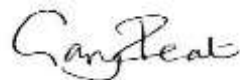




National College for Teaching & Leadership **Pupil Premium Review Action Plan**

An action plan similar to the one below should help to provide a refreshed focus on the school's pupil premium strategy. The headteacher and governors should own the plan, which should identify the main strategies, owners and milestones, with dates to review and evaluate the success of each strategy.

Hope Valley College's Pupil Premium Action Plan 2018

Headteacher:	Paul Dearden	Signature:	
Chair of Governors:	Steven Dawson	Signature:	
PPR:	Gary Peat	Signature:	
Date of review:	July 2018		

Pupil Premium Profiles 2018-19

Number of eligible pupils:	82
Amount per pupil:	£935
Total pupil premium budget:	£92432

Follow-up Visits

Agreed follow-up visit date:	
Recommended next review date	

Executive Summary

Following a recent Ofsted inspection, senior leaders have focussed sharply on improving their work with Pupil Premium students and a number of positive changes have been implemented prior to this external review.

A senior leader has taken responsibility for 'Pupil Premium' and staff now have greater clarity regarding individual roles and responsibilities. Achievement of PP students is monitored at regular intervals and PP finances are reviewed on a monthly basis to ensure appropriate and targeted levels of spending. Key barriers to learning have been accurately identified and incorporated into the Pupil Premium Strategy Plan. Leaders are committed to increasing PP staffing, including TAs in core subjects, and this will continue to impact positively on the learning of all disadvantaged students. Senior leaders are thorough in their use of data to monitor student progress and are now able to ensure that interventions are delivered swiftly and efficiently.

The College Management Team is determined to improve practice further and begin to use research-based evidence more frequently to inform day-to-day practice. A collaborative approach is welcomed by the senior team. Leaders are keen to work alongside colleagues across the Peak 11 network to improve provision and to ensure all students benefit from pupil premium funding allocations.

The management team is extremely open to constructive advice and has welcomed suggested recommendations, which will now be incorporated into the College's Pupil Premium Action Plan.

Action Plan Strategies

Strategy/Action	Outcomes and success criteria	Owner	Milestones	Completed	Review date	Cost per pupil	Total cost
1. Senior leaders to build upon the progress made since the last Ofsted inspection by ensuring PP remains a priority across the College	<i>a. Senior leaders are fully aware of each other's roles and responsibilities, including PP, and have clearly defined and stable job descriptions</i>	CMT	<i>To be completed by 1st September 2018</i>	<i>Completed</i>	<i>1st September – all leaders are fully aware. The structured has been published and the PP lead is clearly identified.</i>	<i>No cost</i>	<i>No cost</i>
	<i>b Staff are fully informed and supportive of PP strategies and funding priorities</i>	DPE	<i>Staff are provided with clear information on initial training day 1st September.</i>	<i>Completed</i>		<i>No cost</i>	<i>No cost</i>
			<i>30th September – PP plan is shared with all staff and governors. Key staff have input</i>	<i>In process – governor allocation is being formalised at FGB in October</i>		<i>No cost</i>	<i>No cost</i>

			<i>into spending priorities.</i>				
2. Senior leaders to review the KS4 curriculum offer to ensure appropriate courses are available to PP students, including academic and vocational pathways	<p>a. 1-1 interviews with PP students are held to ensure appropriate KS4 curriculum choices are made</p> <p>b. PP students receive high quality curriculum advice from subject leaders</p>	RBE	<p><i>Interview take place at Parents evening Year 9 (date TBC) with a senior manager or pastoral lead regarding option choices</i></p> <p><i>Feb 19 – all PP Year 9 students to have had a discussion with</i></p>	In Process	November 30th	No Cost	No cost
3. Attendance of PP students to be closely monitored and strategies implemented to raise attendance, particularly of out-of-catchment students	<p>a. Attendance of PP students is regularly monitored and effective strategies to raise attendance are implemented across year groups</p> <p>b. The attendance of out-of-catchment PP students improves towards the school target</p>	DPE/ASC/Pastoral staff	<p><i>Attendance monitored weekly</i></p> <p><i>Weekly pastoral meeting looks at attendance strategies for students</i></p> <p><i>As above but liaison with external agencies when required.</i></p>	On-going	5 th November - CMT		

