



PUPIL PREMIUM STRATEGY

1st September 2020 – 31st August 2021

Aim: To raise attainment, achievement and aspirations of Disadvantaged students



COWLEY
INTERNATIONAL COLLEGE

Pupil Premium 2019-20 (Academic Year)

Income		£	£	£
Pupil Premium 2019-2020 (Financial Year)*	0.58	568,577	329,775	
Pupil Premium 2020-21 (Financial Year)*	0.42	551,477	231,620	
Catch Up Premium 2019-20 (Financial Year)*	0.58	15,099	8,757	
Catch Up Premium 2020-21 (Financial Year)*	0.42	15,099	6,342	
Total income				576,494

Expenditure

Teaching staff

Leadership time		24,980		
Additional staffing to reduce class sizes (mathematics) 88 periods (average cost per taught period)		114,400		
Additional staffing to reduce class sizes (English) 98 periods (average cost per taught period)		127,400		
Maths/English one to one tuition		50,147		
DA review meetings		1,500		
CPD		1,000		
Total teaching staff costs			319,427	

Support staff

Inclusion staff		13,429		
Student support staff		24,801		
Senior Learning Assistants		30,021		
Total support staff costs			68,251	

Other expenditure

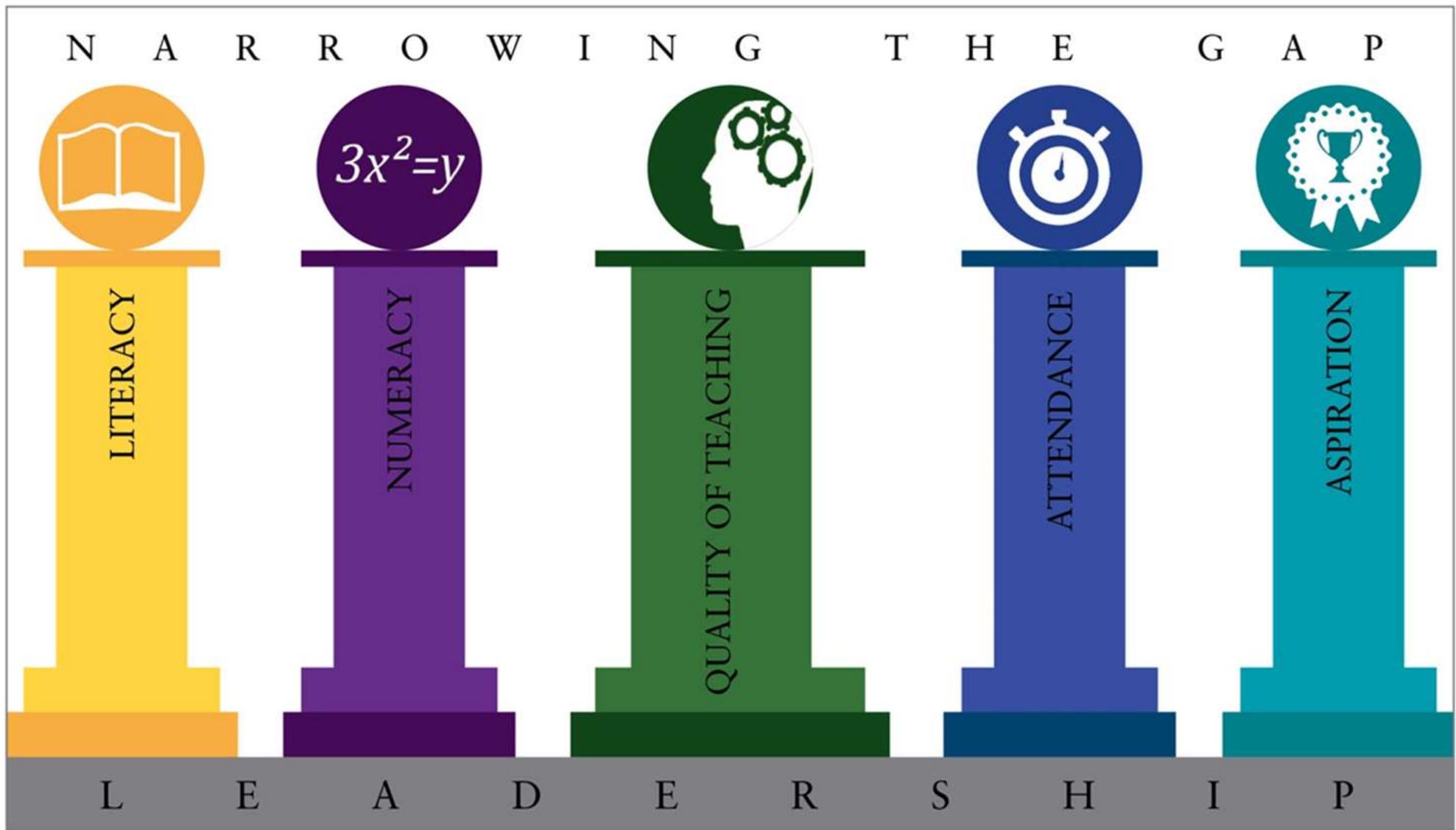
Breakfast Club		15,000		
Homework Club		7,600		
Careers Advice, Information and Guidance		7,545		
GCSE POD		4,217		
Parenting curriculum communications		600		
Attendance communications		420		
Accelerated Reader		2,622		
Alternative Education/Home Tuition		101,428		
Summer School		22,000		
Uniform		2,000		
Quinta		3,600		
Holiday behaviour programme		1,000		
Safer School Partnership		10,784		
Contingency		10,000		
Total other expenditure			188,816	

