



Cox Green Pupil Premium Strategy 2016 - 2017

The purpose of the Pupil Premium Grant is to ensure there is no difference between the outcomes and progress of students who are in receipt of Pupil Premium and those who are not nationally.

Cox Green is committed to ensuring Pupil Premium funding reaches the students who need it most to ensure any barriers are removed, challenge is provided and there is equality of opportunity for all.

Pupil Premium Numbers

	Number	%
Total number of Students Years 7 – 11	827	N/A
Total number of Students Year 7 - 13	946	N/A
Students in receipt of Pupil Premium in Years 7 - 11	140	17%
Students in receipt of Bursary in Years 12 - 13	11	9%
Looked after Children Years 7 -11	4	0.5%

NB: Figures are accurate as of Nov 2016

Pupil Premium Expenditure April 2016 – March 2017

Total number of students eligible for Pupil Premium Grant (as of Jan 16 Census)	140
Amount of Pupil Premium Grant received per learner 2016/17	£935
Pupil Premium Grant 2016/17	£130,900
Looked After Children	£3,800
Total Amount of Pupil Premium Grant 2016/17	£134,700
Total amount of Cox Green spend on Pupil Premium	£150,131
Difference	+£15,431

Part 1: Barriers to Learning

1.1 Analysis of PASS Survey 2016

Each year the school surveys all students using an independent survey. This survey enables the school to evaluate how students feel about the school and their learning.

	Disadvantaged %	Other %	% Difference – In School
Feeling about school	40	51	11
Perceived learning capability	36	52	16
Self-regard as a learner	43	48	5
Preparedness for learning	42	54	12
Attitudes to teachers	44	48	4
General work ethic	45	54	9
Confidence in learning	43	56	13
Attitudes to attendance	42	56	14
Response to curriculum demands	45	50	5

The analysis of the PASS Survey indicates that the main barriers to Pupil Premium students' learning are: perceived learning capability, attitude to attendance, confidence in learning and preparedness for learning.

1.2 Other Barriers to Learning

In addition, the school recognises through a variety of student voice activities, evaluation of teaching, learning and assessment and personal development that there are additional barriers to learning for pupil premium students.

Barriers to Learning	Number of PP students this applies to	% of PP students this applies to	Strategies to Address Barriers	Impact Measures / Success Criteria
Poor attendance to school resulting in lost learning opportunities.	30 PA Pupil Premium students.	21%	Dedicated attendance officer, whole school focus on attendance, close partnership work with EWO	Current PA figure for pupil premium is 9.63% (Sep 2016 to Oct 2016). Target for this year is to reduce this by half to 4.8%.
Social and Emotional Needs impacting on engagement and participation.	56	40%	SAFE Manager, PDWB, Key Stage Leaders mentoring and support, ELSA support. In addition, partnership work with	Reduction of Pupil Premium FTE by half from 38 students last year to less than 19 this academic year. Increase in school rewards from 39% of PP students receiving 100+ Positive Points Rewards to 65% this academic year.
Mental Health needs in need of counselling.	30	21%	School counsellor supports mental health needs, access to Number 22 free counselling service and strong partnership work with multi	Students able to access school and learning as a result of support.

			agencies.	
Limited aspirations in terms of lack of awareness of opportunities and negative attitudes towards achievement because of lack of confidence in learning.	84	60%	Dedicated Careers Officer who works even more intensively with PP students. Tracking of enrichment opportunities and students accessing them by Pupil Premium Leader. Specific trips to Russell Group Universities and other residential places.	Students feel that they have a clear pathway for when they leave school and access education, employment or training. Target: no NEETs.
Behaviour patterns which impact on learning as a result of perceived capability to learn.	20	14%	Behaviour support strategies employed by all staff (quality first teaching), specialized programmes and alternative curriculum.	Reduction of Pupil Premium FTE by half from 38 students last year to less than 19 this academic year. Increase in school rewards from 39% of PP students receiving 100+ Positive Points Rewards to 65% this academic year.
Year 10 home environment impacting on motivation to learn.	6	0.4%	Access to a very different environment which priorities 'family living' and therapeutic care.	Increased engagement and confidence within the school and staff.
Lack of regular participation in enrichment.	112	80%	Pupil Premium Leader able to identify swiftly opportunities and ensure pupil premium students engage.	Improved rates of participation in residential and visits leading to improved attitudes.
Lack of access to equipment for learning in order to be prepared for learning.	100	71%	Purchase necessary equipment to ensure students can access learning quickly and effectively.	Students fully equipped to learn.
Lack of access / finances to ensure health eg: diets.	50	36%	Students able to access food from school to ensure they eat well during the day.	Students access the necessary food and develop skills to stay healthy and eat well.
Lack of access to IT and printing.	80	57%	Students able to access the necessary equipment and resources eg: additional printing allowance, loans of laptops to access learning.	Students access their learning more readily.
Lack of quiet space to complete homework.	70	50%	Students are able to complete homework in school in a quiet space which is supported by staff.	Reduced incidences of pupil premium students not completing homework from 28% to 14%.
Low prior attainment resulting in ability to access all learning.	45	32%	Intervention for low prior attainment is bespoke and impacts strongly on student outcomes.	Interventions set up and monitored regularly for impact on progress and outcomes.
Low literacy and numeracy impacting on ability to access curriculum.	55	39%	Intervention for literacy and numeracy is bespoke and impacts strongly on student outcomes.	Interventions set up and monitored regularly for impact on progress and outcomes.

