



Pupil premium Action Plan 2018-19

Moral Purpose

Students should be at the heart of any College, where passion and a relentless pursuit of excellence is encouraged from ALL pupils regardless of socio-economic background. Research from sources such as the Sutton Trust highlights the importance of 'quality first teaching' and that good teaching has a much bigger impact on students in receipt of the Pupil Premium funding. As a College we do not confuse eligibility for Pupil Premium with low prior ability, we understand the importance of ensuring that teaching is meeting the needs of each and every learner rather than relying on interventions to compensate for less than good teaching. Students are increasingly being tracked and monitored more rigorously so that we are aware of interventions that are working and can then be developed more widely or whether interventions are not proving effective and require adjustments.

When making decisions about Pupil Premium funding, it is important to consider the context of our College and the subsequent challenges faced. Common barriers for our disadvantaged learners can be, but are not restricted to:

- Less support at home
- Weaker language, communication and cognitive skills
- Difficulties managing their own behavior or emotional state
- Low aspirations
- Attendance and punctuality difficulties
- increasing levels of referrals due to mental health issue with students as well as close family members

There may also be complex home circumstances that prevent students from making sustained progress. Our key aim is to reduce the gap between vulnerable groups of students and other students. Through increased engagement of all stakeholders, targeted interventions and support and with carefully allocated funding we are working to identify and eliminate as many as the barriers as possible so that learning and progress are not adversely affected due to socio-economic factors.

Average teacher salary 2016-17 £37,400 this cost is proportionally included throughout costings of initiatives and interventions

<https://getintoteaching.education.gov.uk/funding-and-salary/teacher-salaries>

The Callington Community College - The Pupil Premium Promise



- ✓ All students will receive all revision resources required to support end of course exams
- ✓ All students will received dedicated 'how to learn and study' skills sessions with a dedicated staff member at least twice per year in ALL Years.
- ✓ Parents/Carers will have 5% of the allocation available by request for uniform & equipment
- ✓ Financial support for educational trips impacting directly on a course outcome can be requested by parents/carers or subject staff
- ✓ To support parents/carers overcome ANY barriers preventing attendance to any information and/or parents evenings
- ✓ To support families of our pupil premium student to gain qualifications relating to core skills to support with employability and aspirations in the wider community
- ✓ All students will receive detail careers advice and guidance and will be linked directly to employers
- ✓ The dedicated Pupil Premium Champion for Learning will ensure that any work from an absence spanning 3 days or more is fully caught up
- ✓ Free reading book library - Donated reading books can be taken home for FREE (they can be returned afterwards or given to family and friends to share the love of reading) -Access to books is ONLY available on the open/information evenings.
- ✓ English texts purchased for exam year groups

PLAN CROSS-REFERENCED WITH	DATE	BY WHOM
CALLINGTON COMMUNITY COLLEGE LEADERSHIP STRUCTURE	September 2018	G. PATTON
COLLEGE SCHOOL DEVELOPMENT PLAN	September 2018	G. PATTON LT VERIFIED
DEPARTMENTAL ACTION PLANS		

Pupil premium objectives for 2018 - 19

Total pupil premium allocation for 2018 - 19 = £ 190 082(Approx)

1. **OUTCOMES:** To improve the Progress 8 score for disadvantaged pupils in Year 11 to be better than the national disadvantaged progress 8 average of **-0.40 and to be within 2 grades (on average)** when compared to non-disadvantaged pupils within the College. The average grade for disadvantaged pupils to be a grade 4.

2. **ENGAGEMENT:** To improve parental engagement with all aspects of daily college life including attendance, behaviour and outcomes. Engagement to be supported via quality partnerships as facilitated by the College so that the local community and employers also engage with high a quality contribution to the outcomes of these learners.

3. **ASPIRATION:** To improve student confidence and self-belief by setting personal goals and targets for within College and beyond so that aspirations and self-expectations are high.

4. **LEADERSHIP:** Leadership to develop a greater awareness by all College staff so that the deployment of all resources are effective through a more developed, better accountability structure for the allocation of and impact tracking for the funding received.

Objective 1: OUTCOMES: To improve the Progress 8 score for disadvantaged pupils in Year 11 to be better than the national disadvantaged progress 8 average of -0.40 and to be within 4 grades (on average) when compared to non-disadvantaged pupils within the College. The average grade for disadvantaged pupils to be a grade 4. To strategically monitor Y10 & 9 to secure the same or better outcomes as detailed for Y11.