Total Expenditure

576,494

* Estimated





Pupil Premium Plan 2019-20



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Introduction:

Context –

Education was significantly disrupted for students from March 2020 due to the closure of schools for the COVID-19 lockdown. The college remained open for children of Key workers and vulnerable/priority children. The college provided learning resources and lessons for students to work from home. The national picture reflects Cowley's own position that the Lockdown has disproportionately impacted on Disadvantaged students and those students who live in areas where there is a culture of not prioritising education/learning. The college Lockdown plan prioritised disadvantaged students for regular phone contact, resources and learning. Many Cowley students also did not have the IT resources at home compared to families in other areas. Internal monitoring clearly shows that many disadvantaged students will need significant support in returning to school, establishing routines and academic learning of all subjects, plus basics of reading, writing and maths. The main theme and thrust of the 2020-21 pupil Premium plan is to 'catch-up' and ensure the damage of no school for 6 months is not affect their life chances. Many of the initiatives and actions are also captured in the college 'recovery plan' which will be evolving as the college begins to identify the full extent of the impact of the Lockdown on the Cowley community and guidance and funding updates from the DfE.

The Pupil Premium Grant provides funding for two policies:

- raising the attainment of disadvantaged pupils of all abilities to reach their potential
- supporting children and young people with parents in the regular armed forces

Secondary schools receive:

- £935 for every child in years 7-11 recorded as Ever 6 FSM (Students have received free school meals in the last 6 years)
- £1900 for every Looked after children (LAC) defined in Children Act 1989 as one who is in the care of, or provided with accommodation by, an English local authority
- £1900 for every child who has ceased to be looked after by a local authority in England and Wales because of adoption, a special guardianship order, a child arrangements order or a residence order
- £300 for pupils in year 7 to year 11 recorded as Ever 6 service child or in receipt of child pension from the Ministry of Defence

The grant may be spent by schools in the following ways:

- for the purposes of the school, that is for the educational benefit of pupils registered at that school
- for the benefit of pupils registered at other maintained schools or academies

Pupil Premium Plan 2019-20



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INTERNATIONAL COLLEGE

- on community facilities; for example, services whose provision furthers any charitable purpose for the benefit of pupils at the school or their families, or people who live or work in the locality in which the school is situated

Reviewing progress and impact:

Progress of disadvantaged students is a priority for all staff and it is a common thread in all monitoring and evaluation procedures. The Pupil Premium Strategy Group meet after each data collection point to review progress of disadvantage students and the impact of the interventions taking place. Periodically there is an external review from a trained OfSTED inspector.

