



## **PUPIL PREMIUM PLAN 2017-2018**

### **Overview**

Pupil Premium is specific funding issued by the government to address the current underlying inequalities between children eligible for free school meals (FSM) and their wealthier peers by ensuring that funding to tackle disadvantage reaches the students who need it most.

Pupil Premium is a government initiative designed to target resources on those pupils deemed to be from a disadvantaged background. Specifically the Pupil Premium money is provided for those pupils who have been on FSM at any point over the past 6 years (Ever 6) or those children who have been looked after continuously for at least 6 months (CLA). For the year 2017/2018 the Pupil Premium has a value of £935 per eligible pupil (FSM/Ever 6) and £1900 for CLA pupils or Post looked after children (LAC). There is also a smaller provision of £300 made for those pupils who have a parent in the armed services. It is not dictated how the Pupil premium money should be spent, it is the responsibility of individual schools to manage, but what is clear is that the money should be used to promote strategies which narrow the attainment gap between the highest and lowest achieving pupils.

The Pupil Premium funding has been and is being spent on initiatives and support set up to narrow the gaps between the highest and lowest achievers, which captures a large proportion of our Pupil Premium students. The initiatives invested in at Hanson are academic, pastoral and welfare based and Hanson's approach is that of attendance being paramount, engagement and progress being essential followed by extra curricular activities being desirable.

## Hanson Context

Hanson School is a large secondary school situated in the heart of Swain House estate, our main catchment areas consist of Swain House Estate, Thorpe Edge Estate, Ravenscliffe Estate and Undercliffe (BD2, BD10 and BD3). The number of pupils on roll that are in receipt of pupil premium is much higher than the national average.

Year Group	Cohort Size	Pupil Premium in Cohort	Proportion of Cohort
7	279	138	49.46%
8	265	123	46.42%
9	274	130	47.45%
10	242	98	40.5%
11	243	94	38.68%
12	181	55	30.39%
13	94	19	20.21%
<b>Total</b>	<b>1578</b>	<b>657</b>	<b>41.64%</b>

## Costings

All costings associated with staffing for pupil premium funding have been calculated as a proportion of actual salaries. Costings are directly proportionate to the number of pupils in receipt of pupil premium and no single salary is paid for through pupil premium spend. All additional responsibilities for pupil premium associated tasks have been devised as a direct result of staffing restructures to ensure that pupil premium spend is used effectively and maximises the opportunities for our disadvantaged pupils.

In addition to the spending outlined above, 588 pupils on roll at Hanson are in receipt of free school meals and Hanson strive to ensure that these pupils are provided with a healthy, well-balanced, warm meal every day, £290,472 per annum (£2.60 x 588 pupils x 5 days per week x 38 weeks in academic year).

<b>Pupil Premium Plan 2017/18</b>			
<b>Desired Outcomes</b>	<b>Chosen Action/Approach</b>	<b>Cost</b>	<b>Review Points</b>
To ensure the management and responsibilities for pupil premium is fit for purpose and impacts positively on disadvantaged pupils in receipt of additional funding	Increased capacity within the Senior Leadership team to plan, coordinate and distribute pupil premium funding appropriately to ensure the monitoring, tracking and analysis of spend is impacting positively. An external review to be used to verify the planned spend to ensure Hanson coordinates and plans this effectively	£20,190	Calendared assessment points for all year groups throughout the year.
Reading, writing and maths for KS3 pupils in receipt of pupil premium will be much higher and improved, showing a closure of the gap between pupil premium and non-pupil premium pupils.	Additional staffing of HLTA's within the English and maths departments to allow for smaller class sizes and facilitate more bespoke, personalised interventions within these areas.	£14,830.20	Progress assessed at each DC, employment and use of HLTA's to be reviewed annually
	Additional responsibilities and TLR with reading coordinator to facilitate effective monitoring of progress for disadvantaged pupils in the area of literacy and catch-up.	£8,218.20	Calendared assessment points for all year groups throughout the year.
	An increased capacity to focus on transition to ensure knowledge of all disadvantaged pupils is clear and known prior to their arrival at Hanson and to support the interventions used to help close the gap and allow progress of these pupils, supporting the use of catch-up interventions and communications within this area	£9,726.50	Increased capacity to be reviewed after transition work to feed into next years planning to ensure efficiency and effectiveness
To ensure the progress 8 score for disadvantaged pupils is the same, if not better than their non-disadvantaged peers	Increased capacity within the leadership team to allow for the continuation of the mentoring scheme for all year 11 pupils. Termly updates on the mentoring tracker used to inform teaching colleagues of the progress disadvantaged pupils are making and this will feed into the relentless focus of all department interventions to ensure that disadvantaged pupils make the same or better progress than their non-disadvantaged peers. This increased capacity is also to be used to embed effective engagement, lead on student voice to ensure the views and opinions of disadvantaged pupils are sought and to support the engagement of parents and pupils at events such as parent consultation evenings, open evening etc.	£9,726.50	Termly review and monitoring of the mentoring scheme to ensure effectiveness and roles and responsibilities to be reviewed termly to ensure student voice and active participation at consultation and open evenings increases and is effective.

