

Scalby School

Being the best we can be

Closing the Gap Policy and Action Plan 2018 - 2019



Key Terms

Closing the Gap: “narrowing the attainment gap between groups and individuals to ensure all pupils attain well and make the expected levels of progress.”

Intervention: “the strategies and methods used to narrow the gap between identified target group and individuals to ensure all pupils attain well and make the expected levels of progress.”

1. INTRODUCTION & PURPOSE

This policy and action plan sets out Scalby School’s approach to Closing the Gap and pupil intervention. It also outlines how the school plans to utilise the Pupil Premium (PP) funding to effectively raise standards of attainment and achievement for all pupils.

At Scalby School we recognise the importance of ensuring all pupils, whatever their background or circumstance, are provided with a quality and relevant education. This will ensure that all pupils are equipped with the knowledge and skills they will need to succeed in life beyond School.

At Scalby School Closing the Gap should be an integral part of every lesson and all areas of the school. Within the classroom there should be a clear focus on narrowing the achievement gap between groups and individuals through well planned and differentiated lessons that challenge and stretch all pupils. All staff are entitled to a programme of CPD that allows them to continually expand and experiment with a full range of teaching strategies and techniques to ensure the achievement gap is closed rapidly through the use of timely and appropriate interventions.

Currently 244 of our pupils are supported by Pupil Premium funding. This equates to approximately 25% of the school population. We estimate for the Year 2018 – 2019 the school will receive £208,505 in funding, a reduction on last year.

1. AIMS & OBJECTIVES

The success criteria below identify the main barriers to students achievement; Progress, Behaviour, Quality First Teaching, Enrichment and Parental Engagement, and Attendance.

Key Aim:

- To raise overall attainment and narrow the achievement gap between disadvantaged students and the rest of the cohort.

Success Criteria:

Progress

During the academic Year 2018 – 2019 the aim is to ensure:

Key Stage 3

- No gap to emerge in English, Maths and Science in Year 7 and Year 8. All disadvantaged students to be making expected progress in English and Maths ATL 4 - 2019

Closing the Gap Policy & Action Plan 2018-19

Year 7, 8, 9 & 10

- All disadvantaged students to be making progress towards their reading level at or above their chronological age by ATL 4 - 2019

Year 11 Students

In 2019 GCSE examinations:

- English Attainment Grade for Disadvantaged Learners to be 5.3
- Maths Attainment Grade for Disadvantaged Learners to be 5.7
- Attainment 8 EBAC Target 5.2
- Attainment 8 Open Entries Target 5.7
- Grade 4 & above GCSE English and Maths 60%
- Grade 5 & above GCSE English and Maths 35%
- Progress 8 Target 0 for all Disadvantaged students.
- All Disadvantaged students to be in education on leaving Scalby in the Summer of 2019.
- 0% are NEETs

Behaviour

During the academic Year 2018 – 2019 the aim is to:

- Reduce FTE of disadvantaged students to 25% of overall school exclusions. This is in line with the number of disadvantaged students in the whole school population.
- Reduce consequence C5 instances of disadvantaged students to 25% of overall consequence instances. This is in line with the number of disadvantaged students in the whole school population.
- Reduce internal exclusions instances of disadvantaged students to 25% of overall internal exclusion instances. This is in line with the number of disadvantaged students in the whole school population.

High Quality Teaching

During the academic Year 2018 – 2019 the aim is to ensure:

- 100% of teaching in English, Maths and Science will be at or above the expected standard during performance management observations.
- Marking for Disadvantaged students will be judged at or above the expected level in 90% of marking trawls for disadvantaged students (expected level is defined as being in line with the departments' and school's marking policy e.g. French students' work will be marked using the Crack the Code marking system).

Enrichment and Extra-Curricular Activities

During the academic Year 2018 – 2019 the aim is to ensure:

- All Disadvantaged students will attend at least one extra-curricular club or enrichment activity.
- Disadvantaged students are proportionally represented on school excursions. At least 25% of all students on trips will be Disadvantaged.

Attendance

During the academic Year 2018 – 2019 the aim is to ensure:

- Disadvantaged PA reduced from 18.63 to 15% (NA 2015-16 19%)
- Attendance of disadvantaged students will be above 94% (Scalby 2016-17 92.15% NA 2015-16 93.6%)
- Persistent absentees target(10%) of disadvantaged students, this will be less than the Scarborough area and North Yorkshire average.