Part 2: Planned Expenditure 2016 - 2017

Below sets out the planned expenditure for Cox Green School of the Pupil Premium Grant.

2.1 Quality Teaching and Learning for All

Desired outcome	Chosen action / approach	What is the evidence and rationale for approach?	How we will ensure it is implemented well?	Staff Lead?	When and how will the implementation be monitored and reviewed?	Costings
Strong outcomes and progress measures for all Pupil Premium Students.	Regular data captures which are analysed and reviewed by staff. Bespoke interventions following Lasers meetings with Leadership Team and Learning Leaders.	The school has adopted this approach in the last 3 years and there is evidence that pupil premium outcomes are much stronger.	Data is captured every 6 weeks, laser meetings occur every 8 – 10 weeks in which interventions are monitored and reviewed.	Associate Senior Leader, Assistant Head for Assessment and Learning Leaders	The impact of this is reported regularly to Full Governors and Finance Committee. It is also reviewed termly using the whole school Raising Achievement Plan and departmental Raising Achievement Plans.	Staff Costs £389,358 – this is a percentage of total teaching salaries against pp students. This cost is in addition to any Pupil Premium grant.
Effective teaching which secures improves perceived learning capability, attitude to attendance, confidence in learning and preparedness for learning.	Partnership work with Local Authority Pupil Premium School Improvement Adviser, ASPIRE in Buckinghamshire and The Holt School for NQT Training.	Educational Endowment Trust research: high impact and low cost.	Partnership agreements will be set up with educational organisations and shaped according to specific needs of staff. High quality professional development is put into place and is impactful on students perception about their learning and make good progress.	Headteacher, Deputy Headteacher, Learning Leaders	Sep 2016 throughout the year. Learning walks, student voice and other monitoring activities will evaluate impact (see school calendar). The impact of this is reported regularly to Full Governors and Finance Committee. It is also reviewed termly using the whole school Raising Achievement Plan and departmental Raising Achievement Plans.	Staff time Local Authority Pupil Premium School Improvement Adviser – no cost Percentage of fees to the Holt and Aspire (£1500)
Total						£1500.00 (not including % of staff salaries)

2.2 Quality Personal Development, Behaviour and Welfare for All

Desired outcome	Chosen action / approach	What is the evidence and rationale for approach?	How we will ensure it is implemented well?	Staff Lead?	When and how will the implementation be monitored and reviewed?	Costings
Improved attendance and reduction of persistent attendance through the continued employment and work of the Attendance Office and SAFE Managers plus EWO.	Close tracking and monitoring of attendance, family intervention and building relationships to support engagement with school.	The school has adopted this approach in the last 3 years and there is evidence that pupil premium outcomes are much stronger. Educational Endowment Trust – Highlights that this can have moderate impact.	Robust tracking systems are in place and continue to be used.	Deputy Head and Lead SAFE Manager.	Through regular line management and half termly meetings with tutors.	% of salaries focusing on PP students: <ul style="list-style-type: none"> SAFE Managers salary £26,771 Attendance Officer: £18,299 EWO: £3,947
Secure strong provision for personal development, behaviour and welfare	Appoint Key Stage Leaders who prioritise this provision.	The school has adopted this approach in the last 3 years and there is evidence that pupil premium outcomes are much stronger. In addition, there is need to focus on this as a result of analysis from the PASS survey.	Appoint Key Stage Leaders who will adapt PSHE programme, assembly format, track and monitor behaviours, meet parents regularly, celebrate success.	Deputy Head and KS PDBW Leaders.	Through regular line management and half termly meetings with tutors. Learning walks, student voice and other monitoring activities will evaluate impact (see school calendar). The impact of this is reported regularly to People and External Committee. It is also reviewed termly using the whole school Raising Achievement Plan and KS Raising Achievement Plans.	% of salaries focusing on PP students: KS PDBW Leaders: £4,922
Total:						£53,939.00

