

Pupil Premium Plan 2017 – 2018: What do Devizes School students in receipt of Pupil Premium need in order to close the achievement gap?

EVALUATION & REVIEW SEPTEMBER 2018

Y11 ACHIEVEMENT OF STUDENTS IN RECEIPT OF PUPIL PREMIUM (44 out of 144 = 31%)
 [4 FEMALE STUDENTS HAVE BEEN REMOVED DUE TO EXTREME CIRCUMSTANCES THUS ACTUAL FIGURE FOR COMPARISON IS 28%]

Y11 DATA (AUGUST 2018)*	GAP (2017 DATA IN BRACKETS)
% STUDENTS ACHIEVING BASICS (Grade 5+ in English & Maths)	1% (26.3%)
% STUDENTS ACHIEVING GRADE 5+ IN ENGLISH	-5%* (31.8%)
% STUDENTS ACHIEVING GRADE 5+ IN MATHS	1% (18.3%)
% STUDENTS ACHIEVING POSITIVE P8	6.3%

*no gap in English (the PP students outperformed the non PP students)

Y12 & Y13 DATA (AUGUST 2017)	GAP (2017 DATA IN BRACKETS)
Y13 Av Points score per entry	-1.19 (-4.2)*
Y12 Av Points score per entry	3.86 (-1.05)

*no gap; the PP students out-performed the non PP students in Y13

At Devizes School we target all of our students with minimum expectations. These come under the following key performance indicators:

- Attendance and Punctuality – no late marks and above 95% attendance
- Behaviour – no ‘behaviour’ points for disruption to learning, no visits to the Isolation Room and no Fixed Term Exclusions
- Achievement – positive Progress 8 score
- Reading – above approx. chronological age for reading
- Home Learning – no ‘behaviour points’ or detentions for lack of Home Learning

To align the strategies for students in receipt of Pupil Premium to our whole school foci, we have 5 HIGHLY ASPIRATIONAL Key Performance Indicators (KPIs). Fewer than 5% of students in receipt of Pupil Premium will



**Devizes School
& Sixth Form College**

Raising aspirations, building futures

- have an overall attendance of less than 90% - Data from 2017 – 2018

Year Group	Total PP students in the year	Total Non PP Student in the Year	Total PP students below 90%	Total Non PP Students Below 90%	Overall % PP students below 90%	Overall % Non PP students below 90%	Gap % PP and non PP
7	97	121	14	7	14.43%	5.7%	8.73%
8	73	101	20	4	27.4%	3.9%	23.5%
9	50	101	11	4	22%	3.9%	18.1%
10	49	103	16	11	32.65%	10.6%	22.05%
11	47	100	20	34	42.55%	34%	8.55%

- be excluded from school (FTE)

	PP	Other	Gap
Total (students who have received at least one FTE)	45 / 316 (14.2%)	29 / 526 (5.5%)	8.7%
Boys	29	22	
Girls	16	7	
More than one FTE (Boys)	18	11	
More than one FTE (Girls)	11	4	
More than one FTE (Total)	29 / 316 (9.1%)	15 / 526 (2.8%)	

- have a negative P8 score:

Data from Y11 2018 indicated that 48% of disadvantaged students had a negative P8 score but the overall P8 for the cohort of disadvantaged students was +0.05. (There were 4 anomalous female students discounted from the data due to extreme circumstances: EH, RH, EM & BL)

Overall progress of other year groups is below:

Year Group	Y7 (A8 vs FFT 20)	Y8 (A8 vs FFT 20)	Y9	Y10
Progress 8	+0.05	+0.23	+0.73	+0.35
Progress 8 Disadvantaged Students	+0.10	+0.25	+0.43	+0.19
Progress 8 Non-Disadvantaged students	+0.02	+0.22	+0.87	+0.43

- have a reading age below their approx. chronological age

Number of PP students below chronological RA reduced overall

Students AT or ABOVE chronological Reading Age

	September	June
Y7	38%	54% (+16%)
Y8	33%	39% (+6%)
Y9	35%	42% (+7%)