Closing the Gap Policy & Action Plan 2018-19

2. Identified Barriers to learning

2018/19 EXPECTED INCOME	£208,505
2018/19 ACTUAL EXPECTED EXPENDITURE	£267, 436

STAFFING	£	Measurable Outcomes
<p>2 x Family Support Officer Reason: To work closely with students and families with attendance concerns to support and improve attendance of key individuals and groups.</p>	35,824	<p>Attendance During the academic Year 2018 – 2019 the aim is to ensure: Attendance of Disadvantaged students in all year groups will be at or above 95% Persistent absentees amongst Disadvantaged students will reduced by 50% from 2017/2018 figures in all year groups.</p>
<p>Alternative Provision and Specialist Education Need Support Reason: To work with individual students with a range of SEN needs. To work with and support students with behaviour issues who are at risk of exclusion.</p>	36,864	<p>Behaviour During the academic Year 2018 – 2019 the aim is to: Reduce FTE of disadvantaged students to 25% of overall school exclusions. This is in line with the number of disadvantaged students in the whole school population. Reduce consequence C5 instances of disadvantaged students to 25% of overall consequence instances. This is in line with the number of disadvantaged students in the whole school population. Reduce internal exclusions instances of disadvantaged students to 25% of overall internal exclusion instances. This is in line with the number of disadvantaged students in the whole school population.</p>
<p>Student Mental Health Counselling Reason: To support students one 2 one identified as having mental health issues.</p>	13,000	
<p>Lead Practitioner Science Reason: To track and monitor interventions and impact of all disadvantaged students in their department areas. This will involve working with staff to develop strategies to improve outcomes for disadvantaged students. To work with key students during mentor time.</p>	17,283	<p>Progress During the academic Year 2018 – 2019 the aim is to ensure: Key Stage 3 No gap to emerge in English, Maths and Science in Year 7 and Year 8. All disadvantaged students to be making expected progress in English and Maths ATL 4 - 2019</p>

Closing the Gap Policy & Action Plan 2018-19

<p>Additional Teaching Resource English</p> <p>Reason: To provide capacity to reduce class sizes in Year 10 & 11 to better support learners.</p>	28,521	<p>Year 7, 8, 9 & 10</p> <ul style="list-style-type: none"> All disadvantaged students to be making progress towards their reading level at or above their chronological age by ATL 4 - 2019 <p>Year 11 Students</p> <p>In 2019 GCSE examinations:</p> <p>English Attainment Grade for Disadvantaged Learners to be 5.3</p> <p>Maths Attainment Grade for Disadvantaged Learners to be 5.7</p> <p>Attainment 8 EBAC Target 5.2</p> <p>Attainment 8 Open Entries Target 5.7</p> <p>Grade 4 & above GCSE English and Maths 60%</p> <p>Grade 5 & above GCSE English and Maths 31%</p> <p>Progress 8 Target 0 for all Disadvantaged students.</p> <p>All Disadvantaged students to be in education on leaving Scalby in the Summer of 2019.</p> <p>0% are NEETs</p>
<p>Lead Practitioner Maths</p> <p>Reason: To track and monitor interventions and impact of all disadvantaged students in their department areas. This will involve working with staff to develop strategies to improve outcomes for disadvantaged students. To work with key students during mentor time.</p>	17,283	
<p>0.5 Careers Advisor</p> <p>Reason: To provide one 2 one and small group CEIAG support to raise aspirations.</p>	8,866	<p style="text-align: center;">High Quality Teaching</p> <p>During the academic Year 2018 – 2019 the aim is to ensure:</p> <p>100% of teaching in English, Maths and Science will be at or above the expected standard during performance management observations.</p> <p>Marking for Disadvantaged students will be judged at or above the expected level in 90% of marking trawls for disadvantaged students (expected level is defined as being in line with the departments' and school's marking policy e.g. French students' work will be marked using the Crack the Code marking system).</p>

