

Icknield Community College Pupil Premium Strategy

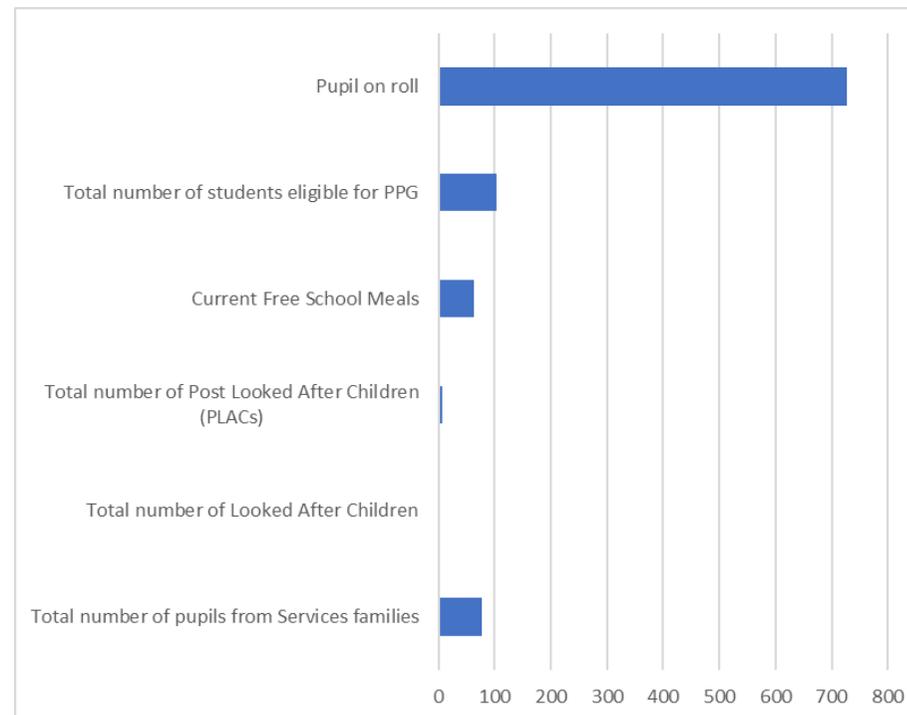
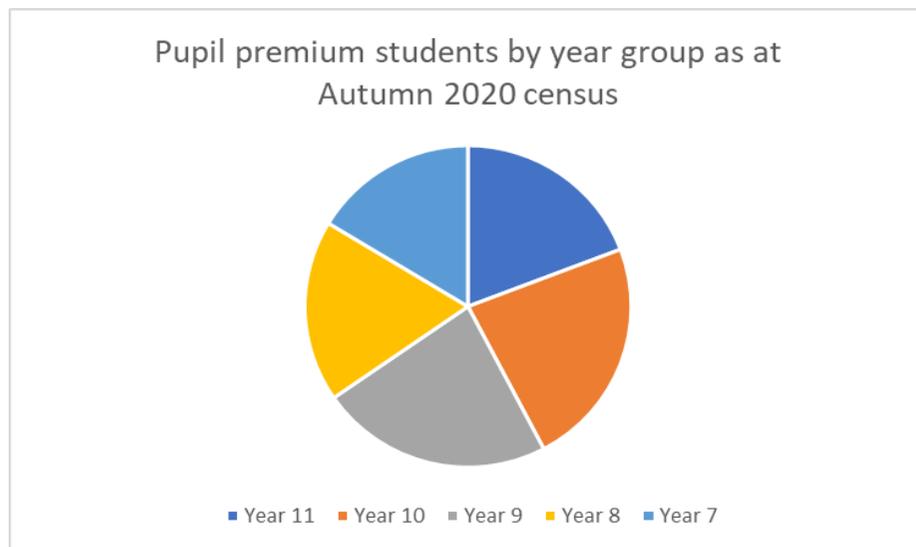
2020 – 2021

Pupil Premium Students at Icknield

At Icknield, we recognise that all Pupil Premium students are individuals and have different and unique barriers to learning. We feel it is important to profile each student so that we know them really well and can support each individual in the most effective way possible. This might be through additional interventions or might be through simply 'tilting the structures' that already exist in school to ensure that Pupil Premium students are supported.