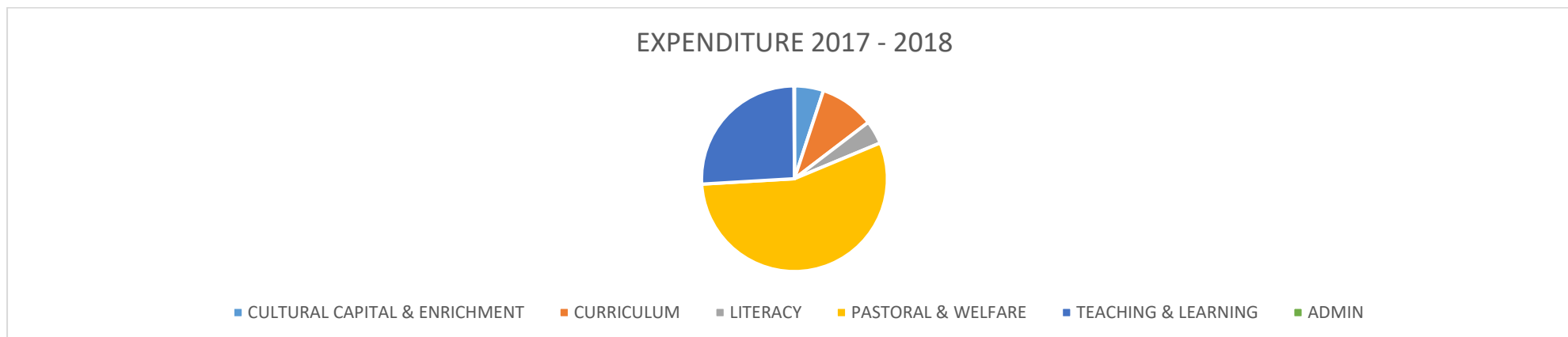
- be in SLT detention at least 6 times for failing to complete Home Learning

	Year 7	Year 8	Year 9	Year 10	Year 11	Years 7-11
Total	4 (5%)	7 (12%)	9 (21%)	7 (17%)	1 (3%)	28 (10%)
Boys	4 (11%)	7 (26%)	7 (30%)	5 (25%)	1 (6%)	24 (19%)
Girls	0	0	2 (10%)	2 (9%)	0	4 (3%)

- be in ISR for Disruption to lessons at least 6 times in the year

	Year 7	Year 8	Year 9	Year 10	Year 11	Years 7-11
Total	3 (4%)	4 (7%)	7 (16%)	3 (7%)	alternative sanctions applied	17 (6%)
Boys	2 (5%)	4 (15%)	5 (17%)	2 (10%)		13 (10%)
Girls	1 (2%)	0	2 (10%)	1 (5%)		4 (3%)

Summary of expenditure



ACTION PLAN

ATTENDANCE & PUNCTUALITY : Fewer than 5% of students in receipt of Pupil Premium will have an overall attendance of less than 90%

Intervention	Teaching & Learning or Welfare	Cost	Description of intervention	Who responsible ?	Intended outcomes	RAG rate impact of intervention (Sept 2018)
Truancy Call	Welfare	£2,050	Absent PP students are targeted at the start of every day that they are absent	VXG	To ensure all students are supported to attend and achieve. Parents are targeted to understand how best to support their children at school.	<ul style="list-style-type: none"> - Overall attendance showed a gap of 2% (Non PP 93.9% vs PP 91.9%) - This is a 0.2% increase from 2016 – 2017 following a 0.5% increase from 2015 – 2016.
			Sutton Trust: Parental involvement +3 months			
Education Welfare Officer	Welfare	£22,500	The school employs a full time EWO to support high attendance at the school. Use of text messages to share information with parents who are reluctant or unable to engage with usual channels of communication (school website, emails etc)	VXG	To ensure all students are supported to attend and achieve. Parents are targeted to understand how best to support their children at school.	<ul style="list-style-type: none"> - Y7 attendance showed a gap of 1.29% (95.6% all compared to 94.31% PP), 45% of PP students improved their attendance by end of year.
			Sutton Trust: Parental involvement +3 months			
Inclusion team: 3 x PLs	Welfare	£41,115	Daily monitoring by PLs of more vulnerable students to ensure that they come to school in a positive state of mind and ready to learn	TAP, JAM, HXB	These members of staff focus on removing barriers to learning through 1-1 support, contact with parents and other agencies. Students' behaviour and attendance is tracked so they are able to fully concentrate on their learning.	<ul style="list-style-type: none"> 24 targeted Y7 students (below 95% attendance) attended weekly mentoring with TAP, of these 54% improved their attendance and 24% finished the year with above 95% attendance. - Y8 PP - Y9 PP - 56% of Y11 supported by weekly mentoring or ad hoc support around barriers to learning (this could be medical/MH or Exam anxiety etc.). 68% of the group had a positive P8 score and 64% of the group had made progress since Term 1. 4 students had been school refusers but all sat exams. - 40% of Y10 PP students supported to increase attendance through weekly mentoring and parental communication.
			Sutton Trust: Social and emotional learning +4 months, Mentoring +1 month			
Parent Support Advisor	Welfare	£19,085	The PSA works with parents of some of our most vulnerable students by going round houses to liaise with them about student issues and progress where parents are reluctant to come into school. Phone call to personally invite all parents of students in receipt of PP to Parent's Evening and other events etc.	NJL	Parents will understand what the school is doing to support their child and the outcomes expected i.e. closing the gap. Parents will attend all events aimed at them.	
			Sutton Trust: Homework +5 months, Parental involvement +3 months			
School Counsellor	Welfare	£14,500	A Counsellor is employed to support vulnerable students, many of whom are students in receipt of PP. All students are offered a 6 week intensive course plus there is a lunchtime drop-in one day a week.	COUNSELLOR	A number of vulnerable students, including some with PP are supported to overcome difficulties.	<p>Pupil Premium Referrals to Counselling</p> <ul style="list-style-type: none"> 4 in Y7, 9 in Y8, 3 in Y9, 3 in Y10, 3 in Y11, 1 in Y12, 2 in Y13 Total = 25 students
			Sutton Trust: Social & emotional learning +4months			