Closing the Gap Policy & Action Plan 2018-19

RESOURCES	£	
Additional Outreach		Progress
Reason: Alternative Provision will be put in place for disadvantaged students who require alternative education packages.	28,125	During the academic Year 2018 – 2019 the aim is to ensure: Key Stage 3 No gap to emerge in English, Maths and Science in Year 7 and Year 8. All disadvantaged students to be making expected progress in English and Maths ATL 4 - 2019
Maths Intervention – One 2 One Year 11		Year 7, 8, 9 & 10
Reason: To provide support in Year 11 to students requiring support in closing gaps in knowledge and skills.	15,000	<ul style="list-style-type: none"> All disadvantaged students to be making progress towards their reading level at or above their chronological age by ATL 4-2019
Revision Guides		Year 11 Students
Reason: To ensure students have access to available revision materials across all subject areas.	3,000	In 2019 GCSE examinations: English Attainment Grade for Disadvantaged Learners to be 5.3 Maths Attainment Grade for Disadvantaged Learners to be 5.7
T & L Development Fund		Attainment 8 EBAC Target 5.2 Attainment 8 Open Entries Target 5.7 Grade 4 & above GCSE English and Maths 60% Grade 5 & above GCSE English and Maths 31% Progress 8 Target 0 for all Disadvantaged students. All Disadvantaged students to be in education on leaving Scalby in the Summer of 2019. 0% are NEETs
Reason: To provide staff with the opportunity to better support students in lessons through teaching and learning activities	1,600	High Quality Teaching
Accelerated Reader		During the academic Year 2018 – 2019 the aim is to ensure:
Reason: To provide a reading intervention programme to improve students reading ability	5,000	100% of teaching in English, Maths and Science will be at or above the expected standard during performance management observations. Marking for Disadvantaged students will be judged at or above the expected level in 90% of marking trawls for disadvantaged students (expected level is defined as being in line with the departments' and school's marking policy e.g. French students' work will be marked using the Crack the Code marking system).
Resources and Materials in Technology	4,000	

Closing the Gap Policy & Action Plan 2018-19

Reason: To ensure students can fully participate in all practical lessons where extra resources such as food ingredients may be required.		
Excursion Fund- High Impact Experiences and Transport Reason: To provide support for students to attend high impact excursions which will raise academic achievement. To provide after school transport for students to attend interventions in Year 11 and for reading.	5,000	Enrichment and Extra-curricular Activities During the academic Year 2018 – 2019 the aim is to ensure: All Disadvantaged students will attend at least one extra-curricular club or enrichment activity. Disadvantaged students are proportionally represented on school excursions. At least 25% of all students on trips will be Disadvantaged.

ROLES & RESPONSIBILITIES

The Leadership Team will:

- Accept overall responsibility for the delivery of the school's Closing the Gap Policy and Action Plan.
- Provide opportunities for staff training about Closing the Gap to take place on INSET days and during weekly CPD time.
- Support departments they line-manage to close the achievement gap and identify pupils for timely and appropriate interventions.
- Be role models in using strategies in their own teaching to close the achievement gap.
- Ensure strategic deployment and utilisation of Pupil Premium and Catch-Up Premium funding to enable identified achievement gaps to be closed rapidly.
- Review the Attitude to Learning summary document after each half term which focuses on closing the gap, making explicit reference to staff achievement, behaviour and attendance gaps for all pupil groups and individuals across all year groups.
- Ensure all staff are made aware of the key pupils, groups of pupils, and target groups identified within the Attitude to Learning document who are not achieving, attending and behaving.
- Ensure timely and appropriate wave 1, 2 and 3 interventions are put in place and collated on the whole-school intervention tracker.
- Track and monitor pupils who are below target for behaviour and attendance and ensure timely and appropriate intervention is put in place.

Governors will:

- Accept responsibility for challenging the Leadership Team on the delivery of the school's Closing the Gap Policy and Action Plan.
- Undertake appropriate Closing the Gap training opportunities provided by the school and external providers.
- Hold school leaders to account for effective spending of Disadvantaged pupil funding and the monitoring of its impact upon Disadvantaged pupils' progress.
- Appoint a Disadvantaged Pupils Link Governor and ensure Closing the Gap is a standing agenda item every governors meeting.
- Keep up to date with the Ofsted framework requirements for Closing the Gap and Disadvantaged pupil funding.

The Behaviour & Safety Team will:

- Utilise the Attitude to Learning booklet to ensure timely and appropriate pastoral interventions are put in place, which support the academic achievement of target pupils and groups.

