



IVYBRIDGE COMMUNITY COLLEGE

Pupil Premium Spending Plan (PPSP) 2019- 20



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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Intended Impact

- 1 Students who are in receipt of Pupil Premium funding who enter the College with lower than average Key Stage 2 assessments compared to the rest of the cohort will make faster rates of progress across Year 7 in English and Mathematics so that any in-College gap which was apparent at the end of Key Stage 2 is narrowing. A clear focus will be placed upon the development of reading; the reading age will be tested on entry and re-tested at the end of Year 7.
- 2 Students who are in receipt of Pupil Premium funding will make better progress than 'other' students nationally by the end of Key Stage 4. This will be the same for disadvantaged students with High Prior Attainment. We also want to see all disadvantaged students achieving at least a Grade 2 for their Effort at each assessment point. A relentless focus will be made to reduce the gaps in performance between disadvantaged and non-disadvantaged students within the College.
- 3 Through the increased capacity within Pastoral Teams, with the introduction of the Pastoral Year Leaders this year, we will reduce the behaviours that lead to students who are in receipt of Pupil Premium funding receiving Fixed Term Exclusions.
- 4 Attendance of students in receipt of Pupil Premium funding is to be at or above 94.6%.
- 5 Raising the aspirations and ambitions of students in receipt of Pupil Premium funding and ensuring that all students submit their Post-16 applications before December 2019 and that 0% of disadvantaged students are NEET in 2020-21



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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	422	78	18.48
8	423	80	18.91
9	426	65	15.26
10	414	62	14.98
11	401	50	12.47
Totals	2086	335	16.06

Pupil Premium Spending Plan

Pupil Premium Allocation	
Total allocation for 2019-20	£359,724
Total allocation for 2018-19	£344,173
Total allocation for 2017-18	£312,973
Internal Strategy Review Dates	Review 1: January 2020 Review 2: April 2020 Review 3: July 2020 Final Review: September 2020



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

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 disadvantaged students with Higher Prior Attainment,, identified from Key Stage 2 data results, have historically made less progress over Key Stage 3 and 4 than Ivybridge Community College non-disadvantaged students. This needs to be tackled to ensure that high attainment and positive Progress 8 scores are achieved by all students.
3	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, as they are unable to self-regulate their conduct.
4	Attendance rates for students eligible for Pupil Premium funding in 2018-19 were 1.49% lower than the attendance rates for all students at the College.
5	Students who are eligible for Pupil Premium funding may arrive at the College lacking aspiration and educational ambition.
6	A number of students who are eligible for Pupil Premium, also have a range of SEND needs which obviously impacts on their academic progress.



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Intended Outcomes

	Desired Impact	Chosen Intent/Implementation	Cost	Review Points
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.	<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. The creation of additional teaching groups within English, Mathematics and Science to facilitate rapid and sustained rates of progress. Reading and spelling ages will be ascertained on entry. A focus will be placed on the effective development of reading skills and the reading age of all students will be re-assessed at the end of the academic year. All students with a reading age below 9 years will receive intense intervention. A continued focus will be placed on the College's Literacy Policy, especially the development of academic literature and forensic reading. 	<p>£20,000</p> <p>£99,400</p> <p>£21,000</p> <p>£10,000</p>	<p>Years 7 and 8 Assessment Points in March 2020 and July 2020</p> <p>Intervention baseline and progress assessments in the autumn, spring and summer terms</p>
2	Students eligible for Pupil Premium funding, especially disadvantaged students with Higher Prior Attainment, identified from Key Stage 2 data results, have historically made less	<ul style="list-style-type: none"> Additional administrative capacity to support all aspects of the Sixth Form Mentoring Programme and to increase communication with parents and carers surrounding College events, including 	£19,500	



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	Desired Impact	Chosen Intent/Implementation	Cost	Review Points
	<p>progress over Key Stage 3 and 4 than Ivybridge Community College non-disadvantaged students. This needs to be tackled to ensure that high attainment and positive Progress 8 scores are achieved by all students.</p>	<p>consultation evenings and the creation of bespoke revision, mock and external examination timetables to support disadvantaged students.</p> <ul style="list-style-type: none"> • Increased capacity and potential restructure of the Senior Leadership Team to allow the development of further support for all disadvantaged students in Year 11. In addition, one Senior Leadership Team member is now the designated link with Alternative Providers and is responsible for discussing key outcomes. Ambitious student performance targets will be set and shared. • The College Improvement Plan and supporting documentation is structured to ensure that a sharp focus is placed on devising strategies to maximise the progress and attainment of students in receipt of the Pupil Premium. • Heads of Departments and 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 	<p>£20,000</p>	<p>Each individual proposal to be monitored, evaluated and review short and long term impact.</p>



