



Pupil Premium Action Plan

2019/2020



Narrative

There is a high percentage of Pupil Premium students in the school as is outlined below:

Halewood Academy Years 7 - 11 - 2019-2020

On Roll	1033
Male	565
Female	468

Year	Cohort	PP	%	FSM	%	SEN	%	In Care	%	EAL	%
Year 7	235	122	52%	80	34%	68	29%	0	0%	13	6%
Year 8	217	118	54%	76	35%	53	24%	3	1%	6	3%
Year 9	224	111	50%	74	33%	57	25%	3	1%	7	3%
Year 10	177	79	45%	47	27%	22	12%	0	0%	9	5%
Year 11	180	79	44%	51	28%	34	19%	1	1%	7	4%
Totals	1033	509	49%	328	32%	234	23%	7	1%	42	4%

Therefore, as a school we aim to incorporate the following to ensure that pupil premium students are effectively catered for in order to do that we can to diminish the attainment gap. Some of the key areas are as follows:

Provision

The range of provision may include:

- Facilitating pupils' access to education.
- Facilitating pupils' access to the curriculum.
- Additional teaching and learning opportunities.
- Alternative curriculum support and intervention.



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- Raising aspirations and careers advice and guidance
- Residential Trips and Educational Visits.
- Experiential Learning Visits.

In particular:

- Small group or individual literacy and numeracy support.
- Additional learning support.
- Experiential learning activities.
- Alternative Curriculum Pathways.
- Support the funding of enrichment activities and educational visits.
- Support the funding of specialist learning software.

Teaching has improved over time in the school and until this Summer there had been an improvement in academic performance in many subjects and this had definitely had a positive impact upon specific vulnerable pupil groups in the school. However, as is nationally, there are still 'gaps' at Key Stage 4 in terms of Pupil Premium students in comparison to non-Pupil Premium Students. A rigorous system is in place in the school to monitor, develop and improve the quality of teaching, learning and assessment. For some time, there has been an expectation that staff are fully aware of the Pupil Premium students in their classes and that they are catered for effectively. More recently, the new Assistant Principal (responsible for Pupil Premium since September) has introduced a new 'Top Five Tips' for staff to consider when planning for Pupil Premium students which is focused upon quality first teaching. This was delivered in a whole staff Teaching and Learning Briefing. The acronym 'MALTS' has been introduced to remind staff to:

1. M- Mark pupil premium students' work first
2. A- Additional Interventions- What are staff doing differently for pupil premium students
3. L- Learning Walks- when conducting learning walks question staff regarding their PP students but also target PP students for student voice
4. T- Targeted Questioning
5. S- Seating Plans- Be fully aware of where PP students are sat and seat them strategically to aid progress



Pupil Premium Action Plan

2019/2020

	Area	Priorities	Links to SIDP
1	The Quality of Education	1.1 Improve outcomes for all pupil premium students	
		1.2 Ensure that pupil premium students have access to any educational support materials that they may require to succeed	
		1.3 To improve literacy and numeracy levels of pupil premium students	
2	Behaviour and Attitudes	2.1 Improvement in the ATL for Pupil Premium students.	
		2.2 To raise the aspirations of pupil premium students.	
		2.3 To ensure that mentoring programmes support pupil premium students on their school journey.	
3	Personal Development	3.1 To ensure that there are a range of extra-curricular activities available to pupil premium students and they are encouraged to attend these.	
		3.2 The school vision and core values are at the forefront of the school's ethos and therefore impacts positively upon pupil premium students in terms of their social development.	
		3.3 Careers advice and opportunities will be given and aspirations will therefore improve for pupil premium students.	
4	Leadership and Management	4.1 To ensure that the Assistant Principal (new in post) allocates the pupil premium funding effectively and that the relevant members of SLT and Governors are aware of this.	
		4.2 Subject Leaders will be expected to ensure that there are pupil premium targets in all of their department development plans and that these targets are reviewed after each p2S point.	
		4.3 To ensure that student voice is utilised effectively in order to cater for pupil premium students effectively.	