Closing the Gap Policy & Action Plan 2018-19

- Ensure literacy is promoted in mentor time activities.
- Assess and support pupils on Education, Health and Care Plans, Statements and SEN Support with appropriate interventions to improve reading ages.
- Identify and support pupils with specific needs, such as dyslexia, and provide appropriate intervention.
- Support pupils with Statements with in-class Teaching Assistants.
- Provide intervention strategies using Accelerated Reader, catch-up reading, bespoke reading groups and programmes to support pupils in their literacy across the curriculum.
- To provide opportunities so that literacy is used as part of Year 6 to 7 Primary Transition and Year 7 Catch Up programme to develop pupils' literacy skills.
- Provide in-class support where necessary and one-to-one out of class support for pupils identified in the Attitude to Learning booklet.
- Communicate with all staff the SEN needs of pupils who have difficulties and provide with strategies and guidance for supporting pupils in the classroom.
- Identify pupils in need of additional support during transition and ensure appropriate interventions are put in place before the start of Year 7 i.e. Summer School.
- Ensure all interventions are recorded.
- Track and monitor pupils who are below target for behaviour and attendance and ensure timely and appropriate intervention is put in place.

The English, Maths & Science Lead-Practitioners will:

- Lead on delivery of the school's and Literacy and Numeracy strategies to improve literacy and numeracy of targeted Closing the Gap pupils.
- Provide opportunities for staff training about literacy and numeracy issues to take place on INSET days or during weekly whole school and department CPD.
- Advise other staff in school on literacy and numeracy issues.
- Co-ordinate tutorial and whole school literacy and numeracy initiatives.
- Organise the Accelerated Reading and thinking reading programme for literacy testing, liaising with the Librarian.
- Monitor the impact of the Literacy and Numeracy strategies on pupils' progress and attainment.
- Identify pupils in need of literacy and numeracy intervention from the Attitude to Learning document and department RAG.
- Coordinate wave 2 and 3 literacy and numeracy interventions and ensure all interventions are recorded.
- Develop links with feeder primary schools to identify and support key pupils as part of the transition programme.
- Ensure all interventions are recorded.
- Develop the sharing of good practice within English, Maths and Science and spread these out across other department areas.

Subject Leaders will:

- Effectively utilise attainment and achievement data, as well as Transition Matrices in 4 Matrix, to track progress and attainment of pupils.
- Utilise the ATL booklet to ensure timely and appropriate wave 2 and 3 interventions are put in place which support the academic achievement and pastoral support of target pupils and groups.
- Track and monitor pupils who are below target and ensure timely and appropriate intervention is put in place.

Teaching Staff will:

- Effectively utilise attainment and achievement data, as well as Transition Matrices in 4 Matrix, to plan effective lessons which enable all pupils to make good progress.
- Ensure teaching is Good on a daily basis and lessons are differentiated to meet the needs of all pupils; as identified in Wave 1 intervention below.
- Ensure opportunities are provided in all lessons for all pupils to make good progress.

Closing the Gap Policy & Action Plan 2018-19

- Utilise the Closing the Gap booklet to ensure timely and appropriate wave 2 and 3 interventions are put in place which support the academic achievement of target pupils and groups identified.
- Ensure literacy and numeracy are promoted in all lessons.
- Track and monitor pupils who are below target and ensure timely and appropriate intervention is put in place.

INTERVENTION

What is intervention?

Intervention is defined as ‘the strategies and methods used to narrow the gap between identified target group and individuals to ensure all pupils attain well and make the expected levels of progress’. This should be both within and beyond the classroom and should be timely and appropriate to the specific skills gaps and needs of individual pupils. There are **three** distinct waves of intervention that staff should follow.

Wave 1 - The effective inclusion of all children in high quality teaching & learning.

To include:

- A nurturing environment with relevant, tailored and differentiated opportunities for learning.
- Opportunities for small-group experiences in a safe and secure space.
- Extra time for responses to questions or contributions to group discussion.
- Extra time for activities where needed.
- Focused teacher support by using the FIT (Feedback, Interact, Target) method.
- Scaffolding of activities and modelling of exemplar work and responses using technological aids where appropriate and for greater impact.
- Using practical activities and experiential learning.
- Opportunities for children/young people to transfer/generalise their learning in different contexts and between different subjects.
- A clear focus on literacy and numeracy.
- Access to groups where pupils are working with peers of similar levels.
- Access to grouping that enables pupils to work with peers who will provide good role models for language and communication skills and for co-operative and independent application to task.

Wave 2 - Additional time-limited provision in the form of small-group intervention outside of the normal classroom.

