHO |
| Progress data analysed in years 7 – 11 and underachieving students pinpointed to all staff. | THE / AWH / WGE / IPO |
| Quality assurance e.g. Student interviews and questionnaires/book scrutiny/learning walks/lesson observations/ Deep Dives. | Every term led by IPO / THE |
| Monitoring and tracking of students’ attainment and progress data in all years and action taken to address underachievement. | IPO/ THE and PP co-ordinators and mentors (year 11) |
| Pupil Premium Strategy Group meet twice per term (every three weeks). | THE / IPO / WGE / RBO / LHI / MWI / MCO. |
| Update to Headteacher – termly. | All above |
| Report to governors (Curriculum, learning and teaching committee). | At each Full Governors meeting. (3 per year) |

**STRATEGIC OVERVIEW**

**Teaching and Learning**

**Success Criteria**

* **To ensure that pupil premium students can make rapid and sustained progress in all lessons.**
* **To eliminate the variable rates of progress in the school and across subjects for pupil premium students.**
* **To ensure that 100% of lessons will be good or better ensuring that pupil premium students have the learning opportunities to make good progress in all subjects**.

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| **Actions** | **Lead Person** | **Monitoring / reporting** |
| All students on PP list to have a named personal mentor in college. | WGE / THE / IPO | Lead personnel to update list, shared in Pupil premium teams. |
| Continuation of PP Director role. | THE / IPO | Director of PP to become a shared role- IPO/THE, monitored by SCR. |
| PP co-coordinators to continue in role and have additional time off timetable to do the roll. | SCR | RBO / LHI / MCO / MWI to continue in their role of PP co-ordinator. |
| Whole college Towards Outstanding sessions - Pupil premium focus. | THE / IPO | Staff more aware of PP students in their classes and work ongoing to raise progress. |
| Data system developed and shared with all staff, so all information collated for PP students to be housed in one place for easy access. | WGE / AWH | Staff competent with the system of subject analysis in Office 365 Teams and Progress Logs. |
| PP co-ordinators to be directly linked to departments where there is underachievement with PP students at GCSE. | RBO / LHI / MWI / MCO | THE / IPO / WGE to monitor progress and effectiveness of support. |
| Director of English and Literacy to focus on achievement in English for PP students and development of literacy for PP students. | SCR / CAL / RDI |  |
| Personalised/ bespoke timetable for specific PP students. | WGE | WGE to oversee any KS4 students’ timetable changes. |

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| **Barriers to future attainment for Pupil Premium Students** | |
| A | Attendance and punctuality |
| B | Attainment, Aspirations and Self Esteem |
| C | Parental Engagement |
| D | Access to learning |
| E | Health and Wellbeing |
| F | Attitude to learning |
| G | Historical Underachievement |

**ACTION PLAN**

**A – Attendance**

**Success Criteria**

* **PP attendance 95% or higher**
* **Overall improvement in PP student punctuality**

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| **Actions** | **Lead** | **Monitoring / reporting** |
| All PP students monitored regarding attendance and offered support strategies where appropriate. | AHO / SHU | Review of attendance / progress of students identified. |
| PP student attendance monitored and offered strategies to improve attendance and punctuality. | SHU | Progress logs. |
| Identify member of attendance team with specific responsibility for PP attendance and punctuality. | SHU / AHO | Line management meetings. |
| PP mentors to make attendance and punctuality a priority in all mentoring meetings. | IPO / THE | Progress logs. |

**B – Aspirations, Attainment.**

**Success Criteria**

* **All Pupil Premium students apply for appropriate Post-16 provision.**
* **All Pupil Premium students have opportunity to visit Post-16 providers, Higher Education establishments and engage with employers.**

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| **Actions** | **Lead** | **Monitoring / reporting /Actions** |
| PP students prioritised for careers interviews. | ZHP | Monitor progress college. |
| PP PDRs data reviewed by THE and IPO and actions created based on attainment of PP. | THE / IPO |  |
| Personal college visits for the most vulnerable PP Year 11 students at risk of NEET. | NRO | Ensure that the student has applied for relevant courses for post 16. |
| Engaging PP students with the Most Able Enrichment programme. | JMG |  |
| Engaging PP students with Duke of Edinburgh. | JMG / NCO |  |
| All PP students to have at least one employer encounter every academic year. | ZHP | Employer engagement tracker. |
| All PP students will have the opportunity to visit at least one post-16 provider and one higher education provider. | ZHP / SHU/ JMG | ID curriculum and school visit log, visits may be via virtual platforms. |
| All PP students are supported in applying for college by the ID curriculum. | SHU | Monitor college applications. |

**C – Parental Engagement**

**Success Criteria**

* **100% of PP parents attending parent meetings at all stages of their child's education.**

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| **Actions** | **Lead** | **Monitoring / reporting / Actions** |
| Year 11 cohort to meet with Headteacher/ Director of PP/ PP Co-ordinators and parents if underachieving after mocks to offer support and guidance. | SCR / THE / IPO / WGE / SLT as required RBO / LHI / MCO / MWI | SLT involved as required, use PP prompt list to guide conversations. |
| All PP parents from years 9 and 10 meet with PP co-ordinator to identify targeted support for the child. | RBO / LHI / MCO / MWI | SLT involved as required, use PP prompt list to guide conversations. |
| All PP parents written to and asked to complete a questionnaire regarding PP support. Results to be used to analyse impact of PP support. | RBO / LHI / ZHP | ZHP to work with HL’s to create the questionnaire and the monitor the results. HL’s and SLT to then review and identify actions for the PP action plan. |
| All PP parents invited to attend their child’s PP mentor meetings, by telephone. | RBO / LHI /  MCO / MWI | RBO / LHI / MCO / MWI to co-ordinate invitations to meetings via phone calls, clerks to assist. |
| Evaluate new technologies to enhance communication with all parents, with a focus on PP. | ZHP/ AHO | Identify and assist any PP parents not using SIMS parent app. |

