



Pupil Premium Results and Targets														
Target 2014/15	Result	Target and Plan for 2015/6												
<p>Attendance – to close the gap in attendance between disadvantaged students and other students to a maximum of 3%</p>	<p>Attendance for non-FSM(6) students at the college increased to 96.48% attendance for FSM (6) students fell back to 91.1%. This is a concern. The FSM (6) figure was distorted by some persistent individuals and the FSM (6) attendance is a priority for improvement.</p>	<p>New laws come into place in September and our attendance policy is being adapted to suit. PPC and PSA will be involved much earlier in the process.</p> <p>Target: 3% difference</p>												
<p>KS3 Progress – to close the gap in average attainment between disadvantaged students and other students.</p>	<table border="1"> <thead> <tr> <th></th> <th>Maths</th> <th>English</th> </tr> </thead> <tbody> <tr> <td>Year 7 (into 8) -</td> <td>-28%</td> <td>-8%</td> </tr> <tr> <td>Year 8 (into 9) -</td> <td>-8%</td> <td>-8%</td> </tr> <tr> <td>Year 9 (into 10)-</td> <td>-16%</td> <td>-16%</td> </tr> </tbody> </table> <p>Gap still exists in English and maths. Some year groups need particular attention.</p>		Maths	English	Year 7 (into 8) -	-28%	-8%	Year 8 (into 9) -	-8%	-8%	Year 9 (into 10)-	-16%	-16%	<p>Using PATs, targeted interventions and introducing a different strategy to class setting, we hope to close the attainment gap across each year group.</p> <p>Gap between non-FSM(6) and FSM(6) students in all curriculum areas is smaller in the summer term 2016 than in autumn term 2015.</p>
	Maths	English												
Year 7 (into 8) -	-28%	-8%												
Year 8 (into 9) -	-8%	-8%												
Year 9 (into 10)-	-16%	-16%												
<p>KS4 Progress – to close the gap between the expected progress made in Maths and English according to the Ofsted Data Dashboard:</p> <p>English – reduce the gap from the present 22% Maths – reduce the gap from the present 35%</p> <p>Also, to close the gap between the vulnerable students achieving 5A*- C including English and Maths and the other students from 17% to 9%.</p>	<p>English – reduced gap to 17% Maths – reduced gap to 15%</p> <p>Gold standard 5 A*- C -13 %</p>	<p>By continuing with the interventions we have in place and introducing new ones when necessary, we aim to reduce the gap further.</p> <p>Targets:</p> <ul style="list-style-type: none"> English – reduce the gap from the present 17% Maths – reduce the gap from the present 15% Progress 8 (new measure from 2016) to be less than the summer 2015 (year 10) score of -0.41 compared to non-FSM(6) score of 0.05. 												
<p>Exclusions – to reduce the % of exclusions days of vulnerable students to less than 50% of the total exclusions days and to less than 40% of the excluded students to be from our vulnerable families.</p>	<p>Days = 54 Students = 58%</p> <p>Percentage of exclusions for FSM(6) students fell from 67% to 58% the decline was not as quick as desired.</p>	<p>We will continue with alternative provisions and parental engagement to reduce the figures further.</p> <p>Targets: Days < 50% Students < 40%</p>												
<p>Parental Engagement – to ensure that every student is represented by a parent/carers at a minimum of one event each academic year or that regular communication is made regarding the progress of the student.</p>	<p>97.8% of parents participated at a college event. All parents were contacted by PPC at least twice throughout the academic year.</p>	<p>We will continue to introduce a variety of events that enable as many parents to attend as possible as well as continuing the processes we already have in place.</p> <p>Target: 100% of parents to have attended an event or have made regular contact regarding their child’s progress.</p>												



Evaluation of Year 11 Final Grades 2014/15



Measure	2013			2014			2015 (Unvalidated data)		
	Non FSM	FSM6	Difference	Non FSM	FSM6	Difference	Non FSM	FSM6	Difference
5+ A*-C EM	70%	37%	-33%	46%	29%	-17%	63%	50%	-13%
Expected Progress in English	79%	46%	-33%	73%	46%	-27%	71%	54%	-17%
APS English	40.8	33.4	-7.4	38.36	32.84	-5.52	42.33	38.46	-3.87
Expected Progress in Mathematics	70%	27%	-43%	59%	31%	-28%	77%	62%	-15%
APS Mathematics	40	29.1	-10.9	39.68	30.48	-9.2	42.12	34.97	-7.15
Attendance	95.24%	91.7%	3.54%	95.96%	92.1%	-3.86%	96.48%	91.1%	-5.38%
Exclusions	65%	35%	30%	33%	67%	-34%	42%	58%	-16%