	Number of Eligible Pupils	Funding Per Pupil	Total Funding
Free School Meals	100	955	95,500
Looked After Children	2	From the Virtual School	
Services Children	82	310	25,420
Adopted from Care/Previous LAC	5	2345	11,725
Total			132,645

Contextual Information



	Y7	Y8	Y9	Y10	Y11	All Years
Pupils in school	140	149	140	157	139	725
PP	17 12.14%	18 12.08%	23 16.43%	24 15.29%	20 14.39%	102 14.07%

Our Approach

At Icknield, we believe that the key to improving the progress of pupil premium students is by providing outstanding support to ensure that students access and engage with all learning opportunities, including extra-curricular activities. To provide this support, robust tracking systems and good communication are essential to ensure that Quality First Teaching and appropriate, timely and effective interventions are used to ensure progress is in line with the rest of the cohort. In compiling our Pupil Premium strategy, we have considered many sources of research such as:

- The Sutton Trust report: “The Pupil Premium: Next Steps”
- The Education Endowment Foundation Teaching and Learning Toolkit
- A range of learning research
- ‘...as well as our own professional experience of what works best in our setting.

As a result, our strategy focusses on providing high quality teaching within a well-designed curriculum, effective tracking enabling effective interventions and support to be put in place and also ensuring that our pupil premium students are supported through our whole school drive to improve the learning culture of the school. Essentially, we believe that what works best for ‘all of our students’ works for ‘our pupil premium students’ and so we aim to get the big things right and tilt our structures to ensure that our pupil premium students are supported within that. Therefore our strategic aims are:

- 1) To develop our learning culture further (in line with our school improvement priorities) to ensure that all students, including our pupil premium students, fully engage with and take full responsibility for their learning.
- 2) To develop the quality of teaching in order to ensure that all students, including pupil premium students, learn effectively and make excellent progress in a curriculum that is tailored to their needs
- 3) To monitor pupil premium student progress closely so that appropriate and timely interventions can be put into place when needed to ensure progress is sustained.

Impact of COVID 19

Due to the ongoing, ever changing climate, there are likely to be a number of additional challenges faced this year which we are still unable to plan for, which will impact on the priorities, success criteria and actions laid out in this plan. For example, maintaining high attendance of students will be an even greater challenge than usual, and whilst still being an important benchmarking tool, comparisons to prior years is not an appropriate success criterion and have therefore not been included. Other activities set out in the plan such as 1:1 mentoring and reading buddies may also not be a suitable intervention at certain times across the year, in compliance with updated Risk Assessments. The number of educational visits taking place this year is also likely to be affected, however where they are run, PP students will be prioritised. It is likely that there will be other, unknown challenges throughout the year that might impact on this plan, however the wellbeing, learning opportunities and progress of pupil premium students will always be considered first in any adaptation that needs to be made.

		Priority	Success Criteria	Action	By When	By Whom	Anticipated Cost
<p>To develop our learning culture further (in line with our school improvement priorities) to ensure that all students, including our pupil premium students, fully engage with and take full responsibility for their learning.</p>	1.	PP students have a good attitude to learning and take full ownership of their own learning in lessons	PP students have an AtL average in lessons that is in line with the rest of the cohort.	<ul style="list-style-type: none"> Tutors to prioritise speaking with PP students to ensure they understand the AtL criteria and complete their self-audit Teachers to prioritise speaking to PP students in lessons to make sure that they know what they need to do to improve their AtL score in lessons. Progress Managers to address deficit areas with the year group PMs/HOFs to review AtL data after a collection and plan an appropriate response to tackle low AtL scores, prioritising Pupil Premium students. Assistant Progress Managers to contact home and offer additional support for those PP students who's AtL scores are lower than expected. 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Tutors/PMs</p> <p>ALL</p> <p>PMs</p> <p>PMs/HOFs</p> <p>APM</p>	
	2.	To ensure PP students have a good attitude to learning and take full ownership of their own learning beyond lessons	PP students have an AtL average beyond lessons that is in line with the rest of the cohort.	<ul style="list-style-type: none"> As above for AtL beyond lessons Tutors/Teachers/Mentors to prioritise supporting PP students when using the Master Revision Guide HOF to prioritise KS3 with 	<p>Ongoing</p> <p>Ongoing</p>	<p>Tutors/Teachers Mentors</p> <p>HOF</p>	

