



**Action Plan for Closing the Gap 2015/16**

**2015/2016 Pupil Premium Grant Budget: £280,085**

This Action Plan will be monitored throughout the academic year to ensure progress is being made against the actions. The Governing Body will be updated at the full Governors' Meeting on the impact the plan is having on closing the gap for our disadvantaged students. The Pupil Premium Champion will meet with the Pupil Premium Governor at each update point to review actions.

**Helston Community College's Three Key Priorities for Pupil Premium Students 2015/16**

- To identify which pupil premium students are falling behind and put in place a bespoke intervention programme to support learning. This will be achieved by using the RED, AMBER and GREEN (RAG) tracking system, and to review students at an individual level during RAG meetings.
- To develop literacy skills for students to be able to articulate their thoughts clearly which, in turn, will enable them to express themselves in written form? This will be achieved by teachers using co-operative structures which encourage talk and social interaction in their lessons.
- To identify and target students with low aspirations and put in place a bespoke careers programme which will enable them to develop a career pathway. This will be achieved by IAG from the careers advisor, PSHE career workshops, visits to universities, and mentoring sessions.

| Actions  | Who   | When  | Impact on the gap  | Cost   | Update   | Further action needed              |
|--|---|---|--|--|--|------------------------------------|
| <b>Key actions to close the gap</b>  | <b>Key person leading this activity and the staff involved</b>  | <b>Timescales for completion and evaluation</b> | <b>Criteria for evaluating impact</b>  | <b>Funding from the PP Budget</b>  | <b>Half Term Update on Actions</b>   | <b>What more needs to be done?</b> |
| <p>1. To monitor student progress through RAG and Structured Conversation meetings in the Core Subjects.</p> <p>Students underachieving will receive bespoke intervention and support.</p> | <p>Pupil Premium Champion to have overarching responsibility to ensure actions are completed.</p> <p>AHT for Data will organise and chair RAG meetings.</p> <p>HoP/HoF/ Programme Leaders will be responsible for ensuring actions are discussed with subject teachers and completed, and will report back to the RAG meetings.</p> | <p>RAG meetings will be held each term.</p>     | <p>Each RAG meeting will determine if students are progressing or not. Students not progressing will be given bespoke intervention to get them back on track. At the next meeting progress should have improved.</p> <p>Structured conversations will be used to look at the gaps within a faculty, and put in place appropriate actions to close the gap.</p> | <p>Printing resources</p> <p>Staff cover cost to attend meetings</p> <p>£1,250</p> <p>£75,172 for bespoke interventions which may arise during the year.</p> | <p>Updates will be held after each calendared RAG and Structured Conversation meeting.</p> |                                    |

| Actions  | Who   | When                                     | Impact on the gap  | Cost                                  | Update  | Further action needed       |
|--|---|--|--|---------------------------------------|---|-----------------------------|
| Key actions to close the gap   | Key person leading this activity and the staff involved   | Timescales for completion and evaluation | Criteria for evaluating impact   | Funding from the PP Budget            | Half Term Update on Actions   | What more needs to be done? |
| <p>2. To improve the literacy skills of disadvantaged students at KS3 by delivering the Read Write Inc programme</p>                 | <p>The Strategic SENCO will have overarching responsibility for ensuring the programme is being delivered effectively and students are making appropriate progress.</p> <p>SENCO will report back to the Pupil Premium Champion on student progress.</p>  | <p>July 2016</p>                         | <p>Disadvantaged students in Year 7 will improve their reading age so that it is consistent with their chronological age.</p>  | <p>£6,000</p>                         | <p>October half term<br/>February half term<br/>May half term<br/>End of Year</p> |                             |
| <p>3. To provide additional support for disadvantaged students in KS3/KS4 English and Maths by offering 1:1 or small group work.</p> | <p>Pupil Premium Champion to have overarching responsibility to ensure the programme is being delivered effectively.</p> <p>Programme Leaders for Maths/English to be responsible for ensuring students are making appropriate progress.</p> <p>They will provide the Pupil Premium Champion with an update report on the impact of the programmes.</p> <p>1:1 tutors will be responsible to the Programme Leaders in ensuring they complete the learning objectives set by the subject teachers.</p> | <p>July 2016</p>                         | <p>Impact will be measured with Pre and Post assessments to determine appropriate levels of progress.</p> <p>This will be monitored by the Maths and English tutors and classroom teacher.</p> | <p>1:1 staffing costs<br/>£69,040</p> | <p>October half term<br/>February half term<br/>May half term<br/>End of Year</p> |                             |

