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# Queensbury Academy 3 Year Pupil Premium strategy plan

## Pupil premium strategy statement

### School overview

Metric	Data
School name	Queensbury Academy.
Pupils in school	1040.
Proportion of disadvantaged pupils	21.4%
Pupil premium allocation this academic year (2019/20)	223
Academic year or years covered by statement	2019 – 2022.
Publish date	September 2019.
Review date	September 2020.
Statement authorised by	R. Mason
Pupil premium lead	N. Brown
Governor lead	

### Disadvantaged pupil performance overview for last academic year

Progress 8	-0.859
Ebacc entry	3.7%
Attainment 8	28.30
Percentage of Grade 5+ in English and maths	3.7%

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## Strategy aims for disadvantaged pupils

Aim	Target	Target date
Progress 8	-0.4 – 0.1	July 2022
Attainment 8	3-3.5	July 2022.
% of Grade 5+ in English and maths	10-20%	July 2022.
Open Bucket Attainment	3.3-5	July 2022
Ebacc entry	10-20%	July 2022.

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

- 1) ALL STUDENTS IN RECEIPT OF PUPIL PREMIUM FUNDING TO MAKE EXPECTED PROGRESS.
- 2) YEAR 11 PUPIL PREMIUM STUDENTS TO MEET OR EXCEED THE WHOLE SCHOOL P8 TARGET EACH YEAR
- 3) TO SUPPORT THE CHARACTER DEVELOPMENT OF PUPIL PREMIUM STUDENTS ALLOWING THEM TO ACHIEVE ACADEMIC AND SOCIAL SUCCESS

**PRIORITY 1 – ALL STUDENTS IN RECEIPT OF PP MAKE EXPECTED PROGRESS.**

Member of staff responsible: Mr. Brown, Mrs. Mason.

Objectives	Actions to be taken	By whom	By when	Resources needed	Progress indicators	Success criteria
Provide Quality First Teaching for all	Improve Teaching and Learning through Quality First Teaching focus	NB DW RM	Monthly	CPD time.	Learning walks show focus on PP students.	Whole school monitoring shows T&L to be of a high standard
	Context sheets are filled in by staff and used to support PP/SEN/HPA and reflect on intervention.	All Staff SAH	Termly assessment points	Department Time	Department reviews and Learning walks show personalised support for PP/SEN/HPA students Support in place for staff as necessary	Students make or exceed expected progress as a result of quality support
Promote Research led and evidence-based classroom practice	Pedagogy and current research to be embedded in quality first teaching with action research opportunities for staff	NB DW RM	Nov 2021. Termly	CPD Time. Research books or photocopying. School visits.	Quality first teaching shows evidence of research and Pedagogy in L walks and L observations and context sheet reviews.	Staff feel empowered to improve their own practice and are proactive about using research to do this.
Deliver High Quality CPD	Improve staff understanding of PP barriers and why additional support is necessary through use of context sheets	NB DW	Termly	CPD/ Link/Dept meeting time	Book mapping and context sheets show knowledge of PP students.	Staff feedback shows increased understanding of PP barriers
	Skill staff up to deliver interventions within lessons, to	NB DW	Termly	CPD costs and time	Lesson observations provide focus on PP	Lesson monitoring and SOL show use of in class

Ensure robust monitoring and high expectations	decrease need for withdrawal work				students with support and questioning.	interventions to close gaps
	Regular CPD on supporting PP students, including students in the CPD process.	Tutors.	Termly	CPD costs and time	Termly PP CPD in calendared	Evaluation of CPD is positive and adds value to practice
	Develop role of the tutor as an advocate and mentor for their PP students	PR	Ongoing	HOY/ CPD /Tutor time	Improved PP attendance, behaviour, punctuality and participation.	HOY sampling shows all tutors know their PP students well. Data shows improvements in areas noted
	Implement Department reviews that monitor quality of teaching, student outcomes and gain student voice		Monthly	Cover, photocopying, Link meetings. Review Pro-Forma s.	PP student progress and attainment improves.	Reviews show PP students making at least expected progress in subject areas

**PRIORITY 2: YEAR 11 PP STUDENTS TO MEET OR EXCEED THE WHOLE SCHOOL P8 TARGET EACH YEAR**

Members of staff responsible: Mr. Brown, Mrs. Mason.

Objectives	Actions to be taken	By whom	By when	Resources needed	Progress indicators	Success criteria
Raise Attainment of Year 11 PP students	Raising Standards Lead for Year 11 to be appointed	MAL	Sept 2019	Time Salary cost	RSL in place, monitoring progress and attainment of Year 11 student, and implementing high quality interventions where necessary	All students make expected progress.  Interventions in place for those not meeting target grades
	RAP plans for PP students.	HOD's.	July 2020.	CPD training. Photocopying.	Data collections show improvement and progress towards objectives.	2019 Exam results show a P8 result of - 0.25 or better for all student groups with a .25% annual increase
	Subject leaders to bid for specific PP funding to narrow the disadvantaged gap.	NB/HOD	November 2019	PP funding @ £1000 per subject	Assessment points show the gap closing for PP students.	P8 for PP students improves and is in line with national average.
	RSL to meet regularly with HODs to discuss progress of PP students in their subject areas.	NB DW Senior Links.	Once a term/Half term?	Assessment point Student progress reports – AP1 – AP4.	HOD Senior Link meetings show Progress improvements for student groups at AP points.	HODs have a strong understanding of PP progress and action plans are in place to support improvement where necessary.
Deliver personalised interventions for Year 11 PP students not making expected progress	Complete regular learning walks to monitor progress of PP students.	NB DW	Every half term.	Learning Walk Proforma's.	PP students show increased subject knowledge/target grades and how to improve	Observed lessons show more personalised learning for PP students.

