

Pupil Premium Funding Statement - Information for the 2016-2017 Academic Year

Pupil Premium Funding: The Pupil Premium allocation for the 2015/16 Academic Year was £241260. In 2016/17, 32% of the College intake (7-11) are in receipt of Pupil Premium and we are projected to receive £229552. The College will always seek to ensure that students from disadvantaged backgrounds thrive at the College and perform at least in line with their non-disadvantaged peers on the full range of outcomes (academic, attendance, behaviour, etc) and against national performance figures for all students.

Impact of Pupil Premium Spending on Target Areas

KS4 Outcomes 2016	5A*-C E&M	EBACC	A*-C English	A*-C Maths	3LOP English	3LOP Maths	VA Overall (Raise 2015)	Performance gaps were narrowed in most headline measures. 3LOP increase from 2% gap in 2015 although A*-C English gap narrowed. 3LOP Maths gap negative, although 3LOP not high enough overall. Negative gap in EBACC; 5A*-C E&M gap reduced from 8% to 3%
Disadvantaged students	74%	24%	82%	77%	78%	69%	67%	
Performance gap 2016	1%	-6%	4%	4%	11%	-1%	3%	
Performance gap 2015	8%	16%	7%	2%	2%	-2%	9.3	
Performance gap 2014	20%	18%	13%	18%	6%	27%	14.5	

Attendance 2015/16 (figures end of June 2016)	Year 7	Year 8	Year 9	Year 10	Year 11	Absence rates amongst disadvantaged students have fallen in 4 out of 5 year groups over 2015/16. Absence of PP students is below national (7.5% 2015) and gaps are smaller than national (3.2% 2015). The increase in the Year 9 gap however is a concern that will need addressing for 2016/17.
Disadvantaged students absence %	3.33	4.94	6.6	5.36	5.73	
Attendance gap 2015/16	-0.1	1.06	3.01	1.09	1.75	
Attendance gap 2014/15	0.75	1.29	1.28	1.54	3.84	

Exclusions 2015/16	2015/16	2014/15	Fixed term Exclusion rates amongst disadvantaged students in 2015/16 have risen, although they do not exceed the College ratio. However, further steps will be taken to reduce FTE for PP students in 2016/17.
Disadvantaged students - Fixed term exclusions	30/113 = 27%	19/99 = 19%	

Review of Expenditure 2015/16

The College funds a range of specific, discrete projects for pupil premium students but also uses part of the allocation to fund whole College initiatives that more significantly benefit disadvantaged and vulnerable students.

Action	Pupil premium funding allocation	New or continued activity	Intended Outcomes	Impact	Continued 2016/17
Be-spoke intensive 1-1 support for students at risk of losing their place at the College. (including access to pupil premium plus funding for students in care or adopted from care)	Cost of specific HLTA £20000	Continued	Students at specific risk of PX, school refusal receive be-spoke programme of support from identified LSA	5 students across all years (3 in Year 11) have received intensive support over the course of the year. For 3 students in Year 11, this has enabled them to complete their KS4 studies at the College.	Yes
Alternative Provision. Funding for students at risk of PX on part time/full time placements at Kingsmead or Derby Pride Academy.	Budget £39000 (Final cost TBC)	Continued	Students remain on College roll, achieve a range of appropriate qualifications and avoid permanent exclusion	Full time PP students on alternative provision 3 Year 11, 1 Year 7, 1 Year 8, 1 Year 9 Part time AP students on alternative provision 1 Year 8, 1 Year 10, 1 Year 11	Yes
Appointment of additional attendance officer	Cost of additional attendance officer £25500	New	Additional administrative support will allow targeted intervention of PP students with poor attendance	Improved attendance of PP students as seen by closing of absence gaps in 2015/16	Yes
Support for EAL who are PP students – The employment of a FT Polish member of staff to aid transition and progress of cohort of EAL students mainly from Eastern Europe.	Pro-rata cost of specific EAL LSA £16,000	New	Improve transition to mainstream education, enable progress and formulate effective liaison with parents	13 out of 19 students at or above ambitious internal targets at end of 2015/16	Yes

Specific PP Initiatives:

Action	Pupil premium funding allocation	New or continued activity	Intended Outcomes	Impact	Continued 2016/17
G&T programme to inspire and motivate students.	Transport costs £495	Continued	PP students attend Russell group Universities All G&T PP students identified attend University	Warwick Goal/Uni Tracks Year 13 – 1 Year 10 – 5 Year 9 – 5	Yes
Uniform, music tuition, sports kit and essential equipment (including study guides in KS4 and text books in KS5) subsidies for those facing financial difficulties.	Uniform grants £570.18 Curriculum support £341	Continued	College identifies and provides appropriate financial support for students Greater inclusion of PP students, leading to improved attendance and performance	31 students directly benefitted from financial support enabling them to take a full part in the College	Yes
Specific additional careers support for disadvantaged students – This included funded visits to careers and training events	Cost of travel to events £565	Continued	Improve careers guidance and opportunities, students to receive relevant opportunities to receive careers advice	Year 11 – 13 students attended taster days at Birmingham University Year 11 - 24 attended local skills festival Year 11 - Year 11 – attended the National Skills Festival	Yes
Subsidy on Curriculum/residential visits	Cost of subsidies £753.50	Continued	PP students have the same entitlement to take part in educational visits as other students preventing social exclusion	2015/16 Enrichment week, 501 students took part in a paid residential, 31% PP which is in line with overall College percentage.	Yes
Year 11 Masterclasses (English, Maths, History, Science)	Cost of classes £3720	New	Increase in number of students making 5 A*-C E&M and 4LOP in English and Maths. Improved performance in Science and History	Tutor time master classes – 93% of students PP receiving support through the classes were PP. 63% now expected to achieve 5 A*-C (inc E&M) compared to 57% prior to the programme. Gaps in E&M performance expected to be low again for 2016.	Yes

Whole College Initiatives – part-funded by Pupil Premium Grant:

Action	Pupil premium funding allocation	New or continued activity	Intended Outcomes	Impact	Continued 2016/17
Effective personal tutoring through allocation of significant daily contact time with selected personal tutors	Pro rata cost of tutor time £191667	Continued	Disadvantaged and vulnerable students and parents/carers thereof benefit most from intensive pastoral support from specially identified personal tutor	99% attendance at parental consultations for PP students. Direct contact with PT via e-mail	Yes (but adjustment in time allocation)
Additional staffing in English and Mathematics to provide extra teaching groups - This allowed for additional support for vulnerable students where it had been identified that they were underachieving.	Pro rata cost of additional Maths & English staff £24095	Continued	Students with weaker Maths and English make good progress PP attainment gap closed and achievement gap narrowed	Across years 7-11, of 54 PP students with low prior attainment in Maths, 45 (83%) working at or above target at end of 2015/16. Of 48 PP students with low prior attainment in English, 39 (81%) working at or above target.	Yes
Counselling and support – The College employs a FT student support and Child Protection officer alongside an in-house counsellor available for students to have individual appointments as appropriate.	Pro-rata cost of Student support manager and College counsellor £38425	Continued	Students receive outstanding support across full range of issues that impact on wellbeing and outcomes.	Student support and safeguarding continually cited as outstanding by external advisors. High level of support enables students to continue to achieve. 49 out of 92 (53%) students on active vulnerable caseload are pupil premium (May 2016)	Yes
Increased staffing of inclusion area to provide whole day cover for students withdrawn from learning sessions. Greater intervention with PP students	Pro rata cost of staffing £11500	New	Number of behaviour referrals drops overall. Proportion of PP students being referred drops.	PP referrals dropped from over 50% of students in 2014/15 to 42% of referrals in 2015/16. Number of referrals consistent to 2014/15 but inclusion area open for longer periods so there has been a proportional reduction of approx. 15%.	Yes (but with further changes)

