



## Pupil Premium Action Plan 2016-17 costed

The Government gives schools additional funding to help raise the achievement of disadvantaged pupils and help close the attainment gap between them and their peers. This year Bexhill Academy was funded an additional £380,403.

Each of the initiatives including reducing class sizes in some subject areas has been possible by the use of this funding

202 are FSM, 15 are LAC

- **Mission:** Raise the aspirations of PP through quality teaching, care and support (Because we realise that academic 'currency' from the school has a huge net effect on PP)
- **Key KPI's:** Attendance with a 2.5% tolerance of Non PP, Engagement with a 0.25% tolerance, Academic within a 0.5 % tolerance

### PP costing 2016/17 (interim report prepared March 2017)

1 Leadership Objective	Action/Activity	KPI	Target dates	Cost £	Detail	Who?	Status
To raise awareness of the gap between disadvantaged and non-disadvantage	Whole school INSET which introduces key issues and identifies evidence. Follow up in the CPD program.	a. Whole school INSET and ongoing CPD occurs	1. September 2016 2. November 2016	£750	INSET Catering	SLT LPs	
Appoint a Trust Board member as PP link	Trust Board member identified Termly meetings to hold the PP strategy to account, sound out ideas and assess progress	b. Trust Board accept action plan and QA on a termly basis	3. Autumn 2016	£0			
To monitor and track the 'gap' between disadvantaged and non-disadvantaged pupils holistically as a school	Create <u>data dashboards</u> for each year with subject breakdown of 'gap' Subjects to discuss 'gap' after each DC and identify intervention group Use 'gaps' data effectively in departmental DP Also use <u>4 Matrix</u> SLT links to use these headlines in Line management meetings	c. Less than half a grade progress gap d. Less than quarter of a grade engagement difference e. Less than a 2.5% attendance difference	4. DC data sets to be available 2 weeks after reports are published 5. Departmental minutes 3 weeks after reports 6. Autumn 2016	£11,132 £0 £0	Percentage Data team costs	SAP HODs	
To establish whole school responsibility for pupil mentoring which targets and monitors	Appoint PP 'Champions' in each House (HoH) who will monitor students with poor engagement (underperformance)	f. Reduce the engagement gap to less than 0.25 in all year groups / subjects / House	7. Appoint in Term 1	£9,750	HoH PP responsibility points	EGO	

mentors disadvantaged students	Provide and use the 'snapshot' summary sheets to identify groups - similar to IEP's to consolidate our knowledge of students and appropriate strategies Pastoral staff to champion and mentor most underachieving		8. Set up procedures in Term 2. Monitor effectiveness of procedures in Term 3 onwards 9. Term 3 onwards	£4,353 £98,585	PP SLT lead 10 days p.a. time estimated Percentage of pastoral team costs	HOH	
To identify departmental intervention strategies and deliver ongoing academic support throughout the year across KS3 and GCSE	Use the data-dashboard sheets and 4Matrix to identify a PP sub group to focus on each term and provide appropriate support. HoD's need to have an overview of what PP students are underachieving. Furthermore, what staff are going to do to intervene departmentally. There will be regular PP agenda items where HoDs will check strategies.  AWARENESS-PLAN-IMPACT	g. Published program at the start of each term  h. Measurable progress with PP students on the next DC	10. Start in Term 3  11. Ongoing from September 2016	£0	Accounted for in data team costs above	HOD	
SLT to create a PP departmental budget for resources FSM PP=100% cost	WHAT ARE YOU GOING TO USE FUNDS ON? WHY? IMPACT?  HoDs and Directors to think strategically about what resources might have maximum engagement and outcome potential. To use this budget to good effect. HoD's may target revision books, key equipment or educational trips to provide cultural currency and inspire academic performance. Use of the Librarian to 'sell' any books etc.	i. Budget QA for use and impact on outcomes	12. Term 2	£35,000	Specific PP intervention fund for learning resources, trips and uniform	SLT	
Other PP 50% cost							

