



Newent Community School and Sixth Form Centre

Pupil Premium Expenditure Plan

2015 / 2016

Pupil Premium Funding 2015-16: £114,000

(Pupil Premium Funding 2012-13: £82,859

Pupil Premium Funding 2013-14: £119,700

Pupil Premium Funding 2014/15: £122,017.50)

Percentage of FSM at Newent Community School and Sixth Form Centre 2015-16: 5.6 % (53)

Percentage of Looked After Children: 0.85% (8) Percentage of Service Children: 0.31 % (3)

Pupil Premium School Improvement Project – Under the leadership of the Principal and TLR3 Removing Disadvantage Intervention Project Leads, there has been close analysis of both national research and local knowledge about what makes a difference to narrowing the attainment gap between students in receipt of Pupil Premium and all students nationally. The provision outlined below focuses on the activities that make the most difference in narrowing the attainment gap based on national and school-own experience.



Type of Provision:	Area of Spend:	Resources:	Total Budgeted Cost:	Contribution from Pupil Premium:	Intended Outcomes:	How impact is to be measured	Impact of intervention to date July 2016
1. Actions focused on learning in the curriculum	1.1 To provide an entitlement to academic , progress and behaviour mentoring sessions and liaison/advocate work with subject teaching staff	Behaviour counselling /mentoring offered from external provider Additional subject staff Learning Mentors from spare teaching allocation as per 2013-14 model (reduced provision)	£5000	Youth Support Trust Costs To be commissioned and costs finalised. Redirected time costs TBC	A number of vulnerable students, including some with FSM are supported to overcome difficulties and barriers to learning Sutton Trust: Social and Emotional Learning + 4 months	Anonymous case studies of success with a number of students.	
	1.2 To provide an entitlement to a minimum of 8 hours 1 to1 or small group tuition in Literacy catch-up in KS3	KS2 phase trained Teacher of SEN – Literacy specialist (% of time)	3 year groups x 8 lessons at £45351 x 0.13 x 3 groups = £17,686	Proportion of timetable cost for literacy catch-up provision for Teacher of SEN 8 periods over two week timetable based £14, 175	Improved progress and catch-up in Literacy and English skills – reading ages, spelling ages, close reading comprehension skills Sutton Trust: Feedback +8months; Learning Styles +2 months; reduced class size +3 months	To secure greater levels of progress in English/Literacy through the coaching and intervention of 1 to 1 and small group English teaching. Both achievement and attainment of KS3 FSM students to increase.	



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	1.3 To provide an entitlement to a minimum of 8 hours 1 to 1 or small group Numeracy catch-up in KS3	KS2 phase trained Teacher of SEN – Numeracy specialist and/or 2i/c Maths (% of time) Purchase of Maths revision books and online tutorial tools to support preparation for GCSE Maths	2 year groups x 8 lessons at £45,351 x 0.13 x 2 groups = £11,791 10x £6.95 £69.50	Proportion of timetable cost for numeracy catch-up provision for Teacher of SEN 8 periods over two week timetable based on £35,447 (UPS3) - £4,725 pa £9,450 £69.50	Improved progress and catch-up in Numeracy and Maths skills Sutton Trust: Feedback +8months; Learning Styles +2 months; reduced class size +3 months	To secure greater levels of progress in Maths through the coaching and intervention of 1 to 1 and small group Maths teaching. Both achievement and attainment of KS3 & KS4 FSM students to increase.	



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	1.4 Literacy and Numeracy Progress Lead More able and Talented Lead Primary Transition Project Lead	To deliver more rigour in tracking and intervening on students, including FSM students, who are non-moving and not making expected levels of progress. Linking to the Primary sector and ensuring a range of strategies are used in the Core subjects and with individuals to accelerate progress. Coordinating interventions from subject teams and seeking and sharing best practice for shifting students through levels.	TLR + non contact provision TLR + non contact provision TLR + non contact provision	£2,560 £2,560 £2,500	More students make expected and good levels of progress. Non-movers are intervened with to ensure progress. Quality of teaching and curriculum improves in Year 7 and Year 8 to reflect primary practice and strategies that accelerate progress in classrooms. Less intervention required at KS4. Sutton Trust: Small group tuition +4 months; 1 to 1 tuition +5 months	Numbers of students making expected and good levels of progress including 100% L4 by end of Year 7. Quality of teaching and learning in Y7 and Y8. Number of non-movers identified and shifted. Reduction in need to intervene in KS4 to catch-up.	



