



BIRCHWOOD
COMMUNITY HIGH SCHOOL



BIRCHWOOD
COLLEGE

Pupil Premium Action Plan

2018-19

Some key information about disadvantaged learners at BCHS – tbc

1. There are 233 learners in school and 17 students in College who are on the Pupil Premium register
2. The proportion of PP learners in school is currently 27.4% (@8.2.18)
3. There are 8 Children in Care in school
4. The Pupil Premium budget for 2018-2019 is £230, 100 which includes £12,000 of Year 7 Catch-Up funding
5. Assistant Headteacher (Jacqui Jenkinson) with direct responsibility for leading strategies to support disadvantaged learners and measuring impact
6. The interventions used in school specifically for PP learners are varied and are grouped into the following 4 Key Objectives

Key Objective 1 - Transition

Key Objective 2 - Attainment and Progress

Key Objective 3 - Engagement

Key Objective 4 - Attendance and Emotional Barriers

Key Objective 1 Attainment: to improve attainment outcomes for PP learners to ensure attainment is in line with or exceeding targets and to strive to diminish the difference between PP and non-PP learners					
Improvement focus	Actioned (A): Monitored (M): Evaluated (E):	Progress Milestones	Success Criteria	Evidence	Cost
1.Leadership Appointment of Assistant Head with sole responsibility for progress of PP learners	A:JJ M:MY	See below	All Milestones on the PP Action plan will have been implemented. P8 for PP Learners will rise to -0.3 Gaps between PP & Non PP will begin to close in the targeted areas.	Results KS4 and KS data	£31,611
2.PP Funding Improved monitoring and evaluation of Pupil Premium funding to ensure strategies are having impact on all PP learners and it is being spent on the learners it was intended.	A:JJ M:MY E: FGB	Sept 18: All PP intervention strategies will be tracked with predicted outcomes and how the strategy is going to be measured Termly: Presentation of PP spend and evaluation the Governors so that the plan can be monitored and evaluated. Half termly: FGB monitoring of strategies linked to our data and attendance figures	PP spend will be mapped against individual learners and strategies evaluated and monitored Leaders have an accurate understanding of the school's PP performance Strategies will be evaluated and then the strategy will be repeated, changed or stopped	Minutes from FGBM meetings	COST UNKNOWN APPX £1350 SIMS ACTIVITIES
3.Teaching and Learning Embed the schools "Go to first" policy for PP Learners All teachers of year 11 have an appraisal target with the progress of PP learners specifically mentioned Monitor the quality and consistency of PP work compared to non PP over time and over the whole curriculum to improve practice	A:JJ M: MY E: External Visit A:KO M:MY A: KO M:MY E: FGB	Sept 18: Seating plan completed Sept 18: Departmental training INSET day Sept 18: Appraisal targets given to staff Feb 19 : Mid Term review Half-termly QA Work Scrutiny for all years PP and non PP (a year group each half term)	All members of staff will consistently use the Go to first policy for every lesson All PP learners in Y11 will make expected progress in every subject. All reasonable steps and interventions will have taken place where progress is below expected Work will be quality assured in order to achieve consistency between PP and Non PP across all subjects Issues raised within the book scrutiny will be addressed. P8 figure for PP will rise to -0.3	Appraisal observation / drop-ins Work Scrutiny QA Exam results	£0