**D – Access to Learning Resources**

**Success Criteria**

* **All students to have the equipment they require each day**
* **All PP students have access to revision resources in range of formats**
* **All PP students have access to online resources**

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| **Actions** | **Lead Person** | **Monitoring / reporting** |
| Every PP student in year 10 and 11 given all revision guides for examinations free of charge. | RBO / LHI / MCO / MWI | Monitored by PP co-ordinators and office clerks. |
| All staff to analyse data and state what additional support being offered to every PP student. | THE / IPO | In subject analysis, office 365 teams post PDR’s. |
| Complete a survey of PP students regarding accessing online resources and working spaces at home. | ZHP | Analyse results and identify opportunities to improve access to online resources and access quiet working spaces for revision. |
| Ensure PP students can access specific learning resources via Microsoft Teams. | PPA / MHO | Provision of training for staff and students. |
| Phone calls to PP parents when students do not attend afterschool enrichment / revision sessions. | IPO / THE / RBO / LHI / MCO / MWI | Progress logs. |
| Spare stationary available in classrooms for use by PP students. | CAL | Budget records and Behaviour records. |

**E - Health and Well Being**

**Success Criteria**

* **Ensure that any health and well-being concerns related to Pupil Premium students are identified quickly, and appropriate support services are provided as a matter of urgency**
* **Ensure that Pupil Premium students are encouraged to take part in more extra-curricular activities to ensure that they benefit from the opportunities to enjoy and achieve**

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| **Actions** | **Lead** | **Monitoring / reporting** |
| Potential support to PP parents regarding bus fares / food sent home / home visits / uniform etc. | AHO | Student support services to monitor on an individual basis. |
| Practical support offered to PP parents regarding referrals to agencies to access additional help / funding e.g. housing / parent classes / family support / social services. | AHO | Student support services to monitor and action. |
| Free flow counselling for all PP students. | BWO | Student support services to monitor and action. |
| Every PP (underachieving student) years 8-11 interviewed following each assessment cycle, action plan in place. | RBO / LHI / MWI / MCO | PD tutors to action and report to House leaders. |

**F – Attitude to Learning**

**Success Criteria**

* **Reduce the number of behaviour incidents by Pupil Premium students**
* **Ensure that positive Attitude to Learning grades awarded to Pupil Premium students are at least in line with those awarded to Non-Pupil Premium students in each Progress Data Review**
* **Teachers and support staff communicate and ensure high expectations of the standard of work produced by Pupil Premium students in lessons**

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| **Actions** | **Lead** | **Monitoring / reporting** |
| To scrutinise Pupil Premium Student responses gathered in the Student Attitudinal Survey in order to identify and address any specific issues or barriers to learning which are negatively impacting upon attitudes to learning for Pupil Premium students. | ZHP | ZHP to identify issues and feedback to SLT, Lead Personnel for Pupil Premium and any other relevant parties. |
| In Whole College Work Scrutiny (deep dives), Pupil Premium students’ work is specifically focused on to monitor the standard, amount and presentation of work is at least in line with that of all students within college. | SCR/ SLT | SCR and SLT will feedback findings to Heads of Subjects who will act on these accordingly. |
| Each Year 11 Pupil Premium student is to be allocated a mentor to meet with on a regular basis in order to offer support, guidance advice, encouragement and to identify any individual barriers to learning and progress that the student may be encountering. | THE / IPO | THE / IPO will monitor the Pupil Premium Student Logs to ensure that these are updated frequently. |
| House leader meetings will take place with each Pupil Premium student in Years 9 and 10 and twice with Year 11 Pupil Premium students. | RBO / LHI / MCO / MWI | THE/IPO will monitor and liaise with PP Co-ordinators to identify any recurring issues. |
| PD Tutors monitor the behaviour logs and Attitude to Learning grades of Pupil Premium students in their groups in order to identify issues and provide early intervention/ support for these students. | RBO / LHI / MCO / MWI | RBO/LHI will monitor and review PD tutors’ discussions with students. |
| Ensure that Pupil Premium students are awarded rewards in line with Non-Pupil Premium students. | JMG | Scrutinise the Sims data and analyse the percentage of Pupil Premium students receiving rewards compared to Non-Pupil Premium students. |

**G – Historic Underachievement**

**Success Criteria**

* **Narrow the gap between reading, spelling and number age and chronological age for all PP students.**
* **Ensure PP students below national average on entry are targeted through catch-up funding**

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| **Actions** | **Lead** | **Monitoring / reporting** |
| Targeted literacy sessions for identified PP students where reading age is a concern. | VSM | VSM / TA3s to regularly review reading ages each term. |
| Transition work set by departments and put online for year 6 students. | COA | Transition paperwork captures vital information linked to PP students to ensure timely support. |
| Targeted literacy sessions for identified PP students where reading age is a concern. | CAL | Measuring reading ages. |