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	1.5 To improve literacy, raise reading ages and promote reading for pleasure	Additional English Teacher Maintain Baseline Reading testing Comprehension Tests - Arti Accelerated Reader programme Timetabling of one English lesson per fortnight in library for private reading and Accelerated reading projects – see KS3 English Development planning Ske/GM/CCH	Additional English teacher recruitment £45,351	Increased curriculum time for KS3 English 1 period over two week timetable £20,000	Significant gains in reading and spelling scores Increased library book loans and use Reading for pleasure increased – reading logs in English; qualitative evidence from student feedback	To secure greater rates of progress in English/Literacy through increased English tuition and focus on basic literacy skills.	



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	1.6 To provide access to small group intervention programmes including specialist time-framed handwriting, touch-typing, multi-sensory spelling	KS2 phase trained Teacher of SEN – (% of time) small group intervention programmes; TA directed small group programmes (% of time)	Total cost £45,351	Proportion of timetable cost for literacy catch-up provision for Teacher of SEN 8 periods over two week timetable - £5,895 for 0.13	Increased progress for students with specific learning difficulties, including students with FSM – entry and exit Sutton Trust: Feedback +8 months; Learning styles +2 months; reduced group size +3 months.	Benchmarking of student progress for time finite small group interventions shows increased progress and achievement.	



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	<p>1.7 To maintain staff awareness of the needs of pupils eligible for pupil Premium by providing 'top up' QTL inset focused on differentiation and the use of student level data in planning, independent learning, development of thinking skills, assessment that supports learning of all students and meets the needs of vulnerable students and students with SEN</p>	<p>Butterfly inset briefing weekly – directed time Inset programme 2015-16 – 1 session per half term</p> <p>Inset focus on achievement data surrounding disadvantaged students and research-driven responses that are possible.</p> <p>Inset sessions to promote more effective assessment, marking and feedback strategies.</p>		Internal delivery	<p>Continued Improvement in planned differentiation observed in learning walks, lesson observations and appraisal observations Good quality teaching meeting the needs of all Improved rates of 3 levels of progress for PP students and improved attainment.</p> <p>Securing of good or better teaching everyday +8 months.</p>	Improved staff awareness and personalising of learning leads to greater rates of progress and achievement for all students and students with FSM.	



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	1.8 To provide essential equipment for issue to candidates in need at the start of exams	Stationery kits Revision & study guides	£150	£150 allocation	All students equipped for examinations. Removing barriers to learning and success.	Students all provided with necessary equipment to achieve success in exams.	
	1.9 To provide essential equipment for the transition to secondary school including dictionary, calculator, Maths kit and reduced deposit for locker	Purchase of equipment for transition stationery kits for pupils eligible for the Pupil Premium in Y7 2014	£100	£100 allocation	All Pupil Premium students equipped to be 'Ready to Learn' Removing barriers to learning and success.	Students all provided with necessary equipment to achieve success in the classroom and remove visible signs of disadvantage in the classroom.	



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	1.10 Contribution to extra sets and group-based intervention in English, Maths and Science in KS4	Additional staffing requirements, including supply Additional staff or supply member for each core subject	1x 10 periods English = 0.16 £7256 3 x 10 periods Maths = 0.16 £7256 x 3 people £21,768 2 x 8 sessions Science = 0.13 £5,895 x 2 people £11,791	Final contribution TBC	To target teaching into focused work to raise attainment To reduce teacher-student ratios at KS4 a key times to increase individual attention to each student in a given class, particularly reducing teaching group sizes for the least able in the core. Sutton Trust: Smaller group tuition +4 months, reduced class size +3 months	Smaller class sizes and increased intervention, improved teacher 1 to 1 provision and a greater core resource to support all “non-moving” students including students with FSM. Attainment and rates of progress for PP students in English, Maths and Science.	



