

Oathall Community College: 2020 - 21 Pupil Premium Strategy



1. Summary information			
Academic year	2020/21	Total PPG budget	£134,640
Total number of pupils	1067	Number of pupils eligible for PPG	154

2.	3. Current attainment – an analysis of the 2020 GCSE exam results	
	Pupils eligible for disadvantaged pupils at Oathall	Pupil non-disadvantaged at Oathall
Progress 8 score average	-0.15	0.72
Attainment 8 score average	37.96	55.31
% achieving 5 or above in English and mathematics	28	60

4. The main barriers to educational achievement faced by students eligible for the pupil premium grant at Oathall	
A.	Absence rates are higher than for other students. This reduces their school hours and causes them to fall behind.
B.	Low aspirations with regard to further education and potential employment.
C.	Literacy and numeracy skills on entry to the school are lower on average than other students, which hinders access to the curriculum and suppresses progress in Year 7 and onwards through Key Stage 3.
D.	A lack of engagement with learning, both in school and with homework results in work of a lower standard over time. Students can be poorly prepared for learning and school in general in terms of resources and uniform. In some cases this extends to the learning environment at home. This ultimately leads to poor exam preparation and performance by some students.
E.	Engagement with the school of some parents of PP students is low. For example attendance at parents' evenings is lower than for other students.
F.	Low up take of extra-curricular and enrichment activities that provide opportunities to develop cultural capital.

The Covid-19 pandemic has undoubtedly had a disproportionately large impact on the education of disadvantaged students. This is fully acknowledged and is reflected in the detail in the planning of and ongoing adjustment to the recovery curriculum. Particularly close monitoring of disadvantaged students who are having to follow the remote learning protocol is in place.

5. Desired outcomes and success criteria that will demonstrate that the identified barriers to educational achievement have been addressed		
	Desired outcomes	Success criteria
A.	Improved attendance rates for students eligible for PPG.	Overall attendance for students eligible for PPG in line with other students.
B.	Raise the aspirations of students eligible for PPG so that throughout their time at Oathall they develop a clear understanding of the importance of having plans for the future. This will result in them having clearly defined progression routes from Oathall to further education, employment or training.	Current data demonstrates that all students eligible for PPG have applications in place for further education, employment or training before they leave Oathall.
C.	High levels of progress in literacy and numeracy in year 7 so that any student eligible for PPG catches up with other students with similar starting points. Levels of literacy and numeracy continue to progress rapidly throughout key stage 3 so that all students are well prepared for the challenges of key stage 4.	Reading ages and numeracy scores for all students eligible for PPG show that they reach the same levels as other students with similar starting points by the end of year 7. Testing beyond year 7 demonstrates that these rates of progress are maintained.
D.	Students eligible for PPG are well prepared for school and learning, show sustained engagement with their learning, prepare for exams independently and perform at an appropriate standard in their exams.	The work produced in and out of class is completed to high standards and demonstrates that sustained progress is being made. Assessment, mock exam and ultimately GCSE data demonstrates that students eligible for the PPG reach comparable standards to other students from similar starting points.
E.	There is good parental engagement with the school from all parents so that parents have a good understanding of the progress their child is making in all aspects of school life. A mutually supportive relationship exists between the school and parents so that achieving the best outcomes for the child is at the centre of all that is done.	All parents access progress reports and are contacted regarding any identified concerns. Attendance at parents' evenings for parents of PPG students is in line with parents of other students. Any issues that arise are addressed by the partnership between school staff and parents resulting in a positive outcome for the child.
F.	Students eligible for PPG participate in the extra-curricular opportunities on offer.	The extra-curricular tracking database demonstrates that students eligible for PPG have similar participation rates as other students.