Actions	Success criteria	Timescales	Who		RAG	Review & Evidence
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<p>O1A To allocate an associate tutor to support with ALL aspect of pastoral PP support including: understanding SPR/achievement/behavior data to inform powerful learning conversations between PP students and tutors.</p>	<p>Full time tutor allocated. Record of weekly actions. Increase of more than 20% in the proportion of initiatives recorded for PP students compared to non PP.</p>	<p>Ongoing data drops August 2019 results.</p>	<p>GP - Lead AMR - Y11 tutor lead CLMHoy & Tutors Y11 teachers</p>			
<p>O1B Amend the curriculum provision to support with Y11 Sept 2018 cohort that were enforced to study the full EBACC</p>	<p>4 Options block to have addition class allocated to E&M</p>	<p>Sept 2018</p>	<p>GP</p>			
<p>O1C Enrichment and widening participation programme established with the exam preparation programme Y11 established</p>	<p>Disadvantaged pupils to be within 0.4 (4 grades on average) when compared to non-disadvantaged pupils within the College All PP student have ALL revision resources provided FoC Widening participation trips required to raise aspiration (Y8 - choices)</p>	<p>Set up by end of Autumn Term</p>	<p>JP - CEIAG coordina for trips LSF - group registers</p>			<p>Science club run by LSF for PP only. Y11 (some Y10) One weekly lunchtime since Oct half term. Revising all 3 sciences. Approx 13/14 students a time (33%)</p>
<p>O1D For the High prior attainment pupil premium students (Y11 = 6 students) to secure outcomes in line with similar non-disadvantaged pupils within College.</p>	<p>Average grade to be in line with NPP students 1 PPF allocated to a staff member to be the mentor ALL YEAR - STUDY SKILLS</p>	<p>All Data Drop s August 2019 results</p>	<p>G.P overseeing 1 DIR staff member (MAH)</p>			

<p>O1E Basics intervention group to be identified (will include PP) and improvement plan implemented. Basics to be over national average by 2%</p>	<p>% of PP students securing Basics to improve by%</p>	<p>By FPG August 2019 results</p>	<p>CCB/ABL/BW W/</p>			<p>Group set up Nov2018 following SPR1 data drop</p>
<p>O1F Improve Progress 8 score for micro populations within the PP cohort</p>	<p>(a) Male PP students to be in line female PP students (b) Attendance of PP students to improve so that fewer PP students in the 85% and below categories. (c) SEN PP students to secure in line with non SEN PP students (d) LAC PP students to achieve in line with non PP students</p>	<p>CCB/L Fearn /GP /SENCO/N.W(LAC, CiC)</p>	<p>(a) Jan 2019 (b) Aug 2019</p>			
<p>O1G To continue to run a dedicated programme of Literacy and Numeracy catch up</p>	<p>Two Literacy and one Numeracy support workers to continue to work with specific Y7 & Y8 students identified and not yet meeting standards. Improvement form base line testing to show.....</p>	<p>In place and ongoing</p>	<p>BWW - S.S & C. B ABL - AEG</p>			
<p>O1H To have all PP students in ALL years showing progress in line with their 'doppleganger'. (A non-PP student with the same prior attainment).</p>	<p>(a) To have all PP students in ALL years paired with a 'doppleganger'. A non-PP student with the same prior attainment. (b) To have audited all PP students setting to ensure no PP student is in a group lower than their doppleganger (Unless valid reason) (c) Improvement in the gap between PP students and doppleganger. (SISRA filters)</p>	<p>(a) Sept 2018 (b) Nov 2018 (c) July 2018</p>	<p>GP/CL's/Class teachers</p>			

<p>O1H Actively monitor the PP students placed in the learning recovery room (LRR). LRR manager additional interventions with these students to be recorded on initiatives</p>	<p>Proportion of PP students sent to LLR to decrease by an average of 20% in each term.</p>	<p>Sept 2018 Nov 2018r Jan 2019 Mar 2 109</p>	<p>CCB/LRR manager. (RH until Dec 2018)</p>			
<p>O1I To increase the frequency, quality and academic impact of homework across the College</p>	<p>(a) Regular (proportional to ppf) homework set in ALL Year groups and subject areas (part of whole College pain) (b) SPR average attitude grade for PP students for homework to improve by 0.5 in each year group.</p>	<p>(a) Nov 2018 (b) SPR 2 for Y10 and Y11. Y7-9 June 2019</p>	<p>LP/DIR x2 CL's and Whole staff</p>			
<p>O1J Generic PP action Plan summary page at the start of ALL Departmental development plans to ensure consistent approach to drive standards</p>	<p>(a) Page in All Department plans plan. (b) that is cross referenced throughout the action</p>	<p>GP and CL's</p>	<p>(a) October 2018 (b) Nov 2018</p>			
<p>O1K To have PP sixth Form students perform in line with non PP students</p>	<p>(a) Value added score for PP KS5 students to be in line with VA for non PP. (b) Cath R to personally mentor these students ona fortnightly basis)</p>	<p>AY & 6th Form team</p>	<p>(a) August 2019 (b) Sept 2018 - ongoing</p>			
<p>O1L English texts PURCHASED for GCSE Y10 students to support them for the full 2 years left of GCSE</p>	<p>All students to have the texts that require in Year 10. Y11 to actively be using and engaging with these texts.</p>	<p>Sept 2018</p>	<p>BWW</p>			