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	1.11 Access to computer equipment during extended school day.	Library supervision and teacher support	£14,566	Contribution to be determined	School day extended by 1 hour per day, development of Cyber Study area targeted particularly at FSM students and supporting students to make greater levels of progress. Free to students. Sutton Trust: Extended school time +2 months	To allow students to remain in the school from 3.30pm to 4.30pm three evenings a week to get support with studying and homework. This will be particularly directed at FSM students who will be encouraged to attend.	
	1.12 Tailored Target-Group focused curriculum & mentoring support projects aimed at removing localised disadvantage	TLR3 allocation Time allocation	Up to 4x £1,500	£6,000	Student level impact on progress and attainment of target group in line with project objectives. Sutton Trust: Social and Emotional Learning + 4 months Removing barriers to learning and success	Project evaluation report and student level data analysis	



Newent Community School and Sixth Form Centre
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<p>2. Actions focused on behavioural, social and emotional issues</p>	<p>2.1 Introduction of second SAFE Officer role (securing attendance and behaviour for education) into pastoral structure – to create capacity to build relationships with target families and implement rapid response to behaviour and attendance issues impacting progress and attainment based on rigorous data tracking.</p>	<p>Staff recruitment and salary costs</p>	<p>£46,000</p> <p>Year 1 Roll in Salary: £23,000 – in place</p> <p>Year 2 Roll in Salary: £23,000</p>	<p>Year 2 Roll in Salary: £23,000</p>	<p>To provide targeted and tailored support to ensure students, including FSM students, are in school and supported to be successful both by family and school staff.</p> <p>Work to ensure all students are supported to achieve.</p> <p>Sutton Trust: Social and Emotional learning +4 months, mentoring +1 month</p>	<p>Attendance and behaviour data trends for target students show improvements.</p> <p>Contact log shows increased engagement with and from target families.</p> <p>Increase in levels of expected and good progress by all groups.</p> <p>Reduction in detentions and behavioural referrals, call-outs. Progress of FSM and non-FSM is comparable.</p>	



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	2.2 To provide external adult mentoring /coaching provision for vulnerable students - access to Teens in Crisis for vulnerable students	% of time of adult mentoring appointments to FSM students	£13,100	£3000	All Pupil Premium students have access to counselling appropriate to need	TIC impact evaluation report - anonymised	
	2.3 To provide Year 11 mentor training to ensure individual attention can be given with regular 'learning conversations' in tutor groups in the form of one to one mentoring, advice and guidance.	Y11 external mentor training costs	Cost TBC	TBC	Increased opportunity for regular mentor learning conversations, which will include all students and those with FSM. Sutton Trust: Social and Emotional learning +4 months, Mentoring +1 month.	Student feedback – qualitative Behaviour, attendance and progress data for identified students	



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	2.4 To maintain Student Support Officer (formerly Vulnerable Student Lead) Focus: LAC, Child Protection, Young Carers	0.7 non teaching position to provide student support services for vulnerable groups	Salary: £21,541	£10,000	Increased capacity for social and emotional support for vulnerable students, including any FSM students who require such support.	Contact logs Incidence logs and outcome statements	



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	2.5 To finalise establishment of a social and emotional inclusion unit in addition to the behaviour unit with 1 to 1 counselling	Staffing for single purpose social and emotional Inclusion room – second SAFE Officer	£23,000	Safe Officer role: (see 2.1)	To support our most vulnerable and challenging students to be successful within the school. Wrap around support and the ability to provide conduct productive/learning focused sanctions. Sutton Trust: Behaviour Interventions +4 months	Number of students supported. Number of S&E vulnerable students within the mainstream and rates of progress and demonstration of improved attitudes by behaviour data.	