The Quality of Education

Priority	Actions	Timescale of Action	Staff/Governors Responsible	Costs	Success Criteria	Evidence & Impact
Improve outcomes for all pupil premium students	<ul style="list-style-type: none"> a) Increase targeted learning walks to monitor teaching and learning of pupil premium students. b) Book looks across subjects will demonstrate positive attitudes to work. c) Subject Leaders will be expected to regularly monitor AtL using SIMS heatmaps. d) Year 11 PP pupils to be issued with revision guides/cards if necessary, in certain subjects. e) To ensure that subject leaders are expected to monitor the progress of pupil premium students in all year groups. 	<ul style="list-style-type: none"> At least once per week As per calendar Weekly Ongoing Ongoing- particularly after P2S data input 	<ul style="list-style-type: none"> MCT- AP, SL SL SL MCT- AP, SL MCT- AP, SL, all staff 	See spending plan	Outcomes for pupil premium students in all year groups will improve.	
Ensure that pupil premium students have access to any educational support materials that they may require to succeed	<ul style="list-style-type: none"> a) Pupil Premium Lead to liaise with Progress Leaders/Assistant Progress Leaders/SENCO to ensure that all pupil premium students are catered for effectively 	Ongoing	MCT-AP, PLs, APLs	See spending plan	Pupil and staff voice will outline that provision of materials is effective.	
To ensure that mentoring programmes support pupil premium students on their school journey.	<ul style="list-style-type: none"> a) To introduce a mentoring initiative for boys to coincide with the success of the FFL initiative. b) To implement a successful Peer Mentoring initiative for Year 7 pupil premium students c) To ensure that all year 11 pupil premium students meet with their mentor regularly 	<ul style="list-style-type: none"> By Feb HT Sept 2019 Ongoing 	MCT, GWA, JCA		<ul style="list-style-type: none"> Student voice will outline the usefulness of the mentoring programmes Heatmaps will demonstrate improved ATL Outcomes for PP students will improve. 	

Behaviour and Attitudes



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Priority	Actions	Timescale of Action	Staff/Governors Responsible	Costs	Success Criteria	Evidence & Impact
Improvement in the ATL for Pupil Premium students.	<ul style="list-style-type: none">a) Ensure that there are rewards and incentives for pupil premium studentsb) Use student Voice to evaluate pupils' motivations, aspirations and barriers to learning.c) Utilise the heatmaps effectively to target pupil premium students on learning walksd) To ensure that there are 'different' opportunities and experiences given to pupil premium studentse) Quality first teaching is ensured to engage the harder to reach students	All ongoing	MCT, CHI, SLs, PLs, APLs,		ATL will improve for pupil premium students and in turn the outcomes will improve.	



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Priority	Actions	Timescale of Action	Staff/Governor Responsible	Costs	Success Criteria	Evidence & Impact
To raise the aspirations of pupil premium students.	<ul style="list-style-type: none"> a) To ensure that the expectations of pupil premium students are suitably high. b) Subject Leaders will ensure the stretch and challenge of all pupil premium students c) Pupil premium students will understand the expectations of them and therefore their behaviour will become much more consistent in their approach in reaching their aspirations. 	All ongoing	<ul style="list-style-type: none"> All staff Subject Leaders All staff 		Student Voice will demonstrate improved ATL for pupil premium students across all year groups.	
To ensure that mentoring programmes support pupil premium students on their school journey.	<ul style="list-style-type: none"> a) To ensure that the FFL initiative is embedded b) To utilise the success of the FFL initiative to create a mentoring project for pupil premium boys c) To introduce a successful peer mentoring scheme for Year 7 and 10 pupil premium students d) Staff mentors to work effectively with their PP mentees. 	All ongoing	<ul style="list-style-type: none"> JGA/MCT MCT, GWA, JCA 	Costs on any trips for FFL and boys' project	<ul style="list-style-type: none"> Staff and student voice will state that the mentoring programmes are effective. Outcomes for those mentored will improve. 	