Objective 2: ENGAGEMENT: To improve parental engagement with all aspects of daily college life including attendance, behaviour and outcomes. Engagement to be supported via quality partnerships as facilitated by the College so that the local community and employers also engage with high a quality contribution to the outcomes of these learners.

Actions	Success criteria	Timescales	Who		RAG	Review & Evidence
<p>O2A To appoint a Pupil Premium Champion for Learning (mixture of pastoral support/teaching assistant/PP administrator)</p> <p>(Proposal - Link this to the Sixth Form supervised study)</p>	<p>Increased parental engagement via</p> <ul style="list-style-type: none"> improved attendance to all support/parent sessions. Improved student aspirations (student voice) To develop and support with absence catch up programmes. To support in carefully selected lessons to drive expectations on high quality first teaching. <p>(ALL of this work occurs whilst monitoring the 6th Form supervised study area and partially supports 6th Form students study skills.)</p>	<p>Immediate then sustained throughout 2018-19 ONCE AGREED AND APPOINTED (suits post graduate looking at going into teaching)</p>	<p>TBC Line Managed by GP/AY</p>			
<p>O2B To allocate UPS3 staff member to work with parents with low literacy levels to enable better support for their child.</p>	<p>Outreach location established in local community attended by parents of PP students</p>	<p>Set up by Feb 2018.</p>	<p>BWW</p>			
<p>O2C To support with catch up work from all absences spanning 3 days or more</p>	<p>SIMs initiatives to show records for academic catch up complete for all absences triggering the process (KS4 groups priority)</p>	<p>Set up Oct 2018</p>	<p>GP and PPC4L</p>			

<p>O2D Student Profile booklets to be created for ALL PP students</p>	<p>(a) Student profile booklet for each Y7-13 completed and distributed. (including dopplerganger name) (b) Updates taken from subject staff and incorporated as an update sticker midyear</p>	<p>Y10&9 Oct 2018 Y7&8 Dec 2018 UPDATE STICKERS Y11,12,13 - Jan 2019 Y10&9 Feb 2019 Y7&8 Mar 2019</p>	<p>GP</p>			
<p>O2E To allocate 5% (approx. £50) of the funding to uniform and equipment to be used at parental discretion.</p>	<p>PP information letter sent to all parents detailing the expenditure. Full quota used by all parents by the end of the academic year</p>	<p>Set up Nov 2018</p>	<p>Finance team</p>			
<p>O2F To clarify with Pupil Premium students and families that they are in receipt of this funding and to share the 'CCC PPP' with all stake holders'</p>	<p>All pupil Premium students are aware of the funding and the additional support that they are ENTITLED to.</p>	<p>Feb 2018</p>	<p>GP Lead - Ho Y and teaching staff facilitate</p>			
<p>O2G Pupil Premium 'The Promise' Promotional leaflet professionally produced</p>	<p>Leaflet created and distributed</p>	<p>Feb 2018</p>	<p>CCB</p>			
<p>O2H To source raffle prizes such as shop/food outlet/laundry vouchers. Tickets distributed on open evenings and prize drawn at the end of the evening.</p>	<p>Increased attendance to open evenings</p>	<p>As per information evening on calendar</p>	<p>GP & CCB</p>			
<p>O2I To improve attendance of disadvantaged pupils to be in line with non disadvantaged</p>	<p>TBC</p>		<p>CCB/L. Fearn,</p>			

<p>O2J <i>To improve engagement with literacy with KS3 students via the re-introduced Accelerate Reader programme</i></p>	<p><i>(a) Accelerated Reader programme and schedule set up for KS3 (b) Ongoing relocation of the library (c) Improvement in reading ages in English for PP students to be better than Non PP students</i></p>	<p><i>(a) October 2018 (b) September 2019 (c) AR ongoing tracking</i></p>	<p><i>LP /BWW and teaching staff</i></p>			
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Objective 3: ASPIRATION: To improve student confidence and self-belief by setting personal goals and targets for within College and beyond so that aspirations and self-expectations are high.

