

Icknield Community College Pupil Premium Plan

2016/17

	Number of Eligible Pupils	Funding Per Pupil	Total Funding
Free School Meals	50	935	46,750
Looked After Children	3	1,900	5,700
Services Children	70	300	21,000
Total	123		73,450

Pupil Premium							
Priority	Actions	By when	By whom	Monitoring	Cost	Success Criteria	
1.	Ensure that all staff are aware of who our pupil premium students are and that they are contributing to individualised plans for them	<ul style="list-style-type: none"> Data manager to ensure that all pupil premium students are accurately identified on class lists and highlighted on class profiles Time to be set aside in INSET days in November and January to ensure that all staff have identified specific areas for development and interventions for all pupil premium students they teach JDT to circulate year group photoboards of pupil premium students in the weekly staff bulletin for heightened staff awareness 	September 16 January 2017 January 2017	KS All staff JDT	JEB MRF MTH	£0	Class Profiles detail individual strategies to support pupil premium students across year groups and subject areas
2.	All staff trained to provide Quality First Teaching for all pupil premium students to improve their outcomes	<ul style="list-style-type: none"> All staff training sessions to have focus on pupil premium students September Training Days to focus on effective questioning of pupil premium students January Training Day focus on effective ways to get to know 	September 2017 January 2017	JLP/JDT MTH	JEB JEB	£3,000	Staff evaluation on Bluesky demonstrates that training sessions have impacted positively on their practice

		<ul style="list-style-type: none"> March staff meeting to launch "Priority Students" work (Acer Trust notion based on work at Matthew Arnold) 	March 2017	MTH	JEB		
3.	Robust leadership and management structures are in place to monitor and review the quality of planning and provision for pupil premium students	<ul style="list-style-type: none"> Exams Analysis process to ensure that any issues with pupil premium performance in 2015-16 is addressed in 2016-17 departmental school improvement plans Data Manager to produce high quality and bespoke data packs for Heads of Department, Leadership Team and Governors 4i models (interim action plans) quality assured by Leadership Team to ensure that mid-year planning is in place to address any issues with performance of pupil premium students Pupil Premium RAP (Raising Achievement Panel) meetings to quality assure class profile interventions and the impact of them SAM (Student Action Meetings) meetings (as well as RAP meetings above) are responsive to the individual needs of pupil premium students) Teaching and Learning Reviews throughout the year have a pupil premium focus (including, for example, the Term 3 Class Profile review and the Term 4 Engagement by Differentiation review) 	<p>October 2017</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>LT</p> <p>KS</p> <p>HoD/LT</p> <p>SJG</p> <p>JEB</p>	<p>MTH</p> <p>JEB</p> <p>MTH</p> <p>MTH</p> <p>MTH</p>	£4,000 data manager time	<p>All improvement plans across the school show detailed actions and interventions to improve the outcomes of pupil premium students.</p> <p>Teaching and Learning reviews indicate that pupil premium learners are being appropriately differentiated for</p>

		<ul style="list-style-type: none"> Staff actively encouraged to make appraisal objectives pupil premium related Ensure that pupil premium students are disproportionately represented in all student voice activities 	September 2017 Ongoing	JEB LT	MTH MTH		Pupil Premium students' voice is heard
4.	Improve the attendance of pupil premium students	<ul style="list-style-type: none"> See separate Attendance Action Plan for detailed actions SJG to report attendance of pupil premium students specifically to Governors' Standards Committee 	Ongoing	SJG	MTH	£4,000 Attendance Manager Time	Attendance of pupil premium students improves in all year groups against a 2015/16 baseline
5.	Provide outstanding emotional well-being support for all pupil premium students	<ul style="list-style-type: none"> Learning Mentors to support all pupil premium students on a regular basis Student Welfare Officer to target support for pupil premium through weekly review at SAM (Student Action Meetings) Support from Student Welfare Office through TAC, CAF and other parental meetings 	Ongoing Ongoing	LMs JB	SKW/SJG SJG	£9,900 Learning Mentor Time £12,000 Student Welfare Manager/ Counsellor time	Student/Parental Survey report favourably on support given (including feedback through SEN reviews where there is overlap)
6.	Raise aspirations of pupil premium students (where relevant)	<ul style="list-style-type: none"> Target Year 10 pupil premium students for University of Reading Scholars' Programme Leadership Team to mentor pupil premium students throughout Year 11 	Ongoing Ongoing	LSG/MRF LT	MTH MTH	LT time £3,000	Student evaluation is positive
7.	Provide targeted academic support for pupil premium students in literacy and numeracy	<ul style="list-style-type: none"> RAP and SAM meetings to identify students requiring additional support to bring them in line with their peers (reading age, spelling age and maths) 	Ongoing	SAM	JDT	Higher Level Teaching Assistant Time £2,500	Gains demonstrated in reading and spelling ages and through assessment and feedback sheets in maths
8.	Provide high	<ul style="list-style-type: none"> Students targeted and, where 	Ongoing	SVP	MTH	£1,350	Students report that

	quality Information Advice and Guidance (IAG) for all pupil premium students	<p>relevant, funded, for all IAG events (e.g. Further and Higher Education Fair, CareersFest)</p> <ul style="list-style-type: none"> • Pupil premium students prioritised for support from Adiza (Careers) • All pupil premium students receive 1:1 advice and guidance as part of the Guided Choices programme 	September 2017 March 2017	HR SVP	SVP MTH	AHT time	they feel appropriately supported
9.	Ensure a highly effective transition programme for pupil premium students from Year 6 into Year 7	<ul style="list-style-type: none"> • JDT to meet with all primary partnership Headteachers prior to transfer to receive individualised pupil premium plans and gather any other intelligence about these students. Discuss this intelligence at an extraordinary SAM meeting • MPC to monitor pupil premium students specifically through all monitoring activities • MPC to carry out “I wish my teacher knew” activity with all Year 7 students to pick up additional information about pupil premium students 	June 16 and June 17 Ongoing March 2017	JDT MPC MPC	MTH MTH MTH	£0	Attendance of Year 7 pupil premium students is above 95% % of students who are “secure” across curriculum areas is in line with non-pupil premium students
10.	Effective alternative provision arrangements and qualifications are in place for relevant KS4 students	<ul style="list-style-type: none"> • Secure and track appropriate college and work experience placements for RC and KS • Make alternative arrangements for RC and KS to complete the ECDL (European Computer Driving Licence) as an additional qualification • Liaise closely with the Oxfordshire Hospital School and other tutors/learning mentors to ensure that qualifications are being completed to the best of the students’ abilities 	Termly September 2017 Ongoing	SJG SJG SKW/SJG	MTH MTH MTH	£2,500	Year 11 students complete college and work experience placements successfully, pass the ECDL course, and achieve their target grades in qualifications studied

11.	Students receive appropriate financial assistance to remove barriers to learning	<ul style="list-style-type: none"> MTH to write to all pupil premium students in advance of Educational Visits offered by the school to advertise concessionary rates (or, in some cases, full costs of trips paid for) 	Ongoing	GW	MTH	£3,000	Pupil Premium students' attendance on educational visits at least as good as their peers Pupil Premium students are appropriated resourced for school, homework and revision
		<ul style="list-style-type: none"> Financial assistance given for uniform where required 	Ongoing	LDH/LD	MTH	£500	
		<ul style="list-style-type: none"> Additional resources provided for students (Revision Guides, etc) where required 	Ongoing	LT	MTH	£500	
		<ul style="list-style-type: none"> SVP to run incentive scheme for certain students where appropriate 	Ongoing	SVP	MTH	£500	
		<ul style="list-style-type: none"> Free School Meals paid for (5 meals a week @ £2.70 per students) 	Ongoing	LD	MTH	£12,500	
12.	LAC (Looked After Children) have discrete and bespoke plans	<ul style="list-style-type: none"> Bespoke Plans put in place through PEP (Pupil Educational Plans) meetings for each of our 3 LAC children 	Ongoing	SKW	SJG	£5,700	Plans created and funding appropriated allocated through the PEP process
13.	Provide transport and other appropriate support to all Services Children	<ul style="list-style-type: none"> IM to coordinate provision for services children (including attending meetings at the RAF Base, tracking students' performance, liaising with Progress Managers re: potential barriers to learning, etc) 	Ongoing	IM	MTH	£2,500	Services children achieve as well as their peers
		<ul style="list-style-type: none"> IM to coordinate taxi provision back to the RAF base at 4.45 Tuesday-Thursday to enable services children to attend after school clubs 	Weekly	IM	MTH	£6,000	Taxis are at least 80% full throughout the year

Compiled by:	MTH
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Date:	Updated February 10 2017
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