	Develop a range of personalised interventions to support the progress of Year 11 PP students not making expected progress	BD/ SJ	Ongoing	Year 11 Raising Standards Lead salary Pixl resources and events Hear 2 Listen Group costs C&F worker salary Work experience costs Staff costs and Time Provision map software	Underachieving PP students receive personalised intervention  Data collections show improved progress against Target Grades	Students P8 score meets or is above whole school target annually
Raise aspirations of Year 11 PP students	Year 11 PP students continue into School sixth form and access Higher Education courses in the same proportions as their non-PP counterparts.	HS/ BD/NB	End of Yr13	HOY12/13 Time UCAS Time and training Tutor mentoring time Access course funding	60% PP meet criteria to enter Year12 and subsequent entry to University improves annually	50% PP students enter Queensbury Sixth form  60% previous PP students attend University
	Ensure all Year 11 students attend CAIG interviews and events and have strong post16 plans	BD/NB	Ongoing	4YP costs Careers events costs	CAIG events mapped and PP attendance tracked	100& Year11 students attend careers interview and take part in other careers events
	Encourage PP students to attend NCS in Summer 2019	BD/NB	May 2019	Time Costs to support student attendance	Liaison with NCS team takes place  NCS team visible in school	85% PP students attend NCS in Summer 2019

**PRIORITY 3: TO SUPPORT THE CHARACTER DEVELOPMENT OF PUPIL PREMIUM STUDENTS, ENABLING THEM TO ACHIEVE ACADEMICAL AND SOCIAL SUCCESS**

Member of staff responsible: Mr. Brown, Mrs. Mason.

Objectives	Actions to be taken	By whom	By when	Resources needed	Progress indicators	Success criteria
Improve attendance	Robust monitoring of PP attendance with use of SOL tracker.	NB VH RM All tutors, SLT.	Weekly	SOL costs. Attendance Officer salary Tutors, HOY, SLT, Time Reward budget	SOL attendance reporting shows improvement in student group % in attendance.	The school census reports PP attendance to be better than the National Target of 91.9% and in line with non-PP
Promote engagement with school	Promote and monitor PP participation in extracurricular/student leadership/student voice/School Trips, taking proactive steps to improve this where necessary	NB/BD /Tutors	Ongoing all Year/Weekly.	Time Resources Leadership badges/ties	Monitoring and tracking shows increased % of PP students in leadership positions and attending extra-curricular clubs and activities	100% of PP students attending extra- curricular activity 40% student leader roles held by PP students 100% PP students participated in a school trip or event
Deliver high quality, Impartial Career Advice & Guidance	Provide high quality CAIG for all students at points of transition and through curriculum content	BD	Termly	Curriculum time & resources Staff time 4YP contract	All PP students have 1:1 CAIG interviews at transition points Life skills review show high quality T&L in Careers lessons	Gatsby benchmarks met 100% PP students enter post 16 Education, Employment or Training opportunities
Increase parental engagement	Increased participation of PP parents with whole school parents' evenings and community events.	NB	Termly	Admin time for calls and contact. C&F worker salary	% of PP parents attending parent evenings is robustly tracked & consistently grows.	100% of PP parents attend consultation evenings 40% PP parents attend Parent Voice Group

Develop character	Change Pastoral system from Vertical to Horizontal	RM	Sept 2019	Staff Time HOY salaries	Pastoral changes in place and embedded	Relationships between school and PP parents is strong  Student and parent voice surveys evidence good pastoral care
	Embed CARE values and Pixl LORIC programme in school day	RM/PR	Sept 2019	Staff time CPD & Resources	LORIC delivery monitored by drop ins, staff and student voice	100% students can state CARE values and link to their school experience Staff and student feedback on LORIC is positive
	Introduction of 'Queensbury Journey of Success' to evidence milestones achieved	PR/RM	Nov 2019	Staff Time Reprographic costs	Students map progress against journey with evidence each term  Booklets monitored	100% PP students achieve 75% of journey milestones  Student voice shows pupils can make likes with the journey and their developing character
	Introduction of Personalised Learning Plan Day to consider 'whole child' and set targets for progress	RM/JT	Nov 2019	Staff Time INSET Day Reprographics	Personalised Learning Plan Day takes place and reviewed. Target sheets uploaded to SIMS for all staff access Targets reviewed termly	100% PP students attend day and meet targets 80% PP Parents attend with their child Parental feedback is positive about the day