				<p>improving their 'beyond lessons' score other than their homework.</p> <ul style="list-style-type: none"> • Produce a KS3 version of the Master Revision Guide, ensuring appropriate support and guidance is giving to PP students. . • A homework programme to be put in place when needed for PP students with low 'beyond lessons' scores • Tutors/Teachers to prioritise PP students to attend GCSE revision sessions and flag any barriers to the RAP meetings. • Bespoke revision guidance giving to PP students. • Support student's ability to access online learning by providing devices to enable to access learning and prioritising any additional support or training needs they might have. 	<p>March 2021</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>RL</p> <p>LMs</p> <p>Tutors/Teachers</p> <p>All</p> <p>ICT Manager/All</p>	<p>£1600</p>
3.	Raise aspirations of pupil premium students (where relevant)	Student evaluation is positive	<ul style="list-style-type: none"> • Leadership Team or Senior Staff to prioritise the mentoring of pupil premium students throughout Key Stage 4 • Target Year 10 pupil premium students for a range of aspirational careers opportunities such as Apprenticeship experience days or visits and College taster days. 	<p>Ongoing</p> <p>Ongoing</p>	<p>LT/Senior Leaders</p> <p>HR/CXG</p>	<p>LT/Senior Leaders time £10,800</p> <p>£1000 staff and travel costs</p>	

			<ul style="list-style-type: none"> • Prioritise students in KS3 when careers events or opportunities arise. • Promote and/or fund students' participation in school leadership opportunities such as DoE, Buddying, Peer Mentoring, Student Leadership Team, School Council or Sports Leaders. • Support and advise parents on ways to improve students' cultural capital outside of school in the newsletter, at information evenings and at parents evenings. • Promote and support students to be able to attend extra-curricular activities by ensuring students are aware of clubs and removing barriers to attendance such as paying for bus fares for students to stay after school 	Ongoing	KAS/JB MTH/CXG	£330 award costs
				Ongoing	MTH/ALL	
				Ongoing	MRF/ALL	£500
4.	School reward systems to be tilted and extended to improve the motivation of PP students	<p>PP students have an overall AtL average that is in line with the rest of the cohort.</p> <p>PP students to have as many kudos points on average as the rest of the cohort.</p>	<ul style="list-style-type: none"> • CXG to remind teachers of the above with regards to supporting PP students to improve their AtL grades as this will impact upon student's opportunity to receive awards • CXG to remind teachers to consider PP students when nominating students for effort awards and when giving out kudos points. • CXG to give regular updates on kudos points awarded to PP students 	Ongoing	CXG	
				Ongoing	CXG	£1000
				Ongoing	CXG	£250

				<ul style="list-style-type: none"> • CXG to run an incentive scheme for certain students where appropriate. 			
	5.	Provide transport and other appropriate support to all Services Children	<p>Services children achieve as well as their peers</p> <p>Taxis are at least 80% full throughout the year</p>	<ul style="list-style-type: none"> • IM to coordinate provision for services children (including attending meetings at the RAF Base, tracking students' performance, liaising with Progress Managers re: potential barriers to learning, etc) • IM to coordinate taxi provision back to the RAF base at 4.45 Tuesday-Thursday to enable services children to attend after school clubs • CXG to meet every term with IM to maintain the effectiveness of this provision 	Ongoing	IM	£1,500
					Weekly	IM	£3,500
					Termly	CXG/IM	
To develop the quality of teaching in order to ensure that all students, including pupil premium students, learn effectively and make excellent progress in a	1.	All staff trained to provide Quality First Teaching for all pupil premium students to improve their outcomes	Staff survey shows teachers are more confident in tilting structures for pupil premium students	<ul style="list-style-type: none"> • Staff training sessions to regularly have focus on pupil premium students • Pupil Premium students to be prioritised when providing support for improved speaking, reading and writing skills. • Pupil Premium students to be prioritised when implementing different teaching approaches eg. Mastery Maths • Pupil Premium students to be given additional appropriate support so that they are able 	Ongoing	CXG	£6,500 staff training and teacher time
					Ongoing	JOR/All	
					Ongoing	HOFs	