Action	Pupil premium funding allocation	New or continued activity	Intended Outcomes	Impact	Continued 2016/17
Careers advice and guidance – Careers advisor employed to give advice to students from Years 9-13, both as groups and individually, to reduce the risk of any student becoming a NEET.	Pro rata cost of careers Advisor £4000	Continued	Students identified as disadvantaged, vulnerable or at risk of NEET receive focused careers support from qualified in-house advisor leading to improved chances of obtaining appropriate pathway at 16.	NEET figures 1% (2015; 2016 figures tbc)	Yes
Accelerated reader programme to develop literacy skills across KS3.	Pro rata cost of software and licence £1089	New	Improve literacy levels and frequency of reading	To be reviewed in 2016/17 following purchase of software in March 2016. Since being signed up on the software, nearly 1000 books have been read by students in Years 7 and 8	Yes
Show my homework software	Pro rata cost of software £816.67	New	Improved organisation of learning. Increased level of independent study	To be reviewed in 2016/17 following purchase of software in April 2016. Homework now set on regular basis in accordance with new extended study policy.	Yes
Post-16 Numeracy and Literacy mentoring – Funding to support training and supervision of the 1-1 mentoring for students with weak reading or numeracy skills.	Supervision costs £855	Continued	Students will weak numeracy and/or literacy benefit from a fortnightly session with a Post-16 mentor. Students' confidence and application in numeracy and literacy improves as a result.	In 2015/16, 14 PP students benefitted from Numeracy support, 15 PP students benefitted from Literacy support	Yes

Total expenditure for 2015/16 (discrete + pro rata) = £343392.35

Intentions for the 2016/17 Academic Year:

Many of the initiatives listed above that are making an impact will be continued into 2016/17. The College has identified additional priorities for 2016/17

Area	Issue	Success Criteria	Intentions for 2016/17
Exclusions	The numbers and proportions of PP students being excluded is too high and has risen since 2014/15	Exclusions are reduced in 2016/17 and the proportion of PP students excluded does not exceed the College ratio.	Increase in-house alternative provision to enable longer programmes of study in mainstream annex. Increase monitoring and intervention to continue to improve behaviours.
Performance	<p>There needs to be a greater scrutiny on performance of disadvantaged students across different year groups and subject areas.</p> <p>Improve English outcomes for PP students with HPA.</p> <p>Performance gap in 3LOP English rose in 2016</p>	<p>Areas focus more on isolating performance gaps between disadvantaged and non-disadvantaged. This better informs subject interventions.</p> <p>In-school performance gap in 3LOP English is reduced.</p>	<p>Revise performance targets to monitor progress of disadvantaged students against the performance of all students, nationally, as opposed to in-school performance gaps. Appoint VP with specific responsibilities for disadvantaged students.</p> <p>Appoint data manager to enable more detailed data analysis.</p> <p>English team have reviewed progress of PP students with HPA and are implementing specific targeted interventions.</p> <p>Professional development sessions for all teaching staff and Learning Support Assistants to facilitate clarity of understanding of the barriers faced by PP students.</p> <p>Centralised intervention data base for all PP students.</p> <p>Initiative to raise academic literacy for identified PP sub-groups.</p> <p>Commence Year 11 mentoring in Term 1.</p>
Ambition	Deceleration of progress of HPA Boys, including those who are PP.	Narrowing of performance gaps for HPA Boys who are PP, in all Year groups.	Purchase and utilize 'SIMS Activities' to monitor and analyse the participation of PP and other sub-groups in Enrichment Activities.

	<p>Increase aspirations of PP students.</p>		<p>Develop 'Lighting the Fire' programme of events, speakers and mentors to ignite ambition for HE and competitive Apprenticeships, with focus on PP students. Explore outreach events, in key sub-group communities, to further enhance parental engagement.</p> <p>HPA PP students in Year 8 selected to participate in The Brilliant Club in conjunction with Sheffield University.</p> <p>All PP Year 10 students to participate in raising aspirations workshops delivered by the University of Nottingham.</p> <p>HPA Year 8 and 9 PP students to participate in raising aspirations workshops delivered by the University of Nottingham.</p> <p>Year 10 PP students to be supported in securing ambitious and career choice relevant work experience placements.</p>
<p>Attendance</p>	<p>Attendance of Year 9 PP 2015, while above national average, was below levels for PP in other cohorts.</p>	<p>Attendance of Year 10 2016-17 is above national average and in line with PP student in other Year groups.</p>	<p>Further training for Attendance Officer to further enhance robustness of interventions.</p> <p>Revised policy and monitoring procedures for caseload management of Attendance concerns.</p>