

Impington Village College Pupil Premium Planning and Evaluation: 2016-17

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? Reviewed September 2017	What needs changing/improving? Reviewed September 2017
Quality First Teaching/Staffing	£45,346.00	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 as well as changing the approach to delivering the curriculum, with a focus on using manipulatives to support learning. Pupil Premium outcomes form a significant part of our appraisal and accountability measures; each staff member has a specific appraisal objective linked to PP outcomes.	Ongoing	To ensure that all PP students make positive progress	Monitored through BlueSky and use of teaching and learning by VHE/DWR, through improvement in outcomes monitored by LPs in faculties and VHE	Headline figures for PP students across the College (Year 7-11) will show that all students have achieved positive progress and met the challenging targets set by the College.	Pupil Premium students made positive progress; the overall Progress8 score was +0.07. This is above the national average for all students but slightly below our College target for the cohort of +0.1. Despite this, over one third of our PP students had Progress8 score of above 0.5, and 15% were above +1. This was also positive considering that only half of the students had full Progress8 buckets, because of earlier curriculum choices, and were all low/middle prior attainers. Detailed case studies demonstrate the progress made on an individual level, even where this fell below our high expectations and where they did not secure a positive Progress8 score. Six of our PP students had EHCPs, one who was an Enhanced Resource student- but all of these students achieved at least one GCSE and completed entry level qualifications as appropriate. Other cohorts are also making positive progress, with at least 70% of all PP students on track to meet/exceed their highly challenging targets across all years (7-10). This is further vindicated by evaluations of teaching, which show that at least 96% of lessons met the Impington Experience framework.	We will continue to support our PP students on an individual basis and will retain our whole-College focus on supporting disadvantaged students. We need to continue our focus on supporting PP students in Maths particularly and the Lead Practitioner for Maths has now introduced a mentoring programme for Year 11 PP students, to provide additional 1:1 support.
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 built additional learning time into the timetable for our Year 11 students who are at risk of not meeting their 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. 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.	Ongoing	To ensure that all PP students make positive progress	Heads of House and LPs in faculties, overseen by VHE	Headline figures for PP students across the College (Year 7-11) will show that all students have achieved positive progress and met the challenging targets set by the College.		For 2017-18 we will continue to provide period 6 and tutoring for our PP students, as this was valued by the students and their parents (and had a positive impact on outcomes in Maths, English and Science). We also reflected on the positive impact that 1:1 TA support during period 6 sessions had on our PP students; we therefore plan to establish this provision more formally.
Vice Principal: oversight of Pupil Premium	£6,341.00	Continued	The Vice Principal acts as overall PP Co-ordinator and monitor/oversee all elements of our PP provision, as well as acting as budget holder. 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.	Ongoing	To raise the profile of PP students across the school; to ensure we are closely monitoring progress of PP students; to ensure all PP students make positive progress	Fortnightly 1:1 meetings with RKE, headline figures, reports to governors	Headline figures for PP students across the College (Year 7-11) will show that all students have achieved positive progress and met the challenging targets set by the College. There will be a robust monitoring system and clear plans in place for all elements of our PP provision.		To continue our focus on Pupil Premium, for 2017-18 a new Pupil Premium Co-ordinator has been introduced. At KS3, we have assigned Pupil Premium funding to a new Deputy Head of House role, which will have a specific focus on the progress of PP students in years 7-8.
Lead Practitioner: Disadvantaged and SEND (in all core subjects- portion of salary)	£27,261.00	New	We have appointed for September 2016 Lead Practitioners in English and Science (Maths will be advertised this term) to oversee the progress of disadvantaged students. We have done this to continue to raise the profile of and secure excellent progress for these students, particular with the introduction of the new GCSE specifications. The focus will also be to continue developing staff practice, with an emphasis on research and sharing best practice.	From September 2016	To ensure that all PP students make positive progress, with a particular focus on core subjects	Overseen by VHE; monitored via outcomes/teaching and learning data	Headline figures for PP students across the College (Year 7-11) will show that all students have achieved positive progress and met the challenging targets set by the College.		Lead Practitioners will continue to oversee the provision for PP students and professional learning for teaching staff. As part of our provision for 2017-18 we have introduced a new Lead Practitioner: Literacy role to further enhance the progress of PP students.
Booster Programme	£46,537.00	Continued	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 targets that we set. This is on a rolling programme, with the combined hours for English and Maths 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 they leave us in Y11.	Ongoing	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 LPs, overseen by VHE	Headline figures for PP students across the College (Year 7-11) will show that all students have achieved positive progress and met the challenging targets set by the College.	A full review of the Booster Programme is planned for the Autumn Term of 2017-18. We have already reviewed schemes of learning to focus more heavily on 'overlearning' to support students in tackling assessed tasks and building their confidence, based on feedback from both staff and students. Students in years 7 and 8 have made excellent progress; all PP students who were part of the Booster Programme achieved on/nearly at their target flight path. In Maths, all students were on/nearly at, with two of our PP Booster students achieving above their expected flight path. Students in years 9 and 10 are making similarly positive progress. Our year 11 students, who were only part of the Booster Programme for years 10 and 11, had average scores of 0.119 in English, and 0.030 in Maths, which shows they made positive progress.	As noted, we will be conducting a thorough review of the Booster Programme this academic year to ensure that it is maximising progress for all students involved.
Digital Technology (Student Engagement)	£1,500.00	Continued	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. We have also purchased dongles, more tablets and made laptops available for hire, so that students can access Moodle and the Internet at home.	Ongoing	To ensure all PP students have access to the resources and equipment they need, including technology	VHE will oversee	PP students have access to the resources and equipment they need, including technology: we replace this as items go missing.		We will continue to provide access to these and other resources during 2017-18.
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 KJA and VHE	Permanent exclusions will remain at zero, students will have planned destinations and will be supported into September 2017 to reach these.	We have maintained our commitment to zero permanent exclusions, although this year there were six students who received fixed term exclusions, with eight exclusions in total. Case studies demonstrate the significant challenges faced by these students; each is placed on a clear Pastoral Support Plan and fully reintegrated into the College. Every one of our Year 11 PP students has gone onto education/training from IVC, including those who were high on the RONI list. Case studies demonstrate the significant work done with these students to prepare them for their Post-16 destinations.	We will continue to offer all of these elements as part of our Personalised Learning provision in 2017-18 as a need is identified to ensure that students receive appropriate care. We continue to work with our Year 11 leavers until they settle into their Post-16 providers, to ensure they remain in education.
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.	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 KJA and Head of Personalised Learning and Attendance, overseen by VHE	Permanent exclusions will remain at zero, students will have planned destinations and will be supported into September 2017 to reach these.		
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.	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 KJA and Head of Personalised Learning and Attendance, overseen by VHE	Permanent exclusions will remain at zero, students will have planned destinations and will be supported into September to reach these		
Hardship Fund	£3,000.00	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 identified.	Ongoing	To ensure all PP students have access to the resources and equipment they need; to provide enrichment opportunities to enhance students' learning experiences	VHE 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.	For 2017-18 we are employing additional funding to reward students for engaging with interventions. We will also be using a portion of PP funding to finance Tassomai for GCSE Science (PP students only).	

Attendance Budget	£17,573.00	Continued	Continuation of Attendance Strategy from 2015-16 which saw a significant improvement in PP attendance. In addition, we will continue to provide taxis for vulnerable Y11 students, as this significantly improved our Y11s' attendance last year. This element of the budget also covers our popular daily PP Breakfast Club.	Ongoing	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 VHE	Persistent absence figure will be reduced to below national average. Overall attendance figure for PP will be at least 94%.	PP attendance was at 93.04%, which is above the target we set for 2016-17. A number of case studies show a positive impact on attendance, even where students remained classed as 'persistent absentees'. Overall persistent absence for PP was 20.42%, which was slightly above the target that we set ourselves, but was below the national average.	As part of the House system and overall attendance strategy, We will continue our work around improving attendance as we move into 2017-18, with a particular focus on persistent absence. We have also employed a full-time attendance administrator, partly funded by Pupil Premium, to allow us to adopt a forensic approach to the monitoring of attendance and provide additional support for parents.
TOTAL SPENDING:	£176,000.00								