| Actions  | Who  | When                                     | Impact on the gap  | Cost   | Update   | Further action needed       |
|--|--|--|--|--|--|-----------------------------|
| Key actions to close the gap   | Key person leading this activity and the staff involved  | Timescales for completion and evaluation | Criteria for evaluating impact   | Funding from the PP Budget                   | Half Term Update on Actions  | What more needs to be done? |
| 4. The Year 9 Boys' Project is designed to raise the aspirations, achievement and resilience of a cohort of 10 boys.   | <p>Pupil Premium Champion to have overarching responsibility to ensure the programme is being delivered effectively.</p> <p>Head of Progress of Year 9 will be responsible for delivering the programme and measuring its impact.</p> <p>Head of Progress will provide an update report to the Pupil Premium Champion.</p> <p>SLT link for Year 9 will provide support and guidance to the Head of Progress.</p> | July 2016                                | <p>The impact will be measured by improvement in academic performance, attendance and behaviour.</p> <p>Evidence to be gathered will be pre/post PASS Survey, data, and feedback from staff and parents.</p> | <p>Cover cost of materials</p> <p>£4,500</p> | <p>October half term</p> <p>February half term</p> <p>May half term</p> <p>End of Year</p> |                             |
| 5. Achievement for All Project - Year 10 will target a cohort of students under-achieving and work with students and parents to improve progress and attitude to learning. | <p>Pupil Premium Champion to have overarching responsibility to ensure the programme is being delivered effectively.</p> <p>Head of Progress for Year 10 will be responsible for delivering the programme and measuring its impact. Head of Progress will provide an update report to the Pupil Premium Champion.</p> <p>SLT link for Year 10 will provide support and guidance to the Head of Progress.</p>     | July 2016                                | <p>The impact will be measured by improvement in academic performance, attendance and behaviour.</p> <p>Evidence to be gathered will be pre/post PASS Survey, data, and feedback from staff and parents</p>  | <p>Cover cost of materials</p> <p>£4,500</p> | <p>October half term</p> <p>February half term</p> <p>May half term</p> <p>End of Year</p> |                             |

| Actions  | Who  | When                                     | Impact on the gap  | Cost                       | Update  | Further action needed       |
|--|--|--|--|----------------------------|---|-----------------------------|
| Key actions to close the gap   | Key person leading this activity and the staff involved  | Timescales for completion and evaluation | Criteria for evaluating impact   | Funding from the PP Budget | Half Term Update on Actions   | What more needs to be done? |
| <p>6. The Flexible Learning Zone (FLZ) will allow for a safe environment for our most vulnerable disadvantaged students. The FLZ will provide those students with a learning space where they feel comfortable in accessing College.</p> | <p>The Strategic SENCO will have overarching responsibility for line managing the effectiveness of the FLZ and will report to the Pupil Premium with updates on the number of students accessing this provision and its impact on their learning. The HLTA managing the FLZ will be accountability to the Strategic SENCO.</p>   | <p>July 2016</p>                         | <p>The success of this support will be measured against the students attendance, behaviour, and progress</p>   | <p>£15,500 Staff</p>       | <p>October half term<br/>February half term<br/>May half term<br/>End of Year</p> |                             |
| <p>7. To stretch and challenge our Most Able disadvantaged students .</p>  | <p>The AHT for Data will identify those students who are Double 5. It will be the responsibility of the subject teacher to ensure students are being stretched and challenged.</p> <p>The Head of Faculty and Programme Leader will monitor the outcomes and report back to the Pupil Premium Champion on the impact.</p> <p>The Most Able Coordinator will be responsible for ensuring enrichment activities are held to provide extra stretch and challenge.</p> <p>The Most Able Coordinator will report to the SLT link.</p> | <p>July 2016</p>                         | <p>Disadvantaged students who have been identified as Double 5 will be monitored closely through the RAG meetings to ensure appropriate support is in place to ensure they reach their full potential.</p> | <p>£3,875 Staff</p>        | <p>October half term<br/>February half term<br/>May half term<br/>End of Year</p> |                             |

