

Pupil Premium Action Plan for 2018-19

Aim:

Central to the ethos of Trinity is to make sure every student has the opportunity to experience Education for Life in all its Fullness. This means addressing and overcoming obstacles to accessing every part of school life, in addition to tackling the barriers to achievement caused by material disadvantage and raising the attainment of those students in low income families.

Objectives of this plan:

- Improve all students levels of attainment and progress
- Improve all students' self-esteem and self confidence
- Close attainment gaps relative to school averages
- Ensure all students have full access to the curriculum
- Ensure all students access to the co-curricular programme

Identified Barriers to Future Attainment:

Aspiration, motivation and welfare issues

Many of the Pupil Premium students have issues with anxiety and self-esteem. This manifests itself in motivation and engagement problems and attendance issues as they move through the school. These students can find it difficult to engage fully with their learning in lessons.

Desired Outcome: Improvements in aspiration and engagement will be reflected in the Key Stage 3 and Key Stage 4 Pupil Premium outcomes. Student voluntarily attend interventions and afterschool sessions to enhance their life chances and raise their aspiration and motivation for school. Students will have the opportunity to attend all paid trips and to access co-curricular activities of their choice.

Attendance

The attendance rate for Pupil Premium students at Trinity is historically low. The level of persistent absentees within the FSM group is above national average as is the number of students who have attendance between 85% and 95%. Whilst we continue to tackle persistent absentees, there will need to be a focus on students with occasional but regular absences, which add up over a year and impact on progress.

Desired Outcome: Attendance rate for Pupil Premium students reaches the 95% target.

Access to school, trips and co-curricular activities

Due to the rural position of Sevenoaks and the limited transportation network, some students find it difficult to access school provisions outside of usual hours. This makes it difficult to access interventions, co-curricular activities and trips. Furthermore, the local low-income families for which Trinity caters also find the number of trips daunting, if not impossible, to pay for.

Desired Outcome: Pupil Premium students are able to access the same co-curricular activities and trips as their peers and engage consistently with the restorative justice system of behaviour management.

Parental Engagement

A lack of parental support regarding education can be very detrimental to a child's education and can reduce their motivation and adversely affect outcomes and mindset. From failing to attend school events to verbalising negative comments about actions taken by the school such as behaviour sanctions reduce student engagement resulting in reduced outcomes, attendance and motivation

Desired Outcome: Greater parental engagement resulting in improved outcomes relating to attainment, attendance and behaviour

<i>Pupil Premium Spend Plan</i>					
<i>Pupil Premium used for:</i>	<i>% Spend</i>	<i>Is this a new or continued activity/cost?</i>	<i>Brief summary of the intervention or action, including details of year groups and pupils involved, and the timescale</i>	<i>Specific intended outcomes: how will this intervention or action improve achievement for pupils eligible for the Pupil Premium? What will it achieve if successful?</i>	<i>How will this activity be monitored, when and by whom? How will success be evidenced?</i>
Access to school trips	15% £17,811	Continued	Year 7 – 11 PP School to pay for students to have access to school trips as and when necessary.	PP students will be able to access extra-curricular trips to broaden their education. This will allow them to visit sites and take part in activities they may not otherwise have been able to. For some subjects where field work is compulsory, this additional funding will mean they do not fall behind their peers.	Attendance Logs (SMO) PP Access to Trip (HoD - Subject) <i>Termly</i>
Staffing	55% £65,309.50	Continued	Year 7 – 11 PP.	PP students will be monitored closely throughout their school career both	

