

Uxbridge High School Pupil Premium Plan 2015/16

The number of pupil premium (PP) students remains constant with 41% of school population on the register.

During 2014/15 there has been progress made on the gap between the achievement and participation of PP students, when compared to other students.

In Year 7 and 8 the achievement gap is very low and most PP students in older years are making good progress.

The school has identified a small group of PP students from Year 11, who have made the least progress and analysed the impact of their results on the cohort. The strategy for the next academic year will give further support to students with similar circumstances, as well as ensuring that the PP cohort continues to thrive.

Strategies

Aim: To ensure that PP students have the same educational opportunities and outcomes as non PP students at Uxbridge High School

Objectives

- Progress 8 Gap < 0.1
- Attainment 8 Gap < 0.5
- Attainment of Most Able PP cohort \geq Attainment of more able non PP
- Attendance Gap < 0.1%
- Persistent Absence Gap < 2%
- Behaviour Points Gap < 10
- All visits have at least 30% PP students
- All enrichment activities have at least 30% PP students

Aim: To identify and intervene to support PP students vulnerable to making the least progress.

1. Identification: Each house will identify the 2 PP students in each year group that makes the least progress. The majority of these students will be from the high and middle prior attainment groups.
2. These students will receive a tailored programme of support that may include
 - A personal mentor
 - Educational Psychologist / counselling
 - In-class support
 - Homework support
 - Literacy support

- Enrichment experiences
- Attendance monitoring
- Free breakfast
- Family support
- Social services provision
- Medical support

3. Accountability and Monitoring. The expectation is that these students are engaged in learning in a normal classroom environment. Progress, attainment, attendance and behaviour will be monitored to measure impact. The monitoring will be part of the AHL duties.

Funding

Financial year	Amount of Pupil Premium funding
2013-2014	£387,250.00
2014-2015	£414,562.50
2015-2016 (Estimated)	£412,762.50

	2013-2014			2014-2015			2015-2016 (Years 8-10 Estimated)		
Percentage of FSM students	41.7%			41.4%			41.2%		
Number of FSM students eligible for the Pupil Premium	425.5	@£900	=£382,950	437.5	@£935	=£409,062.50	437.5	@£935	=£409,062.5
Number of looked after students eligible for the Pupil Premium	1	@£1,900	=£1,900	1	@£1900	=£1,900	1	@£1,900	=£1,900
Number of service children eligible for the Pupil Premium	8	@£300	=£2,400	12	@£300	=£3,600	6	@£300	=£1,800
Adopted from care (first money paid to school October 2014 based on Jan 14 census)				-	@£1900	=	-	@£1,900	=
Total			£387,250.00			£414,562.50			£412,762.50

Pupil Premium used for:	Specific intended outcomes	Brief summary of the intervention or action, including details of year groups and students involved, and the timescale	Who will monitor this activity	Is this a new or continued activity/cost centre?	Amount allocated to the intervention / action (£)
Targeting vulnerable PP students through AHL Programme	AHLs will give personal mentoring and support to PP students.	Mentoring, One to One, external liaison, monitoring, family liaison.	JOD/RSM	New	£18,000
Flexible Learning Centre as a wrap-around support hub	Learning support, emotional support. The inclusive FLC is a new initiative that will impact attendance and student progress and meet the needs of PP students.	In lesson and out of lesson support. Counselling Ed Psych Nurture Groups Personalised Learning Open from 8.00 to 17.00 daily	JOD/RSM	New	£58,600
House Team Provision	New pastoral system to give increased support to PP students.	Communications with home. Liaison with external services. Monitoring of all aspects of student progress.	JOD/RSM	New	£89,000
Attendance Support	Attendance officer and truancy call. Introduction of Wessex House and support.	Action taken with all PP students with attendance below 95%.	RWE	New	£12,200
Additional Staff (Maths and English)	Two Teachers	The school has recruited additional staff to focus on English, literacy and maths for Pupil Premium students, who are performing less well.	JOD/RSM	On going	£60,000
Alternative Provision and One to One Tuition	Alternative provision at partner providers. 1 to 1 support for PP interventions.	Intensive one to one tuition is provided off site to PP students to give them additional support and achieve clear academic progress. These students are tested at the start of their placement and progress is tracked during their placement. These students return to Uxbridge High School when they achieve their goals stated at the start of their tuition and return to mainstream education.	JOD/RSM	On going	£30,000
Learning Mentor and mentoring	Uxbridge High School Academy Trust employs learning mentors and teaching associates	The role of these staff is to identify PP students who are under-performing and implement strategies to	JOD/RSM	On going	£35,000

	who work specifically with targeted students, many of whom are PP.	build confidence on a 1:1 basis. In addition students are supported with their organisation and uniform. This is monitored through action plans and collaboration with a range of in school teams and external agencies.			
Literacy Programme	Literacy, especially boys' literacy, is recognised as one of the key barriers to success at school. Cost of Literacy Co-ordinator and Literacy consultant	<p>During the first term of 2015/16, Year 7 students are being tested on literacy and spelling, with those needing support placed on the literacy programme. Accelerated reading has been introduced and will be monitored by the Literacy Co-Ordinator and the English Curriculum Leader.</p> <p>PP students are also mentored by Sixth Form students as part of a Breakfast Club. The students have twenty minutes paired reading with senior students and the option to start their school day with a free healthy breakfast.</p>	JOD/RSM	New	£34,000
Careers Support and Work Related Learning	<p>The school operates a work placement programme for all Year 10 students.</p> <p>Every student in Year 11 gets interview experience with external employers, followed by feedback on their interview to further prepare them for the workplace.</p>	<p>Uxbridge High School Academy Trust has always valued the real life experiences students get in the work place. In partnership with EBSI (UK) Ltd, a specialist work experience company.</p> <p>Careers advice and support is provided full time in the school, with enhanced support two days a week from EBSI (UK) Ltd.</p> <p>The school also operates extended work experience placements sourced by EBSI (UK) Ltd.</p>	JOD/RSM	On going	£58,000
English Half-Term Boosters	The English Curriculum Area use data from a range of sources to target	An extensive intervention timetable is in place and this academic year 2015/16, the English	JOD/RSM	On going	£4,500