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	Desired Impact	Chosen Intent/Implementation	Cost	Review Points
		<p>consider.</p> <ul style="list-style-type: none">• Mock examination analysis to include an analysis of the performance of disadvantaged students and further strategies to be implemented. A personalised approach will be undertaken to ensure that special consideration and appropriate access arrangements are in place to maximise the performance of students during internal and external examinations.• Appointment of additional examination invigilators. Year 11 mock examinations taken across the curriculum in November under controlled conditions with external invigilators. Additional mock examinations will take place in February.• College to undertake the Achievement for All Project.• Specialist administrative colleague to support the assessment team. This will allow for the forensic analysis of the assessment data for disadvantaged students by the assessment team and Senior Leadership Team following each assessment point. Any underperformance within key accountability measures will be	<p>£4,700</p> <p>£30,000</p>	



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	Desired Impact	Chosen Intent/Implementation	Cost	Review Points
		<p>highlighted.</p> <ul style="list-style-type: none"> • Peripatetic Music lessons. All disadvantaged students in Key Stages 3 and 4 are entitled to an 80% reduction of Music lessons should they submit an application. • Funding to ensure Pupil Premium students have full access to and take advantage of extra-curricular and enrichment activities. • Daily Key Stage 3 and Key Stage 4 Homework Club. The provision will encourage disadvantaged students to work independently in an environment which is well resourced with colleagues on hand to offer support. • Funding for revision and examination preparation sessions to take place in the College holidays. Payment for colleagues to lead highly personalised examination preparation sessions in the College holidays and to ensure that funds are available for the provision of refreshments. • Purchase of revision materials for students at Key Stage 4 and parents to attend Revision Evening. 	<p>£2,000</p> <p>£35,000</p> <p>£5,000</p> <p>£7,000</p> <p>£6,500</p>	
3	Standards of behaviour shown by a	<ul style="list-style-type: none"> • Pastoral Leaders for Years 7 - 11 and 	£41,700	



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	<p>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, as they are unable to self-regulate their conduct.</p>	<p>Years 12 – 13. These non-teaching posts have been appointed to support and lead the pastoral teams. Increased pastoral capacity allows increased communication with parents/carers – critical to maximising student behaviour in College and attitudes to learning in lessons.</p> <ul style="list-style-type: none"> • The reorganisation of Internal Isolation supported by middle and executive leadership teams will ensure that high quality and personalised work is provided for disadvantaged students whilst they are placed in isolation. • Additional Educational Psychologist Support. • Key Workers will be used to support the positive behaviour of disadvantaged students. 	<p>£780</p> <p>£21,000</p>	
4	<p>Attendance rates for students eligible for Pupil Premium funding in 2018-19 were 1.49% lower than the attendance rates for all students at the College.</p>	<ul style="list-style-type: none"> • An Attendance Team of three, including a Deputy Designated Safeguarding Lead for Attendance have been appointed to focus specifically on improving the attendance of students and building positive relationships with families of disadvantaged students. A shared vision to continue to improve the attendance of disadvantaged learners and narrow the 		<p>Governing Board Meetings</p>



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	Desired Impact	Chosen Intent/Implementation	Cost	Review Points
		<p>gap in attendance between disadvantaged and other students in all Year Groups.</p> <ul style="list-style-type: none"> • Deputy Designated Safeguarding Officer to engage directly with students from disadvantaged backgrounds should they require support. • Weekly review meetings to discuss the attendance of disadvantaged students with Assistant Principal, Pastoral Leaders and Educational Welfare Officer. Reports provided for discussion with the Senior Leadership Team. 		<p>Weekly attendance statistics analysis.</p> <p>Weekly attendance meetings with Educational Welfare Officer, Pastoral Leaders and Assistant Principal</p>
5	Students who are eligible for Pupil Premium funding may arrive at the College lacking aspiration and educational ambition.	<ul style="list-style-type: none"> • Interviews to take place with Senior Leadership Team at Key Stages 4 and 5 and Post-18 to ensure high aspirations and thus improve future life chances. • Careers Fair – disadvantaged students given guidance of opportunities in education and the world of work, especially Pupil Premium students who have no background of further education invited to attend. • Raising Aspirations – university visits in Years 8 and 9. • Every effort will be made to ensure that 	£4,000	<p>UCAS progress review December 2019. Post-16 applications acceptance data collected in September 2020.</p> <p>NEET figures.</p>



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	Desired Impact	Chosen Intent/Implementation	Cost	Review Points
		Post-16 applications are completed before the end of the Autumn Term.		
H	Contingency		£31,544	