

Disadvantaged Pupils' Improvement Plan 2018-19 (to complement whole school strategy)

Focus	Success Criteria	What / How	Who	Details	Staff i/c	Improvement evidence
To improve PA %, individual and group attendance.	Higher than 95% Less than National Average (27%) PAs (23.2% FSM6)	Group time discussion. Attendance Panel meetings 1-1 sessions	All disadvantaged pupils PAs Any disadvantaged pupils below 95%	1-1 meetings with all pupils identified as PA Parental involvement Clear targets, rewards and monitoring Analysis of attendance with BOA Home visits for PAs (extreme cases)	CNL/GER/BOA/ Tutors	
More positive and less negative events from cohort.	Evidence on G4S Aim for 65% positive events (35% negative events)	Group time focus and monitoring. Encouraging use of G4S – Help sessions at Parents' evenings? Encourage staff to enforce positive rewards system	All disadvantaged pupils. Parents CPD - Staff	Weekly monitoring and encouragement. KS3 target setting sessions Looked at G4S individually with pupils Use of G4S to analyse behaviour patterns and report back to staff/SLT Focus on supporting Y7 pupils with timetabling homework into their weekly routine to ensure they make progress. CPD with whole staff to encourage identification of PP students and rewarding them. Monitor league tables to check what staff are using the behaviour systems. Supporting parents with use of G4S (changes to website made and support at parents evening offered).	CNL/GER and all staff	

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<p>Academic support provided for all those in need.</p>	<p>Record of sessions/time spent. Revision guides provided. Intervention attendance data.</p>	<p>Departments to arrange and provide revision guides and additional support/materials.</p> <p>Analyse progress of KS4 pupils to individualise intervention following mocks.</p>	<p>All disadvantaged pupils</p>	<p>Maths and English (Reg. Intervention) Pupils requiring intervention sent to HAL by HODs – CNL/GER to pick out disadvantaged pupils. Taxi home/revision day provided if necessary. (£2000 approx.) Meeting with students regularly after mock exams. Photographs of PP students put in required reading so that staff can track KS3/4 progress of students. HODs to analyse progress of students at KS3/4 Whole staff CPD focusing on strategies for improving outcomes of PP students. Working in partnership with Litcham to share good practice. Checked KS4 revision plans, meetings to check that they are on track and working with HODs to ensure they are accessing intervention and revision sessions.</p>	<p>HODs</p> <p>GER/CNL HAL/MAC</p> <p>EDG</p> <p>P Clarke</p>	
<p>Highest standard of uniform and equipment.</p>	<p>G4S uniform and equipment –via events.</p>	<p>FUL to provide uniform</p> <p>CNL/GER have a small supply of pencil cases for identified pupils.</p>	<p>All FSM pupils</p> <p>Identified disadvantaged pupils</p>	<p>Funded from school's PP budget. Early help provided at summer school for parents requiring uniform and help with FSM forms. Year 6 Induction Evening attended to support parents with concerns. Pencil cases funded via PP budget (£20)</p>	<p>CNL/GER/FUL Tutors</p>	
<p>Participation in extra- curricular activity.</p>	<p>Monday morning mentoring</p> <p>Staff CPD</p>	<p>All pupils encouraged to join lunch or after school club</p>	<p>All KS3 disadvantaged pupils</p>	<p>Personal encouragement and promotion – Year 7 pupils rewarded for joining a club (chocolate). Club leaders came to morning mentoring session to encourage involvement Clubs advised at 1:1 sessions with PP students linking with HOY.</p>	<p>CNL/GER/ Activity Leaders</p> <p>Pastoral leaders</p>	

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<p>Aspirational, motivational careers and general activities.</p>	<p>All KS4 pupils targeted for career support</p>	<p>OSB to lead trip to Easton/City College</p> <p>Session for high achievers during form time.</p> <p>Weekly meetings with Y10 pupils to ensure that they are seeking useful work experience places</p>	<p>Disadvantaged pupils often follow vocational path</p> <p>High achieving KS4 pupils</p> <p>Y10 PP pupils</p>	<p>Cost of visits free – PP funding to cover transport/cover</p> <p>Saturday session at Easton College offered to selected KS4 students for post-16 advice and support on options.</p> <p>University trip for high achieving PP students (Friday 23rd Nov mini open day)</p> <p>Working with G&T co-ordinator to ensure that the high achieving PP students reach or succeed their targets at KS4.</p> <p>Sixth form students to mentor high achieving PP students in specific subjects.</p>	<p>CNL/GER/OSB</p> <p>College Pastoral/MGI</p> <p>TEI</p>	
<p>Personal and social development of weakest.</p>	<p>Residential Trip Organised</p>	<p>Hilltop Adventure Centre, December.</p>	<p>10 KS3 pupils who need emotional and social support.</p>	<p>Residential trip</p>	<p>CNL+SLT member</p>	
<p>Communication with parents</p>	<p>All parents contacted throughout the year</p>		<p>Y6 disadvantaged pupils</p> <p>Y9 disadvantaged pupils</p> <p>Y10 disadvantaged pupils</p> <p>All disadvantaged pupils</p>	<p>Summer School – encourage early communication</p> <p>Supporting Y9 options process, checking parental attendance and parental use of G4S (to view full report)</p> <p>Identifying parents who have not attended parents evening/open evenings and contacting via phone</p> <p>WEX – contact Y10 parents to help ensure attendance at key meetings</p> <p>Parents' Evening attendance & Go4S for reports & progress</p>	<p>CNL/GER/OSB /HOYs</p>	
<p>Bridging progress gap and supporting transition (Y6-Y7)</p>	<p>Encourage 75%+ of incoming disadvantaged pupils to attend a 1 week summer programme</p>	<p>Pupils identified and liaise with primary schools.</p> <p>Parents contacted via letter</p> <p>Meet parents at Y6 Open Evening</p>	<p>Y6 disadvantaged pupils in catchment/likely to attend</p>	<p>£2000 budget for a 1 week programme to support 30-35 pupils with transition.</p> <p>Time in school, literacy developed through diary writing each day.</p> <p>Cultural visits and opportunity to meet staff and get used to school rules before starting in September.</p>	<p>CNL/FUL</p>	

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Breakdown by year group:

Year 7 – Summer school, residential trip (to develop social skills), Monday morning additional induction sessions (whole group), Friday morning support sessions (small group of identified students)

Year 8 - Residential trip (to develop social skills), focused attendance meetings for students below 95% and 1:1 discussions/monitoring throughout the year

Year 9 - Residential trip (to develop social skills), early WEX support (July), support with options choices

Year 10 – Continued WEX support, trips to colleges and universities for post-16 options, mentoring Thursday morning for students lacking motivation

Year 11 – Mentoring for students who are lacking motivation and aspiration (to fit around current subject intervention), liaising with staff to ensure all GCSE students have resources needed (eg revision guides), intervention with EDG/CNL following mock result analysis. Help and guidance on post-16 options, applications, open day visits