

Named Activity	Amount allocated to the intervention	Is this a new/continued activity	Brief summary of the action/timescales/students involved	Specific intended outcomes Anticipated successes	How will this be monitored? How will success be evidenced?	What did the action achieve? Will improvements be needed or changes be made?
PASTORAL BASE						
The Leadership team have shared discussions regarding staffing, planning, procedures and policy surrounding finance in relation to PP funding including other forums.	£6 000	Cont	Discussion at Leadership Team in preparing the new Pupil Premium strategy for 2015-2016. Appeared on agenda at Teaching and Learning Forum, Pastoral Council and Curriculum Council, INSET Day Planning on January INSET Day in departments for strategy till May 2016. Development Plans at Middle Leader level Resource bids for departments to compliment development funding with action plans for Year 11 (review February 2016)	New Action Plans for Year 11 to enhance departmental focus in English and Maths. New Action Plans for school focus. -allow for Sutton Trust interventions -Levels of progress/GCSE predictions at Spring Term monitoring for Year 11 to be accurate - fine grading in English and Maths for GCSE predictions in Summer 2016.	SLT meetings SLT reviews by line management system of Development Plans in depts.	'Gap' for Year 11 still too wide as at Dec Monitoring after mocks: : 5A*-C inc Eng & Ma 31% : 3 LOP gaps for each Dept range: 6.6 – 38.7% New Launch of "Big 5 Priorities" 16.3.16 at T&L Forum after review 29.2.16 Dept. Reviews of PP strategies from 21/3/16
Enhance the Learning Support Unit Team by one post.	In budget already	Cont	To support the social and emotional development of children and to help diminish barriers to learning and improve personal academic success.	Reduce Time Out room appearances of PP students. Reduce Supportive Schooling rates Reduce exclusions Success will be anticipated to reflect a smaller	Half termly analysis of all figures by House, Year group, individuals, research groups. Half Termly report to Governors. Success evidenced by comparisons	Reduction seen from Half Term 3

				number of students in KS3 and 4 who are involved in the above sanctions.	with previous half term.	
<p>KS to report to Governors every half term on the progress of Looked After Children</p> <p>Half termly case studies presented to Governors</p>	£1900 Pupil Premium Plus per child	Continue As Devon require	<p>11 students in Care All 11 students offered a Learning Mentor. Solihull, Walsall, Bolton, Coventry, Southend, Wiltshire, Devon LAs all working with Designated Officer for Children in Care. Specific personalised provision for Year 10 and 11 children in care – 1:1 Maths tuition, residential payments, revision books.</p>	<p>All Children in Care to achieve 95% or better in attendance each half term. 3 Looked After Children in Year 11 will achieve at least 5 A*-C inc E & M in 2016. All Looked After Children will achieve targets at the end of the Key Stage or year. No exclusions for Looked After Children No Time Out Rooms for Looked After Children.</p>	<p>All PEPs from other authorities to be successfully in place with Premium Plus allowances paid to school. 3+ Levels of progress in Maths and English from KS2 to 4.</p> <p>Rating for all Personal Education Plans (PEPs) from Devon and other authorities operating same system to be rated as Good or above</p>	<p>Done All PEPs up to 21/3/16 with 'Good' rating. All allowances paid LAC exclusions target not achieved – JL Attendance achieved for /11</p>
<p>Maintain the HLTA post and resources for the Transition Project.</p> <p>Surgeries at Landkey, OV, Newport and Forches Primary Schools KS and HEP after 1st March 2015</p>	HEP £500 resources	Cont	<p>This included plans to work with Year 6 children in Primary schools during the Summer Term and following them through into Year 6 and 7 in Autumn and Spring.</p> <p>New work with their parents in Spring 2015. New initiative with KIJ and note</p>	<p>Increased engagement with 9 feeder Primary schools Contribution to increased intake into Year 7 September 2016 Confidence amongst</p>	<p>KS to monitor through Appraisal system of support staff and focus group. Success evidenced by participation of all 9 feeder schools Increased intake</p>	<p>Pilot surgeries did not work: Bring them earlier in the term and with more publicity. Focus groups successful including attendance of Year 6 staff</p>