Personal Development

Priority	Actions	Timescale of Action	Staff/Governor Responsible	Costs	Success Criteria	Evidence & Impact
To ensure that there are a range of extra-curricular activities available to pupil premium students and they are encouraged to attend these.	<ul style="list-style-type: none"> a) Ensure the promotion of extra curricular activities for pupil premium students b) Implement a monitoring system to assess the levels of participation of pupil premium students at extra curricular activities 	<p>Ongoing</p> <p>By Feb HT</p>	<p>All staff, MCT</p> <p>MCT</p>		Improved attendance of PP pupils at the activities provided.	
The school vision and core values are at the forefront of the school's ethos and therefore impact positively upon pupil premium students in terms of their social development.	<ul style="list-style-type: none"> a) Core values to be discussed in assemblies by Senior staff and progress leaders b) Core values to be revisited regularly in classrooms and discussed explicitly c) Pupil premium students to be rewarded for demonstrating the core values both in lessons and around the school 	All ongoing	SLT, All staff		Core values will be evident from pupil premium students the vast majority of the time.	
Careers advice and opportunities will be given and aspirations will therefore improve for pupil premium students.	<ul style="list-style-type: none"> a) AP (MCT) to liaise effectively with LMC/CJO to ensure that pupil premium students have access to effective careers advice and aspirational opportunities. b) Pupil premium students will be given opportunities to visit universities to raise aspirations. c) Universities will come into school to work with targeted pupil premium students 	All ongoing			Aspirations and resilience of Pupil Premium students will improve-student/staff voice.	



Leadership & Management

Priority	Actions	Timescale of Action	Staff/Governor Responsible	Costs	Success Criteria	Evidence & Impact
To ensure that the Assistant Principal (new in post) allocates the pupil premium funding effectively and that the relevant members of SLT and Governors are aware of this.	a) To evaluate the effectiveness of last year's Pupil premium spending	Sept 2019	MCT		Pupil premium students will have improved social and emotional/academic outcomes.	
	b) To create a new spending plan for 2019-2020 that is effective	Sept 2019	MCT			
	c) AP to meet with the Chair of Governors to discuss the PP evaluation and new spending plan	Sept 2019	MCT			
	d) AP to ensure that the VP and Head are aware of the content of the evaluation, spending plan and action plan	Ongoing	MCT			
	e) AP to evaluate the PP spending regularly (termly.)	Ongoing	MCT			
Subject Leaders will be expected to ensure that there are pupil premium targets in all of their department development plans and that these targets are reviewed after each p2S point.	a) AP (MCT) to meet with subject leaders to explain the expectation for targets in DDPs.	Oct 2019	MCT		Improved monitoring and tracking of pupil premium students which means that interventions for underachievement will be more timely and efficient to prevent underachievement.	
	b) Subject reviews will monitor subject leaders in terms of their knowledge of intervention for vulnerable groups	Ongoing after P2S points	SLs			
	c) Departments will be asked to nominate staff as pupil premium champions and they will monitor progress between P2S1 and 2.	24 th Jan 2020	SLs, MCT			



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Priority	Actions	Timescale of Action	Staff/Governor Responsible	Costs	Success Criteria	Evidence & Impact
To ensure that student voice is utilised effectively in order to cater for pupil premium students effectively.	a) Learning Walks will include conversations with both staff and students regarding pupil premium students	Ongoing	MCT		Student voice will outline improvements in views regarding provision for pupil premium students both socially and academically.	
	b) The Junior Leadership Team will be utilised in terms of student voice on T+L	Ongoing				
	c) Student voice will be used to assess the effectiveness of the pupil premium mentoring schemes	By Feb HT				
	d) Student voice will be utilised to give students a voice at SLT meetings	Ongoing				
	e) Student voice will be utilised to assess aspirations and barriers to learning	Ongoing				