

**Unity College Pupil Premium Strategy and Action Plan 2019 – 2020**

<b>Key priority</b>	<b>Key Objectives</b>
<p>To raise the rate of progress of Pupil Premium (PP) students at Unity College and reduce barriers to success.</p>	<p><b>Overall 2020</b></p> <p><b>The progress of Pupil Premium students in tests and examinations is in line with all students nationally.</b></p> <p><b>Key Stage 4</b></p> <p>All Pupil Premium students to achieve at least a zero progress 8.</p> <p><b>Key Stage 3</b></p> <p>All Pupil Premium students make at least expected progress in all subjects.</p>

<b>Allocation and Budget (2019-2020)</b>	£433,335
<b>Senior Leadership Lead</b>	IPO/THE

**Pupil Premium Indicator by Year Group (as at September 2019)**

<b>Year Group/ Cohort</b>	<b>Total Number of Students</b>	<b>Number PP students (%)</b>	<b>Number PP Boys (%)</b>	<b>Number PP Girls (%)</b>	<b>Number of PP students who are FSM</b>	<b>Number of PP students who are White British</b>	<b>Number of PP students who are White British &amp; FSM</b>	<b>Number of Students who are CLA</b>	<b>Number of PP students who are SEN</b>
<b>Year 7</b>	271 (119)	44%	(57) 48%	(62) 52%	(72) 61%	(87) 82%	(57) 49%	(3) 1%	(16) 13%
<b>Year 8</b>	242 (96)	40%	(48) 50%	(48) 50%	(72) 75%	(82) 85%	(57) 59%	(2) 1%	(25) 26%
<b>Year 9</b>	242 (96)	40%	(44) 46%	(52) 54%	(69) 72%	(88) 92%	(63) 66%	(7) 3%	(18) 19%
<b>Year 10</b>	247 (106)	43%	(55) 52%	(51) 48%	(61) 58%	(97) 92%	(55) 52%	(4) 2%	(16) 15%
<b>Year 11</b>	215 (89)	41%	(43) 48%	(46) 52%	(48) 54%	(84) 94%	(44) 49%	(2) 1%	(17) 19%
<b>Whole College</b>	1217 (506)	42%	49%	52%	64%	89%	55%	1%	18%

<b>Mechanism</b>	<b>Lead Person</b>
Monitoring and tracking of students' attendance, punctuality and behaviour data in years 7 – 11.	Attendance team - JBU
Progress data analysed in years 7 – 11 and underachieving students pinpointed to all staff.	THE / AWH / WGE / IPO/MCO/LDO/RBO/MWI
Quality assurance e.g. Student interviews and questionnaires/book scrutiny/learning walks/lesson observations.	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/ LDO/MWI/MCO
Update to Headteacher/Line Manager – termly.	All above
Report to link governor.	IPO/THE -Termly
Report/Presentation to governors.	IPO/THE – Annually

## STRATEGIC OVERVIEW: Teaching and Learning

### Success Criteria

- To ensure that pupil premium students are able to 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.

<b>Actions</b>	<b>Lead Person</b>	<b>Monitoring / reporting</b>
All students on PP list to have a named personal mentor in college (this may be PD tutor).	WGE / THE / IPO/RBO/MWI/LDO/MCO	Lead personnel to update list, shared in Pupil premium teams.
Continuation of PP Director role.	THE / IPO	SLT lead to be 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/LDO to continue in their role of PP co-ordinator. MCO/MWI joined the team as PP co-ordinators.
Whole college Towards Outstanding sessions - Pupil premium focus.	THE / IPO	Staff more aware of PP students in their classes, the work that is 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.
PP co-ordinators to be directly linked to departments where there is underachievement with PP students at GCSE.	RBO / LDO / 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.	CAL/RDI	
Work placements for PP year 11 students who are disaffected.	NRO	NRO to assess and arrange suitable placements for identified students/reduced timetable to be considered case by case.
Personalised/ bespoke timetable for specific PP students.	WGE	WGE to oversee any KS4 students doubling up on lessons.

<b>Barriers to future attainment for Pupil Premium Students</b>	
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**

<b>Actions</b>	<b>Lead</b>	<b>Monitoring / reporting</b>
All PP students monitored regarding attendance and offered support strategies where appropriate.	AHO / JBU	Review of attendance / progress of students identified.
PP student attendance monitored and offered strategies to improve attendance and punctuality.	JBU	Progress logs.
Identify member of attendance team with specific responsibility for PP attendance and punctuality.	JBU/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.

