

Impington Village College Pupil Premium Planning and Evaluation: 2015-16

Pupil Premium used for:	Amount	New/Continued?	Rationale/Summary	Timescale	Specific Intended Outcomes	How will it be monitored? When/by whom?	How will success be evidenced?	Actual Impact: What did it actually achieve? What needs changing/improving? Review September 2016
Quality First Teaching/Staffing	£45,346.00	New and Continued	High quality teaching is known to have the greatest impact on PP outcomes. We need to continue our focus on driving up the quality of teaching and increasing capacity, particularly in core areas, so that staff can deliver small group/interventions. We have also changed our grouping and staffing in maths to ensure our best staff are teaching the most vulnerable students, as well as regrouping the students to avoid the negative mentality that has been created by a 'bottom set' in the past. Part of this area of the budget has also been used to employ staff to run the Foundation Learning and Booster Programmes (see below). We have taken a much more rigorous approach to personal accountability for progress this year, as we know that although the quality of teaching improved last year, this was not matched by an improvement in outcomes. We have now incorporated specific reference to Pupil Premium on our lesson observation form, and each staff member will have a Performance Management objective specifically focused on Pupil Premium to ensure it is the absolute priority for staff. We have also tied this into our vertical tutoring programme, with clear expectations outlined of tutors in relation to PP students, which will be closely monitored by Heads of House	Ongoing	To close the gap in achievement between PP and non PP students across all year groups, especially in core subjects	Monitored through Bluesky and use of teaching and learning by MM and CET, through improvement in outcomes monitored by KS leaders in faculties and VH	Headline figures for PP students across the College (Y7-11) will show rapid closing of the gap; Ultimately all students will achieve 3LOP with the majority hitting 4LOP; students will have a positive progress8	Outcomes in all areas showed a huge improvement for PP students; 61% of our PP students achieved 5A*-C including English and Maths, with the same number achieving the new Basics Measure. Progress8 for PP students is estimated to be 0.58, with 18 of 24 students with a positive Progress8 score. In English 87% of PP students made 3LOP and 48% 4LOP. In Maths 74% made 3LOP and 26% 4LOP. All of the above outcomes were in excess of the national expectations for all students.
P6 Interventions, tutoring and TA Support: Core Subjects	£22,673.00	Continued	For our Y11 students we are running an extended curriculum with students receiving additional hours in English and Maths, as well as a number of students who will be receiving 1:1 tuition at home to support their learning. We have formalised the approach to this for 2015/16 as although the interventions last year were successful, they were not timetabled from the beginning of the academic year, which impacted on the final outcomes. This year we have built additional learning time into the timetable for our Year 11 students who are at risk of not meeting their 4LOP targets in English, Maths and Science. They will receive extra hours through a reduction in their options subjects (from 9 to 8 GCSEs), timetabled from September 2015. This is being delivered as part of our curriculum offer, with Subject Specialists who have received training in the delivery of catch-up and booster programmes.	From September 2015	To close the gap in achievement between PP and non PP students, especially in year 11	Heads of House and KS Leaders in faculties, overseen by VH	Headline figures for PP students across the College (Y7-11) will show rapid closing of the gap; Ultimately all students will achieve 3LOP with the majority hitting 4LOP, the attainment gap will be less than 20% in 2015/16 and eventually eradicated	Outcomes in all areas showed a huge improvement for PP students; 61% of our PP students achieved 5A*-C including English and Maths, with the same number achieving the new Basics Measure. Progress8 for PP students is estimated to be 0.58, with 18 of 24 students with a positive Progress8 score. In English 87% of PP students made 3LOP and 48% 4LOP. In Maths 74% made 3LOP and 26% 4LOP. All of the above outcomes were in excess of the national expectations for all students.