6. Planned actions and expenditure				
Desired outcome: A. Improved attendance rates for students eligible for PPG.				
Chosen action/approach	What is the reason for this choice?	How will you monitor the impact of this action?	Staff lead	When will you review implementation / impact?
Employment of a full time attendance officer to monitor attendance, produce analysis for the pastoral team and respond rapidly to any absence.	The pastoral team need an accurate analysis of patterns of absence and a rapid response when students do not attend.	Monitor students' attendance records.	EG (Assistant headteacher)	Half termly
Assistant Heads of House will implement a rigorous system to intervene with poor attendance using standard warning letters progressing to fixed penalty notice when needed. Implement a system for the positive reinforcement of improved attendance.	Ensure that parents are aware of the attendance problem and engaged with implementing a solution.	Review the minutes of the meetings with parents and monitor the student's attendance towards agreed targets.	Heads of House	Half termly
Attendance is a priority within each house, introduction of weekly monitoring that is applied consistently across all houses.	Ensure that improving attendance is a shared responsibility with all staff giving a clear and consistent message to students and parents.	Review the impact through line management of HOH using the attendance tracker.	Heads of House	On-going
Use PARS software to manage and monitor attendance in all lessons. Use INSIGHT to provide parents with live attendance data.	To facilitate real time monitoring of student attendance for sessions and lessons, and provide parents with an accurate record of their child's attendance.	Use PARS to ensure all staff complete registers on time. Discuss the use of INSIGHT with parents in attendance meetings.	EG (Assistant headteacher)	Half termly
Total budgeted cost				£19500

Desired outcome: B. Raise the aspirations of students eligible for PPG so that throughout their time at Oathall they develop a clear understanding of the importance of having plans for the future. This will result in them having clearly defined progression routes from Oathall to further education, employment or training.				
Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation / impact?
Employment of a full time careers officer to implement and manage a full careers and further education programme.	Students eligible for PPG have lower rates of progression into education, training or employment than other students and so require further support to ensure a successful transition to their post-16 provision.	Through the line management of the careers officer.	FHD (Assistant Headteacher)	Termly
Ensure that each year group have at least one careers / further education related event.	As above	As above	As above	As above
Use a range of programmes to raise aspiration about future prospects (Aim Higher, Moving on project, Creating success in Year 11)	There is a need to start working with our PPG students from when they join Oathall as they don't readily demonstrate high levels of motivation.	Monitoring of uptake and success with the different programmes.	LCG (Assistant Headteacher)	Half termly
Provide all students eligible for PPG with a one to one interview to plan for post-16 progression.	To ensure that all students eligible for PPG have a planned post-16 pathway. Produce applications of a high quality and meet all deadlines.	Monitoring the college application process.	KF (Careers officer)	January
External provider to deliver session on growth mindset for parents.	To involve parents in developing growth mindset as a means to raise aspiration.	Monitor feedback from parents about the session.	FHD	December
Total budgeted cost				£8000

Desired outcome: C. High levels of progress in literacy and numeracy in year 7 so that any student eligible for PPG catches up with other students with similar starting points. Levels of literacy and numeracy continue to progress rapidly throughout key stage 3 so that all students are well prepared for the challenges of key stage 4.				
Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation / impact?
Accelerated reader programme implemented for all students with low reading age upon entry to Oathall. Employment of full time librarian to promote and support the scheme.	Students with low literacy levels on entry make poor progress throughout key stage 3 and 4. Improving reading skills will improve access to subjects across the curriculum.	Ensure records are kept of students' participation in each stage of the programme. Tracking reading scores to demonstrate progress over time.	Librarians	Termly
Regular small group numeracy intervention for year 7 students who join with low numeracy skills.	Students with low numeracy on entry are making poor progress in maths and other subjects due to unaddressed gaps in their numeracy skills.	Maths Faculty teaching assistant will coordinate and monitor student progress using Alfie testing.	CT (HoF Maths)	Termly
Lead practitioners in English and maths will lead on teaching strategies that will ensure all students develop good literacy and numeracy skills.	Teachers have a shared responsibility for the progress made by all students and must be equipped with the appropriate skills.	Monitoring by the HoF in English and maths faculties.	EE (HoF English), CT (HoF Maths)	In line with the half termly teaching reviews
Develop teaching and learning strategies that will enhance the progress of vulnerable students – based around the four pillars identified by the T&L group.	All subjects contribute to reinforcing the importance of good learning skills to include literacy and numeracy across the curriculum.	Monitoring quality of teaching and learning through the school's QA procedures.	FHD (T&L Group lead)	Termly
Total budgeted cost				£37000

