**Action plan for academic year 2020-2021**

1. Attainment and progress
2. Attendance
3. Gaps in knowledge due to school closure from March- September 2020
4. Behaviour and emotional welfare
5. Raising aspirations
6. Contingency funding

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| **Barrier 1** | **PP students making less progress in their attainment than Non-PP students at KS4** |
| **Target i** | **To ensure PP students are supported to make at least expected progress- Particularly at GCSE** |
| **Actions** | **Lead** | **Funding allocation**  | **Resources/ How monitored** | **Review of impact** |
| 1. To contribute to 50% of one teachers salary in Maths and English in order to direct time towards individualised intervention of PP students | SLT and LPs  | £28,000 (salary contributions) | Student data analysis every data captureDepartment data analysis in every dept meeting Dept QADept ReviewsPP termly updates |  |
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| 2. To provide good quality first teaching in all subject areas  | SLT and ELT | £8,000 (contribution to CPD programme and ongoing external CPD attendance) | CPD sessions Dept QADept reviews |  |
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| 3. Contribution towards 50% of raising achievement coordinator salary to lead and implement strategies to raise attainment of PP students  | RA coordinator | £6,000 | ELT meetings LM meetingsStudent data analysis every data captureAttendance at RADY meetings Tracking of underachieving PP students in Yr7-11Meetings with Yr10-11 students out of lessons to discuss barriers and support Monitoring of online learning resources for PP students  |  |
| 4. Admin support with analysing PP data  | RA coordinator and admin team | £2,500 | ELT meetings SIMS packageWhole school data analysis at each data point |  |

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| **Total spend for this barrier**  | Projected: £44,500 |
| **Aim / Success criteria** | 1. No gap between PP and Non PP in all subject areas in Yr7-10 internal data
2. No gap between PP and Non PP in all subject areas in external Yr11 examination results
3. Spreadsheets produced for each data capture with clear PP Vs Non PP data present
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| **Barrier 2** | **PP students attendance % is below Non PP students**  |
| **Target i** | **To ensure that PP students are supported in improving their attendance % with a particular reference to Yr9 and Yr11** |
| **Actions** | **Lead** | **Funding** **allocation**  | **Resources/ How monitored** | **Review of impact** |
| 1. Continue funding of 50% of attendance officer’s salary | Headteacher and attendance officer  | £14,600 | Attendance data analysis half termly |  |
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| 2. Contribution to the ESW’s salary | Headteacher and attendance officer  | £10,000 | Updates given after every house visit  |  |
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| 3. Contribution towards director of behaviour’s salary | SLT | £9,500 | Behaviour data  |  |
| 4. Contribution towards behaviour mentor salary | SLT | £5,000 | Behaviour data |  |
| 5. Contribution towards admin support of monitoring PP students placed on attendance tracking | RA coordinator | £4,800 | Behaviour data  |  |
| 6. Financial contribution to breakfast club when it can start again  | Behaviour mentor  | £1,500 | Behaviour data and review meetings with review tutors  |  |
| 7. To purchase bus passes for 3 students in order to improve their attendance (any additional students who are identified during the year as in need will also have their bus passes purchased)  | RA coordinator | £1,422 | Liaison meetings between attendance officer and RA Coordinator  |  |