						<p>The impact is: 8 (32%) improved their attendance and attitude to school 6 (24%) improved their social skills and assertive communication with peers: 8 (32%) built positive relationships with other adults in school 7 (28%) averted a breakdown in their school attendance 4 (16%) were able to access specialist services at CAMHS & on-going support in school 100% of Y11 – Y13 completed their courses & took all their exams 66% of Year 11s seen for counselling have moved on to study A Levels 100% of Year 13s seen for counselling have gained a place at university of their choice</p>
Primary School Intervention	T&L	£500	<p>To work closely with KS2 staff in Primary Schools and share good practice. To contact all Year 6 PP families and to develop relationships to ensure a smooth transition.</p> <p>Sutton Trust: Social and emotional learning +4 months, Mentoring +1 month</p>	KAH, TAB, EXS, NJL	<p>Attainment of PP Primary pupils is improved then targeted intervention.</p>	<p>Personal contact made with all Y6 PP students and their parents prior to starting in Y7. Y7 Nurture group established taking academic starting points and social vulnerabilities into account. Full impact TBD.</p>

BEHAVIOUR : Fewer than 5% of students in receipt of Pupil Premium will be excluded from school (FTE)

Intervention	Teaching & Learning or Welfare	Cost	Description of intervention	Who responsible ?	Intended outcomes	RAG rate impact of intervention (Sept 2018)
Disruption Free Learning	T&L	£2,000	A newly appointed Associate Assistant Principal will lead on this initiative. All students will be responsible for their own positive attitudes to learning. Students will be expected to behave appropriately every lesson without any disruption from peers. Students in receipt of Pupil Premium will be monitored carefully and strategies adopted by teachers to ensure positive attitudes. Positive behaviour will be frequently rewarded and acknowledged, promoting a culture of success.	All teachers, PAR, TWA, LMW	All lessons will be disruption free. Students in receipt of PP will make exceptional progress. Students in receipt of PP will modify behaviours to ensure that they thrive in a more positive learning environment with fewer distractions and negative influences. A high proportion of these students will receive increased rewards for positive attitudes to learning.	Termly rewards targeted towards PP students for behaviour, attendance, literacy and citizenship. Repeated rates of ISR were low for Y8 girls and Y7 students with Y9 and Y10 PP students requiring more action. (see table above)
			Sutton Trust: Behaviour Interventions +4 months			
Alternative provision	T&L	£11,520	Ensuring that all students receive the curriculum which best suits their needs. This may be by attending courses off site or by on-line learning	SEM, RALs, PLs, SLP, DPF, PNB	For those students who attend such provision full time to gain a suitable range of qualifications. For those who attend part time to be able to fully reintegrate back in to school.	Personal profiles of students reflecting the impact of Alternative Provision: qualifications gained, improved attendance, reduction in incidents of unacceptable behaviour. 1 PP student from Y11 2018 NEET (off site provision since Y9)
			Sutton Trust: Behaviour Interventions +4 months			
Restorative Practices	T&L	£1000	Use of the Specialised Learning Team to modify behaviour of students in receipt of Pupil Premium who are at risk of exclusion. Restorative techniques used to build relationships with staff where issues have occurred.	TWA, RALs, LMW, CSS	Fewer students in receipt of Pupil Premium requiring Fresh Starts or Alternative provision; vulnerable students in receipt of PP perform as well as their peers; reduction in levels of unacceptable behaviour leading to exclusion.	Support for PP students resulted in needs being identified and supported in school without the need for alternative provision e.g. EHCPs for 2 students in Y7, pastoral care for vulnerable students with MH & behavioural issues KS4 PP Students educated off site: 2016 – 2017: 12 2017 – 2018: 3 2018 – 2019: 2
			Sutton Trust: Behaviour Interventions +4 months			