curriculum that is tailored to their needs.				<p>to fully access new in resources.</p> <ul style="list-style-type: none"> • The needs of Pupil Premium students to be considered first when teachers plan their lessons. • CXG to provide regular support and ideas to teachers to enrich and broaden the methods which they use to support PP students, including: <ul style="list-style-type: none"> ○ Interleaving to improve retention ○ Challenge for MPA/HPA ○ Opportunities for collaborative learning ○ Groupings and seating arrangements ○ Feedback and targeted AfL • LT to ensure recruitment and retention of the best staff by providing good professional development, coaching and leadership development as well as succession planning to keep the quality of teaching high. 	Ongoing	All Teachers	
	2.	All staff are aware of who our Pupil Premium students are and that they contribute to	Class profiles detail individual strategies to support pupil	<ul style="list-style-type: none"> • Data manager to ensure that all pupil premium students are accurately identified on class lists and highlighted on class profiles 	September 2020	KS	£3000 teacher/mentor time

		individualised plan for them	premium students across year groups and subject areas	<ul style="list-style-type: none"> • CXG to have a weekly Pupil Premium entry in the staff bulletin to ensure that PP students are constantly high profile • Tutors to prioritise supporting PP students in tutor time and to develop strong home-school links • Prioritise PP families for Parents Evenings to ensure that they can get suitable appointment times and are present. • Class Profiles detail individual strategies to support pupil premium students across year groups and subject areas 	Ongoing	CXG	
					Ongoing	Tutors	
					Ongoing	LD and Finance Office	
					Ongoing	Class teachers	
3.	Provide high quality Information Advice and Guidance (IAG) for all pupil premium students	Students report that they feel appropriately supported No PP NEETs recorded for class of 2021	<ul style="list-style-type: none"> • Pupil premium students prioritised for support from Careers Coordinator • All pupil premium students receive 1:1 advice and guidance as part of the Guided Choices programme • The needs of Pupil Premium students are considered first when accessing tasks, learning or reviewing information on Unifrog and Springpod • Students targeted and, where relevant, funded, for all IAG events (e.g. Further and Higher Education Fair, CareersFest) • The needs of Pupil Premium 	Ongoing	HR	£4,800 AHT time/visits	
				Ongoing	HR	£1500 Careers Coordinator Time	
				Ongoing	Teaching staff/ Tutors	£1500 LT/IT time Unifrog and Springpod cost	
				Ongoing	CXG/HR	£2800 Careers Coordinator time	

			<p>students prioritised when organising the work experience day and mock interviews.</p> <ul style="list-style-type: none"> Tutors to prioritise supporting Pupil Premium students during Unifrog tutor time tasks. 	Ongoing	CXG/HR	£500 REED virtual work experience course
				Ongoing	Tutors	
4.	Effective alternative provision arrangements and qualifications are in place for relevant KS4 students	Students achieve their FFT 20 benchmarks in qualifications studied	<ul style="list-style-type: none"> Pupil Premium students to be prioritised when planning the curriculum each year and when putting together Guided Choices option blocks Alternative or tailored provision to be put in place as needed to support students e.g. Construction BTEC, work experience. School to provide support with transport to and from school and work experience placements to support attendance and engagement. The use of 'Be Ready' Courses to support some students to develop 'soft skills' to ensure that they are ready for post-16 education and employment. 	September 2020	LT/MRF/CXG	
				September 2020	CXG/SVP	£1000 for resources and transport to placements
				Ongoing (as needed)	HR	£2260 Careers Coordinator time and transport
				Ongoing	CXG/LMs	£1000 IT time/LM time
5.	Ensure a highly effective transition programme for pupil premium students from Year 6 into Year 7	Attendance of Year 7 pupil premium students is above 95%	<ul style="list-style-type: none"> MPC to meet with all primary partnership Headteachers prior to transfer of 2021-22 cohort, to receive individualised pupil premium plans and gather any other intelligence about these students. Discuss this 	May 2021	MPC	£200
		Student Voice of PP students				