4. Data and Tracking To rigorously interrogate any assessment data and then hold foundation middle leaders to account To improve progress of Pupil Premium in KS3 and year 10 To improve progress in Core Subjects at Year 11 through wave 3 interventions	A:JJ /RB M:MY E: FGB	Termly: Following every data collection, JJ to meet with grouped foundation HODs (with RB) to hold HODs to account over any PP Gaps. Intervention strategies to then be implemented with support of an identified departmental teacher Sept 2018: Departments are allocated £500 Ongoing: HODs bid for additional PP funding using a single, formal bidding process	HODs will take ownership of the PP performance Targets set and impact of intervention strategy to be monitored and evaluated at the next meeting. All subject areas will implement intervention strategies to address PP underperformance Gaps between PP and Non PP will begin to close in the targeted areas. P8 for PP learners will rise to -0.3 PP progress matches or is improving rapidly non-PP progress in school PP progress > NA for non-PP progress Progress and Attainment will improve for MAL and HAL learners P8 for PP learners in Core subjects > 0 and improving rapidly to non-PP P8 Reduction of 0.33 in terms of P8	Minutes from HOD meeting Data tracking	£0 £55,735 Lit Teacher Num Teacher £17,000 TA Lit/Num support £46,000 Booster £25,000 English, Maths & Science
	A: AD EP M: JJ E:MY FGB	Sept 2018: Literacy and Numeracy teachers and attached TAs to deliver intervention sessions to small groups of PP learners Termly: JJ to monitor and evaluate progress after every data input meeting with EP/ AD All year: Maths and English breakfast and after school booster sessions (HAL / MAL) All year Small cohort tuition from Internal and external staff Maths & English April 2019: Pet-Xi Science			
	A: DG ED SM M: JJ EL MY				
5. Alternative Curriculum Progress 8 to be considered for PP learners who may be targeted for AP in KS4 Teens and Toddlers Provision	A : JJ JB M: MY E: GSC A JJ M MY	All year: JJ to attend fortnightly inclusion meetings Sept 2018: Feb 2018 Small cohort of PP learners will be taking part in Teens and Toddlers programme	Progress and achievement will be considered for all alternative provision Attendance and motivation increased	Learner feedback and Behaviour Log	£0 £5000
Key Objective 2 Attendance: to implement strategies addressing the attendance gap between PP and non-PP learners and remove any emotional; barriers to progress					
<u>Improvement focus</u>	<u>Actioned (A):</u> <u>Monitored (M):</u> <u>Evaluated (E):</u>	<u>Progress Milestones</u>	<u>Success Criteria</u>	<u>Evidence</u>	<u>Cost</u>

1 Knowing the PP learners Identify the barriers for learning for all Pupil Premium learners from year 7 to year 11. To continue to support PP learners to make a positive start to the school day	A:JJ / JB M: MY A: JM M:JC E:JB	Sept 2018 - over a period of 2 weeks SLT, YTL and YTO will interview all PP learners in Year 7 - 11 gaining information about their individual barriers for learning. All year – Daily Breakfast club where PP learners receive a breakfast and engage in structured play. Area for private study.	PP spend will be targeted at the barriers for learning identified through the interviews and measured for impact P8 for PP Learners will rise to -0.3 PP learners are prepared and ready to start the school day. All PP learners who use the Breakfast club will arrive on time for school Homework record of learners who attend the club will improve	Profiles on CPOMS Cashless catering accounts Homework record of PP learners	£0 but depending on barriers £9,000
2 Emotional Well-being To support the emotional well-being of PP learners in order to improve their attendance and engage with the curriculum	A: Tbc M: AC E:JB	All year: Emotional Health Mentor to target and work with PP learners with low self-esteem and mental health issues. Half termly review of the impact of strategies implemented in terms of attendance and engagement in lessons	Learners will have improved their self-esteem and there will be a decline in referrals to CAMHS and timeout in inclusion Attendance will improve Progress in lessons will improve	Client list Attendance figures	£14,225 Emotional Health Mentor
3 Attendance Further embed the significant work which has taken place in relation to the attendance of Pupil Premium children in order to further reduce the gap between PP and Non PP	A:JB M:MY E:GSC	All year: weekly monitoring of PP attendance from the attendance officer Half termly: attendance competitions for PP learners run by attendance officer, YTL & YTO	The gap between attendance of PP and non PP will continue to narrow. PP attendance will be 93%	Attendance data	£2,000 £5,869 Attendance Officer

Key Objective 3

Engagement: to improve curricular engagement and academic achievement for PP learners