	particular students for intervention.	Curriculum Area will run ten Saturday morning sessions, four whole day intervention sessions, fortnightly master class sessions and also take a group of target students on a weekend revision residential. The Saturday sessions have targeted key groups of no more than fifteen per class (with up to five classes). The whole day sessions involved twenty-four students. The impact of these interventions has been shown in exam results.			
Most Able PP Enrichment Programme	UHS think it is very important to offer PP students out of class opportunities, that will help to prepare them for further education	We offer an extensive range of university and career focused events and work closely with Brunel and 'The Brilliant Club' to target students with appropriate activities. Last year we offered the Brilliant Club to students at KS3 (88% PP) and KS4 (42% PP) and this involved a launch visit and a graduation trip to Royal Holloway University and Cambridge University. This year we are offering the Brilliant Club to 24 Year 9 and 10 students (58% PP). We also offer access to the Urban Scholars scheme offered by Brunel University and this year, four Year 11 (100% PP) and six Year 12 students are participating in the scheme.	SGI	On going	£12,000
School Mentoring:	The school operates an extensive mentoring programme and every member of staff works with students from Year 8 onwards.	This provides emotional support as well as academic support and requires a large investment in staff time to be successful. Year 7 students are mentored by Year 10 students.	JOD/RSM	On going	£26,000
Music Tuition	Uxbridge High School Academy Trust works in partnership with	Pupil Premium students are given additional support for one to one	JOD/RSM	On going	£2,000

	Hillingdon Music Service	music tuition, to enable them to access the full provision provided by the school. In 2013/14 thirty students received music tuition support and in 2014/15 thirty students received music tuition support. This enabled these disadvantaged students to take a music GCSE. The level of support offered for in 2015/16 is expected to remain static at thirty students.			
Primary Liaison and Transfer	The area UHS serves has a high proportion of students on the PP register	Summer school in Science for Year 5 PP students. After school PP Year 6 Science club. After school chess for most able PP Year 6. Drama production performance Year 6. RSC Hub Shakespeare performances in Uxbridge	JOD/RSM	On going	£20,000
Service Children in Education Mentoring	Guidance Leader to meet regularly with service children and monitor their education and well being	One Guidance Leader designated as the service children link. Make contact with families Monitor all aspects of school life. Offer support when needed	RSM	On going	£1,100
Uniform Support	Additional support is given to students in receipt of PP for the purchase of school uniform	In 2014/15 thirty students received PP funding for school uniform in the amount of £1,743. This has reduced in 2015/16 to £1,500, supporting eighteen students.	JOD/RSM	On going	£1,500
School Trips	PP students are actively recruited to all school trips including Calshot English and Maths Residential Trips.	When these students sign up to school trips they are eligible support in meeting the cost of trips.	JOD/RSM	On going	£25,000
Looked After Children Provision	Identification and complete support for looked after students	FLC liaises with outside agencies and carers to ensure wrap around support for students	AEr	On going	£1000
End of Term Reward Vouchers	70 Reward Vouchers	Reward vouchers are given each term for	JOD/RSM	On going	£700

		outstanding student achievement.			
6th Form Pupil Premium Provision	To ensure that gaps in student recruitment, achievement and progression in the 6 th form are minimised	All PP students are given support on transfer from KS4 to the 6 th . In the the 6 th Form they receive the same access to education as PP students in the lower school as well as receiving the educational allowance. Students also receive support on transfer to higher education and employment.	JKe	No allocation of PP funding. This is paid for out of main school funds.	

Pupil Premium Projects

Reducing the gap in performance between some pupil premium students and other students is a major objective at UHS. The barriers to success for this group are complex and often specific to individuals. The detailed knowledge that members of staff have about students can be useful in designing support and help.

As part of the Pupil Support Plan there is a budget for special projects to help groups or individuals on the PP register. Members of staff can bid for funding for projects they feel will break down barriers to progress and support students with their learning. These projects can relate to attendance, participation, punctuality, welfare, academic progress, engagement or any other area of a student's life inside or outside of school. Although there will be a maximum figure of £250 for each project, we are interested to hear of any project that staff believe can support pupil premium students.

Projects
<p>Leader: R Pennells</p> <p>Providing breakfast for PP students identified as needing help with punctuality. Breakfast tokens provided for students as an incentive to be in registration on time. £2.00 per student per day.</p> <p>Piloted with Year 11 January 2016. 60% of identified students took up the opportunity and consequently improved their punctuality.</p>
<p>Leader: C Docherty and V McLaren</p> <p>Maths in the Morning is a club that targets PP students from all year groups to have a maths breakfast. Food and maths resources are provided. The club started in February 2016 and has 10 regular members.</p>
<p>Leader: S Palmer</p> <p>Started in April 2016, the Photography Club is aimed at PP students to engage in a positive hobby or interest. Mr Palmer uses his expertise to develop skills and confidence in the students.</p>