

Target:

To ensure Pupil Premium students are able to access additional support to assist with their learning and progress, in order to achieve 3 levels of progress and their target grades in the subjects they study.

Success Criteria:

1. Pupil Premium students achieve at least 3 levels of progress in line with national standards.
2. Pupil Premium students' levels of exclusion are in line or better than school standards.
3. Pupil Premium students' levels of attendance and punctuality are in line with or better than school standards.
4. Pupil Premium students' effort grades are in line with other groups of students in the school.

Areas of Focus:

Getting Ready to Learn.

Academic Attainment, Achievement & Progress.

Enrichment, Stretch and Challenge.

Consideration:

Lincoln UTC receives retrospective funding for Pupil Premium students. As a result, when students arrive in Year 10 the UTC is not informed of the Pupil Premium students in this year group for a number of months. Therefore, the UTC has identified strategies to meet the needs of Pupil Premium students in line with the funding provided, and then works quickly to identify which students in Year 10 may benefit from this support. Once the Pupil Premium students have been confirmed, if they have not previously been involved in the strategies then they are subsequently incorporated where applicable.

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Pupil Premium Improvement Plan & Review - 2015-2016

Improvement Plan

| Area of focus & strategy: Getting Ready to Learn | Student target group | Led by / Involving | Resources | Monitoring |
|--|--|--------------------------------|---|--|
| Subsidised transport to the UTC <ul style="list-style-type: none"> Provide funding to support Pupil Premium students to attend the UTC | All Pupil Premium students | RM Finance | Funding for transport (50%) £5,000. | Tracking of student attendance. |
| Attendance Focus <ul style="list-style-type: none"> Daily monitoring and weekly updates Liaison with student / HOY / B&A Officer / home Close monitoring of students 'causing concern' Involvement of EWO where necessary | Any students whose attendance falls below 95%. | SH B&A Officer HOY | Staffing resources £5000. Education Welfare Officer contract £2000. Rewards for 100% attendance £50. | Weekly update from B&A Officer re attendance tracking; regular pastoral meetings; updates following parental / EWO meetings. |
| Punctuality Focus <ul style="list-style-type: none"> Daily monitoring and weekly updates Liaison with student / HOY / B&A Officer / home Close monitoring of students 'causing concern' | Any students whose punctuality falls below 95%. | SH B&A Officer HOY | Staffing resources (included above). | Weekly update from B&A Officer re punctuality tracking; regular pastoral meetings; updates following parental meetings. |
| Isolation & Exclusions <ul style="list-style-type: none"> Discussion with or about students placed on report, followed by a plan of action, monitoring and exclusion if required. | Any students placed into isolation or who are at risk of / receive a fixed-term exclusion. | SH B&A Officer HOY VW | Staffing resources. Out of School Team support. (included above) | Incidents on iSAMS; Isolation Log; Exclusion Log; progress checks. |
| Intervention: Extreme cases <ul style="list-style-type: none"> Regular reflection after each progress check Contract and plan devised Contact with parents | Students who have received 1 fixed term exclusion. | SH B&A Officer HOY VW | Staffing resources (included above). Out of School Team support (FREE). Counsellor £2000. | Incidents on iSAMS; Isolation Log; Exclusion Log; progress checks. |