Specific Targetted Support

Desired outcome	Chosen action / approach	What is the evidence and rationale for approach?	How we will ensure it is implemented well?	Staff Lead?	When and how will the implementation be monitored and reviewed?	Costings
Secure rigorous tracing of provision so that targeted intervention can be put into place for PP students and is monitored effectively. Participation in enrichment increases and better attitudes learning demonstrated leading to strong outcomes.	Appointment of Pupil Premium Leader. Bespoke Mentoring for Pupil Premium Students.	School recognizes that Pupil Premium students need a champion and a staff member who can identify needs. Educational Endowment Trust – Highlights that this can have low impact but it is a moderate cost.	Appointment of Pupil Premium Leader. Mentoring programme.	Headteacher and Deputy Headteacher	Through regular line management and half termly meetings with tutors. Learning walks, student voice and other monitoring activities will evaluate impact (see school calendar). The impact of this is reported regularly to People and External Committee. It is also reviewed termly using the whole school Raising Achievement Plan and KS Raising Achievement Plans.	TLR £3,000
Improved perceptions amongst PP students and specific learning interventions	Bespoke intervention such as literacy, numeracy, ELSA and behaviour support. Homework Club up and running and accessed by students.	Educational Endowment Trust – Highlights that this can have moderate.	Data is captured every 6 weeks, laser meetings occur every 8 – 10 weeks in which interventions are monitored and reviewed.	Senior Leaders and Learning Leaders	As above	% of staff costings for Hub Staff and intensive study: £57,105. Additional Maths staffing: % of staff costings £2,800
Improved perceptions amongst PP students in terms of their learning capability, attitude to attendance, confidence in learning and preparedness for learning.	Alternative curriculum for 6 Pupil Premium Students who access SATRO	In response to PASS survey and also tracking data.	Data is captured every 6 weeks, laser meetings occur every 8 – 10 weeks in which interventions are monitored and reviewed.	Assistant Head	As above plus evaluation of PASS Survey in Sep 2017	£2,914 – cost of SATRO
Improve aspirations through bespoke	Dedicated careers programme for Pupil	Educational Endowment Trust –	Careers Programme and Partnership work with Glaxo	Associate Head.	As above and analysis of NEET figures. External review of Careers Advice.	% of staff costings £9,514

careers advice.	Premium Students provided by school full time Careers Adviser.	Highlights that this can has moderate impact.	Smith, Kline Beecham.			
Improved attendance and ability to access learning opportunities.	Access to counselling and Ed Psychologist in school and therapy	Educational Endowment Trust – Highlights that this can has moderate.	Data tracking and monitoring and evaluation of case loads	Associate Head and Inclusion Manager and Deputy Head.	Through the school's Raising Achievement Plan and evaluation of multi agency work eg: through case studies.	% of staff costings £3982 Equine Therapy : £1700
Improved perceptions amongst PP students in terms of their learning capability, and confidence.	Support for Transition	School self evaluation.	Implementation of PP transition programme.	Deputy Head and KS PDBW Leaders.	Through the evaluation of the school's Raising Achievement Plan and Pupil Premium provision map.	£1380
Improved perceptions amongst PP students in terms of their learning capability, and confidence.	Jamies Farm Visit and additional visits eg: Oxford University and Kidzania	Educational Endowment Trust – Highlights that this can has moderate.	Identify relevant trips and target these at students. Evaluate behaviour, attendance and attitudes.	Deputy Head and KS PDBW Leaders.	Through the evaluation of the school's Raising Achievement Plan and Pupil Premium provision map.	£10000
PP access curriculum fully.	Ingredients for PP students for Catering	School self evaluation and charging policy.	Line management	Learning Leader for Food	Through the evaluation of the school's Raising Achievement Plan and Pupil Premium provision map.	£400 for ingredients
Improved learning capability.	Provision of school equipment and access to specialized revision clubs and activities	School self evaluation.	Tracking of attendance at clubs and evaluation of participation rates for trips.	Deputy Head and KS PDBW Leaders and Pupil Premium Leader.	Through the evaluation of the school's Raising Achievement Plan and Pupil Premium provision map.	£1897 (including Elevate)
Total						£94,692
Total Pupil Premium Spend at Cox Green School						£150,131