<u>Improvement focus</u>	<u>Actioned (A): Monitored (M): Evaluated (E):</u>	<u>Progress Milestones</u>	<u>Success Criteria</u>	<u>Evidence</u>	<u>Cost</u>
1.Aspiration Brilliant Club- Raising the aspirations of HAL 10 PP learners by attending a Russell Group University and writing a dissertation.	A: JJ M: MY	Nov 2018- Selection process for Learners involved April 2019 – Dissertation marked to University grading system and graduation ceremony	10 learners will complete the project	Graduation ceremony Learner evaluations	£1,920

To enhance the aspirations of PP learners so that they aim for Universities and High level apprenticeships	A: Careers M: JB E: MY	Sept 2018: Cambridge Trip for HAL Learners March 2019: Event City Choices trip for targeted for all Year 10 PP learners July 2019: University trip target Year 7,8, 9 and 10 PP learners All year: Oarsome Project Year 8 PP Learners	All PP learners will have applied for a place in college for Level 3 qualifications or for an apprenticeship	Learner Voice	£3,000 £1,000
2 Staff CPD / info sharing Disseminate the knowledge and good practice gained and delivered in the Oak Suite in terms of PP and SEND	A: JR JJ M :MY	All year: One whole staff PP briefing every week to disseminate information about individual PP learners in term of strategies and progress. (Includes PP/SEND/Vulnerable). Teaching staff to re-enforce and support this	Progress of PP learners will be reinforced at subject level so that there is consistency across subject areas.	Learner voice Work Scrutiny	£0
3 Parental engagement To engage and involve Pupil Premium Parents by using Groupcall for Performance Review Evenings.	A: YTL / YTO M:JJ E:MY	Throughout the year - YTL/YTO to contact parents before Review Evenings to encourage attendance.	Parents will be greater informed of their child's progress Improved attendance of PP parents at Performance Review Evening	Parent feedback Attendance records	£0
4. Academic Subsidy To provide PP learners with equal opportunity to access the curriculum through additional support	A: CY CW RE M: JJ E : MY	All year: provide ingredients for DT and Food Nut where appropriate, music lessons for those who show an interest in Music Sept 2018: Laptops for CIC All year: Financial support (25%) for PP learners to attend school trips linked to curriculum and progress. Other trips to be discussed ad hoc.	All PP learners will begin the Key Stage with the correct equipment Progress in DT and Music will improve	DT and Music Data	£9,000 £8,135
4 Extra-curricular Improve the attendance of PP learners at extra-curricular clubs	A:JJ RB M:MY E:GSC	Sept 2018 Implement SIMS activities that monitors the learner attendance of Extra Curricular clubs. Sept 2018 Implement a competition to encourage PP learners to attend extra-curricular clubs	JJ to monitor the percentage of PP learners attending Extra Curricular clubs Percentage of PP learners attend Extra Curricular clubs to increase throughout the year	Extra-Curricular Data	£1,350 appx (previously costed Key Objective 1.2)

Key Objective 4

Transition: to improve transition for PP learners to ensure learners are equipped and ready to engage in school life

<u>Improvement focus</u>	<u>Actioned (A): Monitored (M): Evaluated (E):</u>	<u>Progress Milestones</u>	<u>Success Criteria</u>	<u>Evidence</u>	<u>Cost</u>
1 Transition Targeted PP Learners will experience extra transition days to support them in making the transition from primary to secondary All parents and carers to receive a letter, outlining PP support	A: MB M: JR A: JJ M: MY	July 2018: transition days for the more vulnerable PP learners Sept 2018: letter to parents/carers, explaining free breakfasts, equipment, KS3 Maths book. trips subsidy and Maths and English booster intervention	Learners get to know key staff and the building. They also complete settling activities Learners are more confident in attending school in September Parents know what is available and can encourage learners to attend and receive. More learners access provision available	. Learner and parent views Breakfast and trip registers	£0 £0
2. Academic Subsidy All Year 7 learners will receive a welcome pack	A: JJ M: MY	Sept 2018: learners receive a filled pencil case and calculator	All learners will be equipped and ready to learn Fewer SIMS entries for lack of equipment	ATL scores	£450 appx.