| Area of focus & strategy: | Student target group | Led by / Involving | Resources | Monitoring |
|--|-----------------------|--|---|--|
| Academic Attainment, Achievement & Progress Academic Success Programme: <ul style="list-style-type: none"> Reflection after each progress check Mentoring meetings Contact with parents Revision programme provided Study support sessions, delivered by teachers, run in departments each week from January 2016. | Year 11 students | HOY Mentors Teachers RM Teaching staff | Incentive for positive participation in the programme. Staffing resource. Revision programme and materials £500. | Tracking through progress checks every half term. Regular participation by identified students. Progress checks. GCSE results. |
| Literacy Intervention <ul style="list-style-type: none"> Focused intervention by SEND department to improve literacy skills. | Year 10 students | VW TAs | Staffing resources. Literacy programme £3000. Reader pens £400. | Intervention progress checks. Half termly subject progress checks. |
| Mathematics Intervention <ul style="list-style-type: none"> Focused intervention by Maths department to provide additional support for students not achieving target grade | Year 10 & 11 students | BM Maths Teachers | Staffing resources. Maths resources £200. | Progress checks. GCSE results. |
| Raising the profile of PP students with staff <ul style="list-style-type: none"> Promotion of PP booklet with staff Provide relevant staff training opportunities | All PP students | RM HOY | PP Booklets £20. Staff training time. | Feedback from staff on usefulness of PP booklet. Evaluation of staff training sessions. |
| Supporting wellbeing <ul style="list-style-type: none"> Provide counselling service for students requiring wellbeing support Provide relevant staff training opportunities to raise awareness of wellbeing matters | All PP students | VW HOY | Counselling service (previously accounted for). Staff training time. | Feedback from students on usefulness of counselling service. Evaluation of staff training sessions. |

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Pupil Premium Improvement Plan & Review - 2015-2016

| Area of focus & strategy: Enrichment, Stretch & Challenge | Student target group | Led by / Involving | Resources | Monitoring |
|---|----------------------------|-----------------------|---|---|
| <p>Subsidised trips and activities</p> <ul style="list-style-type: none"> • Provide a range of support to enable Pupil Premium to access a wide range of extra-curricular opportunities, in line with all other students, including: • Annual work experience placements • University events and activities • Career information opportunities | All Pupil Premium students | RM Finance HODs | Travel funding; event costs £1500. | Tracking of participation in trips and activities. Promote participation in trips and activities to all students with a particular focus on Pupil Premium students. |
| <p>Aspirational opportunities</p> <ul style="list-style-type: none"> • Provide a range of opportunities which aim to raise aspirations and increase students' cultural capital, including: • The Brilliant Club • National Citizenship Service • Institute of Directors events • Other high-profile events and opportunities | All Pupil Premium students | RM AD | Travel funding; event costs £2000. | Tracking of participation in trips and activities. Promote participation in trips and activities to all students with a particular focus on Pupil Premium students. |

| Planned Expenditure | Amount |
|-----------------------------|------------|
| Total Allocation Focus 1 | £14,050.00 |
| Total Allocation Focus 2 | £4,120.00 |
| Total Allocation Focus 3 | £3,500.00 |
| Total Planned Expenditure | £21,670.00 |
| Total Pupil Premium Funding | £21,910.41 |