	<p>Additional admin capacity to support in the creation and deployment of underperformance tables for each individual faculty area to effectively support the monitoring and intervening of underperforming disadvantaged pupils. This provision is to effectively support the pastoral systems newly in place to ensure all staff members have a relentless drive in supporting our disadvantaged pupils.</p>	£4,486.28	Calendared assessment points for all year groups throughout the year and continual dialogue on a weekly basis through the use of link meetings
	<p>Funding for revision and examination preparation in addition to that given throughout the school day. After school, weekend and holiday sessions delivered to a personalised high standard for selected disadvantaged pupils and spend to cover payment for colleagues delivering sessions and refreshments for pupils in attendance</p>	£40,000	To be reviewed half termly in the lead up to exams to ensure effectiveness and active participation.
	<p>Daily after school provision to encourage disadvantaged pupils to work independently in a calm and safe environment where specialist staff are at hand to support.</p>	£4,000	Half termly review to ensure participation in semi-supervised after school provision
	<p>The allocation of the “Achievement Fund” to ensure that disadvantaged pupils are not placed at a financial disadvantage when resources are needed, such as revision guides. Access to this fund is via application only</p>	£25,000	Termly review to monitor use and impact
	<p>Additional leadership capacity to the pastoral team to increase the effectiveness and outcomes for disadvantaged pupils through the additional roles of KS3 and KS4 Directors. These roles increased capacities will support the head of years in ensuring progress and attainment of all disadvantaged pupils is exemplary alongside providing all pastoral support needed – a relentless focus on academic progress and attainment.</p>	£41,328	Calendared assessment points for all year groups throughout the year.

<p>Raised aspirations for disadvantaged pupils. To ensure ambitions for all students are supported relentlessly with a specific focus on pupils in receipt of pupil premium.</p>	<p>The allocation of additional careers advice to offer impartial guidance to all disadvantaged pupils. All Yr11 pupils will be interviewed by a member of leadership team.</p>	£8,000	<p>Termly reviews to ensure guidance is progressing and purposeful. Transitional aspects to be reviewed annually to inform best practise for next academic year</p>
	<p>Extensive support through increased capacity will be given to students who submit both post 16 and post 18 applications with personalised pastoral support for all disadvantaged pupils remaining throughout Hanson's sixth form provision.</p>	£28,202.44	<p>Calendared assessment points for all year groups throughout the year.</p>
	<p>Peripatetic music lessons are offered to all pupil premium pupils throughout KS3 and to those who opt to take GCSE music lessons in KS4 to actively improve engagement, enjoyment and love of learning. Applications must be completed to access this resource.</p>	£3,333	<p>Termly monitoring of participation and spend to ensure effective use of peripatetic lessons</p>
	<p>"Pupil Premium Trip Fund" allocated to support the encouragement of disadvantaged pupils attending extra curricular activities, trips and residential. Applications completed by staff member proposing trip and submissions reviewed regularly by SLT.</p>	£50,000.	<p>Regular monitoring throughout the year by senior leaders to ensure ALL spend actively involves disadvantaged pupils in external trips.</p>
	<p>'Bursary Bid Fund' to encourage subject specific support within department areas to increase participation and engagement to help progress of disadvantaged pupils. Applications completed by staff member and submissions reviewed regularly by SLT.</p>	£18,000	<p>Regular monitoring throughout the year by senior leaders to ensure ALL spend actively engages disadvantaged pupils within all subject areas.</p>
	<p>Summer school funding to support effective transition and engagement in liaison with youth support services to actively seek the participation and</p>	£30,000	<p>Annual review to reflect and evaluate effectiveness to feed</p>

	<p>'buy-in' from Yr6 disadvantaged pupils prior to their commencement at Hanson. Funding covers most of the costs for staffing, venues, activities and meals/beverages for the full duration of the summer school period.</p>		<p>into following year for best practise.</p>
<p>Disadvantaged pupils are well supported in all areas including those outside of academia. Wellbeing support for disadvantaged pupils will be outstanding.</p>	<p>'Emergency fund' to support disadvantaged pupils in emergencies to support families financially with features such as uniform vouchers and/or items of uniform and purchasing of essential equipment for school.</p>	£20,000	<p>Regular monitoring throughout the year by senior leaders to ensure ALL spend is accounted for and appropriate.</p>
	<p>Providing school lunches and home support with food for interim periods whilst relevant agencies resolve needs and support individual circumstances</p>	£2,000	<p>Regular monitoring throughout the year by senior leaders to ensure ALL spend is accounted for and appropriate.</p>
	<p>'Time to Talk' (TTT) support within school to provide emotional support to disadvantaged pupils by a youth support worker for 10hours per week across two days for the full academic year</p>	£8,000	<p>Termly review to monitor use and participation</p>
	<p>Funding allocated to CLA pupils is ring-fenced for specific support through tuition, specific resources and requests made through PEP and LAC reviews</p>	£20,900	<p>Regular monitoring throughout the year by Director of SEND and Wellbeing in liaison with social workers and LAC team.</p>
<p>Positive Discipline. School statistics show that disadvantaged pupils are more likely to be absent, excluded or misbehave.</p>	<p>New positive discipline system has been introduced and is evolving to meet the needs of our most vulnerable pupils to ensure they are fully engaged and make the most from their learning – this is overseen by an SLT member</p>	£21,700	<p>Constant reviews throughout the year to ensure effectiveness and purposeful impact.</p>

