

## Pupil Premium Plan 2018 – 2019: What do Devizes School students in receipt of Pupil Premium need in order to close the achievement gap?



**Devizes School  
& Sixth Form College**

Raising aspirations, building futures

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 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

- have an overall attendance of less than 90%
- be excluded from school (FTE)
- have a negative P8 score
- have a reading age below their chronological age
- be in SLT detention for failing to complete Home Learning

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	Impact of intervention
Truancy Call	Welfare	£2,200	Absent PP students are targeted at the start of every day that they are absent	VXG/DXH	To ensure all students are supported to attend and achieve. Parents are targeted to understand how best to support their children at school.	To ensure all students meet the school target for attendance and to build up a positive relationship between the school and the more difficult to reach parents.
			<b>Sutton Trust: Parental involvement +3 months</b>			
Education Welfare Officer & Education Outreach Officer	Welfare	£23,500	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.	To ensure all students meet the school target for attendance and to build up a positive relationship between the school and the more difficult to reach parents.
			<b>Sutton Trust: Parental involvement +3 months</b>			

Inclusion team: 3 x PLs	Welfare	£43,370	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. 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.	TAB, 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.	For these students to have fewer conduct logs, fewer visits to the Behaviour Improvement Zone, fixed term exclusions, improved attendance as applicable.
			<b>Sutton Trust: Social and emotional learning +4 months</b>			
Parent Support Advisor	Welfare	£20,994	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. STOP programme used to improve Parent interventions.	AXR	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.	Improved attendance at parent's evening etc. by PP parents. For identified students to meet their target grades, for their attendance and behaviour to improve if highlighted.
			<b>Sutton Trust: Homework +5 months, Parental involvement +3 months</b>			
School Counsellor	Welfare	£15,954	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.	SXH	A number of vulnerable students, including some with PP are supported to overcome difficulties.	Anonymous case studies of success with a number of students.
			<b>Sutton Trust: Social &amp; emotional learning +4 months</b>			

<b>BEHAVIOUR : Fewer than 5% of students in receipt of Pupil Premium will be excluded from school (FTE)</b>						
<b>Intervention</b>	<b>Teaching &amp; Learning or Welfare</b>	<b>Cost</b>	<b>Description of intervention</b>	<b>Who responsible ?</b>	<b>Intended outcomes/</b>	<b>Impact of intervention</b>
Social & Emotional Behaviour Intervention Plan	T&L / Welfare	£8,000	Working closely with the SENCo/Alternative Provision Manager, KS3 RAL & Assistant Principal, we will buy in an experienced motivational mentor to conduct collaborative learning projects with 3 groups of Y8 and Y9 PP students at risk of exclusion and their parents (£3000). We will also use the SENCo/Alternative Provision Manager to boost these sessions for one day per week (£5000). 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. Positive behaviour will be frequently rewarded and acknowledged, promoting a culture of success.	Cameron Parker, TWA, AJA, VMM, JAM	The groups of students will improve their attendance, behaviour and reduce their risk of exclusions.	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.
			<b>Sutton Trust: Behaviour Interventions +3 months, Collaborative Learning +5 months</b>			

Alternative provision	T&L	£21,800	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	VMM, 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
			<b>Sutton Trust: Behaviour Interventions +3 months, Outdoor Adventure Learning +4 months</b>			
Rewards & Enrichment	T&L	£10,000	Pupil Premium students will receive positive discrimination in rewards and enrichment events.	VMM	To improve aspirations and extrinsic motivation and ensuring full inclusion of all PP students.	Improved behaviour and attendance
			<b>Sutton Trust: Behaviour Interventions +3 months</b>			

**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	Impact of intervention
Vice Principal – Pupil Premium Lead	T&L	£200	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. To provide PSA & EWO with mobile phone communication to parents	SLP	Governors and parents will be fully aware of PP and how funding is used in the school.	For the gap between PP students’ progress and others in the school to have narrowed.
			<b>Not evidenced by Sutton Trust</b>			
Careers Coordinator	T&L	£4,000	The school employs a part time careers coordinator who will prioritise support for PP students beginning in Y9	DPF, SXW	Enable more PP students to realise the importance of pre 16 education and its impact on post 16 plans.	For all year 11 PP students to leave the school with a clear progression plan. To ensure that no PP student is NEET when they leave.
			<b>Sutton Trust : Aspirations +0 months</b>			
In class support	T&L	£3,000	CPD training & T&L principles - 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 - All PP students receive green pens and use them to respond to feedback which is checked by teachers	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.	All PP students to achieve or exceed their targets grades. For the gap between PP students’ progress and others in the school to have narrowed.
			<b>Sutton Trust: Meta-cognition +7 months ; Feedback +8 months</b>			