ACHIEVEMENT : Fewer than 5% of students in receipt of Pupil Premium will have a negative P8 score.

Intervention	Teaching & Learning or Welfare	Cost	Description of intervention	Who responsible ?	Intended outcomes	RAG rate impact of intervention (Sept 2018)
Vice Principal – Pupil Premium Lead	T&L	£100	To raise awareness of pupil premium and closing the gap with Governors. To produce the annual pupil premium outline and detailed plan for parents, which includes allocating funding. To produce a review of the effectiveness of the previous year’s plan. All of these to be available on the school’s website. Not evidenced by Sutton Trust	SLP	Governors and parents will be fully aware of PP and how funding is used in the school.	PP expenditure and impact communication through FGB meetings. Impact statement on website for parents.
Careers Coordinator	T&L	£3,000	The school employs a part time careers coordinator who will prioritise support for PP students beginning in Y9 Sutton Trust : Aspirations +0 months	DPF, SXW	Enable more PP students to realise the importance of pre 16 education and its impact on post 16 plans. To ensure that no PP student is NEET when they leave.	All Y11 PP students educated on site received at least 1 Careers interview with an external provider. All students now in appropriate further education training, college or 6 th Form.
In class support	T&L	£3,000	<ul style="list-style-type: none"> · CPD for all staff to incorporate techniques to improve active participation of PP students · Students given lesson time to respond to formative feedback · Consistent use of ‘green pen policy’ across all teachers and Faculties · PP students’ books marked first · Home learning to be written in planners of all PP students by staff, or checked that it has been written in by students. · TA support · Variety of in-class strategies used to support PP students in their teaching & learning 	SLP ALL TEACHERS HoFs ALL TEACHERS ALL TEACHERS SENCo, TAs ALL TEACHERS	All of these strategies will result in PP students meeting their targets. Staff will be fully equipped with a variety of strategies to help PP students maximise their learning within the classroom environment.	CPD training delivered 04.09.17, 28.03.18 specifically discussing challenge for PP students; T&L Working group met x 4 times to share ideas ref. differentiation for PP students. - All PP students identified on seating plans and sat strategically to maximise learning - All PP students receive positive discrimination for rewards - All PP students are targeted with questions every lesson - All PP students have their books checked & work marked first - All PP students are checked for HL in Planners
			Sutton Trust: Meta-cognition +8 months ; Feedback +8 months			