Assistant Principal: Pupil Premium	£6,341.00	Continued	The Assistant Principal is to act as overall PP Co-ordinator and monitor/oversee all elements of our PP provision, as well as acting as budget holder. We are completely relaunching PP this year to boost engagement with parents, and to ensure we reach the highest standards of achievement, attendance and behaviour, meeting the ambitious targets we have set for 2015-16. We are also increasing the level of accountability, to ensure that staff are prioritising PP through both teaching and tutoring. There are clear plans in place across all subject areas and all year groups to ensure that the gap is closing rapidly in all areas. Through the vertical tutoring system we have imposed clear expectations on staff to ensure that the progress, attendance and behaviour is closely monitored, which is reinforced by careful tracking and intervention through the House system. In addition to this, we are launching our Pupil Premium pledge, to ensure that disadvantaged students are not left behind in any element of College life	Ongoing	To raise the profile of PP students across the school; to close the gap in achievement between PP and non PP students in all year groups; to ensure we are closely monitoring progress of PP students	Fortnightly 1:1 meetings with RC, headline figures, reports to governors Learning Committee	Headline figures for PP students across the College (Y7-11) will show rapid closing of the gap; Ultimately all students will achieve 3LOP with the majority hitting 4LOP, the attainment gap will be less than 20% in 2015/16 and eventually eradicated; There will be a robust monitoring system and clear plans in place for all elements of our PP provision	Headline figures are improving for all (see data dashboard) and there are clear plans in place across all year groups for PP. Pupil Premium pledge has raised profile of students with staff and relaunched with parents. The Raising Achievement Panel meetings have also enabled joined-up working and a focus on the most vulnerable individuals.
Teaching Assistants to deliver and support Interventions and Booster Programme	£46,537.00	New and Continued	Our intervention work was effective last year but it was not timetabled from the outset, which affected our overall outcomes. We also discovered that intervention was most effective with out students when it was delivered in-house, so we have increased staffing capacity to facilitate the delivery of interventions, and trained staff in best practice. We have identified using historic data that students achieving a Level 4c or below are most at risk of underachieving. We have now introduced a new two-tiered Booster programme (students 4c-3b and 3c & below) with timetabled lessons delivered as part of the curriculum in Y7-10, with these students receiving additional hours of English and Maths teaching to support them in hitting the challenging 4LOP targets that we set. This is on a rolling programme, with the combined hours for English and Maths in 2015-16 as follows: Y7- 3hrs per/fortnight, Y8- 2 hrs p/f, Y9- 6hrs p/f, Y10- 4hrs p/f. This will continue on a rolling programme, so that a student who has started with us in September 2015 will have accessed nearly 700 hours of specialist teaching as part of the timetabled booster programme, by the time	From September 2015	To close the gap in achievement between PP and non PP students across all year groups, especially in core subjects; to ensure that all PP students have the basic literacy and numeracy skills they need to be successful in school; to increase the number of students achieving 4LOP at GCSE	Heads of House and KS Leaders in faculties, overseen by VH	Headline figures for PP students across the College (Y7-11) will show rapid closing of the gap; Ultimately all students will achieve 3LOP with the majority hitting 4LOP, the attainment gap will be less than 20% in 2015/16 and eventually eradicated	The booster programme had a mixed impact overall with greater success in English than Maths. We have introduced a new curriculum in Maths and are now focusing more on problem solving to support student engagement and prepare students for the new GCSEs. A further review of the Booster programme will be conducted in December 2016.
Home Study Packs and Digital Technology (Student Engagement)	£3,500.00	New	We have put together Home Study Packs for all our PP students following the success of this at a similar school to us. This is a new intervention and is designed to ensure that students feel a part of IVC, and that they have the equipment they need to succeed. This is to try to eradicate the cultural differences between our PP and non PP students, which Student Managers have identified. It is also to tackle the 'bottom set' mind-set, by ensuring students can access everything all other students can. We have also purchased dongles, more tablets and made laptops available for hire, so that students can access Moodle and the Internet at home. For our new Y7 students, we issued the packs at the end of our highly successful transition Summer School, so that they were able to start with their new equipment		To ensure all PP students have access to the resources and equipment they need, including technology	VH will oversee	PP students have access to the resources and equipment they need, including technology: we replace this as items go missing	
Outside Agency Support	£995.00	Continued	This funding is used to provide outside agency support for our most vulnerable students, including the use of mentors, music therapy and expenses associated with counselling and other external services.	Ongoing	To ensure all PP students remain in full time education, and have the emotional and social support they need to be successful in school; to maintain our record of no permanent exclusions	Monitored on a termly basis by Head of Personalised Learning and Attendance, reporting to KJ and VH	Permanent exclusions will remain at zero, students will have planned destinations and will be supported into September to reach these	We have had no permanent exclusions and only one fixed term exclusion in Y11 (see case study).
