



PUPIL PREMIUM GRANT PLAN 2019 2020

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 common barriers are:

1. Low 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 through ensuring they attend University trips, debate clubs and selected students will participate in the Brilliant Club
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	80	38%
Year 8	56	29%
Year 9	71	37%
Year 10	56	29%
Year 11	55	29%
TOTAL	318	

PUPIL PREMIUM ALLOCATION

£276,000

HOW WE PLAN TO SPEND THE PUPIL PREMIUM GRANT

CURRICULUM

Additional staffing for English, Mathematics and Science	To allow for setting, reducing class sizes and additional support	£200,028
Literacy	Reading Programme - Software to test students' reading ages	£3,318
Booster classes to raise achievement in English & Maths	Additional support sessions delivered in the holidays and over weekends to targeted students	£23,900
Booster classes to raise achievement across the curriculum	Additional support sessions delivered in the holidays and over weekends to targeted students	£15,000
Community Languages	Tutor to deliver Punjabi and Arabic lessons	£3,000
Mindfulness/Mental Health and Well being	Developing character and resilience in students	£3,000
Sports Leaders	Developing character and resilience in students	£1,000
The Brilliant Club	Support from the PhD community to support students to progress to the most highly-selective universities	£2,000

LEADERSHIP & RESOURCES

Allocated funding for Learning Coordinators	To purchase equipment, uniform, fund student well-being and enrichment	£3,980
Allocated funding for Curriculum Leaders	To purchase resources, revision guides, specialist equipment, educational visits, speakers and University links	£2,900
Improve capacity to implement the PPG Plan	Fund an Attendance Officer	£12,774

PARENT ENGAGEMENT

Coffee Mornings	Encourage parent involvement in an informal setting	£100
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 and Partnership Programmes	CPD to improve classroom practice to raise achievement and to collaborate with other educational providers to learn and implement best practice	£5,000
-------------------------------------	---	--------

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. Average Point Score for the English Baccalaureate
4. % on track to achieve a 5+ in English and Mathematics
5. Attendance
6. Positive ATL grades
7. Attendance at events and extracurricular opportunities designed to improve aspirations e.g. University trips, debate clubs and the Brilliant Club
8. Attendance at supportive clubs designed to improve social skills

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.