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| **Total spend for this barrier**  | Projected: £46,822 |
| **Aim / Success criteria** | 1. No gap between PP and non PP for attendance in each year group.
2. Attendance of a targeted group of PP students in year 9 and year 11 to have attendance of at least 95%
3. Improved attendance of disadvantaged students attending breakfast club
4. Improved attendance of 3 disadvantaged students receiving bus passes
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| **Barrier 3** | **PP students have significant gaps in knowledge due to school closure March- September 2020 and ongoing periods of home learning due to bubbles of students having to isolate**  |
| **Target i** | **To ensure PP students are able to catch up on knowledge and skills that would’ve been taught in face to face lessons during March- September 2020** |
| **Target ii** | **To provide good quality home learning lessons and opportunities for PP students who are sent home to isolate since September 2020** |
| **Actions** | **Lead** | **Funding** **allocation**  | **Resources/ How monitored** | **Review of impact** |
| 1. To provide each department with a PP fund to be used on individual strategies and purchasing resources solely for PP students (this will be a separate budget to that given to departments as part of the governments catch up funding) Suggestions for usage: * Revision guides
* Textbooks
* Workbooks
* Online subscriptions to revision websites
* Specialised equipment
* Guest speakers
* Contributions to enrichment and curriculum trips
 | FSt and LPs | Mathematics: £500English: £500Science: £500 MFL: £350Geography: £350History: £350 RE: £350Drama: £250Music: £250Business studies: £250Computing: £250Food technology: £250Citizenship: £150PE: £150Health and social care: £150 | Finance department breakdown of spendRaising achievement coordinator to monitor itemised spending on a spreadsheet |  |
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| 2. To conduct initial baseline tests to check gaps in knowledge for KS4 PP students  | LPs and departments  | £1,500 | Autumn term attainment data  |  |
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| 3. To draw up a policy for online learning when bubbles of students are sent home to isolate to ensure PP students are not disadvantaged | Headteacher and SLT | £0 | Email updates and staff briefing minutes |  |
| 4. To monitor online lesson attendance of all PP students  | Achievement coordinators and Raising achievement coordinators  | £0 | Bubble attendance sheets  |  |
| 5. To ensure that all PP students have access to the correct equipment when taking part in online lessons  | Headteacher,systems and network manager and raising achievement coordinator  | £1500 (for equipment already purchased- this may increase during the year)  | PP equipment spreadsheet  |  |
| 6. To carry on funding internet access for PP students to aid home learning  | Headteacher,systems and network manager and raising achievement coordinator  | £35X11= £385 |  |  |

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| **Total spend for this barrier**  | Projected: £7,885 |
| **Aim / Success criteria** | 1. No gap between PP and Non PP in all subject areas in Yr7-10 internal data
2. No gap between PP and Non PP in all subject areas in external Yr11 examination results
3. No gap between PP and Non PP attendance to online lessons
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| **Barrier 4** | **PP students behaviour and emotional welfare hinders their school experience**  |
| **Target i** | **To ensure PP students are able to manage their behaviour and be praised for their successes**  |
| **Actions** | **Lead** | **Funding allocation**  | **Resources/ How monitored** | **Review of impact** |
| 1. To provide extended learning and enrichment activities for PP students  | All staff  | £15,000 | Local university websites and emails Government initiatives  |  |
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| 2. To provide a 50% financial contribution to the LGS emotional support package (place2be, in school processes/ procedures and use of external agencies) | SLT and all staff  | £52,000 | Ach coordinators cause for concern listsConfidential student lists held by DSLs |  |
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| 3. To train a group of students who are PP and HB to peer mentor other PP students with a focus on self esteem in the Summer term 2021 | RA coordinator and Achievement coordinators | £1,000 | Nominations from review tutors for eligible studentsCoaching and mentoring resources |  |
| 4. To purchase rewards | Achievement coordinators | £2,000 | Ach coordinator/ review tutor nominations  |  |
| 5. Contribution towards extra pages in planners outlining importance of emotional health | Achievement coordinators | £7,000 | Ach coordinators to create content based on student suggestions  |  |
| 6. To work with PSHEE coordinator to help plan/ book PSHEE sessions that will help PP students with managing their emotional welfare  | RA coordinator and and PSHEE coordinator | £2,200 | External agencies PSHEE curriculum  |  |
| 8. To put procedures in place to encourage staff to praise Yr10 and Yr11 students more frequently (with a particular focus on praising students who have made a significant improvement since school has reopened in order to improve self-esteem of our Ks4 students) | RA coordinator | £500 | Behaviour data Review data circulated every half term  |  |
| 9. To implement behaviour strategies with a targeted group of Y8 and Yr11 PP students to ensure they do not get placed on behaviour report | RA coordinator and achievement coordinators | £500 | Behaviour matrixBehaviour data Review data circulated every half term  |  |