This is to 'bridge' the gap between haves and have not's - to ensure students are not disadvantaged by lack of resource								
To include PP students into the performance management of all TLR holders (Assistant HoD's HoD's or Directors)	All responsibility holders to acknowledge their role in 'closing the gap' and accepting that PP performance will impact on them meeting their PM targets	j. All TLR performance management paperwork has target clearly labeled. Key KPI will be the no more than 15% off expected target as a cohort.	13. Term1 (September INSET)	£0				percentage TLR
<b>2 Quality First Obj</b>	<b>Action/Activity</b>	<b>KPI</b>	<b>Target dates</b>				<b>Who?</b>	
All teachers know their PP students	All teachers to clearly annotate photo sheets to identify their PP students All teachers to carry their 'PP Snapshots'	k. Evidence of Photo sheets via QA and Snapshots in teaching file/mark book	14. Term 1	£0	Training covered by CPD spend above			
Identify classroom practices which will become mandatory and routine practices	Improve the <u>marking and feedback</u> of PP students by marking their books first, whilst the teacher is still 'fresh' and ensure termly DIRT To recognize that some PP students have limited access to technology and therefore provide hard copies for <u>Homework</u> tasks where appropriate Ensure <u>questioning</u> and general engagement activities are used to re-engage PP students Use the PP <u>snapshot</u> information to their teaching advantage To reward and encourage PP students through the continued use of Carrot Sticker rewards	l. Teacher awareness and more detailed feedback  m. Termly DIRT evident  n. Through QA	15. End of Term 2, then all DC assessments Term 3 onwards	£0  £1,500  £0  £0  £3,800	Estimate spend      Percentage of rewards budget	SLT      LPs   ALL		

To share good practice strategies for vulnerable groups	Lead Practitioners, HoD's/Directors, HoH will share PP strategies with peers so the school finds out what works to raise attainment	o. Best ideas list shared	16. Start Term 1			LPs	
Awareness by subject teachers of 'gaps' in their department and classes. To strategize accordingly (links with Leadership target)	Use the DC data sets through 4Matrix at departmental level to discuss the 'gap'. Teachers should appreciate how well their PP are doing, know their weaknesses and try to address this at classroom/departmental level  HoDs to discuss individual classes with staff	p. Teachers report differences in engagement, progress and attainment against target on their PM	17. Start after DC1	£0	Included in data team costs above	ALL	
Improved PP seating plan/student data management	Purchase dedicated software to provide user friendly platform to load and share data with all teaching staff (including cover)	All teachers working with comprehensive and consistent presentation of PP student class data	Trialling June 2017, official launch Sept. 2017	£1,250			
<b>3 SEAL Objective</b>	<b>Action/Activity</b>	<b>KPI</b>	<b>Target dates</b>			<b>Who?</b>	<b>Status</b>
To improve the overall engagement of all groups with a focus on disadvantaged students	<ul style="list-style-type: none"> <li>Increase funding for <u>Carrots</u> to enable the</li> <li>Continue 'BE THE CHANGE' programme to refocus and aspire PP students</li> </ul> <p><u>Other events such as:</u></p> <ul style="list-style-type: none"> <li>Sponsored walk (that encourage and enthuse PP to become part of the school community)</li> </ul>	<p>q. PP students uptake of rewards improves</p> <p>r. Attendance gap closes</p> <p>s. Exclusions reduce</p> <p>t. Increased engagement grades</p>	<p>18. ASAP</p> <p>19. In discussion for December</p> <p>20. Term 2 onwards</p> <p>21. Term 6, planning Term 3</p> <p>22. After each DC</p> <p>23. Term 2 for Term 3 and 6 publications</p> <p>24. Term 6</p> <p>25. Term 2 identify students and term 3 start</p>	<p>£0</p> <p>£950</p> <p>£3,249</p> <p>£582</p>	<p>Included in rewards costs above</p> <p>Teaching staff cover, refreshments, student insurance</p> <p>10 days AH lead on project</p> <p>1 week admin support</p> <p>TBC</p>	<p>EG</p> <p>TH</p> <p>Houses</p> <p>PE dept</p>	
Raise the profile of PP students with	Pastoral leaders will create a register of 'barriers to learning' for all students	u. Tutors use the register for	26. Term 2 setup for	£0	Costs included in pastoral staff above	HOH/PM	