Alternative Provision: e.g. G8house	£31,250.00	Continued	G8house is used for students who are most at risk of being permanently excluded. It also provides a supportive environment for school refusers and for those whom being in a mainstream class environment is no longer suitable. This year we are also intending to focus on Y6 students who will be joining us the following year, to facilitate a successful transition.	Ongoing	To ensure all PP students remain in full time education, and have the emotional and social support they need to be successful in school	By KJ and Head of Personalised Learning and Attendance, overseen by VH	Permanent exclusions will remain at zero, students will have planned destinations and will be supported into September to reach these	We have had no permanent exclusions and only one fixed term exclusion in Y11 (see case study). We have focused transition work on vulnerable PP students this year, including earlier collation of information and extended visits to support with the move to IVC.
College Courses/Work Experience expenses	£785.00	Continued	Again this year we will use College Courses and fund any expenses relating to work experience to ensure students remain in College and are able to work towards a planned destination. Linked to this we will also be funding visits to Colleges and Universities, e.g. the Future Scholars Programme, to give students access to Higher Education. We are also providing funding for one of our most vulnerable Y11 students to attend Cambridge United Football training, as a self-esteem boosting opportunity and to help him re-engage in education.	Ongoing	To ensure all PP students remain in full time education, and have the emotional and social support they need to be successful in school	By KJ and Head of Personalised Learning and Attendance, overseen by VH	Permanent exclusions will remain at zero, students will have planned destinations and will be supported into September to reach these	We have had no permanent exclusions and only one student with a fixed term exclusion in Y11 (see case study).
Hardship Fund	£2,000.00	Continued	We will be continuing to maintain our hardship fund as a pot of resources for equipment, transport and any enrichment opportunities for PP students. Linked to this we will fund transport for students who are included in the new enrichment Period 0 lessons (this is for Level 5b/5a students, but we have opened to PP students on a 4a to widen participation), and to enable them to attend any extra curricular activities. We are also rewarding attendance at breakfast and homework club, to try and keep our PP students in College for as much of the day as possible, and to ensure they can fully participate in College life, again tackling the mind-set issues we have identified. We also pay for some individual students to receive music tuition to help them prepare for GCSE music. Where trips are related to the curriculum, we will fund student places if a need is	Ongoing	To ensure all PP students have access to the resources and equipment they need; to provide enrichment opportunities to enhance students' learning experiences	VH will be budget holder	Students will have access to equipment and resources; students will be able to attend trips/access enrichment opportunities, including music tuition, in line with other pupils at IVC. They will also be able to rent tablets to ensure they can access Moodle and the Internet for doing homework at home.	
Attendance Budget	£17,573.00	New (increased focus)	We have completely transformed our attendance strategy for 2015-16, moving away from the EWO and setting up a robust system for monitoring and intervening with attendance. See the strategy document for further details, but the system will enable us to issue fixed penalty notices and to tackle persistent absence much quicker. Linked to this we are providing additional support for parents, through a parental hotline, to tackle those pupils who miss a bus or cannot/will not come into College. We identified this as a significant barrier to attendance when we interviewed students last year, and we have formalised it this year by creating the dedicated phone line for ease of contact. We will continue to provide taxis for vulnerable Y11 students, as this significantly improved our Y11s' attendance last year. The launch of our breakfast club is also funded through our Attendance allocation, which will provide students with a welcoming environment each morning, and the chance to get a free breakfast each day.	From September 2015	To improve both overall attendance figure and reduce the persistent absence figure for PP students to at least match the national average	Head of Personalised Learning and Attendance, overseen by VH	Persistent absence figure will be reduced to below national average, Overall attendance figure for PP will be at least 93%	PP attendance was at 93.4%, which is above the target we set and a huge improvement on last year. Persistent absence for PP was 16%. At 15% our persistent absence figure for PP was 7.14, which was below the 2015 national average and a significant improvement on the previous year. We will continue our work around improving attendance as we move into 2016-17.
TOTAL SPENDING:	£177,000.00							