<p>4. PP staffing to be evaluated on a regular basis and staff deployed effectively to ensure maximum impact</p>	<p>a. <i>Good practice shown by PP TAs in core subjects is effectively disseminated across the school</i></p> <p>b. <i>Effective interventions applied by staff in core subjects leads to the closing of PP achievement gaps</i></p> <p>c. <i>The new science TA is effective in raising the progress and attainment of PP students</i></p> <p>d. <i>The PP TLR3 post is retained (in some capacity) and is focussed on having whole-school impact</i></p>	<p>DPE/HOF</p>	<p><i>-termly observation of interventions</i> <i>-record of intervention held and monitored by HOF/DPE on a termly basis – compared with data to look at progress</i> <i>-training of science TA (September) with English and maths TA – termly meetings with 3 TAs held to share good practice and cross-reference interventions.</i></p> <p><i>Relaunch of TLR Post September 2018</i></p>	<p><i>In process</i></p> <p><i>In process</i></p> <p><i>In process – a timetable is being agreed by Science HOF with the identification of students who require targeted intervention</i></p> <p><i>Discussions about the post are on-going</i></p>	<p><i>IG meeting timetabled termly – each IG meeting looks at interventions of students to ascertain effectiveness. First meeting took place on the 18th September – focus on year 10 students</i></p>	<p><i>£54, 171</i></p>	<p><i>£660</i></p>
<p>5. College website to be comprehensively reviewed, including PP areas, to ensure information is up-to-date and accessible to all audiences</p>	<p>a. <i>The College website is redesigned and compliant with DfE guidelines</i></p> <p>b. <i>PP information on the website is up-to-date and accessible to all audiences, including parents.</i></p> <p>c <i>A reviewed PP Strategy Statement is prominent on the College website</i></p>	<p>CMT</p>	<p><i>To be completed by end of September 18</i></p> <p><i>To be published by 31st September 2018</i></p> <p><i>To be published by 31st September 2018</i></p>	<p><i>In process</i></p> <p><i>In process – new website to be Live by 8th October</i></p>	<p><i>A new website was required in order to ensure that it was compliant. This is due to go live on the 8th October</i></p>	<p><i>£1500</i></p>	<p><i>£18.30</i></p>

<p>6. SLT to work with governors to develop a shared and coherent understanding of PP strategies and datasets</p>	<p>a. A PP link governor is appointed who liaises regularly with senior staff b. Governors ask appropriate questions and offer robust challenge regarding PP achievement, attendance and finance</p>	<p><i>CMT/governors</i></p>	<p><i>Agreed at first FGB (date tbc)</i></p> <p><i>T and L meting every term – report produced and discussion captured in minutes</i></p>	<p><i>In process</i></p>	<p><i>No cost</i></p>	<p><i>No Cost</i></p>	<p><i>No Cost</i></p>
<p>7. Senior leaders to continue the improved monitoring of PP spending</p>	<p>a. <i>PP financial reports continue to be produced and reviewed on a monthly basis</i> b. <i>PP spending is targeted to address identified barriers to learning</i> c. <i>PP spending positively impacts student learning and provides value for money</i></p>	<p><i>CMT/finance</i></p>	<p><i>Every month</i></p> <p><i>Plan agreed by 25th September 2018 and ratified by CMT</i> <i>Termly evaluation of strategies, monitored against each data point for students.</i></p>	<p><i>Budgeting priorities currently being agreed to go before gobs</i></p>	<p><i>No cost</i></p>	<p><i>No cost</i></p>	<p><i>No cost</i></p>
<p>8. HVC to continue to collaborate with local partners to share good PP practice</p>	<p>a. <i>Collaborative PP strategies are implemented at HVC and have a positive impact on student learning</i> b. <i>Achievement gaps narrow as a result of collaborative partnership work</i> c. <i>Peak 11 networks focus on PP and are effective in helping to share best practice</i></p>	<p><i>CMT</i></p>	<p><i>Calendared termly meetings across each Peak 11 meeting group</i> <i>Follow up CMT meeting where individuals share feedback from meetings</i> <i>Appropriate interventions are introduced and monitored termly in line with data assessment points.</i></p>	<p><i>On-going – first meeting is to take place at HVC on 3rd October – Pupil premium group within the Peak 11</i></p>	<p><i>CMT meeting 8th October</i></p>	<p><i>£1000</i></p>	<p><i>£12.20</i></p>