Priority/Barrier	Action	Resources	Monitoring Procedure	Time Scale	Lead	Success Criteria
Leadership	Ring fence Pupil Premium & Catch up funding	Leadership time £24,980	Governing Body minutes	Sep 2020	KCN	Funding is allocated for interventions and activities for DA students
	Identify Pupil Premium, Catch up, Ever 6, CLA and armed forces students and other relevant underachieving cohorts, e.g. white British boys		Key to Success/Pupil Progress meeting minutes. Staff data books	Sep 2020	WH	All students identified
	Monitor and further develop an intervention and support map for targeted students in each year group		Year group map/Pupil Progress meeting minutes	Sep 2020 – July 2021	WH	Provision is mapped to students needs identified
	Monitor and further develop robust student progress tracking methods/procedures		Pupil Progress meeting minutes/Assessment data Staff data books. Work scrutiny cohort	Sep 2020 – July 2021	WH	Positive external quality assurance reports
	Create conditions for learning for DA students (Homework Club & Breakfast Club)	H/W Club - £7,600 Breakfast Club - £15,000	H/W records Behaviour records	Sep 2020 – July 2021	MB	Increase in DA students attending homework club
	Provide careers, education, information and guidance to Y8 DA students	£7,545	Record of careers interviews	By July 2021	CM	All Y8 DA students to have had one careers interview

Pupil Premium Plan 2019-20



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INTERNATIONAL COLLEGE

Priority/Barrier	Action	Resources	Monitoring Procedure	Time Scale	Lead	Success Criteria
	Reduce class sizes in English and Maths	£241,800	Governors' minutes Innovation monitoring weeks, class/student data, Observations, student voice	Sep 2020	RCK	Attainment gap narrowed to less than 14%
	Designate a KS2/3 Cross phase teacher to work in improving Literacy & Numeracy	£50,147	Innovation monitoring weeks Data analysis	Sep 2020	WH	Targeted students to reach expected targets. Catch up students to reach expected progress
	To deliver review meetings for all DA parents in Y7	£1,000	Attendance of parents at 1:1 meetings	July 2021	PL	All DA parents to meet with SLT to review Y7
	To deliver catch up parents' meetings for DA parents who do not attend parents' evening	£500	Attendance of parents	Sep 2020 – March 2021	CD & PL	All DA parents to attend parents' evening or catch up meeting
	To include a departmental improvement focus area of DA & FSM student performance	Departmental time	Links Audits	Sep 2020	WH	Attainment gap narrowed to less than 19%
	To include a Form/Team Tutor improvement and focus area of DA student performance	Year team time	Year team meeting minutes Team time, innovation monitoring weeks and monitoring	Sep 2020 – July 2021	HOAs	Attendance data Reduction in number of detentions Increase in number of '1' and '2' in lesson monitor
	To support independence in self-study for Y11 & Y10 students by implementing GCSE POD for all Y11 students	£4,217	GCSE POD records. Departmental mins	Sep 2020 – July 2021	CD	Attainment gap narrowed to less than 19%
	Deliver a parenting curriculum (Parenting Teens) and signpost parents of DA students to attend	£600	Parent attendance records Parent voice	Sep 2020 – July 2019	MB	Attainment gap narrowed to less than 19% FTEs reduced Reduction in detentions for H/W