Actions	Lead	Monitoring / reporting /Actions
PP students prioritised for careers interviews.	ZHP	Monitor within college.
Premier League Programme for year 9 PP who are underachieving.	LDO	Review of behaviour / attendance / progress after the course.
Princes Trust programme for disaffected PP boys in years 9 -11	NRO/LDU	Review of behaviour / attendance / progress after the course.
Work placements for PP year 11 students who are disaffected.	AHO / NRO	Monitor attendance and 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.
Engagement with Future U to provide activities for PP students.	ZHP	Student / Staff voice following activities.
Engaging PP students with the Most Able Enrichment programme.	JMG	Student / Staff voice following activities.
Engaging PP students with Duke of Edinburgh.	JMG/NCO	Review of awards achieved. Reduced cost for Pupil Premium students.
Bespoke interviews with year 8 PP students and their parents regarding GCSE options.	WGE	Monitor PP students re their engagement with their GCSE choices.
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.
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.**

Actions	Lead	Monitoring / reporting / Actions
Year 11 cohort to meet with Headteacher/ Director of PP/ PP Co-ordinators and parents if underachieving after mocks in November 2019 to offer support, guidance.	SCR / THE / IPO / WGE / SLT as required RBO / LDO / MCO / MWI	SLT involved as required, use PP prompt list to guide conversations.
Year 11 cohort to meet with Headteacher / Director of PP / PP co-ordinators and parents if underachieving after mocks in January 2020 and if needed April 2020 to offer support, guidance etc.	SCR / THE / IPO / WGE / RBO / LDO/ 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 / LDO / 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.	RBO/LDO/ZHP	ZHP to work with PP coordinators to create the questionnaire and the monitor the results. PP coordinators and SLT to then review and identify future actions for the PP action plan.
Year 8 PP parents invited to attend their child's option meetings.	WGE	RBO / LDO/ MCO / MWI to co-ordinate invitations to meetings via phone calls, clerks to assist.
All PP parents invited to attend at their child's PP mentor meetings, by telephone.	RBO/LDO/MCO/MWI	RBO / LDO / MCO / MWI to co-ordinate invitations to meetings via phone calls, clerks to assist.
Year 7 PP parents contacted directly (by telephone) to invite them to the settling in evening. If unable to attend an alternative appointment offered or home visit considered.	COA /RBO / LDO / MCO / MWI	RBO / LDO / MCO / MWI to co-ordinate invitations to meetings via phone calls, clerks to assist.

## 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

Actions	Lead Person	Monitoring / reporting
Every PP student in year 10 and 11 given all revision guides for examinations free of charge.	RBO / LDO / 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 Progress Data Reports.
After college PP support for years 7-10.	RBO / LDO / MCO / MWI	Monitor the Attendance and progress of students who access and regularly attend.
Complete a survey of PP students in regard to 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 / LDO/ MCO / MWI	Progress logs.
Teachers to provide equipment to PP students as required and appropriate within lessons.	IPO/THE	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

<b>Actions</b>	<b>Lead</b>	<b>Monitoring / reporting</b>
Free breakfast/lunch for every PP student prior to any GCSE examinations	WGE / IVE	Monitor attendance and adjust orders accordingly.
Buffet offered every week following college revision session for PP students in Year 11.	IPO / IVE	Raffle tickets to be used to ensure appropriate students are accessing free food.
Financial support to PP parents regarding bus fares / food sent home / home visits / uniform paid for / shoes / etc.	AHO	Student support services to monitor.
Practical support offered to PP parents regarding referrals to agencies to access additional help / funding eg housing / parent classes / family support / social services.	AHO	Student support services to monitor and action.
College pays for all Free flow counselling for all PP students.	BWO	Student support services to monitor and action.

## 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

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, 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.	JMG/SLT	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 annually and biannually with Year 11 Pupil Premium students.	RBO / LDO / MCO / MWI	THE/IPO will monitor and liaise with RBO / LDO / MCO / MWI to identify any recurring issues and to ensure that all Pupil Premium students have been seen.
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 / LDO / MCO / MWI	RBO/LDO 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**
- **Ensure PP students are in the appropriate ability sets across the college**

Actions	Lead	Monitoring / reporting
Y7 Nurture PD group established with emphasis on PP vulnerable low ability students and provide support with basic literacy, numeracy and social skills.	COA/VSM	PD tutors RLE/RDI to regularly review progress/behaviour/attendance of group.
Targeted literacy sessions for identified PP students where reading age is a concern.	VSM	VSM/TA3s to regularly review reading ages each term.
After college numeracy and literacy catch-up offered to all Y7 PP students who are below national average.	RLE/RDI	Review progress of Y7 catch-up students after intervention.
Transition meetings to have a higher focus on PP students.	COA	Transition paper work captures vital information linked to PP students to ensure timely support.
To put in place whole college setting guidelines to ensure positive discrimination for all PP students.	THE/IPO	Develop setting policy in conjunction with the heads of subject. Monitor the number of set changes and reasons for set changes across all subjects.
Targeted literacy sessions for identified PP students where reading age is a concern	CAL	Measuring reading ages.
PD groups established for Maths / English / Science with an emphasis on PP year 11 students who are underachieving.	IPO / THE	3 PD groups in Maths, Science and English