			Funds used to provide adequate staffing to the close the gap in attainment and pastoral care. Staff identified provide opportunities and services.	from an academic and pastoral viewpoint. More staff means a greater scope to individualise interventions and support.	Performance management meetings (Line Managers) Academic data (HoDs / SMO) Attendance / Behaviour Logs (HoDs / HoYs / SMO) <i>Termly</i>
Counselling	5% £5,937	Continued	Year 7 – 11 PP. Funds used to provide additional emotional and social support for those students who require it.	PP students will develop emotional resilience and strong social skills that will allow them to engage actively with their education and peers. Attendance and behaviour will also improve.	Attendance to sessions (FLO / HoYS) Behaviour Logs (HoYS / SMO) <i>Termly</i>
Tuition / Alternative Provision / Literacy Catch Up	15% £17,811	Continued	Year 7 – 11 PP. Funds used to provide additional academic intervention to help students catch up with their peers across a number of subject areas, with a strong focus on developing numeracy and literacy skills.	PP students will have access to focused, small group intervention that will close the gap in subject specific knowledge, but also in literacy and numeracy skills. This will build a strong foundation for their formal exams at the end of Key Stage 4.	Academic data (HoDs / SMO) <i>Termly</i>
Achievement For All (AFA)	5% £5,937	New	Year 7 – 11 PP. Funds used to finance the training provided by Achievement For All to help the school develop a cohesive Pupil Premium strategy that addresses any and all gaps and areas of weakness.	PP students will benefit from a cohesive strategy that addresses all areas of disadvantage. AFA conducts a thorough investigation of existing PP strategies and guides the school on how to improve, which includes providing CPD to staff.	Academic data (HoDs / SMO) Behaviour / Attendance data (HoY / SMO)

					<i>SLT will monitor and map the new strategies introduced.</i>
Flexible Funding	5% £5,937	Continued	Year 7 -11 PP. Funds used as and when needed for academic or pastoral intervention. This could be for items such as uniform or equipment, which have been funded in the past.	PP students will have diverse and individualised needs. By having flexible funding, it will allow the school to respond to these on a case-by-case basis. Examples: uniform, equipment, transport, food for DT.	Academic data (HoDs / SMO) Behaviour / Attendance data (HoY / SMO) <i>Termly</i>
<i>Pupil Premium Action Plan</i>					
Department Audit	0%	n/a	Year 7 – 11 PP. Audit sent out to departments Term 3 and Term 6 to monitor department level interventions.	Departments adopt a cohesive and focused approach for closing the gap for their Pupil Premium students.	Department Audit Document (SMO) <i>Term 3, Term 6</i>
Attendance and Behaviour Audit	0%	n/a	Year 7 – 11 PP. Data pulled from SIMs and analysed for underperforming students. Audit sent to HoKs to highlight students and request intervention.	HoKs focus on closing the behaviour and attendance gap with timely interventions. By closing attendance gap, chances of achievement is increased.	Attendance and Behaviour Audit (SMO) <i>Term 2, Term 4, Term 6</i>
Work Scrutiny / Learning Walk	0%	n/a	Year 7 – 11 PP. Conducted across all Year groups. 2 students selected for each subject and all books reviewed from all their subjects.	Improvement in quality of work and focus of PP students during lesson time. This will be in-line with school wide focus on presentation in the approaching academic year.	Learning Walk spreadsheet (ZLO) Work scrutiny proforma (SMO) <i>Term 2, Term 4, Term 6</i>

Meeting Minutes / Department Agenda	0%	n/a	Year 7 – 11 PP. PP to be a standing item of department, middle leader and senior leader meeting agendas.	PP students will be a focus group at all levels. Staff will put in place action plans at department and whole school levels. Any issues that arise from discussions can be addressed by necessary staff members and / or the allocation of additional funding.	Meeting Minutes (ZLO / MPA / SLT) Monitored by SMO via academic and pastoral data. <i>Termly</i>
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Additional Notes

- This document constitutes a plan of action for the approaching academic year and it is not binding in nature. Furthermore, funds are not ring-fenced into these particular interventions and could be used for other interventions or projects if necessary at the time.
- Pupil Premium Plus money for adopted children is included in the plan above. Pupil Premium Plus money for Looked After Children / Children in Care is documented and analysed separately.
- At the time of writing, student numbers for Year 7 entry have not been confirmed and so allocation of funds has been plotted based on previous years' provision.