Priority/Barrier	Action	Resources	Monitoring Procedure	Time Scale	Lead	Success Criteria
						Reduction of detentions for behaviour and punctuality Improvement in attendance
	Link DA students to College Covid-19 catch-up plan					
Quality of Teaching	Further develop robust quality assurance procedures to monitor the quality of teaching and learning	Time Core Group	Principal's Termly Report to Governors Performance Management Learning Walks Departmental Monitoring Work scrutiny Innovation monitoring weeks	Sep 2020 – July 2021	WH	100% of lessons meet the highest standard
	To include a specific teacher focus during departmental data meetings	Departmental time	Departmental data meeting notes Class intervention logs SISRA	Sep 2020 – July 2021	PL & CD	Attainment gap narrowed to less than 19%
	Develop and deliver a CPD programme to improve the quality of teaching and learning	£1,000	Principal's Termly Report to Governors Learning Walks Departmental Monitoring Work scrutiny	Sep 2020 – July 2021	WH	100% of lessons meet the highest standard
	Develop and deliver a CPD programme to improve the teaching and learning in small class sized groups		Principal's Termly Report to Governors Learning Walks Departmental Monitoring Work scrutiny	Sep 2020 – July 2021	WH	100% of lessons meet the highest standard Attainment GAP narrowed to less than 19%



Priority/Barrier	Action	Resources	Monitoring Procedure	Time Scale	Lead	Success Criteria
	Deliver 'Teaching Literacy' training to all staff		CPD records Innovation monitoring weeks Work scrutiny	Sep 2020	AP3	High quality literacy teaching skills seen in lesson observations
Attendance	Identify Pupil Premium cohort for 'Cover Supervisor Plus' staff to improve attendance	£24,801	Weekly attendance meetings	Sep 2020 – July 2021	MB	Absence and PA to be in line with National
	Effectively communicate the attendance thresholds with all DA students and their parents	Letters and texts to parents £420	Weekly attendance meetings	Sep 2020	MB	Absence and PA to be in line with National
	Support targeted students and families during Y6/7 transition	Year team time	Year team weekly meetings	Sep 2020	PL	All Y7 students and their parents have a positive start to Y7
	Include focus of DA students during attendance meetings	Staff time	Year team weekly meetings	Sep 2020 – July 2021	MB	Absence and PA to be in line with National DA/Non DA attendance GAP to be less than National (3.2%)
	Support students following long-term absence returning to college and reintegration through student support services.	£13,429	Attendance data	Sep 2020 – July 2021	MB	Improved attendance and progress of targeted students
Literacy	Designate a Learning Assistant to work with DA students and catch-up students	£10,776	TA monitoring Assessment data	Sep 2020 – July 2021	IB	Attainment gap narrowed to less than 19%
	All Y7&8 students to take part in Accelerated reading scheme	£2,622	AR reading data Reading age data	Sep 2020 – July 2021	AP3	Reading ages improved Number of 'millionaires' increased
	Continue daily DEAR Y7,8 &9	Curriculum time	Literacy coordinator HOD monitoring	Sep 2020 – July 2021	AP3	Increase reading ages



Priority/Barrier	Action	Resources	Monitoring Procedure	Time Scale	Lead	Success Criteria
			Innovation monitoring weeks			
	Continue with a Y11 English Form for targeted students	Form staff time	Innovation monitoring weeks and PPMs	Sep 2020 – July 2021	IB	Attainment gap narrowed to less than 19%
	Deliver specific intervention for Most Able DA students	Curriculum and departmental time	Innovation monitoring weeks and PPMs	Sep 2020 – July 2021	IB & JW	Percentage of 8&9 Grades in English to be in line with National
	Deliver parental development meetings on reading and literacy	Staff time	Attendance registers at meetings. Progress data for students involved	Sep 2020 – July 2021	IB	Attainment gap narrowed to less than 19%
	Continue with a 'Homework Help Club' and target DA students to attend	Staff time	Attendance at club Student progress data	Sep 2020 – July 2021	IB	Attainment gap narrowed to less than 19%
	Allocate departmental literacy rep role to T&L innovators	Staff time	Innovators and Departmental meetings	Sep 2020 – July 2021	AP3 & WH	High quality literacy teaching skills seen in lesson observations
Numeracy	Designated Learning Assistants to work with DA and catch up students	£19,245	TA monitoring Assessment data	Sep 2020 – July 2021	SH	Attainment gap narrowed to less than 14%
	Deliver specific intervention for Most Able DA students	Curriculum and departmental time	Innovation monitoring weeks and PPMs	Sep 2020 – July 2021	SH & JW	Percentage of 8&9 Grades in Maths to be in line with National
	Y11 Maths Form groups. (Higher and Foundation) for targeted students.	Form staff time	Innovation monitoring weeks and PPMs	Sep 2020 – July 2021	SH	Attainment gap narrowed to less than 19%
	Deliver 'Paired Maths' programme for targeted Y7 students before college	Staff time	Attendance register at meetings. Progress data for students involved	Sep 2020 – July 2021	SH	Attainment gap narrowed to less than 19%