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| **Total spend for this barrier**  | Projected: £80,200 |
| **Aim / Success criteria** | A) Increase in % of PP students receiving praise slips compared to 2019-20 figures.B) Decrease in % of students receiving alert slips compared to 2019-20 figures.C) Decrease in alert slips given to a targeted group of Yr8 and Yr11 PP studentsD) Number of PP students placed in isolation shows a reduction compared to 2019-20 figures (particularly 3+ repeated instances with individual students) |

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| **Barrier 5** | **PP students future aspirations are lower than those of their non PP peers** |
| **Target i** | **To ensure that HB students who are also PP make at least expected progress with a particular focus on Y11 students**  |
| **Target ii** | **To ensure students receive support and guidance to help them make future choices and that there are no PP students leaving Yr11 without securing a place in further education or training**  |
| **Actions** | **Lead** | **Funding allocation**  | **Resources/ How monitored** | **Review of impact** |
| 1. To provide targeted support and sessions to PP students who are also HB students to ensure they make at least expected progress with a particular focus on Y11 students
 | RA coordinator and lead professionals | £2,500 | Data captures for every year groupELT meetings RA Coordinator's spreadsheet that identifies students that need support and intervention  |  |
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| 2. To continue with admin assistance to support the forward thinking cohort in their course with The University of Birmingham | RA coordinator | £500 | Emails from The University of Birmingham's outreach department Monitoring of the uptake of student mentor sessions (from Jan 2021) |  |
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| 3. To fund cover costs for teacher supervision of Forward thinking trips | RA coordinator  | £1,200 | Emails from The University of Birmingham's outreach department  |  |
| 4. To create a HB google classroom for every year group with support and advice uploaded half termly  | RA coordinator  | £1,000 | The google classroom updates and each classroom ‘stream’ |  |
| 5. To work with the coordinator of CIAG to provide PP students with help researching future careers through career appointments- these will be online in the first instance  | RA coordinator, CIAG coordinator and Careers advisor | £500 | Spreadsheet of careers meetings  |  |
| 6. To coordinate uptake to and transport for masterclasses for PP students | RA coordinator and lead professionals | £300 | Promotional material from local universities  |  |
| 7. To identify any PP student who is in danger of leaving Yr11 without a place in higher education, employment or an apprenticeship and provide them with bespoke support | RA coordinator, Ach Coordinator for Yr11 and careers advisor  | £600 | Spreadsheet of careers meetingsFeedback from Yr10-11 review tutor meetings  |  |
| 8. Cover for two teachers to supervise the PP residential trip | SLT | £1,200 | Minutes from meetings with the pioneer centre Preparation pack from the pioneer centre |  |
| 9. Financial contribution towards the school minibus and booking coaches for escorting PP students on trips | RA coordinator | £3,000 | Support from the finance department in sourcing transportSupport from the site team for booking the minibus |  |
| 10. To work with leader of student voice to ensure PP students are fairly represented in school council decisions and the head girl selection process | RA coordinator, Achievement coordinator for Yr10-11and review tutors | £0 | Meetings with the Achievement coordinator for Yr10-11Minutes from student council meetings |  |
| 11. To ensure that PP students are included in every student forum and head teacher’s question time | RA coordinator, review tutors and SLT | £0 | Minutes from question time meetings  |  |
| 12. To make contributions towards PP students attending enrichment trips (when these can commence) |  | £3,000 (due to reduction in trips planned this academic year due to the global pandemic) | Emails from LP’s requesting financial contributionsSpreadsheet of PP students who have attended curriculum and enrichment trips |  |

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| **Total spend for this barrier**  | Projected: £13,800 |
| **Aim / Success criteria** | 1. No gap in progress between PP and Non PP HB students (Yr7-10)
2. No gap in progress between PP and Non PP HB students GCSE results (Yr11 2021)
3. Successful completion of the forward thinking for the Yr11 cohort
4. All Yr11 PP students to go on to higher education, employment or apprenticeships
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**Total allocation: £208,190**

**Total projected: £193,207**

**Total contingency: £14,983**