| Actions  | Who   | When                                     | Impact on the gap   | Cost                          | Update   | Further action needed       |
|--|---|--|---|-------------------------------|--|-----------------------------|
| Key actions to close the gap   | Key person leading this activity and the staff involved   | Timescales for completion and evaluation | Criteria for evaluating impact  | Funding from the PP Budget    | Half Term Update on Actions  | What more needs to be done? |
| 8. Premier Football Reading programme will target Year 7/8 boys who are below level 4 in English to assist them with their reading skills. | <p>Pupil Premium Champion to have overarching responsibility to ensure the programme is being delivered effectively.</p> <p>English Programme Leader for KS3 will be responsible for the delivery and impact of the programme, and will provide the Pupil Premium Champion with an update report on progress.</p> | July 2016                                | Baseline assessment on reading scores   | £300 Resources<br>£3875 Staff | <p>October half term</p> <p>February half term</p> <p>May half term</p> <p>End of Year</p> |                             |
| 9. Outdoor Learning Project  | <p>Pupil Premium Champion to have overarching responsibility to ensure the programme is being delivered effectively.</p> <p>Outdoor Learning Leader will be responsible for the delivery and impact of the programme, and will provide the Pupil Premium Champion with an update report on progress.</p>          | July 2016                                | <p>Identify a cohort of 12 disadvantaged boys who are underachieving.</p> <p>Through outdoor learning, they will develop skills which are transferrable to the classroom.</p> <p>As a result, this will improve their behaviour, attitude, progress, attendance and enrichment.</p> | £8,840 Staff and Resources    | <p>November</p> <p>February half term</p> <p>May half term</p> <p>End of Year</p>          |                             |
| 10. To offer emotional support to service children by providing an onsite Counselling service.   | The Strategic SENCO will have overarching responsibility for line managing the effectiveness of the Counselling Service, and will report to the Pupil Premium Champion on its impact.   | July 2016                                | Service children will have access to a counsellor who will offer emotional support during times of deployment or military parents returning home from active duty.  | £24,627 Staff                 | <p>October half term</p> <p>February half term</p> <p>May half term</p> <p>End of Year</p> |                             |

| Actions  | Who   | When                                     | Impact on the gap   | Cost                                       | Update  | Further action needed       |
|--|---|--|---|--|---|-----------------------------|
| Key actions to close the gap   | Key person leading this activity and the staff involved   | Timescales for completion and evaluation | Criteria for evaluating impact  | Funding from the PP Budget                 | Half Term Update on Actions   | What more needs to be done? |
| <p>11. To appoint an Assistant Head Teacher as Pupil Premium Champion who will have a clear brief on coordinating activities with other colleagues on closing the gap with disadvantaged.</p> <p>The Strategic SENCO will provide support for students identified as being disadvantaged with special education needs.</p> | <p>The Pupil Premium Champion will be responsible for monitoring the Pupil Premium Action Plan and will report to the Head Teacher and Governors on its outcomes.</p> <p>The Strategic SENCO will have overarching responsibility monitoring the progress of those students identified as disadvantaged with special education needs.</p> | <p>July 2016</p> <p>July 2016</p>        | <p>Ensures agreed actions are completed and necessary support has been implemented.</p> <p>Ensures agreed actions are completed and necessary support has been implemented</p>                            | <p>£30,684 Staff</p> <p>£7825 Staff</p>    | <p>October half term</p> <p>February half term</p> <p>May half term</p> <p>End of Year</p> <p>October half term</p> <p>February half term</p> <p>May half term</p> <p>End of Year</p> |                             |
| <p>12. To close the attendance gap for our disadvantaged/service students by regularly monitoring their attendance through RAG meetings and putting in place appropriate support.</p> <p>To reward good attendance by offering £50 school vouchers to parents.</p>   | <p>The Attendance Manager will be responsible for monitoring student attendance and ensuring appropriate support is in place to improve attendance.</p> <p>The Pupil Premium Champion will meet each fortnight with the Attendance Manager to review overall attendance figures and discuss students who are causing concern.</p>         | <p>July 2016</p>                         | <p>The RAG meetings will identify disadvantaged and service students who are persistent absentees.</p> <p>Each student will have an Attendance Support Plan to improve attendance and measure impact.</p> | <p>£23,097 Staff</p> <p>£1000 vouchers</p> | <p>October half term</p> <p>February half term</p> <p>May half term</p> <p>End of Year</p>  |                             |

| <b>Key to Abbreviations</b> |  |           |   |
|-----------------------------|--|-----------|---|
| RAG                         | Red, Amber and Green monitoring system | FSM/ FSM6 | Free School Meal/Free School Meal in the last 6 years |
| PASS Survey:                | Pupil's Attitude to School and Self    | T & L     | Teaching and Learning                                 |
| AHT                         | Assistant Headteacher                  | RWI       | Read, Write Inc                                       |
| HoP                         | Head of Progress                       | SL        | Subject Leader  |
| HoF                         | Head of Faculty                        | SLT       | Senior Leadership Team                                |
| SENCO                       | Special Needs Co-ordinator             | TA        | Teaching Assistant                                    |
| CPD                         | Career Professional Development        | HLTA      | Higher Level Teaching Assistant                       |