Review of Expenditure and Impact – Getting Ready to Learn

| Area of Focus & Strategy | Student Numbers | Resources / Cost | Impact | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|--|------|-----------|--------|------------|--------|------------|-----------|------------|--------|------------|--|--|------|------------|--------|-----------|--------|------------|-----------|------------|--------|-----------|--|--|
| <p>Subsidised transport to the UTC Provide funding to support Pupil Premium students to attend the UTC</p> | <p>Y10 = 14 students Y11 = 14 students</p> | <p>Y10 = £2,794.86 Y11 - £2,860.45 Total = £5,655.31</p> | <p>All students were able to access the UTC via personal transport routes for the academic year.</p> | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Attendance Focus Daily monitoring and weekly updates Liaison with student / HOY / B&A Officer / home Close monitoring of students 'causing concern' Involvement of EWO where necessary</p> | <p>All students Y10 = 14 students Y11 = 14 students</p> | <p>Staffing - £5,000 towards B&A Officer post costs. EWO - £2,500. Counselling - £1500. Rewards Certificates £20.</p> | <p>Y10 (12 students):</p> <table border="1" data-bbox="1144 528 2114 639"> <tr> <td>100%</td> <td>1 student</td> <td>90-92%</td> <td>2 students</td> </tr> <tr> <td>96-99%</td> <td>7 students</td> <td>Below 90%</td> <td>2 students</td> </tr> <tr> <td>93-95%</td> <td>0 students</td> <td></td> <td></td> </tr> </table> <p>- 1 student @33% under guidance of EWO, court involvement. - 1 student @85% received intensive support to ensure he didn't become school refuser. Attendance @ 94% in Term 6. - 1 student @92% and 1 student @90% due to medical issues but received mentor support to ensure attendance stabilised across the year. - 1 student permanently excluded in Term 3. - 1 student left UTC in Term 3.</p> <p>Y11 (14 students):</p> <table border="1" data-bbox="1144 967 2114 1078"> <tr> <td>100%</td> <td>2 students</td> <td>90-92%</td> <td>1 student</td> </tr> <tr> <td>96-99%</td> <td>8 students</td> <td>Below 90%</td> <td>2 students</td> </tr> <tr> <td>93-95%</td> <td>1 student</td> <td></td> <td></td> </tr> </table> <p>1 student @81% due to medical issues, received mentor support to ensure attendance stabilised across the year and minimised impact on exam results. Student achieved 12A*-B GCSE grades. 1 student @82% borderline school refuser during Y11. Closely monitored and mentored to ensure he remained in College and sat Core GCSE examinations. Student achieved grades in all subjects and secured an Apprenticeship. 1 student @93% due to medical illness in Term 3. Attendance satisfactory in other terms. Student secured 6B and 4C grades and is staying at the UTC to study A Levels. 1 student at 91% due to wellbeing issues. Student mentored to maintain attendance</p> | 100% | 1 student | 90-92% | 2 students | 96-99% | 7 students | Below 90% | 2 students | 93-95% | 0 students | | | 100% | 2 students | 90-92% | 1 student | 96-99% | 8 students | Below 90% | 2 students | 93-95% | 1 student | | |
| 100% | 1 student | 90-92% | 2 students | | | | | | | | | | | | | | | | | | | | | | | | |
| 96-99% | 7 students | Below 90% | 2 students | | | | | | | | | | | | | | | | | | | | | | | | |
| 93-95% | 0 students | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 100% | 2 students | 90-92% | 1 student | | | | | | | | | | | | | | | | | | | | | | | | |
| 96-99% | 8 students | Below 90% | 2 students | | | | | | | | | | | | | | | | | | | | | | | | |
| 93-95% | 1 student | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | | | and successfully sat all GCSE exams. Student achieved 12 A-C GCSE grades. |
| <p><u>Punctuality Focus</u></p> <ul style="list-style-type: none"> Daily monitoring and weekly updates Liaison with student / HOY / B&A Officer / home Close monitoring of students 'causing concern' | <p>All students Y10 = 14 students Y11 = 14 students</p> | <p>Staffing resources accounted for previously.</p> | <p>Student punctuality moved from an average of 38 late marks per day at the start of the programme to an average of 7 late marks per week. Of those remaining late marks, 80% were due to genuine, regular travel disruption (involving 1 PP student). From Term 3, no PP students were late to the start of the UTC working day. A series of processes were put into place (warning, letters home, reports) to support all students. As seen above, punctuality increased dramatically.</p> |
| <p><u>Reports, Isolation & Exclusions</u></p> <ul style="list-style-type: none"> Discussion with or about students placed on report, followed by a plan of action, monitoring and exclusion if required. | <p>Y10 = 5 students Y11 = 1 student</p> | <p>Staffing resources accounted for previously.</p> | <p>Y10: intensive support from mentors, Head of Year, SENCO, TAs and B&A Officer ensured that 2 / 5 students causing concern in Term 1 were able to modify behaviour and required only monitoring for the remainder of the academic year. 1 student was placed on report of the 5 and as he continued to cause concern her moved to next phase (below). 2 students displayed behaviours relating to SEND / emotional needs and were supported in phase below. 1 PP student excluded in Y10.</p> <p>Y11: due to intensive support in Y10, 3 students who had previously caused concern displayed positive behaviours for learning in Y11. No PP student on report or excluded in Y11.</p> |
| <p><u>Intervention: Extreme cases</u></p> <ul style="list-style-type: none"> Regular reflection after each progress check Contract and plan devised Contact with parents | <p>Y10 = 3 students Y11 = 0 students</p> | <p>Staffing resources accounted for previously.</p> | <p>Y10: Student A received regular counselling and family liaison led to improved behaviour for learning. Support continues into Y11. Student B received mentor and counselling support, SEND intervention and close family liaison with external agency support. On-going complex issues are effectively managed and student can engage with learning. Student C received intensive support from mentor, teachers, SENCO, TA and B&A Officer to manage behaviour and engage in curriculum. Close work with family, external agencies and LCC. Permanently excluded in February 2016. Following exclusion student transferred and engaged successfully with alternative provision.</p> |