						- All PP students receive green pens and use them to respond to feedback
Numeracy Support	T&L	£1,000	Targeted numeracy support within the curriculum for students who struggle with basic numeracy	MTS, DPF	For identified students to make expected and good levels of progress in all of these areas.	Students who engaged with the additional numeracy intervention achieved an end of Y7 progress score of -0.18 against FFT 20 benchmarks which shows better than national progress
			Sutton Trust: Small group tuition +4 months			
Mentoring	T&L	£10,000	Mentoring provided through Pastoral support systems (Tutors, Pastoral Assistants, Attached tutors, RALs, SLT & 6 th Form Mentors) prioritising HAPPI (High Ability Pupil Premium Indicator) students. Underachievement is based on their progress 8 data (Ave points diff)	RALs, Pastoral teams	These identified students make expected/good levels of progress; predicted and actual grades improve; achievement & attainment improve by end Yr11. Behaviour and attendance improve if highlighted. Less intervention required. Greater student progression beyond KS4.	See reference to attainment of PP students and improved attendance above.
			<i>Disadvantaged Year 7 students mentored.</i>	KAH, TAP		
			<i>Identified Year 9 students mentored.</i>	AJA, JAM		
			Sutton Trust: Social and emotional learning +4 months, Mentoring +1 month			
Increased staffing in Maths and English	T&L	£20,000	Additional staffing employed to increase the quality of teaching and learning in the key subjects. This should enable greater progress of PP students regardless of ability as class sizes are reduced.	MTS, RPS, DPF	To enable smaller teaching groups to be created and for there to be more opportunities for team teaching to support PP students in these key areas.	<p>Maths</p> <p>P8 maths contribution rose significantly in 2018 to -0.08 from -0.69 in 2017</p> <p>%Grades 9-5 rose to 37% from 26% in 2017 and grade 9-4 rose to 64% from 40% in 2017</p> <p>English</p> <p>P8 English contribution rose significantly to -0.24 from -1.07 in 2017</p>
			Sutton Trust: Small group tuition +4 months, reduced class size +3 months			

						%Grades 9-5 rose to 55% from 33% in 2017 and grade 9-4 rose to 73% from 55% in 2017
Camp Xtra/ after-school clubs	T&L	£2,000	There are many out of school hours clubs aimed at all age groups. All PP students to be personally invited to take part. PP Student voice to be used to ensure the right clubs are available where possible. Camp Xtra is the school's literacy and numeracy based summer club aimed primarily at KS2 students.	AAB, CRT, PXW, KAH, TAB, RALS, TUTORS	For all PP students who attend after school clubs to broaden their range of activities and social skills in a supervised environment. To reinforce the importance of home learning and to provide a suitable environment for all PP students with support available.	22 x Year 6 PP students attended Camp Xtra to make progress in their literacy and/or numeracy. 131 out of 315 PP students participated in after school clubs.
			Sutton Trust: Summer Schools +3 months / Extended School Time +2 months			
Growth Mindset / Resilience	T&L	£2,000	A newly appointed Associate Assistant Principal will focus on building resilience as students in KS3 prepare for mock exams including how to learn best, effective revision techniques and explicit work with PP students on a Growth Mindset Philosophy.		To increase students' abilities to prepare for and achieve highly in all internal KS3 exams.	Student and parent voice suggest that they were better prepared for their exams. Close work with HoFs ensured exams close in style and substance to GCSE exams. Student progress positive in Y7 – Y10. (see above)
			Sutton Trust: Meta-cognition +8 months			
Support Fund	T&L	£2,500	Monies available to fund access to the school and its curriculum i.e. revision texts, uniform, essential educational trips, equipment such as cameras etc.	SLP	To remove any possible barriers to learning caused by deprivation and ensuring full inclusion of all PP students.	All PP students in Y7 were offered 50% reduction for the whole cohort trip to Harry Potter. All other families of PP students who requested support received 50% reduction in costs. All Y11 students in receipt of PP received revision books free of charge. Two additional laptops and 2 additional pen readers were purchased for PP students to use in exams.
			Not evidenced by Sutton Trust			

READING : Fewer than 5% of students in receipt of Pupil Premium will have a reading age below their chronological age

