



IVYBRIDGE COMMUNITY COLLEGE

Pupil Premium Spending Plan (PPSP) 2018-19



Ivybridge Community College recognises that all students, regardless of their background, should have equal access to a curriculum which will enable them to reach their potential. Pupil Premium is a government initiative where additional funding is given to schools to enable them to: support students who are either entitled to Free School Meals, are Looked After or who are children of armed services personnel, in an attempt to ensure that their progress is maximised and the attainment gap between them and their peers is closed. A key challenge for the College, like many others, is that we have vulnerable students in need of support who are not eligible for Pupil Premium funding. However, we acknowledge that the Pupil Premium funding should not be thought of as a 'catch-up' initiative for underperforming students. Our priority is to ensure that all disadvantaged students, including those who are performing well, are supported and challenged by adopting a personalised approach to ensure that their progress and attainment is maximised. Consequently, we believe that the regular tracking of where the money is spent and the impact it is having is crucial as it allows for the effective use of funding; thus enabling Teaching and Learning initiatives and intervention strategies to be amended if they are not having the intended impact, following robust evaluation. The Department of Education has emphasised that 'the government is quite serious in its ambition not to micromanage schools'. Schools should be the decision makers, using evidence to inform professional judgements. They have no particular view on using Pupil Premium on whole College initiatives, as long as the progress and attainment gap is closing between the highest and lowest achieving students, within the context of generally improving attainment. Ofsted also agree that schools should have the autonomy to decide how the Pupil Premium is spent and confirm that there are no specific evaluations or judgements to be made. The Department of Education and Ofsted unanimously agree that Pupil Premium funding can be spent 'where school leaders feel it is most needed', as long as every effort is taken to ensure that all students, regardless of their background or ability, are given the opportunity to excel academically.



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Context

Ivybridge Community College is one of the largest secondary schools in the country. The proportion of students in receipt of Pupil Premium funding has increased.

Year	Cohort Size	Pupil Premium Cohort	Proportion of the Year Group
7	423	80	19%
8	414	94	23%
9	421	90	22%
10	406	78	19%
11	402	75	19%
Totals	2066	417	20%

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Pupil Premium Allocation	
Total allocation for 2018-19	£333,253
Total allocation for 2017-18	£312,973
Total allocation for 2016-17	£296,678
Internal Strategy Review Dates	Review 1: January 2019 Review 2: April 2019 Review 3: July 2019 Final Review: September 2019

Barriers to progress and future attainment of students eligible for Pupil Premium funding, including High Ability Pupil Premium students



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In College Barriers	
1	In general, students in receipt of Pupil Premium funding enter Year 7 with lower Key Stage 2 SATs data reflecting the need to develop literacy skills further – Reading, Writing and Mathematical skills over the academic year.
2	Students eligible for Pupil Premium funding, especially Higher Ability learners, identified from Key Stage 2 data results, have historically made less progress over Key Stage 3 and 4 than non-disadvantaged students, including other High Ability learners. This needs to be tackled to ensure that high attainment and positive Progress 8 scores are achieved by all students.
3	Students who are eligible for Pupil Premium funding may arrive at the College lacking aspiration and educational ambition.
4	Standards of behaviour shown by a very small proportion of Key Stage 3 and Key Stage 4 students eligible for Pupil Premium funding could have potentially a detrimental impact on their academic progress.
5	A number of students who are eligible for Pupil Premium, also have a range of SEND needs which obviously impacts on their academic progress.
External Barriers Requiring Action Outside College	
6	Attendance rates for students eligible for Pupil Premium funding is generally lower than the attendance rates for students not eligible for Pupil Premium funding.
7	Very few students do not have a computer at home, however, a number of our Pupil Premium families have a lot of children who live at home and only one computer, which makes access to the computer difficult.



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	Desired Impact	Chosen Intent/Implementation	Cost	Review Points
A	High levels of progress in Reading, Writing and Mathematics for students in receipt of Pupil Premium in Key Stage 3 (Years 7 - 8). Therefore Pupil Premium students will have better reading/comprehension skills	<ul style="list-style-type: none"> Additional staffing and TLR responsibilities in English and Mathematics to facilitate small class sizes and to monitor the progress of disadvantaged students. Deployment of a literacy specialist to perform baseline assessments and provide targeted intervention to promote mastery of knowledge, understanding and skills and to identify key literacy and numeracy barriers. Use of Accelerated Reader Programme for Years 7 and 8. 	£30,017	<p>Years 7 and 8 Assessment Points in January 2019 and May 2019</p> <p>Intervention baseline and progress assessments in the autumn and spring terms</p>
B	To ensure that Progress 8 for disadvantaged students is in-line with or exceeds +0.13 in Year 11	<ul style="list-style-type: none"> Additional admin capacity to increase communication with parents/carers regarding College events, eg Parents' Evenings, Year 11 Targeted Support Evening, revision materials and mock/external examination timetables to support disadvantaged students. Increased capacity of the Senior Leadership Team to develop a mentoring programme for some disadvantaged students in Year 11, three weekly Individual Feedback Forms to gain a quick review of student Pupil Premium progress and each Assessment Point undertaken by the Head of Department and Head of Year to 	£10,566	<p>Calendared assessment points for Years 7 – 11 in the autumn, spring and summer terms</p> <p>SEND progress data analysis at each assessment point for all year groups during the academic year</p>