Expenditure April 2014-March 2015



Details	Amount	Balance	Impact
Opening Balance		£179,190.00	
Salaries	£106,670.00	£72,520.00	This includes the Pupil Premium Champion (tracking students' progress, raising awareness of issues, implementing interventions etc.) the Family Support Worker (87% of the families the FSW works with are PP families and she has increased attendance, self-esteem and parental engagement with many of them), members of the Behaviour Team (dealing with dismissals, isolation and exclusions. 54% of dismissal days were for PP students, 58% of students dismissed were PP students.) and the Pupil Achievement Tutors responsible for tracking students in KS3, delivering 1:1 and small group support, classroom support and identifying the needs of the PP students in their year group. This new initiative has increased the attainment of all target students where there was not an issue beyond the PATs control.
Additional Teaching Salaries	£17,805.00	£54,715.00	This provided an additional Maths class, 1:1 support sessions in Maths both during and after the college day and additional revision sessions in English both after college and on Saturday mornings. Impact will not be available until GCSE results are in.
Additional hours from the careers service	£1,500.00	£53,215.00	This raised awareness of the need to be thinking ahead but was not as successful as anticipated.
External Provisions such as Skillforce and College placements and staff to support	£19,500.00	£33,715.00	This provided the motivation some students needed to raise their attendance and improve their self-esteem. 3/4 of the students who took advantage of these placements received an additional qualification. Some of these students remained at Henry Cort despite there being some doubt of this before they were on these placements.
CPD	£2,500.00	£31,215.00	This focussed on differentiation and feedback alongside our College Improvement Plan. A marked improvement in teacher feedback was noted and more evidence of differentiation was evident in lesson observations.
DT Products including catering ingredients	£1,500.00	£29,715.00	This increased the amount of students who were able to participate in practical lessons AND take their products home with them.
Music Lessons	£1,015.00	£28,700.00	We provided the opportunity for 10 students to take private music lessons allowing them to either take up a new challenge or continue with an old one that was going to have to be curtailed.
Live 'n' Learn workshops	£2,400.00	£26,300.00	No noticeable impact
Revision Guides	£2,000.00	£24,300.00	Allowed more students to revise independently.
Premier League Reading Stars	£300.00	£24,000.00	Five from six of the targeted students made better than expected progress. This was recognised in an assembly presentation.
Summer School	£4,000.00	£20,000.00	Greater progress made in English by those who attended compared to those who didn't. Staff formed relationships with students and parents, encouraging a smoother transition.
PP Incidental Fund	£20,000.00	£0.00	To provide much need family support, encouraging parental engagement, higher attendance and additional pastoral support.



Predicted Expenditure April 2015-March 2016



Details	Amount	Balance	Expected Impact
PP Fund		£181,660.00	
PP Co-ordinator	£20,000.00	£161,660.00	Continuation of Increased awareness across College, coordinated tracking of students, improved relationships with parents and students.
SLT	£19,000.00	£142,660.00	To support members of SLT in the development and delivery of initiatives, training and liaison with regards to aspects of their work relating to Pupil Premium.
PP Fund	£20,660.00	£122,000.00	Continuation of broadening students' experiences, increasing aspirations and keeping them in the classroom and motivated.
FSW	£16,000.00	£106,000.00	To provide much need family support, encouraging parental engagement, higher attendance and additional pastoral support.
Skillforce	£9,000.00	£97,000.00	To improve motivation, attendance and self-esteem.
Skill Academy	£7,000.00	£90,000.00	To improve the attendance at college, keep students motivated to learn and provide a vocational qualification.
College Placements (Motiv8 etc)	£3,000.00	£87,000.00	To provide an alternative education to enable students to attend college and keep them focussed.
CPD	£5,000.00	£82,000.00	Continue the work we are doing on marking and feedback and to also provide training on how to deal with speech and language difficulties.
Summer School	£4,000.00	£78,000.00	To help aid the transition period and to further develop last year's success of increasing the progress made by attendees in both Maths and English.
Inclusion Manager and support worker.	£30,000.00	£48,000.00	To reduce the amount of exclusion days for the whole college with a focus on vulnerable students.
3 x Pupil Achievement Tutors	£26,000.00	£22,000.00	To continue with more focussed interventions and support, more regular data collecting and building relationships.
Revision Guides	£2,000.00	£20,000.00	To give all students access to revision material to enable independent learning.
DT products including catering	£1,000.00	£19,000.00	To increase motivation and experience the feeling of pride.
Music Lessons	£1,200.00	£17,800.00	To continue to increase in the PP uptake of music lessons and consequently the number of PP students involved in extra curricular activities.
The Power of 2 Maths Intervention	£500.00	£17,300.00	To raise the Maths attainment of those students at a level 4 in year 7.
External reviewer	£3,000.00	£14,300.00	To improve our effectiveness and outcomes.
PLRS	£300.00	£14,000.00	To improve the reading levels of reluctant readers in year 8.
Additional Holiday/weekend clubs	£4,000.00	£10,000.00	To facilitate activities that support students at weekends or during holidays such as revision workshops.
Additional Salaries	£10,000.00	£0.00	To enable after college and Saturday interventions.