			taking	new Year 7 disadvantaged students and parents in Sept 2016.	from admissions for Sept 2016	
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Provide bursaries for all students eligible for Pupil Premium.	2015-2016: £ 5 000	Cont	For the purchase of new school uniform, for the securing of a place on the Year 7 residential to Torquay and Bude in Year 10. Free place for Children in Care without a Personal Education Allowance from the Authority. One third bursary available for all other PP eligible students - application by letter.	All Looked after Children to access residentials and/or activity days. All other students to access bursaries.	Monitoring through PEP meetings for Children in Care. Other monitoring through finance department. Success: No uniform hardship amongst PP students Success: All CiC to attend residentials	SS, JR, ST attended or to attend residentials Bursaries not accessed by all – need more direct contact with carers
PASS Pupil Attitudes to Self and School Programme	£600	New	Target Year 8 via IT lessons to complete the 20 minute attitudinal survey in September: Follow up with new Academic Learning Mentor, tutors, Heads of House and Deputy Heads of House to follow a group of students who show signs of disaffection from the PASS report AND are PP students. 1:1 mentoring offered with parental support.	“Coasting” students identified and kept on target track for Year 8. Identification and reduction of low level disruption for those students identified from PASS as at risk of disengagement.	KS to monitor with new Academic Learning Mentor and Year 8 tutor volunteers. KS to monitor via Care Meeting CN and KS to monitor via Monitoring periods.	Done Awaiting new survey June 2016 to see impact of 3 groups working on a 6 week programme with LIB, KIS and NIK

ACADEMIC BASE						
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Grade C Teaching Assistant to support Year 7 literacy and SEN small groups	ALK from the £12 000 Catch up premium for Year 7. Included in budget already.	Cont	Year 7 literacy targeted intervention – in class support and small group work.	Increase in number of students making termly Expected Progress by the end of the Autumn term in KS3.	Monitored jointly by SENCO and NB. Success evidenced by Termly target outcomes and monitoring to be on Expected Progress trajectory for all targeted pupils.	No evidence extracted at all. SENCO to monitor and reallocate ALK to role
Maintain a Grade D Teaching Assistant post in Maths Department to work with small extracted groups.	£15 200	Cont	To work with underachieving pupils, via in class support, to allow small group interventions and targeted support.	Close the gap between attainment of Pupil Premium students and all other pupils in KS4	HOD analysis of half termly fine grading results in KS4.	Gap in Year 11 still 26% (3 LOP) New interventions from 11.4.16 after WTM analysis
Maintain a teaching post in Maths	£27 000	Cont	Teacher employed to take on department teaching to allow Hods to give intensive support during tutor time, PE extraction, master class initiatives. To include small group extraction in Year 11	Close the gap between attainment of students eligible for Pupil Premium and all other students.	RAG Meetings 2016 Summer Results	See previous
Maintain a teacher on a one year contract (0.6) to work in the English Department.	£23 500	Cont	Working with these PP target groups through controlled test resits, individual coaching in class, small group extraction for skills based teaching,	Improved PP results to close gap. Building confidence and self-esteem with PP students	Continual feedback and consultation with KS, CM, NB, NY	Tutor Time work (SPAG) group introduced Gap 20.6% (3 LOP) Reallocation of