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.	Increased levels of progress of identified students. Improved attainment seen through achievement of or bettering of target grades. We would expect all of these students to make a minimum of 12 months progress in an academic year.
			<b>Sutton Trust: Small group tuition +4 months; Mastery Learning +5 months</b>			
Mentoring	T&L	£10,000	Mentoring provided through Pastoral support systems (Tutors, Pastoral Assistants, Attached tutors, RALs, SLT & 6 <sup>th</sup> 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.	Numbers of PP students making expected and good levels of progress improve.  Attendance and behaviour improve if identified, shown by behaviour points and attendance data. Number of students progressing to Post-16 increase.
			<i>Disadvantaged Year 7 students mentored.</i>	KAH, TAB		
			<i>Identified Year 8 &amp; 9 students mentored.</i>	AJA, JAM		
			<b>Sutton Trust: Social and emotional learning +4 months, Meta-cognition &amp; self regulation +7 months</b>			
Increased staffing in Maths and English	T&L	£20,400	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.	To secure greater levels of progress for all PP students and for KS4 students to make 3 or more levels of progress in maths and English.
			<b>Sutton Trust: Small group tuition +4 months, reduced class size +3 months</b>			
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	For those Year 6 PP students who attend Camp Xtra to make at least one level of progress in their literacy and/or numeracy. For a majority of all PP students to participate in after school clubs.
			<b>Sutton Trust: Summer Schools +2 months / Extended School Time +2 months</b>			

					all PP students with support available.	
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, laptops & reading pens etc.	SLP	To remove any possible barriers to learning caused by deprivation and ensuring full inclusion of all PP students.	No practical barriers to PP students' learning.
			<b>Sutton trust: Digital technology +4 months</b>			
PP Champion for KS3	T&L / Welfare	£22,500	A 0.8 Pastoral Assistant will be employed to support the most vulnerable PP students in Y8 and Y9 as their key worker, to remove all barriers to their achievement and promote positive outcomes and welfare. SLP & To Be appointed		For identified students to make expected and good levels of progress in core subjects, attendance, behaviour and HL completion rates.	Numbers of PP students making expected and good levels of progress improve.  Attendance and behaviour improve (if identified) shown by behaviour points and attendance data. The risk to these students of not successfully completing education at Devizes School will be minimised.
			<b>Sutton Trust: behaviour Interventions + 3 months, Meta-Cognition &amp; self regulation +7 months</b>			

**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	Impact of intervention
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.	Students in receipt of Pupil Premium will increase the frequency and quality of their reading and written work as measured by work scans and AR data; Reading ages will increase above national average.
			<b>Sutton Trust: Reading Comprehension strategies +6 months / Aspirations +0 months</b>			
Literacy support & Specialised Learning	T&L	£4,000	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	Increased levels of progress of identified students. Improved attainment seen through achievement of or

			<b>Sutton Trust: Small group tuition +4 months; Mastery Learning +5 months</b>		their chronological reading age.	bettering of target grades. We would expect all of these students to make a minimum of 12 months progress in an academic year
Accelerated Reading	T&L	£4,500	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. 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.	For all Year 7, 8 & 9 students to make at least 12 months progress in their reading.
			<b>Sutton Trust: Small group tuition +4 months / one to one tuition +5 months / reading comprehension strategies +6 months</b>			
Book Club	T&L	£50	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.	For all Y7 – Y10 students to have experienced the reading of more challenging texts and increased reading capabilities.
			<b>Sutton Trust: Small group tuition +4 months</b>			
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.	More able students in receipt of Pupil Premium to increase aspirations of using writing as a career.
			<b>Sutton Trust: Small group tuition +4 months / Aspirations +0 months</b>			

**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	Impact of intervention
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	No practical barriers to PP students’ learning; active encouragement of a safe and comfortable place to complete Home Learning

			<b>Sutton Trust: Homework +5 months</b>			
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	Y8 & Y9 PP students eligible to go to University (according to attainment data) have a raised awareness of the advantages of going to University and know how to achieve it
			<b>Sutton Trust : Meta-cognition &amp; self regulation +7 months / Aspirations +0 months</b>			
KS3 English & Maths mentors (TLR3a) including 1:1 after-school tuition	T&L	£3,500	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 English & maths after school from designated teaching staff to support with HL.	SLP	PP Students in Y7, 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.
			<b>Sutton Trust : Meta-cognition +7 months / Aspirations +0 months / Small group tuition +4 months / one to one tuition +5 months ; Mastery Learning +5 months</b>			

**Total =£233,268.00**

The distribution of funding will be spent as follows:

