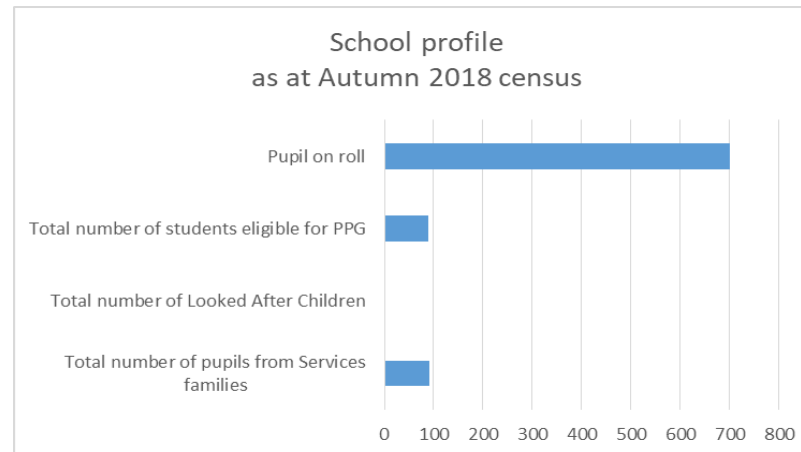
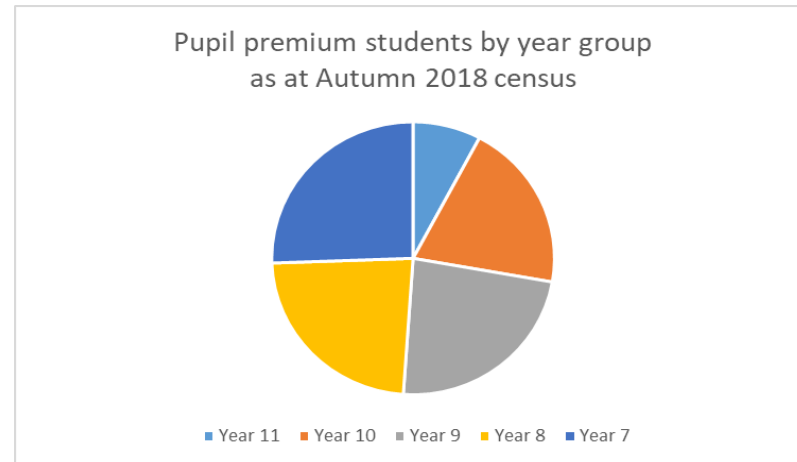


# Icknield Community College Pupil Premium Plan

2018/19

## Pupil Premium Students at Icknield

At Icknield, we recognise that all Pupil Premium students are individuals and have different and unique barriers to learning. We feel it is important to profile each student so that we know them really well and can support each individual in the most effective way possible. This might be through additional interventions or might be through simply 'tilting the structures' that already exist in school to ensure that Pupil Premium students are supported.



## Our Approach

At Icknield, we believe that the key to improving the progress of PP students is by providing outstanding support to ensure that students access and engage with all learning opportunities, including extra-curricular activities. To provide this support, robust tracking systems and good communication are essential to ensure that Quality First Teaching and appropriate, timely and effective interventions are used to ensure progress is in line with the rest of the cohort. As a result, much of our PP spend is focussed on providing high quality data, teacher time and support as well as other targeted individual interventions.

	<b>Number of Eligible Pupils</b>	<b>Funding Per Pupil</b>	<b>Total Funding</b>
Free School Meals	91	935	85,085
Looked After Children	2	1,200	2,400
Services Children	91	300	27,300
<b>Total</b>			<b>114,785</b>