PP students with tutors	Tutors to know their PP students well and feed into support/strategy	more informed mentoring	term 3			s	
House mentoring for Y11 students to narrow the gap	Heads of House will use 'snapshot' data sheets to meet with at risk Y11 students PP students will be particularly targeted - with reports, calls /meetings with home (where underachievement has been identified) to improve the % that graduate with 'honours'	v. Narrow the gaps to within KPI	27. Begin Term 2 after DC1 data is analyzed	£0		HOH	
Use the Yr 8 Graduation as a means to raise aspiration		w. % of PP students 'graduating' is further in line with non PP	28. Particular focus in term 3 onwards	£1,500	estimated cost of texting, administration time	HoH	
Keep aspirations high of the Yr7 'Scholarship pupils'	HB to do termly mentoring sessions with the PP Scholarship pupils	x. These pupils engagement grades are in line with all other scholars	29. Term 1	£600	PP element of scholarship student costs	HB	
Raise Aspirations through University links	Using links with Oxford University - run an inspirational trip to the University	y. PP pupils identified and attend trip. Positive entry and exit questionnaire	30. Term 3			BE/HoH	
<b>4 Other Objectives</b>	<b>Action/Activity</b>	<b>KPI</b>	<b>Target dates</b>			<b>Who?</b>	<b>Status</b>
Establish Academy strategies to improve Y7	To prevent the 'gap' from developing by focusing attention on Y7 attendance, literacy and aspiration.	z. Progress, attainment and attendance gap does not exceed KPI in Y7	31. November 2016 start with events all year	£0		EGO HOH	
Create capacity through research	Focus future NPQML and NPQSL projects on 'closing the PP gap'	aa. All future projects linked to PP	32. Autumn - ongoing	£2,000	Course fees	GP/PM	
ESCC ESBAS	Attendance and behaviour support	Attendance within 2.5% of national average	Annual data to July 21st 2017	£7,000	Behavioural support	ESBAS team	
ESCC FSM SLA	Eligibility Support	All eligible PP students receiving FSM	ongoing	£400	SLA	FSM Team	
External provision	Vocational curriculum options	Personalised targets linked to student intervention plans	Annual data to July 21st 2017	£67,500	DV8 and Education Futures placements	EG/TH	
Intervention facility KS3 'The Bridge'	Intervention and support	Personalised targets linked to student intervention plans	Annual data to July 21st 2017	£48,732	TA support and Behaviour manager	TH/EG	
Specialist TA intervention	Intervention and support	Improved literacy progress for SEN PP students year on year	Annual data to July 21st 2017	£24,000	Literacy & numeracy SEN support	SEN	
PIXL	teacher staff training	Student progress and attainment data capture improvements over time	Annual data to July 21st 2017	£1,216	Membership and Edge program	GP/PM	
Lexia reading development program	Literacy intervention	Personalised targets linked to student intervention plans	Annual data to July 21st 2017	£4,750	Software licence	SEN	
Accelerated reader	Literacy intervention	Personalised targets linked to student intervention plans	Annual data to July 21st 2017	£2,750	Software licence	SEN	

Links to other whole school areas such as <ul style="list-style-type: none"> <li>Literacy plan</li> <li>SEN plan</li> </ul>	Literacy plan working with SEN need to focus on raising the literacy and academic engagement abilities of PP students	bb. Low level PP students receive appropriate support and resources as identified through planning and monitoring - this support improves literacy as provided through measurable data.	Annual data to July 21st 2017	£700 £21,085 £28,855	Purchase of dictionaries Literacy co-ordinator % cost Year 7 catch up intervention	HS/VNW	
To increase overall attendance of Pupil Premium students by ensuring first day home visit for absentees	To create priority list of PP students with 10% or more of unauthorised absence. To do daily pick ups via mini bus of PP students not in school on priority list	To reduce overall absence of PP students by 2% from Term 3 2017	May 2017-July 2017	£1,000	Minibus running costs plus driver hours	Th/NB/EG	
To create PP student focused Attendance mentoring groups	Attendance Officer and Pastoral Managers to run three Attendance Mentoring Groups with a focus on PP students at risk of PA	To ensure 75% of all students who attend Mentoring programme to improve attendance and move from at risk of PA (over 91%)	Feb 2017 - July 2017	£0	Included in staffing costs (pastoral) already calculated above	NB/PM's /TH/EG	
To raise awareness of PP Attendance throughout the academy	10 PP student names per week to be prioritised by staff with a view to: Praising attendance; Ensuring students have the resources in place to catch up on work missed; Whole school awareness of prioritising PP attendance	House Teams to focus attendance monitoring on designated PP students	April 2017-July 2017	£0	Included in staffing costs (HOH) already calculated above	NB/PM's /EG	
Total				£382,989			