

# KBA 3 Year Pupil Premium Plan September 2020

## LONG-TERM PLAN (3 YEAR TIMESCALE):

1. Fully embed a culture of high aspirations and work ethic amongst disadvantaged students.
2. Ensure disadvantaged students make at least the same progress as non-disadvantaged students at all Key Stages.
3. Improve the attendance and punctuality of disadvantaged students.
4. Ensure all staff know and understand the barriers to learning facing disadvantaged students and take steps to remove them.
5. Ensure all disadvantaged students and parents are fully aware of further education and post-16 choices.
6. Support disadvantaged students by engaging with their parents.
7. Ensure all students are have the reading skills to be fully capable of reading texts required to be successful at school.

Objective	Actions	Year group
1. Fully embed a culture of high aspirations and work ethic amongst disadvantaged students.	<ul style="list-style-type: none"> <li>• All staff ensure they have high expectations at all times. This includes talking to students around the academy, ensuring students are expected to answer questions in class (using TLAC as a basis for techniques to ensure no answer is not an option), giving students the opportunity to demonstrate their cultural awareness.</li> </ul>	All
	<ul style="list-style-type: none"> <li>• Update staff regularly on the Pupil Premium Policy and ensure they are fully aware of current progress levels in all parts of the curriculum. This will ensure staff know the abilities of these students in all areas.</li> </ul>	All
	<ul style="list-style-type: none"> <li>• Leaders to fully analyse data to ensure underperformance is highlighted at the earliest opportunity. Teacher to be supported in monitoring the student with information on barriers to learning if needed.</li> </ul>	All
	<ul style="list-style-type: none"> <li>• Further embed the process of transition. Ensure staff are fully aware of any barriers to learning leading to early intervention.</li> </ul>	Year 5 to 7
	<ul style="list-style-type: none"> <li>• Continue to fully embed a rigorous assessment procedure. Teachers to plan lessons to incorporate revision techniques and plan opportunities for independent work using Knowledge Organisers and subject specific materials.</li> </ul>	Year 7 to 11

<p>2. Ensure disadvantaged students make at least the same progress as non-disadvantaged students at all Key Stages.</p>	<ul style="list-style-type: none"> <li>• All disadvantaged students to be fully aware of assessment dates, coursework dates. This is delivered through departments and assemblies.</li> <li>• Year leaders to create and update a list of students who are at risk of underperformance, missing exams etc. Year leaders to meet with parents to discuss the root cause.</li> <li>• Key Stage Leads and HODs to monitor and intervene at every data drop.</li> <li>• Year Leads to compare work of similar ability students to check for inconsistencies, poor progress.</li> <li>• Teachers ensure they identify and meet their needs through rigorous assessment for learning, literacy and numeracy strategies, and targeted interventions</li> </ul>	<p>Year 6 to 13</p> <p>Year 7 to 11</p> <p>Year 7 to 13</p> <p>Year 7 to 11</p> <p>All</p>
<p>3. Improve the attendance and punctuality of disadvantaged students.</p>	<ul style="list-style-type: none"> <li>• Attendance Team to ensure daily home visits are made for targeted students.</li> <li>• Tutors to ensure they build strong relationships with their tutees. This will add greater depth to conversations about attendance and progress.</li> <li>• Letter sent home by the attendance team when attendance improves.</li> <li>• Parent Meeting to offer support will be held with any student who is below 90%. (unless evidenced medically)</li> <li>• Year Leaders to ensure they meet weekly/fortnightly with the attendance manager to discuss concerns.</li> <li>• All staff to ensure they are fully aware of their CPOMS alerts. Staff will then be fully informed and be able to support as required.</li> <li>• Promote the breakfast club/nurture group in primary to improve attendance. Possible breakfast club to be included within Year 7.</li> </ul>	<p>Year 7 to 11</p> <p>Year 7 to 13</p> <p>All</p> <p>Year 5 to 11</p> <p>Year 7 to 13</p> <p>All</p> <p>Year 1 to 7</p>
<p>4. Ensure all staff know and understand the barriers to learning facing disadvantaged students and take steps to remove them.</p>	<ul style="list-style-type: none"> <li>• Year leaders to ensure they share information on disadvantaged students with teaching staff. Teaching staff to be provided with CPD from staff who work closely with disadvantaged students to make sure they have a more detailed awareness of life outside the Academy.</li> <li>• Departments to communicate fully on performance of disadvantaged students. This will highlight high and low performance in different areas which require different skills.</li> <li>• Welfare/Support Team to ensure CPOMS is up to date. Welfare Team to train all staff to use CPOMS with regular reminders termly.</li> </ul>	<p>All</p> <p>Year 7 to 13</p> <p>All</p>

	<ul style="list-style-type: none"> <li>Highlight excellent performance in assemblies and through parental contact. All Year assemblies to include at least 5 celebrations with 3 being for a disadvantaged student.</li> </ul>	All
5. Ensure all disadvantaged students and parents are fully aware of further education and post-16 choices	<ul style="list-style-type: none"> <li>All disadvantaged students to have a careers appointment in Year 11. This will include advice and support on further education, apprenticeships etc.</li> <li>All disadvantaged students to have a careers appointment during Year 10.</li> <li>Year leaders to ensure they are knowledgeable regarding options their students will have.</li> <li>All disadvantaged students to attend the Sixth form evening and Careers evening.</li> <li>Leader for Careers to ensure there is an up to date spreadsheet showing applications, choices, and requirements for every student in Year 11.</li> <li>Year Leads for 9, 10 and 11 to arrange at least one guest speaker per term (through teams).</li> </ul>	<p>Year 11</p> <p>Year 10</p> <p>Year 9 to 10</p> <p>Year 9 to 13</p> <p>Year 11</p> <p>Year 9 to 11</p>
6. Support disadvantaged students by engaging with their parents.	<ul style="list-style-type: none"> <li>Open parents' evening bookings to disadvantaged parents first.</li> <li>Student leadership team to show parents around who are unsure or likely not to attend all appointments.</li> <li>Ensure all disadvantaged students attend parents' evening.</li> <li>Core subjects to offer parent support class for primarily, parents of disadvantaged children.</li> <li>All reports sent home to be followed by a questionnaire to parents. This will include questions about the student's progress and further support the school can offer.</li> <li>Use social media to promote special events such as Careers Evening and PTA events.</li> <li>Improve accessibility of PP students to education through family engagement and support from the Pastoral/Welfare Team.</li> <li>Hold virtual parents' evening for those that find it difficult to attend.</li> </ul>	<p>Year 7 to 11</p> <p>Year 9 to 11</p> <p>All</p> <p>Year 5 to 11</p> <p>Year 4 to 11</p> <p>All</p>
7. Ensure all students are have the reading skills to be fully capable of reading texts required to be successful at school	<ul style="list-style-type: none"> <li>Whole School Head of Literacy to launch literacy program which includes introducing a whole-school reading programme. Students will read for enjoyment with their tutor group and tutor.</li> <li>Greater emphasis on reading subject texts/questions in class to support learning.</li> <li>CPD for staff to ensure all students receive the same high quality support with reading,</li> </ul>	All

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|  | <ul style="list-style-type: none"><li>• Guest readers as form time such as SLT and House Coordinators.</li></ul> |  |
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Please note, this plan will be amended depending on the level of restrictions due to Covid 19 in the local and wider area. This will involve the use of technology such as Microsoft Teams.