Priority/Barrier	Action	Resources	Monitoring Procedure	Time Scale	Lead	Success Criteria
	Deliver termly parental development meetings on maths and numeracy	Staff time	Attendance register at meetings. Progress data for students involved	Sep 2020 – July 2021	SH	Attainment gap narrowed to less than 19%
	Continue with a 'Homework Help Club' and target DA students to attend	Staff time	Attendance at club Student progress data	Sep 2020 – July 2021	SH	Attainment gap narrowed to less than 19%
Aspiration	Provide quality Alternative Education placements	£101,428	Attendance data for Alternative Education students Behaviour records Notes of visits to providers	Sep 2020 – July 2021	PAL & MB	Improved attendance at Alternative Education placement/ completion rates.
	Deliver Summer School (Summer Slam) to 100 DA and Priority Family students	£22,000	Attendance data Student and parent voice Attainment and behaviour data	Summer 2020	PL	Attendance data Reduction in number of detentions Increase in number of '1' and '2' in lesson monitor
	Provide uniform for targeted DA students	£2,000	Student attendance and Behaviour records	Sep 2020 – July 2021	MB	Improved Attendance Reduction in detentions
	Provide Y8&Y9 FSM students the opportunity to attend Quinta	£3,600	Student voice Quinta register	June 2021	KCN	Improved attendance and behaviour data
	Deliver a holiday behaviour improvement programme for targeted Y7 students and their parents	£1,000	Attendance of students Behaviour records Student and parent voice	Oct 2020	PL	Reduction of detentions and increase in achievement points for targeted students
	Secure Safer Schools Partnership – Policing	£10,784	Behaviour data Police incident records	Sep 2020 – July 2021	RCK	Early intervention



Priority/Barrier	Action	Resources	Monitoring Procedure	Time Scale	Lead	Success Criteria
	Provide mentoring from Saint Helens RLFC for targeted group of DA Y9 boys	Saints time	Lesson monitor data Detention records Behaviour and Achievement points	Sep 2020 – July 2021	MB	Reduction of detentions Increase in positive lesson monitor grade
	Deliver extended behaviour modification placements for lower school students	Internal Exclusion	Lesson monitor data Detention records Behaviour and Achievement points	Sep 2020 – July 2021	PL & MB	Reduction of detentions Reduction of FTEs Increase in positive lesson monitor grade
	Improve competition and accountability by rebranding Forms to Teams	Staff training	Attendance and behaviour data	Sep 2020 – July 2021	HOSs	Reduction of detentions Reduction of FTEs Increase in positive lesson monitor grade
	Ensure that DA students take part in extracurricular activities	Extracurricular time Resources when required	Extracurricular attendance records	Sep 2020 – July 2021	HOAs	Increase in participation of DA students taking part in extracurricular
	Provide miscellaneous items to remove barriers for DA students	£10,000	Participation data	Sep 2020 – July 2021	KCN	Greater participation