When considering pupils for Wave 2 additional support, teachers should first consider whether the elements of Wave 1 provision are in place. It may well be the considered judgement that despite some of these elements not being in place, a pupil is sufficiently behind their peers to merit additional support. Nevertheless, the thorough implementation of quality-first teaching should be a priority. Wave 2 interventions should be used for pupils who can be expected to ‘catch up’ with their peers as a result of the intervention.

To include: Small-group intervention, for example after school booster classes; holiday revision camps, withdrawal classes during the school day.

Wave 3 - Specific targeted interventions for identified pupils outside of the classroom.

- Additional time-limited intervention and provision to enhance the progress of identified children where Waves 1 and 2 are not, on their own, having the desired effect.
- This will involve intensely focused teaching activities that tackle fundamental gaps in skills, knowledge and understanding which is preventing progress
- These would usually be conducted on a 1 to 1 basis where the teacher does not expect pupils to make the expected progress in a group situation.

Closing the Gap Policy & Action Plan 2018-19

3. ACTION PLAN

Timescale: All targets and planned strategies are to be completed with the 2018-2019 academic year

Governor Monitoring: The Governing Body will have Narrowing the Gap as a standing agenda item when they meet every 6 weeks. This will allow them to review the strategies and track progress against the plan.

External Verification: In order to ensure the action plan is fit for purpose the Scalby Governors and SLT have worked with Andrew Jordan, Executive Principal, Dyke House College in Hartlepool. This involved a full review of the plan by Andrew Jordan in November 2015. As well as this the school has taken part in a North Yorkshire County Council initiative called Achievement Unlocked. This project was run by Marc Rowland of the National Education Trust. Marc has reviewed the schools pupil premium policy in April 2016 and January 2017 and has commended us on the work we are doing with disadvantaged learners. Scalby school have presented to local coastal senior leaders and teaching staff about their disadvantaged provision and have been asked to help plan and present at a local authority pupil premium event in 2018. The school will also review its pupil premium provision as part of a leadership review in Spring 2019.

Monitoring the Quality of Teaching and Learning and Marking: HODs and SLT will monitor through the use of active patrols, Incremental coaching, student tracking and marking trawls. These will be reported on in SLT meetings.

Priority	Summary of Strategy	Cost	Intended Outcomes	Monitoring/Evidence
Progress – To ensure that disadvantaged students make accelerated progress throughout their time at Scalby.	<p>Relaunch FIT First strategy for use with all Year 11 Disadvantaged students, and profiles of each student in order for staff to get to know the students better.</p> <p>Track the spending and provision in place for disadvantaged students through the use of a database to better monitor impact.</p>	No cost - RDA	<p>Year 7 & Year 8 No gaps to emerge in English, Maths and Science in Year 7 and Year 8 ATL data.</p> <p>Year 9, 10 & 11 English Attainment Grade for Disadvantaged Learners to be 5.3</p>	<p>GCSE Examination Results 2019</p> <p>Attitude to Learning Data and 4 Matrix Data</p> <p>Student Questionnaires / PAS surveys</p> <p>Reading Age Data</p>

Closing the Gap Policy & Action Plan 2018-19

	Development of the role Raising Standards Leader with better oversight of all department areas – with particular focus on narrowing the gap. Track and monitor groups of disadvantaged students and monitor the impact of funding in order to ensure learners identified barriers to learning are overcome. Better oversight of potential booster across all subject areas.	Cost taken from whole school staffing RDA	<p>Maths Attainment Grade for Disadvantaged Learners to be 4.7</p> <p>Progress 8 Target 0 for average for disadvantaged students.</p> <p>Attainment 8 EBac Target 5.2 Attainment 8 Open Entries Target 5.7</p> <p>Grade 4 & above GCSE English and Maths</p> <p>Grade 5 & above GCSE English and Maths 31%</p> <p>All disadvantaged students to be making progress towards their reading level at or above their chronological age.</p> <p>All disadvantaged students to be in education on leaving Scalby. 0% are NEETs</p>	Department Trackers in English, Maths and Science. Raising Standards Leader ATL meetings
	Maths One2One Intervention for Year 11.	£15,000 MAD / JML		
	H/wk room G14 staffed everyday for Year 11 use. Change to Year 11 homework policy to issue C4 detentions for none completion	RDA / HOY		
	Use of the Lead Practitioners in English, Maths & Science in order	Lead Practitioner Science, English & Maths £47,018		