| Area of focus & strategy: Academic Attainment, Achievement & Progress | Student Numbers | Resources / Cost | Impact |
|---|--|--|---|
| <p>Academic Success Programme:</p> <ul style="list-style-type: none"> • Reflection after each progress check • Mentoring meetings • Contact with parents • Revision programme provided • Study support sessions, delivered by teachers, run in departments each week from January 2016. | <p>Y11 = 14 students</p> <p>All Y11 students including 14 PP students.</p> | <p>Staffing costs covered by UTC. Subject specific resources £320.</p> | <p>All PP students were supported during the academic year by their mentor. All were provided with a detailed revision programme and access to resources. Study sessions were delivered by subject areas and 100% of PP students accessed two or more subject areas. Outcomes from summer results were: 13 students secured A*-C in Mathematics and 9 secured English. 11 students secured 5 A*-C with 4 students securing 9 A*-C and 2 securing 12 A*-C. 50% of students chose to stay on at the UTC for Sixth Form. 3 students left to study at Lincoln College, 3 went to other local Sixth Forms and 1 student secured an Apprenticeship.</p> |
| <p>Literacy Intervention</p> <ul style="list-style-type: none"> • Focused intervention by SEND department to improve literacy skills. | <p>Y10 = 2 PP students & 8 non PP students</p> | <p>Staffing costs covered by UTC. Literacy programme £3,000. Reader pens £400.</p> | <p>10 students in Year 10 were enrolled on a 15-week trial of Reading Solutions intervention and a baseline test was taken. Of these students the average reading age at Week 0 was between Year 6 and 7. UTC programmed 90 mins per week to allow students to participate in the intervention. 2 students, due to poor attendance did not complete the required hours. The programme also measured intrinsic value placed on reading by the students at baseline and this was as expected, low. After the 15 weeks, the average gain in reading age was 2.5 years, with some students gaining as much as 5 years and bringing all students closer to, or exceeding their correct reading age. The spelling intervention focussed on small groups of around 5 students twice weekly for 15min sessions, and an expectation that students practiced for 5-10mins a day at home. All students were tested in September 2015 with baseline spellings, and the weakest selected for the</p> |

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| | | | intervention. All students made significant improvements when tested at the end of the intervention, on average doubling or greater the number of correct answers at the end of the programme. |
| Mathematics Intervention <ul style="list-style-type: none"> Focused intervention by Maths department to provide additional support for students not achieving target grade | 34 Y11 students including 7 PP students. | Staffing costs covered by UTC. Subject specific resources £200 . | 7 PP students accessed additional Maths lessons over an eight-week period. Impact on GCSE results was: 6 of the 7 students secured A*-C. 3 students achieved 3 LOP and 3 students achieved 4 LOP. |
| Raising the profile of PP students with staff <ul style="list-style-type: none"> Promotion of PP information with staff Provide relevant staff training opportunities | Y10 = 14 students Y11 = 14 students | PP information printing £15 . Staff training time taken from CPD time. | All staff are aware of PP students and monitor progress through tracking / SISRA. All staff received SISRA training. Updated information came late for Y10 so difficult to track progress until later in the academic year. iSAMS not conducive to day-to-day awareness raising so information shared via T drive. SIMS introduced in Summer 2016 to more easily identify and track PP students. |
| Supporting wellbeing <ul style="list-style-type: none"> Provide counselling service for students requiring wellbeing support Provide relevant staff training opportunities to raise awareness of wellbeing matters | Y10 = 2 students Y11 = 5 students | Counselling service (previously accounted for). Staff training £200 for external speaker. | 7 PP students accessed counselling services. 100% of students reported that the 4-6 week intervention had led to positive outcomes and that they felt supported and able to engage fully in education. No students required follow up sessions. |