			show that they are happy and settled at ICC	<p>intelligence at an extraordinary SAM meeting</p> <ul style="list-style-type: none"> • Provide support to these students during the transition programme to enable all PP students to attend • MPC to prioritise the monitoring of pupil premium students through all monitoring activities for 2020-21 cohort • MPC and JB to highlight any pupil premium students who are struggling to settle into school and arrange peer mentors support. • Provide free summer school place for all Pupil Premium students 	<p>Ongoing</p> <p>Ongoing</p> <p>Sept 2020 (ongoing)</p> <p>August 2021</p>	<p>MPC</p> <p>MPC</p> <p>MCP and JB</p> <p>MPC/CXG</p>	<p>£250</p>
To monitor pupil premium student progress closely so that appropriate and timely interventions can be put into place when needed to ensure progress is sustained.	1.	Provide outstanding emotional well-being support for all pupil premium students	Student/Parental Survey report favourably on support given (including feedback through SEN reviews where there is overlap)	<ul style="list-style-type: none"> • Learning Mentors to support all pupil premium students on a regular basis • Student Welfare Officer to target support for pupil premium through weekly review at SAM (Student Action Meetings) • Support from Student Welfare Office through TAC, CAF and other parental meetings • Alternative therapies to be used to improve wellbeing when needed • Assistant Progress Managers prioritise the needs of Pupil Premium students and target 	<p>Ongoing</p> <p>Ongoing</p> <p>As required</p> <p>As required</p> <p>Ongoing</p>	<p>LMS</p> <p>JB</p> <p>SKW/JP/SVP</p> <p>SKW/JP</p> <p>APM</p>	<p>£13,500 Learning Mentor Time</p> <p>£15,000 Student Welfare Manager/ Counsellor time</p> <p>£3000 staff time</p> <p>£2200 Resources, transport and staff time</p>

			<p>them during tutor time for regular meetings.</p> <ul style="list-style-type: none"> • SAM meetings to review Pupil Premium students on a termly basis to highlight any additional support needed. 	Termly	SKW/SVP	
2.	Ensure the excellent attendance of pupil premium students	Attendance of pupil premium students is in line with non-pupil premium students	<ul style="list-style-type: none"> • See separate Attendance Action Plan for detailed actions • SVP to report attendance of pupil premium students specifically to Governors • Number of PP students self-isolating to be closely monitored by CXG • Interventions put in place to ensure PP students self-isolating have access to any work missed • Home School Link Worker to prioritise Pupil Premium students • Home School Link Worker and Attendance Manager to support the current FSM process for Pupil Premium students who are impacted by COVID • Attendance Manager to prioritise working with parents of Pupil Premium students with poor attendance. • Attendance Manager to praise Pupil Premium students who have good or improving attendance. • Tutors to set up SIMs to 	<p>Ongoing</p> <p>Ongoing</p> <p>Termly</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>SVP</p> <p>SVP</p> <p>CXG</p> <p>CXG/All staff</p> <p>AC</p> <p>AC/VA</p> <p>VA</p> <p>VA</p>	<p>£6,800 Attendance Manager Time</p> <p>£3000 Home School Link Worker</p>

