

<p>Key Priority:</p> <p>To close the disadvantage gap by addressing inequalities and raising the attainment and the levels of progress made by all pupil premium students including those students eligible for Free School Meals (FSM), Service Children and Children in Care(CIC).</p> <p>Executive Leader: Senior Assistant Headteacher, responsible for PP- JMG</p> <p>Evaluated by: Senior Leadership Team</p>	<p>What do we expect to see:</p> <p>Specific intervention strategies to support every student from a disadvantaged background or service family background. Resulting in them being able to :</p> <ul style="list-style-type: none"> improve their levels of attainment and progress improve literacy and numeracy
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2017/2018 Pupil Premium Grant £285,565	KS3/4 (on roll September 2017) No of FSM: 325 No. of Service Children: 37 No of Children in Care: 15
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Expenditure 2017/18	Overseen and Delivered By:	Accountability	Costs (£) Staff costs Training Resources
<p>English and Maths Intervention at KS3, KS4, KS5: Student progress is tracked throughout the academic year which enables the early identification of students whose progress is not as expected. All teachers are tasked with identifying all PP students and especially HA PP students as a key focus group in lessons. In addition specialist teachers deliver specific intervention programmes to individuals or small groups of identified students during both curriculum time and in booster sessions after school. One to one intervention teachers deliver tuition to individual students, enabling the teacher to focus teaching to meet the learning needs of identified students.</p> <p>Science Intervention: A specialist Science teacher delivers one to one and small group tuition to targeted students. A Science HLTA delivers tuition to targeted students on the Grade 3 / 4 border.</p> <p>Pupil Premium Coordinator: Our full-time Pupil Premium coordinator works with our PP students to identify their specific needs and create successful actions to support their progress at Tretherras. All year eleven students are interviewed in the Autumn term and their data is shared and discussed. This year in response to student requests an Interview skills course has been created and runs after school using volunteers from a number of outside agencies. The pupil premium data is regularly shared at meetings and individual and group progress is tracked. In response to identified attendance trends CPG is working with GRC to improve the attendance of</p>	HODs & Progress coordinators in English and Maths HLTAs in Maths	RS 1 and 2 meetings track PP data across all years every 4-6 weeks PP CPD delivered by JMG annually and updates of outcomes delivered in whole staff meetings.	£93000 £35000
	HOD and Intervention Staff	ATM directed by AKS in response to data produced by ADM and BRP	£10,000
	CPG and all HOYs	Fortnightly meetings scheduled with JMG. CPG also attends the Attendance team meetings	£27800

<p>FSM Pupils. CPG also runs our highly successful summer school- which we fund following the removal of Government funding.</p> <p>CIC Advocate: The IHC Manager is also employed to provide individualised packages for our students who are in care. Each child has a curriculum diet and intervention programme tailored to their needs. The Advocate is line managed by the SENCO and both report to the Cices team- Tim Barton. CIC data is shared with all staff and progress and attainment is monitored by the RS,HOY, C&G teams.</p> <p>EWO: We share the employment of an Education and Welfare Officer with another local academy. Through the use of the EWO we are able to track attendance and target intervention and support of PP pupils with poor punctuality and attendance. We will report on the outcomes of intervention and their impact at C&G meetings. Both our overall absence for PP students and PA data shows an improving trend and a closing gap although the attendance gap remains static at around 2.5%.</p> <p>Careers advice and guidance Phase 1 and Phase 2 Since September 2012, Careers South West has been employed to offer guidance on future career and educational pathways. All PP students receive appointments with a guidance councillor. CIC students meet with Careers 4U</p> <p>SEN: Nurture group and other Learning Team support: Our SENCO and SEN team facilitate the learning of a core group of children who experience difficulties in mainstream lessons due to a variety of factors. The group learn in a safe and stimulating environment more specifically tailored to their needs. They have access to the range of support (including Lunch and Break Nurture Groups, After School Clubs, off-site support via Boot-Up and individual TA guidance etc) which they individually require which means that a variety of support services work in conjunction with the nurture group to determine the best methods for each child, e.g. SENCO, Hoys, TAs.</p> <p>Vocational pathways at 14 plus: College tuition costs, travel and other miscellaneous expenses for equipment & materials</p> <p>High Ability Students (PP): Our HAP co-ordinator is ensuring that the needs of students who are recognised as HAP+ PP are being met. This occurs in various ways: liaising with</p>	HLC LD	HLC and LD feed back at weekly C&G meetings	£19,500
	SG HOYs	The EWO liaises directly with the pastoral and attendance teams. She also feedbacks at PDW and C&G Meetings.	£10,000
	SG SLJ	SLJ reports to PDW meetings half termly.	£6000
	HLC	Information reported to RS, PDW and C&G meetings	£60,000
	HLC JAH/DVN	HLC is line managed by SG Information discussed at RS and C&G	
	RJH	RJH and JMG to SLT and PP Governor	£1300

<p>departments to ensure the curriculum is challenging, monitoring the progress of targeted students, interviewing students and working with HOYs on appropriate interventions to ensure that students meet their targets. Enrichment activities in the form of visits to universities and whole day G&T days at the Sands Resort have also proved very successful. The Primary Liaison work enables early identification of students and their ability levels providing immediate intervention strategies to be establishment that provide smooth transition routes and support mechanisms from KS2 to K4(Phase 2)</p> <p>Extra-curricular activities, Activities Week and the Duke of Edinburgh Award Scheme: We have invested money to support student's ability to access all aspects of our DofE award. We provide funding towards all PP Activity week costs. We also support PP students on trips that tackle their barriers to learning</p> <p>Personalised Support: We offer an extensive support package for all PP students.</p> <ul style="list-style-type: none"> Resource Packs (E/M/SCI and ART) Free Revision Guides (all subjects) Uniform Support PE Kit Support Music Tuition Breakfast Club 	CJL	CJL feedback to SLT and HOY	CJL £9065 DofE: Activities Week: Trips and Visits: £6200
	JMG working with HOYs and HODs	JMG reports to NET Director board	£7700