			teacher/pupil assessment and feedback and one to one tuition.	Raising aspiration for FE opportunities		support from 11.4.16
RAG meetings	CN KS GS CM JB KV Heads of House Academic Learning Mentor	Cont through 2016	Monthly RAG meeting chaired by CN tracking progress with Heads of Eng and Maths and KS plus monitoring of SEW (Social and Emotional Well Being) of students via RAG meetings with GS and Heads of House. 1:1 or group referrals made for Academic Learning Mentor.	Close the gap between attainment of students eligible for Pupil Premium and all other students. Improve the accuracy of GCSE predictions from Ma and Eng. Improve analysis of BfL grades and alignment to GCSE predictions. Success of new role of Learning Mentor.	SLT to monitor KS to monitor new Academic Mentor through supervision. Success evidenced by attendance rate of mentees and GCSE results 2016.	RAG Meetings continued. Assertive Mentoring uptake dependent upon student engagement – very erratic Academic Mentor NIK – attendance excellent for his group of students
Maintain a Learning Mentor post as an Academic Learning Mentor. Checking PP attendance at Parents Evening and follow ups.	£25 600	New	To work with pupils who have barriers to learning and for whom coasting or underachievement is characterising their lack of progress. Take referrals via RAG Meetings involving Heads of Ma and Eng and HoH. Mentoring to consist of learning coaching, target setting, group mentoring, Parents' Evening analysis and follow up meetings with parents and children who didn't attend Year 11 Parents' Evening in 2016.	Improved attendance Gvt target Of 95%+ FFT D targets achieved and at least 3 levels of progress. Anticipated successes are related to A*-C inc E and M – meet FFT D targets for 2016. Increased attendance at Parents' Evenings for parents of PP students.	Quality Assurance of plans by deputy Head every half term Care Meeting weekly by KS Data on attendance via Asst Head GS Attendance at RAG meetings: CN and KS KS to monitor Parents' Evenings attendance via VEW.	Done Meetings of parents: Success rate of 8/17 sets of parents – improvement on last year (4/11)

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Maintain the "Book Buzz" scheme for Year 7 September 2015 -2016	£750 from Summer School Gvt funding	Cont	Every child in Year 7 to receive a free book by the end of the school year.	To increase the number of students using the library in Year 7. More borrowing encouraged.	Percentage increase in books taken out in Year 7	No evidence of impact Done
Maintain the Accelerated Reader (AR) programme for Year 7 September 2015 and Year 8	£2500 from Summer School Gvt funding	Cont	Every child in Year 7 and 8 to have access to the Accelerated Reader Scheme via tutor time. Every tutor group to take the Star test to gain a level to guide book choice.	To increase the number of students using the library in Year 7 and 8. More borrowing encouraged.	Librarian to liaise with English Department. Percentage increase in books taken out in Year 7 and 8. Analysis of gender differences in book borrowing to encourage more boys to read.	Erratic impact dependent upon Tutor – needs a dedicated member of staff to oversee.
Review all of the above strategies with the Babcock School Improvement Team	N/A	Follow up from Richards Durrant's visit Dec 2014	December 16 th 2015 – GE, KS, CM, JB, KV, SG, CN	Good quality assurance and support for the strategies being used. Anticipated suggestions for further development.	4 Matrix used to support analysis/predictions for Summer results.	Richard Durrant could offer <u>no</u> different strategies from "what works?" repertoire. Clearer focus needed on <u>key</u> strategies (narrow down strategies) used across school. Staffing over past 4years has not improved outcomes consistently –

						analysis of staffing needed from review of contracts March 2016
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2015/16 Pupil Premium Plan School Targets for Closing the Gap

School Targets			
English			
	Non PP	PP	Gap
3 LoP	89%	79%	10%
A*-C	82%	60%	22%
Maths			
	Non PP	PP	Gap
3 LoP	67%	67%	0%
A*-C	76%	67%	9%
Overall			
	Non PP	PP	Gap
5A*C inc EM	72%	57%	15%

Aspirational School Targets			
English			
	Non PP	PP	Gap
3 LoP	100.00%	99%	-1%
A*-C	94%	88%	6%
Maths			
	Non PP	PP	Gap
3 LoP	93%	90%	3%
A*-C	90%	85%	5%
Overall			
	Non PP	PP	Gap
5A*C inc EM	88%	81%	7%