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		<p>relentlessly monitor and review the progress of Pupil Premium students. Also, one Senior Leadership Team member is now the designated link with Alternative Providers and the Deputy Principal is strategically monitoring the impact of Pupil Premium. Whilst a member of the Governing Board has oversight.</p> <ul style="list-style-type: none">• The College Improvement Plan and supporting documentation is structured to ensure a sharp focus is devised on strategies to maximise the progress and attainment of Pupil Premium students.• Heads of Departments and their Senior Leadership Team line managers to rigorously monitor the progress and attainment of disadvantaged students across the curriculum. Heads of Departments are encouraged to further support the progress of Pupil Premium students by submitting proposals for the Principal to consider.• The appointment of additional examination invigilators, as Year 11 mock examinations taken in November under controlled conditions with external invigilators.• Mock examination analysis to include an analysis of the performance of	£30,000	Governing Board meetings
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		<p>Team following each Assessment Point.</p> <ul style="list-style-type: none"> • High quality displays will be produced to track the progress and attainment of Pupil Premium students. • Continuing Professional Learning to be provided to support the progress and attainment of all Pupil Premium students. • Member of the Senior Leadership Team undertaking NPQH – with a project focussed on Year 11 disadvantaged students. • Peripatetic Music lessons. All disadvantaged students in Key Stages 3 and 4 are entitled to 80% reduction of Music lessons should they submit an application. • Small group English and Maths intervention and the provision of essential equipment and resources, especially for CLA. • Funding to ensure Pupil Premium students have full access to and take advantage of extra-curricular and enrichment activities. 	<p>£1,000</p> <p>£1,755</p> <p>£2,646</p> <p>£31,914</p>	<p>Senior Leadership Team Assistant Principal to share her report findings and action plan</p>
C	To raise the aspirations and educational ambitions of all students with a relentless focus on students receiving Pupil Premium funding, and	<ul style="list-style-type: none"> • The appointment of an additional Careers Advisor to offer impartial CEIAG to all disadvantaged students. Interviews to take place with the Senior Leadership 		<p>Half term review of CEIAG tracking</p> <p>UCAS progress review December 2018 Post 16</p>



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	they will be well prepared for the next phase of their education and employment	<p>Team at Key Stage 4, Key Stage 5 and Post 18 to ensure high aspirations and thus improve future life chances.</p> <ul style="list-style-type: none"> • Careers Fair – targeted students given guidance of opportunities in education and the world of work, especially Pupil Premium students who have no background of further education. • Raising Aspirations – speakers, university visits in Year 8 and Year 9 especially, workplace visits, summer schools and academic mentoring organised by universities. • Destinations data will reveal successful placements of all students who do not continue with us in the College from Year 11 onwards and after Year 13. 	£6,175	<p>application acceptance data collected in September 2019</p> <p>Post 16 destination data tracking over a three year period</p> <p>NEET figures</p>
D	Attendance of disadvantaged students in all year groups to be above 96%	<ul style="list-style-type: none"> • Appointment of an additional Attendance and Safeguarding Officer to offer information, advice and guidance to disadvantaged students and those who are at risk of becoming NEET. There is a continued vision to improve the attendance of disadvantaged students and narrow the gap between Pupil Premium and other students in all year groups, with a view to raise whole College attendance. 	£26,326	<p>Weekly attendance statistics analysis.</p> <p>Weekly attendance meetings with Educational Welfare Officer, Heads of Year and Assistant Principal</p>



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		<ul style="list-style-type: none"> Weekly review meetings to discuss the attendance of disadvantaged students with Assistant Principal and Heads of Year. Reports to be written for Leadership Team meetings. Designated Safeguarding Officer to engage directly with students from disadvantaged backgrounds should they require support. 	£2,256	Governing Board Meetings
E	The Behaviour Policy and Praise System statistics to reveal that students in receipt of Pupil Premium perform in-line with non-Pupil Premium students – impact on achievement, attendance, punctuality, low rates of exclusion (fixed term and permanent)	<ul style="list-style-type: none"> Expansion and re-structure of the Pastoral Team – Key Workers, non-Teaching Assistant Head of year, Associate Leaders. Increased pastoral support allows increased communication between parents and carers – this is critical to maximising the attendance strategy. This allows key pastoral leaders to mentor high tariff disadvantaged students and to support vulnerable students, who are predominantly in receipt of the Pupil Premium. Additional Educational Psychologist Support 	£41,631	Comparisons will be made between Pupil Premium and non-Pupil Premium students. These reports will be discussed at the Leadership Team meetings and at the Governing Board Meetings
F	Quality First Teaching in all lessons – a reduction in class sizes in English and Maths	<ul style="list-style-type: none"> The College's quality assurance of Teaching and Learning has a focus on what makes a difference for Pupil Premium Students. English and Maths are the key foundation 	£99,339	Department Review reports to identify Pupil Premium students, strategies of support and progress



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		<p>to improvement for Pupil Premium students and thus support other curriculum areas.</p> <ul style="list-style-type: none">• Continuous Professional Learning for Teachers to ensure effective teaching strategies used.	£451	
G	Develop highly effective Home Learning habits in Pupil Premium students	<ul style="list-style-type: none">• Homework monitoring of Pupil Premium students by Teachers, Heads of Departments and Senior Leadership.• Students' Consultation Group of students where homework has been flagged as a concern to review barriers and interventions.		
H	Contingency		£12,597	