Desired outcome: D. Students eligible for PPG are well prepared for school and learning, show sustained engagement with their learning, prepare for exams independently and perform at an appropriate standard in their exams.				
Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation / impact?
10% of Faculty capitation is allocated to support PPG students.	To ensure that materials that are normally paid for by parents can be provided to PPG students, for example revision guides).	HOF will monitor.	HOF	Ongoing
Provide subsidisation of uniform for students eligible for PPG.	Poor quality uniform can lead to self-esteem issues, impact on attendance and contribute to a feeling of being marginalised.	Monitor the attendance and engagement of students who have received subsidised uniform.	Assistant HoH	Termly
Provide basic classroom equipment when needed. Ensure that students have access to all learning resources required for homework, including those provided via an internet connection.	To ensure that the student is prepared for learning, taking a greater pride in their work.	Monitor incidence of missing equipment in students' behaviour logs. Monitor completion of homework and explore reasons for non-completion.	Assistant HoH	Half termly
Provide a broad curriculum that offers an appropriate balance of academic, practical and vocational pathways.	To ensure that all students can choose subjects that they will find engaging and provide them with a progression route to further education, training or employment.	Review the curriculum and options process at Key Stage 4 and introduce qualifications to provide the appropriate offer.	TDH (Deputy Headteacher)	January
Provide small group intervention lessons for year 11 students who are not making good progress towards their	Some students perform below their target due to lack of exam preparation out of school. The intervention work focuses on the topics	HoF will monitoring assessment data from re-testing to ensure progress is being made.	EE (HoF English), CT (HoF Maths)	Fortnightly

target grade in English and mathematics.	students have performed poorly on in mock exams.			
Provide a staffed homework club in the LRC and require students who do not complete homework to a good standard to attend.	Developing good independent study techniques is good preparation for exam revision and life beyond Oathall.	HoH to use homework data from PARs to monitor completion of homework.	HoH	Termly
Total budgeted cost	£			45000

Desired outcome: E. There is good parental engagement with the school from all parents so that parents have a good understanding of the progress their child is making in all aspects of school life. A mutually supportive relationship exists between the school and parents so that achieving the best outcomes for the child is at the centre of all that is done.				
Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation / impact?
Develop the role of Assistant HoH as a first point of contact for parents.	Assistant HoH can ensure that home – school communication is effective and intervene when it is less successful.	Line management of the Assistant HoH by the HoH will monitor effectiveness of home – school communication.	HoH	Termly
Ensure that all parents of students eligible for PPG have full access to all the schools online resources.	There is an increasing reliance on online applications to support home – school communication that parents need a reliable connection with.	Systems and data manager to monitor parental access of the online applications.	TDH (Deputy Headteacher)	Termly
Implement early contact for parents' evenings bookings with phone calls.	This PPG group have lower attendance rates at parents' evenings.	Monitor attendance at parents' evenings.	HoH	In line with each parents evening.
Total budgeted cost				£17500

Desired outcome: F. Students eligible for PPG participate in the extra-curricular opportunities on offer.				
Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation / impact?
Implement two Enrichment days to provide opportunities for students to develop cultural capital.	To increase the involvement of PPG students in enrichment activities.	Assistant Headteacher will ensure that all students are involved.	LCG (Assistant headteacher)	July
Develop a participation map to establish the uptake of extra-curricular and enrichment activities.	To identify students who have not participated with any extra-curricular activities.	Assistant Headteacher will monitor the participation rates.	LCG (Assistant headteacher)	Termly
Provide close guidance in choosing and securing places to students not participating in any extra-curricular activities.	Student voice demonstrates that some students do not engage with the application process for extra-curricular and enrichment activities.	Monitoring will demonstrate increased participation rates.	Assistant HoH	Termly
Offer subsidisation for paid activities where appropriate.	Student voice identified that cost can be prohibitive in some cases.	Increased participation by students for who cost has previously been prohibitive.	LCG (Assistant headteacher)	Termly
Total budgeted cost				£7640