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	2.7 To provide careers advice and experiences carefully mapped and targeted for all disadvantaged students, including a wide range of preparation activities for future life.	Work experience placements Staff visits and monitoring of experiences. Off timetable and off site experiences in preparation for future life Independent Careers' Advisor	Prospect = £3700	£1,000	Y7 Skills Cube Y8 Let's Party Y9 preparation for Options selection Y9 Camp Y10 Mock interviews Y11 Money Circus Y11 Work Experience Careers and post 16 information evening Sixth Form Taster lessons Not evidenced by Sutton or Hattie	Number of NEETS over time. Expected and good progress of FSM students. Greater 'Student Futures' focus within the school.	



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	2.8 Uniform Grant and second hand uniform provision	Second hand informal uniform stores in House offices to move to in school second hand uniform stall Sum allocated for Uniform support grants with roll in of new uniform	£400	£400	Students in need, who have financial difficulties are given uniform where appropriate. A number of FSM students benefit from this opportunity that increases inclusion and removes and barrier to learning. A Uniform Grant is also available for students with FSM. Sutton Trust: Uniform 0 months	FSM students who do not have full uniform are given item free of charge. The school makes a financial contribution to the purchase of full school uniform.	
3. Actions focused on enrichment beyond the curriculum	3.1 To introduce and manage the allocation of a Pupil Premium Dividend to specific projects or additional curriculum provision to enable pupils to access and achieve well in all areas of the	Pupil Premium Dividend managed by Principal in liaison with Learning Mentors, tutors and teaching staff. Teaching staff determine requests for additional resources.	£7,150	143 x £50 = £7,150	Clear criteria established for allocating funds Personalisation of support has impact on levels of access, engagement and pupil outcomes – levels of progress and achievement. Sutton Trust: Social and Emotional Learning+4 months	Teachers and tutors overseeing student-focused curriculum delivery that promotes curriculum access, engagement, self-worth and ultimately progress and achievement.	



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	curriculum						
	3.2 To provide 50% subsidy on all Enrichment activities for pupils eligible for Pupil Premium e.g. Y9 Camp	Reserve held centrally	£6100	£6100	To enable FSM students access to all enrichment activities appropriate to stage of development Sutton Trust: Social and Emotional Learning+4 months	Attendance records. Records of engagement/ participation, self-worth and ultimately progress and achievement. Finance report.	
	3.4 To enable access to peripatetic music tuition for students eligible for Pupil Premium	Peripatetic tuition costs	Music tuition is £12.50 per session – 30 week sessions per term - £375 pa per student	Sum to be allocated based on PP student applicant numbers	To enable Pupil Premium students to learn to play an instrument and to remove barriers to wider success and personal development.. Sutton Trust: Social and Emotional Learning+4 months	Attendance records. Records of engagement/ participation, self-worth and ultimately progress and achievement.	



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4. Actions focused on families and communities	4.1 To improve the attendance of students eligible for Pupil Premium and bring each pupil at least in line with the whole school average	EWO/Attendance Support Officer	£24,180	Continued additional salary enhancement for EWO/attendance officer Difference in cost based on Grade G - £2,218 pa	To provide challenge and support to ensure students eligible for Pupil Premium are in school to maximise learning and progress. Sutton Trust: Behaviours Intervention +4 months	Attendance data reports and tracking as a sub-group and as individual students to assess impact of interventions and support. Report linked to AWO and SAFE Officer actions and impact on attendance.	
	4.2 To subsidise or support additional transport costs for Pupil Premium students attending alternative provision e.g. work placements, pre-16 courses, APS	Travel costs – taxi, mini-bus costs, staff petrol costs	£56.25 per day	Dependent on student access to provision	To enable students eligible or in need of alternative provision to maintain engagement with education and attendance at placements	Attendance records monitored. Travel costs tracked and reviewed for PP benefit. Student outcomes.	



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5. Alternative learning pathways and curricula	5.1 To plan additional curriculum provision around Learners' needs, including students with FSM: Work skills/work placements, tailored courses	Course costs Admin and logistics support	Admin Support Role - Tracking of progress and reporting to school and parents; supporting student course completion	Transport costs – TBC £9, 357	To enable successful completion and accreditation in appropriate courses/provision on and off site that meet the learning needs of students, including FSM students.	Senior team monitoring reports, end of course outcomes data and access and attendance data.	
Total = £125,684.50							