Intervention	Teaching & Learning or Welfare	Cost	Description of intervention	Who responsible?	Intended outcomes	RAG rate impact of intervention (Sept 2018)
Raising profile of reading and writing	T&L	£5,000	Use of new exercise books to increase focus on literacy skills and SPAG; regular competitions linked to raising profile of reading and writing e.g. Spelling Bee competition, Reading challenges, Reading quizzes, Risky Reading competitions and visits to book shops & BBC Bristol.	SLP, PML, EXE, RPS	All students in receipt of Pupil Premium in Y7 will have the opportunity to visit a book store; all students in KS3 will engage in Spelling Bee competition, will receive frequent rewards and incentives for reading.	All Y7 PP students visited the local library; 16 students in Y7, Y8 and Y9 visited a local book store; all PP students participated in the Spelling Bee with over 50% representation of PP students on Spelling Bee teams; PP student voice indicated that 80% recognised an increase in the frequency and expectation surrounding literacy activities.
			Sutton Trust: Reading Comprehension strategies +5 months / Aspirations +0 months			
Literacy support	T&L	£3,000	Targeted Literacy support for all students in receipt of PP who are below their chronological reading age	VMA, TWA, DPF	For identified students to make progress so that their reading age is close to, at or above their chronological reading age.	
			Sutton Trust: Small group tuition +4 months			
Accelerated Reading	T&L	£4,000	All PP students in Years 7, 8 and 9 to be guided in their reading and choice of books. To have one literacy lesson a week (one lesson per fortnight for Y7) in the Learning Resources Centre. To work with parents to discuss these books with their children	SLP, PML, EXE, HXH, RPS	To improve the reading and comprehension skills of all Y7, Y8 & Y9 PP students.	See chart above for reading data. Overall number of PP students in KS3 below their chronological reading age decreased.
			Sutton Trust: Small group tuition +4 months / one to one tuition +5 months / reading comprehension strategies +5 months		To make them aware of the types of books that are available and to impress on them the value of reading especially outside of school.	
Book Club	T&L	£100	All students in Y7 – Y10 will engage in a regular ‘Book Club’ which involves reading a ‘class reader’ out of their usual genre (to include classic novels and contemporary short stories). PP students will be targeted with challenging texts to ensure increased exposure to high quality language.	ALL TUTORS Y7 – Y10	To enable small group reading of more challenging and culture rich texts, modelled by teaching staff from all disciplines.	Average improvement for Y7 was +7 months, Y8 & Y9 was +3 months with 60% of Y7, 30% of Y8 and 33% of Y9 making a minimum of 9 months progress.
			Sutton Trust: Small group tuition +4 months			

Author visit	T&L	£500	2 x Authors to visit more able KS3 and KS4 students in receipt of Pupil Premium to raise aspirations and writing skills.	SLP, PML, EXE	To allow small groups of more able readers and writers to learn the skill of writing novels.
			Sutton Trust: Small group tuition +4 months / Aspirations +0 months		

HOME LEARNING : Fewer than 5% of students in receipt of Pupil Premium will be in SLT detention for failing to complete Home Learning						
Intervention	Teaching & Learning or Welfare	Cost	Description of intervention	Who responsible ?	Intended outcomes	RAG rate impact of intervention (Sept 2018)
Fully equipped pencil case for all PP students & Home Learning Club to be targeted at PP students	T&L	£500	All PP students to be offered a fully equipped pencil case at the start of Term 1. All tutors to be given a stock of basic classroom equipment to be given out, without comment, to PP students as required PP students regularly failing to produce Home Learning to be targeted for HL club support	SLP, RALs, TUTORS, PLs	For all PP students to begin each day fully equipped & Home Learning to have been completed so that students are ready to learn and have this barrier to learning removed without comment	All PP students received equipment in Y7 and as needed in Y8 – Y11 including scientific calculators and revision books for KS4 and KS5 students thus improved P8 scores.
			Sutton Trust: Homework +5 months			
Aspirations visit	T&L	£3,800	Y8 & Y9 HEI visits to explore meta-cognition and how it is used at University including the importance of independent study	SLP, AJA	To ensure that all eligible PP students in Y8 & Y9 have access to a University experience and taster session with University lecturers building on meta-cognition – how best to learn	All Y8 & Y9 PP students eligible to go to University (according to attainment data) attended a University visit and 100% reported raised awareness of the advantages of going to University and how to achieve it
			Sutton Trust : Meta-cognition +8 months / Aspirations +0 months			
KS3 Literacy & Numeracy & Science mentors (TLR3a) including 1:1 after-school tuition	T&L	£7,500	Identified underachieving small groups of Y8 & Y9 students in receipt of Pupil Premium targeted with Grade 4, 5 or 6 to receive 1:1 tuition in Literacy and Numeracy & Science after school from designated teaching staff to support with HL.	SLP	PP Students in Y8 & Y9 will be in a better academic position when starting their GCSE exams. For the gap between PP students' progress and others in the school to have narrowed.	Particular success for mid-ability students with 85% attendance to sessions overall. All students who attended regularly improved in their individual targeted area of maths and English with 5 / 6 more able Y9 maths students improving their maths grade from the start of

			Sutton Trust : Meta-cognition +8 months / Aspirations +0 months / Small group tuition +4 months / one to one tuition +5 months		the year. Students reported better confidence in maths / English and TA feedback stated that many lower ability students were more focussed in English and maths lessons as a result.
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Total =£185,598.00