	<p>Weekly review meeting to discuss alternative provisions, managed moves, attendance and NEET pupils to ensure all stakeholders are held to account. A relentless drive to improve the behaviour and attendance of disadvantaged pupils will be used to close the observed gap in pupils attendance.</p> <p>Regular communications with alternative provisions will be used to effectively monitor and support disadvantaged pupils being educated off site and the broadened staffing of the Wellbeing team are to support with the engagement of families and external services when appropriate to reintegrate, catch-up and allow pupils in receipt of pupil premium to make progress.</p> <p>Expansion and re-structure of the pastoral team throughout all year groups will be used to effectively support and meet the needs of all disadvantaged pupils. Pastoral staff roles expanded to support progress, attainment and wellbeing and administration support is also provided to ensure no single child is missed and all progress is closely monitored by all.</p> <p>Single HSLO provision to be expanded by an additional member of staff to focus on the relentless drive to increase attendance and punctuality of pupil premium pupils</p> <p>Employment of both internal and external provision co-ordinators to be used to support disadvantaged pupils in receipt of pupil premium when they are in school. The provision is to support the reintegration and engagement of pupils back into school and mentor/coach them to make the right choices and decisions once in school.</p> <p>An increased capacity with the senior pastoral officer has also been deployed to support the roles of the HSLO and the assistant head of behaviour and attendance to provide additional scope for monitoring, tracking and analysing trends within the pupil premium cohort to ensure rigour is applied in making all disadvantaged pupils attend and engage</p>	<p>£2,584</p> <p>£4,486.28</p> <p>£38,541</p> <p>£13,075</p> <p>£12,505.20</p> <p>£8,677</p>	<p>Provisions and progress reviewed weekly within meetings</p> <p>Constant reviews throughout the year to ensure effectiveness of provisions</p> <p>Calendared assessment points for all year groups throughout the year.</p> <p>Provisions and progress reviewed weekly within meetings to monitor attendance of disadvantaged pupils</p> <p>Calendared assessment points for all year groups throughout the year.</p> <p>Calendared assessment points for all year groups throughout the year.</p>
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	<p>Attendance incentives are to be used effectively to support the attendance of disadvantaged pupils. Reward trips take place to reward positive attendance and marked improved attendance. Fines and legal proceedings will be instigated where required to improve attendance.</p>	£8,000	Half termly to ensure incentives are effective and impactful on attendance and engagement
	<p>The leasing of a new school mini bus will be deployed specifically to improve the attendance of our disadvantaged pupils. HSLO will support with the manning of the bus to ensure all pupils not accounted for in school are visited and brought into school – cohorts for this provision are solely focused on disadvantaged groups</p>	£4,800	Termly review to ensure use and priorities are focused on pupils in receipt of pupil premium funding
Whole school approach for supporting of disadvantaged pupils across all areas to ensure that any possible barriers are removed.	<p>Support services through teams such as the Educational Psychologist and the Learning and Cognition team to help support the needs of our most vulnerable pupils within aspects of their learning and inform teaching to meet needs, support progress and close the gap</p>	£8,000	Regular reflection and use of services throughout the year to ensure support and guidance is in place.
	<p>Nominal contribution towards schools site licenses such as 'My Maths', 'CPOMS', 'Show my Homework' etc. to support academic needs and wellbeing</p>	£2,000	Annual review for use and access to feed into next academic year.
	<p>Access arrangements support to help remove barriers to learning through use of specialist assessor in line with JCQ regulations for our disadvantaged pupils</p>	£7,000	Half termly monitoring to ensure disadvantaged pupils are supported in removing their learning barriers.
	<p>Employment of 4 additional learning support assistants to support the needs of our most vulnerable pupils within class and throughout interventions to support literacy and numeracy progress.</p>	£20,074.52	Annual review to justify additional staffing to ensure staff members are impacting on disadvantaged pupil progress.
	Total Spend	£517,384.88	
	Total Allocation	£517,385.00	