



PUPIL PREMIUM GRANT PLAN 2017 2018

BARRIERS TO LEARNING

No single difficulty or barrier hinders the progress of our disadvantaged students. Every child comes to the School with a unique set of experiences, aspirations and prior achievements. However, some of the common barriers are:

1. Lower aspirations or a lack of understanding of what they can achieve
2. Levels of literacy and numeracy, especially academic literacy
3. Financial hardship that makes it difficult to access the curriculum fully
4. Lack of confidence or social skills

PUPIL PREMIUM STRATEGY

Heston Community School believes passionately that the outcomes and life chances of disadvantaged students can be improved by:

1. Effective training for staff to improve pedagogical practice to ensure all students make progress
2. Setting students by ability in Mathematics, English and Science to provide a differentiated curriculum
3. Providing additional support to disadvantaged students in English and Mathematics
4. Ensuring attendance of disadvantaged students improves and is in line or better than the national average
5. Ensuring the aspirations of disadvantaged students are as high as those of their peers
6. Ensuring that financial constraints do not disenfranchise students from the curriculum or extra-curricular activities
7. Developing resilience and a growth mindset in all our learners

The School strongly believes that the primary intervention to improve the outcomes and life chances of our disadvantaged students is effective teaching and learning, delivered by subject specialists.

NUMBER OF STUDENTS ELIGIBLE FOR THE PUPIL PREMIUM GRANT AT THE SCHOOL

Year 7	57	29%
Year 8	57	29%
Year 9	57	29%
Year 10	67	34%
Year 11	59	31%
TOTAL	297	31%

PUPIL PREMIUM ALLOCATION

£293,590

HOW WE PLAN TO SPEND THE PUPIL PREMIUM GRANT

CURRICULUM

Additional staffing for English and Mathematics	To allow for setting, reducing class sizes and support	£147,900
Literacy	Reading Programme - Software to test students' reading ages	£3,375
Booster classes to raise achievement in English & Maths	Securing additional qualifications delivered in the holidays and over weekends to targeted students	£24,000
Booster classes to raise achievement and APS	Additional lessons delivered in the holidays and over weekends to targeted students	£32,600
Community Languages	Tutor to deliver Punjabi and Arabic lessons	£2,500
Growth Mindset Project	Developing character and resilience in students	£1,500

LEADERSHIP & RESOURCES

Improve leadership capacity to implement the PPG Plan	Fund a Leadership Post, Attendance Officer and a Data Officer	£74,000
Allocated funding for Learning Coordinators	To purchase equipment, uniform, fund student well-being and enrichment	£500
Allocated funding for Curriculum Leaders	To purchase resources, revision guides, specialist equipment, educational visits, speakers and University links	£1,000
Breakfast Club	Breakfast provided for disadvantaged students every day in our School Canteen	£2,000

PARENT ENGAGEMENT

Coffee Mornings	Encourage parent involvement in an informal setting	£200
Parental Workshops	Workshops to equip parents to support their children's learning	
Parent Forums	Regular forums are held to inform and involve parents in school issues	

CPD

Pedagogy	CPD to improve classroom practice to raise achievement	£5,000
Partnership Programmes	To collaborate with other educational providers to learn and implement best practice	£7,500

MONITORING THE IMPACT OF OUR STRATEGIES

The School will report on the progress that disadvantaged students are making at three points in the academic year. Student progress is reported to the Governors' Teaching and Learning Committee and at the Full Governing Body meeting. The following key performance indicators are monitored:

1. Progress 8
2. Attainment 8
3. % on track to achieve the Ebacc
4. % on track to achieve a 5+ in English and Mathematics
5. Attendance

In addition, the PPG spend is reported to the Governors' Finance and General Purposes meeting.

REVIEW OF PUPIL PREMIUM STRATEGY

The Pupil Premium Strategy is reviewed, evaluated and reported to the Governors' Teaching & Learning Committee in the Autumn Term annually.