			highlight Pupil Premium students on their home screens to identify any issues or trends	November	Tutors	
3.	Provide targeted academic support for pupil premium students in literacy and numeracy	English and Maths staff to create bespoke and responsive intervention programmes for underachieving pupil premium students	<ul style="list-style-type: none"> English and Maths staff to prioritise underachieving pupil premium students to take part in interventions. The Reading Buddies programme will be reviewed and adapted so that it can be used to support PP students based on need. 	Ongoing	HCC/FP/CM/JOR	
				Ongoing	JOR	
4.	Students receive appropriate financial assistance to remove barriers to learning	<p>Pupil Premium students' attendance on educational visits at least as good as their peers</p> <p>Pupil Premium students are appropriated resourced for school, homework and revision</p>	<ul style="list-style-type: none"> CXG to write to all pupil premium students in advance of Educational Visits offered by the school to advertise concessionary rates (or, in some cases, full costs of trips paid for) Financial assistance given for uniform where required Additional resources provided for students (Revision Guides, etc) where required Financial Assistance given for Music Lessons and instruments Free School Meals paid for (5 meals a week @ £2.70 per students) Add a top-up to enable students to purchase breakfast at breaktime and other food at lunch. Free School Meals plan put in place to ensure students unable to attend school due to 	Ongoing	GW/CXG	£4000
				Ongoing	CXG/PMs/LD	£600
				Ongoing	LT	£600
				Ongoing	ADS	£1500
				Ongoing	LD	£20000
				Sept 2020	CXG/LDH/GW	

				<p>any COVID related reasons are able to access food</p> <ul style="list-style-type: none"> • Pupil Premium students prioritised for ICT and WiFi support to ensure students are able to access learning from home if necessary. • PP students to benefit first from the Government laptop scheme • Free pencil cases and other stationary provided for all Pupil Premium students. 	<p>Ongoing</p> <p>September 2020</p>	<p>ICT Manager/CXG</p> <p>LD/CXG</p>	<p>£500</p>
	5.	LAC (Looked After Children) have discrete and bespoke plans	Plans created and funding appropriated allocated through the PEP process	<ul style="list-style-type: none"> • Bespoke Plans put in place through PEP (Pupil Educational Plans) meetings for each of our LAC children 	Ongoing	SKW	£3600
	6	Robust leadership and management structures are in place to monitor and review the quality of planning and provision for pupil premium students	<p>Monitoring at whole school and departmental level indicate that pupil premium learners are being appropriately differentiated for.</p> <p>Improvement plans and agendas from across the</p>	<ul style="list-style-type: none"> • Exams Analysis process to ensure that any issues with pupil premium performance in 2019-20 is addressed in 2020-21 departmental School Improvement Plans • Data Manager to produce high quality and bespoke data packs for Heads of Department, Leadership Team and Governors • SAM (Student Action Meetings) meetings and RAP (Raising Achievement Panel) meetings are responsive to the individual needs of pupil premium students 	<p>September 2019</p> <p>Ongoing</p> <p>Ongoing</p>	<p>LT</p> <p>KS</p> <p>LT/PMs</p>	<p>£10,000 data manager time</p> <p>£2500 LT time</p>

		<p>school show detailed actions and interventions to improve the outcomes of pupil premium students.</p> <p>Pupil Premium students' voice is heard</p>	<ul style="list-style-type: none"> • A Teaching and Learning Review to have a pupil premium focus. • Staff actively encouraged to make appraisal objectives pupil premium related • CXG to support and liaise with all teachers with Pupil Premium focused appraisal targets. • Ensure that pupil premium students are disproportionately represented in all student voice activities • CXG to encourage regular inclusion of Pupil Premium agenda items at both Senior, Faculty and Whole School levels. • CXG to encourage Pupil Premium focused interventions are identified and planned for via 4i's and SIP, which are reflected in department monitoring calendars. • CXG to share Pupil Premium Plan (or parts of) with staff. • CXG to share termly data to staff to identify areas of development and areas of improvement. • NQT programme to provide robust support and specific guidance for NQT's around Pupil Premium. • Pupil Premium to be a regular item on the LT agenda. 	<p>Ongoing</p> <p>September 2020</p> <p>Ongoing</p>	<p>CXG/LT</p> <p>CXG/JEB/MTH</p> <p>CXG/SLs</p>	
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