<p>9. PP-based research (eg EFF) to be used regularly to enhance 'quality first teaching' and intervention work</p>	<p><i>a. Research-backed evidence is used increasingly to inform PP practice at HVC</i></p> <p><i>b. Research is regularly shared with staff at all levels to improve the day-to-day teaching of PP students</i></p>	<p><i>DPE - staff</i></p>	<p><i>DPE to share with staff EFF on inset day</i></p> <p><i>DPE to lead session in first IG meeting looking at possible strategies for the attainment of PP students</i></p> <p><i>25th September – PP plan to have identified strategies supported by EFF research</i></p> <p><i>6 T&L sessions across the year looking at PP strategies and EFF research</i></p>	<p><i>On-going</i></p>	<p><i>CMT 5th November</i></p>	<p><i>(£4250)</i></p>	<p><i>(£51.83)</i></p>
<p>10. PP data to be tracked in a targeted and consistent manner to enable precise and early intervention</p>	<p><i>a. PP data is tracked and reviewed at least termly</i></p> <p><i>b. Areas of PP underachievement are identified at an early stage and intervention strategies are appropriately applied</i></p> <p><i>c. The new PP Link Governor is made fully aware of all aspects of PP data</i></p>	<p><i>DPE/CMT</i></p>	<p><i>Termly CMT and IG meeting where data is shared and then discussion about strategies</i></p> <p><i>A defined plan created each term for students under-performing to include an element of review and evaluation of strategy</i></p> <p><i>Overview of data shared each term with governor and T&L group for scrutiny.</i></p>	<p><i>On-going – each data point</i></p>	<p><i>Year 11 data point – 27th September – to be reviewed in CMT on 8^t October</i></p>	<p><i>(£4250)</i></p>	<p><i>(£51.83)</i></p>
<p>11. The impact of interventions to be evaluated to ensure PP spending provides value for money</p>	<p><i>a. Interventions are regularly evaluated and outcomes assessed in relation to cost effectiveness and impact</i></p>	<p><i>DPE/HOF/CMT</i></p>	<p><i>Termly meeting with HOF to look at data and key strategies and to identify impact on attainment. Decision made whether to</i></p>	<p><i>On-going – IG meetings identified on the teaching calendar</i></p>	<p><i>5th November</i></p>	<p><i>(£4250)</i></p>	<p><i>(£51.83)</i></p>

	<i>b. Interventions are stopped or adapted if judged not to be effective in improving learning and not providing VfM</i>		<i>continue or to suspend intervention.</i>				
12. Current marking strategies to be reviewed to ensure PP students receive meaningful feedback that leads to further learning	<i>a. Strategies for marking PP students' work (eg marking PP books before other students) are evaluated and introduced across the College if deemed appropriate b. Precise "next steps" advice is provided for PP students, which leads to enhanced learning (including in core subjects)</i>	<i>RBE/CMT</i>	<i>All departments to have 'Dot Marking' policy within exercise book by 7th September Work scrutiny to look at sample of PP books termly, along with small sample in line management meetings to assess quality of marking and feedback. Identifying staff who need support in precise feedback for students.</i>	<i>Completed</i>	<i>Training given to staff Work scrutinises on Teaching calendar</i>	<i>(£4250)</i>	<i>(£51.83)</i>
13. Senior leaders to ensure that all teachers are aware of the PP students within their lessons	<i>a. Teachers across all subject areas know all PP students in their classes (across all year groups) b. Consistent seating plans are available that readily identify PP students and enable targeted in-lesson interventions</i>	<i>DPE/CMT</i>	<i>DPE to share list of PP students with staff and highlight where this information can be found on MIS – 2nd September Seating plans available to line managers by 30th September with highlighted information.</i>	<i>On-going – class charts has been purchased and staff will receive on-going training to support them / using this to identify PP students</i>	<i>Review date – 5th November</i>	<i>(£4250 £3500)</i>	<i>(£51.83) £42.68</i>
14. Staff to be empowered by receiving high quality PP training	<i>a. Staff across a range of subjects receive high quality CPD that improves their teaching of PP students</i>	<i>DPE/RBE/CMT</i>	<i>Teaching and learning briefings highlight teaching strategies to staff for PP students Calendar of Peak 11 training available to</i>	<i>Priorities will be agreed in appraisal process</i>	<i>5th November</i>	<i>£2500</i>	<i>£30.48</i>

	<p><i>b. Staff are actively encouraged to attend PP training at Peak 11 events</i></p> <p><i>c. Strategies acquired from CPD events are regularly implemented in HVC classrooms</i></p>		<p><i>staff and identified on appraisal document as a CPD requirement</i></p> <p><i>Feedback from meetings/training shared with staff to be implemented in the classroom to fir into termly monitoring and evaluation cycle.</i></p>				
Total pupil premium expenditure:							<i>£66921</i>

(Further allocated budget of £25K towards enrichment, CIAG, pastoral interventions)