Priority		Success Criteria	Actions	By when	By whom	Monitoring	Cost
1.	Ensure that all staff are aware of who our pupil premium students are and that they are contributing to individualised plans for them	Class Profiles detail individual strategies to support pupil premium students across year groups and subject areas	<ul style="list-style-type: none"> <li>Data manager to ensure that all pupil premium students are accurately identified on class lists and highlighted on class profiles</li> <li>Time to be set aside in INSET September to ensure that all staff have identified specific areas for development and interventions for all pupil premium students they teach</li> <li>SVP to have a weekly Pupil Premium entry in the staff bulletin to ensure that PP students are constantly high profile</li> <li>Develop profiles on Pupil Premium students to enable staff to most effectively meet their needs.</li> </ul>	September 18  September 2018  Ongoing	KS  All staff  SVP	JEB  SVP  MTH	£3000 teacher/mentor time
2.	All staff trained to provide Quality First Teaching for all pupil premium students to improve their outcomes	Staff evaluation on Bluesky demonstrates that training sessions have impacted positively on their practice	<ul style="list-style-type: none"> <li>All staff training sessions to have focus on pupil premium students</li> <li>Implement strategies identified in the Pupil Premium research project done last year.</li> </ul>	Ongoing	SVP	JEB	£6,500 staff training and teacher time
3.	Robust leadership and management structures are in place to monitor and review the quality of planning and provision for pupil premium students	All improvement plans across the school show detailed actions and interventions to improve the outcomes of pupil premium students.	<ul style="list-style-type: none"> <li>Exams Analysis process to ensure that any issues with pupil premium performance in 2017-18 is addressed in 2018-19 departmental School Improvement Plans</li> <li>Data Manager to produce high quality and bespoke data packs for Heads of Department, Leadership Team and Governors</li> </ul>	September 2018  Ongoing	LT  KS	MTH  JEB	£10,000 data manager time

		<p>Teaching and Learning reviews indicate that pupil premium learners are being appropriately differentiated for</p> <p>Pupil Premium students' voice is heard</p>	<ul style="list-style-type: none"> <li>• 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</li> <li>• SVP to attend Pupil Premium RAP (Raising Achievement Panel) meetings to quality assure class profile interventions and the impact of them</li> <li>• SAM (Student Action Meetings) meetings (as well as RAP meetings above) are responsive to the individual needs of pupil premium students)</li> <li>• Teaching and Learning Reviews throughout the year have a pupil premium focus</li> <li>• Staff actively encouraged to make appraisal objectives pupil premium related</li> <li>• Ensure that pupil premium students are disproportionately represented in all student voice activities</li> <li>• SVP to meet with all PP students individually over the course of the year</li> </ul>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>September 2018</p> <p>Ongoing</p>	<p>HoD/LT</p> <p>SVP</p> <p>SVP</p> <p>SVP</p> <p>SVP</p>	<p>MTH</p> <p>MTH</p> <p>MTH</p> <p>MTH</p> <p>MTH</p>	<p>£1000 AHT time</p> <p>£1000 AHT time</p>
4.	Improve the attendance of pupil premium students	Attendance of pupil premium students improves in all year groups against a 2017/18 baseline	<ul style="list-style-type: none"> <li>• See separate Attendance Action Plan for detailed actions</li> <li>• SVP to report attendance of</li> </ul>	Ongoing	SVP	MTH	£6,800 Attendance Manager

			pupil premium students specifically to Governors				Time
5.	Provide outstanding emotional well-being support for all pupil premium students	Student/Parental Survey report favourably on support given (including feedback through SEN reviews where there is overlap)	<ul style="list-style-type: none"> <li>Learning Mentors to support all pupil premium students on a regular basis</li> <li>Student Welfare Officer to target support for pupil premium through weekly review at SAM (Student Action Meetings)</li> <li>Support from Student Welfare Office through TAC, CAF and other parental meetings</li> </ul>	Ongoing	LMs	SVP	£13,000 Learning Mentor Time
				Ongoing	JB	SVP	£15,000 Student Welfare Manager/ Counsell or time
6.	Raise aspirations of pupil premium students (where relevant)	Student evaluation is positive	<ul style="list-style-type: none"> <li>Target Year 10 pupil premium students for University of Reading Scholars' Programme</li> <li>Leadership Team to mentor pupil premium students throughout Year 11</li> <li>Fund and promote students participation in school leadership opportunities such as the Leadership Award</li> </ul>	Ongoing	LSG/MRF	MTH	£800 staff and travel costs
				Ongoing	LT	SVP	LT/Senior Leaders time £9,800
					CG	SVP	£320 award costs
7.	Provide targeted academic support for pupil premium students in literacy and numeracy	Gains demonstrated in reading and spelling ages and through assessment and feedback sheets in maths	<ul style="list-style-type: none"> <li>RAP and SAM meetings to identify students requiring additional support to bring them in line with their peers (reading age, spelling age and maths)</li> <li>The Reading Buddies programme will be used to</li> </ul>	Ongoing	SAM	SVP	Teaching Assistant/ Teacher Time  £7,500