| Area of focus & strategy: Enrichment, Stretch & Challenge | Student Numbers | Resources / Cost | Impact |
|---|---|--|--|
| <p>Subsidised trips and activities</p> <ul style="list-style-type: none"> • Provide a range of support to enable Pupil Premium to access a wide range of extra-curricular opportunities, in line with all other students, including: • Annual work experience placements • University events and activities • Career information opportunities | <p>14 students Y10 14 students Y11 3 students Y10/11</p> | <p>Work Experience Costs: Y10 = £490. Y11 = £530. Work Experience Transport = £140.</p> | <p>All students attended work experience with no barriers to attendance or participation. Student feedback found 93% of students felt the work placement developed their personal skills and gave them a greater insight into their career pathway. 100% of students ending Y11 into employment, education or training. 100% of students in Y10 preparing for personal identification and selection of subsequent Y11 work placement. UTC arranged internal HE/FE/Industry Careers Fair to ensure 100% of students could access the opportunity. 97% of students found the event stimulating and stated that it helped them to plan their future career pathways.</p> |
| <p>Aspirational opportunities</p> <ul style="list-style-type: none"> • Provide a range of opportunities which aim to raise aspirations and increase students' cultural capital, including: • The Brilliant Club • National Citizenship Service • Institute of Directors events • Other high-profile events and opportunities | <p>2 students Y11 3 students Y11 2 students Y11 10 student Y10 4 students Y11 All PP students</p> | <p>Big Bang Trip = £60. Leicester Space Station = £300. IOD Event = £50. Brilliant Club = £1925. Amazing Minds Lectures = £180.</p> | <p>All students were able to attend Great Minds Lectures at University of Lincoln which provided them with an opportunity to experience HE first hand as well as hear from and meet distinguished guests, such as the Red Arrows pilot, 'Red 1'. Students reported that they felt more confident in attending HE events and appreciate that university could be a career pathway for them post 18.</p> <p>2 students attended the IOD lunch and as a result arranged their own additional work experience with local employers and 1 became a junior IOD members.</p> <p>The Impact Report from the Brilliant Club found the following (overleaf). The project had a profound affect on the aspirations and motivation of students. As a result, all Y11 students on the Brilliant Club have progressed to Sixth Form study.</p> |

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| Brilliant Club Questionnaire Questions | Before | After |
|--|--------|-------|
| I have high-level knowledge that goes beyond the curriculum. | 22% | 75% |
| I have advanced skills in the subject area(s) this programme focuses on | 11% | 100% |
| I understand in detail how universities work and the key differences between them | 22% | 75% |
| I understand what I need to do to apply and secure a place at university next year | 67% | 100% |
| I know the key steps I need to take to help me improve as a learner | 56% | 88% |
| I feel confident talking to my friends and family about university | 89% | 100% |
| I feel confident talking to a university teacher about my work | 89% | 100% |
| I can get my ideas across effectively when speaking in a small group | 44% | 75% |
| I can complete my work to the same standard as an undergraduate student | 0% | 88% |
| I can find out new information and use it in my work without help from adults | 67% | 100% |
| I feel able to overcome difficulties and setbacks in my learning | 56% | 88% |
| I feel motivated when I am set challenging learning objectives | 78% | 100% |
| I plan to go on and study at university next year | 78% | 100% |
| I plan to go on and study at a leading university next year | 78% | 100% |

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| Planned Expenditure | Amount | Actual Expenditure |
|--------------------------------|------------|--------------------|
| Total Allocation Focus 1 | £14,050.00 | £14,675.31 |
| Total Allocation Focus 2 | £4,120 | £4,115.00 |
| Total Allocation Focus 3 | £3500.00 | £3,675.00 |
| Total Planned Expenditure | £21,670.00 | £22,465.31 |
| Total Pupil Premium Allocation | £21,910.41 | |