Actions	Success criteria	Timescales	Who		RAG	Review & Evidence
<p>O3A To complete an audit of Year 9 Choices process to identify trends in choices made by PP students. To improve CEIAG advice and guidance for Y8 into 9 choices process (Completed with parents for HPA PP to encourage aspirations)</p>	<p>(a) Audit of choices process completed (b) Outcomes used to inform CEIAG meeting with all Y8 PP students. (c) HPA PP to have CEIAG meeting with parent/carer present to have wider aspirations impact</p>	<p>(a) Oct 2018 (b) Dec 2018 (c) Jan 2019</p>	<p>(a) GP (b) (c) JP</p>			
<p>O3B To ensure structured conversations aspect of A4A programme is set up and deployed effectively</p>	<p>(a) DIR PP time allocated to staff to support with this aspect of development (b) A4A training with staff for structured conversation has occurred (c) Records of structured conversation taken as per A4A expectations (d) improved attendance, SPR results, attitude grades and parental engagement for those students selected.</p>	<p>(a) Sept 2018 (b) Dec 2018 (c) Start Jan 2019 (d) July 2019</p>	<p>DoE and TT leads (NM /CM)</p>			
<p>O3C Celebrating success via pastoral structure such as assemblies</p>	<p>(a) Pass survey completed with PP students start and end of 2018-19 academic year (b) Student voice of Pupil Premium students show increased sense of value</p>	<p>(a) Sept 2018 (b) June 2019</p>	<p>CCB/HoY (PASS)</p>			<p>PASS survey results.</p>

To allocate UPS3 staff member to work with Year 9 students.	TBC	Set up by Nov 2018	CEM		
O3D To source and utilise a proven external challenge partner (Achievement for All) to audit provision, make recommendations and then ensure action plan is appropriate so that the outcomes will be met https://afaeducation.org/media/1317/afa-achieve-schools-a5.pdf	Amended PP Plan, improvements suggested included	Set up in July 2018 Plan in place Sept 2018 Ongoing as per A4A visit schedule	GP		
O3E Laundry service to promote pride in appearance for students	To be sourced and implemented	July 2019	PMN (safeguarding)		
O3F To engage students in extra curricular activities such as Duke of Edinburgh and Ten Tors	20% of College cohort is PP so minimum 20% of participants to be PP.	Set up by Feb 2018	DoE and TT leads		

Objective 4: LEADERSHIP: Leadership to develop a greater awareness by all College staff so that the deployment of all resources are effective through a

more developed, better accountability structure for the allocation of and impact tracking for the funding received.						
Actions	Success criteria	Timescales	Who		RAG	Review & Evidence
O4A <i>To allocate an AP to lead improvements with Pupil Premium outcomes and processes across the College and wider</i>	<i>Staff member actively in role.</i>	<i>Complete</i>	<i>GP</i>			<i>G. P allocated post Jan 2018</i>
O4B <i>To establish an effective process of requesting PP funding for initiatives</i>	<i>PP cost centre at the end of the year to have allocated and forensically recorded expenditure ensuring PP expenditure is within budget.</i>	<i>March 2018</i>	<i>DL, GP</i>			<i>see Governor minutes</i>
O4C <i>Cost centre within Finance structure to have suitable categories for correct tracking or expenditure</i>	<i>End of 2017-18 Academic year PP expenditure to equate to budget available 2018-19 Academic year expenditure to be CLEARLY allocated</i>	<i>Sept 2018</i>	<i>DL + Finance Team</i>			
O4D <i>KS2 to KS3 transition programme that supports parents and carers of disadvantaged students. Visit to Primaries by KS2/3 AP. SENCO - AP coordination</i>	<i>Enhanced Key Stage 2 to 3 transition programme set up. Visits to all primary schools by AP. Quality Partnerships to include, HOY, PSM and SENDCo to ensure we have all the necessary information to support each disadvantaged student successfully.</i>	<i>By July 2019</i>	<i>AP for transition (TBC) and SENDCO</i>			<i>Transitio programme in place but nothing different set up for PP engagement.</i>

<p>O4E To have a google site live that staff use to access all PP related documentation or forms.</p>	<p>(a) To have the Google Site go live (b) To have regular submission's from staff to highlight additional works being completed that relate to PP (c) To have the collated information relate directly to the PP action plan sections</p>	<p>(a) Sept 2018 (b) Nov 2018 (c) Jan 2019</p>	<p>(a) GP (b) All CCC staff (c) GP</p>			
<p>O4F To have a google form live that staff use to inform the AP for PP of any works in situ or completed that impact directly upon the education PP students additional to standard teaching practices.</p>	<p>(a) To have the form go live (b) To have regular submission's from staff to highlight additional works being completed that relate to PP (c) To have the collated information relate directly to the PP action plan sections</p>	<p>(a) Sept 2018 (b) Nov 2018 (c) Jan 2019</p>	<p>(a) GP (b) All CCC staff (c) GP</p>			