			support PP students based on need.				
8.	Provide high quality Information Advice and Guidance (IAG) for all pupil premium students	Students report that they feel appropriately supported	<ul style="list-style-type: none"> <li>Students targeted and, where relevant, funded, for all IAG events (e.g. Further and Higher Education Fair, CareersFest)</li> <li>Pupil premium students prioritised for support from Adviza (Careers)</li> <li>All pupil premium students receive 1:1 advice and guidance as part of the Guided Choices programme and support from Grofar and Springpod</li> <li>Students funded and supported through the Work Experience programme and given additional work experience opportunities where appropriate.</li> <li>Bespoke work experience package for a small number of students.</li> </ul>	Ongoing	SVP	MTH	£4,800 AHT time
				September 2018	SVP/HR	SVP	
				March 2018	SVP	MTH	£1150 Adviza/Grofar/Springpod
				From April 2019	SVP/HR	SVP	£2500 Careers Coordinator time
9.	Ensure a highly effective transition programme for pupil premium students from Year 6 into Year 7	Attendance of Year 7 pupil premium students is above 95%	<ul style="list-style-type: none"> <li>SVP/MPC 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</li> <li>Provide support to these students during the transition programme to enable all PP</li> </ul>	May 2018	SVP/MPC	MTH	£150
		Student Voice of PP students show that they are happy and settled at ICC		Ongoing	MPC	MTH	

			<ul style="list-style-type: none"> <li>students to attend</li> <li>MPC to monitor pupil premium students specifically through all monitoring activities</li> </ul>	October 2018	MPC	MTH	
10.	Effective alternative provision arrangements and qualifications are in place for relevant KS4 students	Students achieve their FFT 20 benchmarks in qualifications studied	<ul style="list-style-type: none"> <li>Small group of students on alternative, bespoke provision to provide support in core subjects, Hospitality and Catering and some option subjects</li> <li>Relevant group to be given more careers guidance and work experience as part of their provision to increase engagement and success in school.</li> <li>School to provide support with transport to and from school and work experience placements to support attendance and engagement.</li> </ul>	September 2018	SVP	MTH	<p>£3800 teacher planning time for new qualification</p> <p>£2260 Careers Coordinator time and transport</p>
11.	Students receive appropriate financial assistance to remove barriers to learning	<p>Pupil Premium students' attendance on educational visits at least as good as their peers</p> <p>Pupil Premium students are appropriated resourced for school, homework and revision</p>	<ul style="list-style-type: none"> <li>SVP 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)</li> <li>Financial assistance given for uniform where required</li> <li>Additional resources provided for students (Revision Guides, etc) where required</li> <li>Financial Assistance given for</li> </ul>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>GW</p> <p>PMs/LD</p> <p>LT</p> <p>ADS</p>	<p>SVP</p> <p>SVP</p> <p>SVP</p>	<p>£2400</p> <p>£400</p> <p>£500</p> <p>£1350</p>

			<p>Music Lessons and instruments</p> <ul style="list-style-type: none"> <li>SVP to run incentive scheme for certain students where appropriate and reward systems in school to be 'tilted'</li> <li>Free School Meals paid for (5 meals a week @ £2.70 per students) Add a top-up to enable students to purchase breakfast at breaktime and other food at lunch.</li> </ul>	Ongoing	SVP	MTH	£250
				Ongoing	LD	SVP	£13105
12.	LAC (Looked After Children) have discrete and bespoke plans	Plans created and funding appropriated allocated through the PEP process	<ul style="list-style-type: none"> <li>Bespoke Plans put in place through PEP (Pupil Educational Plans) meetings for each of our 2 LAC children</li> </ul>	Ongoing	SKW	SJG	£2400
13.	Provide transport and other appropriate support to all Services Children	<p>Services children achieve as well as their peers</p> <p>Taxis are at least 80% full throughout the year</p>	<ul style="list-style-type: none"> <li>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)</li> <li>IM to coordinate taxi provision back to the RAF base at 4.45 Tuesday-Thursday to enable services children to attend after school clubs</li> </ul>	Ongoing	IM	SVP	£1,500
				Weekly	IM	SVP	£3,500

Compiled by:	SVP
Date:	19 <sup>th</sup> September 2018



Review date:

3<sup>rd</sup> September 2019