Closing the Gap Policy & Action Plan 2018-19

	to track and monitor interventions and impact of all disadvantaged students in their department areas. This will involve working with staff to develop strategies to improve outcomes for disadvantaged students.	HHA / POF / SUB		
	Re-Issuing of a Disadvantaged students' policy where the 3 waves of provision are identified for disadvantaged students. This will make clear all staff expectations in relation to disadvantaged students.	No value RDA		
	Disadvantaged Students provided with revision guides across all subject areas to aid effective revision.	£3000 HOD / RDA		
	All teaching staff set targets through performance management for Disadvantaged students	No value HOD / SLT links		

Closing the Gap Policy & Action Plan 2018-19

	HOD Training on SMID report to allow them to better understand their department data better. – Develop a better understanding of P8 and A8	£2,495 RDA		
	Free ingredients and practical resources provided in technology and other lessons for disadvantaged students.	£4,000 HOD / RDA		
	Review and further roll-out a reading intervention programme. 1 hour per week for 2 groups in Years 8, 9 & 10	Costs attributed to whole school staffing POF		
	The continuation of a whole school literacy strategy; with a focus on disadvantaged boys. This investment in whole school literacy will ensure that the literacy needs of disadvantaged students is a key priority for the school. This year involves the continuation of thinking reading, as well as accelerated reader which has run in previous years. Also POF and the English department to run whole	£4,800 Accelerated Reader Cost POF / EST		

Closing the Gap Policy & Action Plan 2018-19

	school CPD Literacy / Oracy training			
	Use of Year 7 Literacy and Numeracy catch up money to work with disadvantaged students who demonstrate literacy and numeracy barriers to learning.	Cost attributed to Year 7 Catch up funding. RDA / POF / LRE		
	Extra staffing in English will provide extra curriculum time and smaller teaching groups for disadvantaged students. Also it will provide the capacity to offer bespoke one 2 one / small group teaching for students in Year 11 and specialist teaching in the ALC.	CJO Salary - £28,521		
	Following each PS cycle Y11 students will be directed to attend a maximum of 3 after school booster classes, where they require support. The English, Maths & Science is the priority then subjects which count for students' P8 and A8.	No value SLT		

Closing the Gap Policy & Action Plan 2018-19

	All disadvantaged students to receive a careers interview in Y11 and year 8 to inform students about their options. Disadvantaged students to receive career advice in proportion to their make up in each year group. Approx. 25%.	£8,866 Careers Advisor 50% of cost paid for by Disadvantaged funding. VLS / RGR		
	NCOP York University Higher to provide £5000 worth of funded activities for Disadvantaged students in Central and Woodlands Wards.	Cost externally funded CRO / HSC		
	Develop an increased awareness of SEN needs on transition and in Year 7.	No Cost LRE / JHA / KBA		
	Curriculum Redesign for some Y11 students to support home study. Reviewed every ATL cycle.	No Cost CRO / MMC / RDA		
	A timetabled series of Motivational activities to engage all Y11 earners throughout the year.	No Cost CRO		
	Focused High Quality Teaching in Year 7 English and Maths using	Whole School Cost CRO / JML / EST		

Closing the Gap Policy & Action Plan 2018-19

	more informed data from GLS Assessments to allow for earlier identification of barriers to learning and gaps in knowledge and skills.			
Behaviour To continue to reduce exclusions with a particular emphasis on disadvantaged learners.	ALC Manager and impact centre staff will work with a small group of high tariff recidivist excludees and consequence students in order to reduce exclusions and instances of consequences.	% of Wage of JAL / JHA / CDA / CPU / JRE / BAC £55,880 GLE / LRE	Reduce Exclusions of disadvantaged students to 27% of overall school exclusions. This is in line with the number of disadvantaged students in the whole school population.	Exclusion, internal exclusion and consequences data reported on every ATL cycle. Student Surveys
	Disadvantaged students being escorted to their after school detention by their P5 teachers supported by HODs and SLT in order to reduce consequences for missed detentions. – Revisit the necessity of this with staff especially new ones.	No value ALL Staff / RDA /HCL	Reduce consequence C5 instances of disadvantaged students to 27% of overall consequence instances. This is in line with the number of disadvantaged students in the whole school population.	
	ALC will be used to re-engage disadvantaged learners returning from lengthy exclusions or who are struggling to cope with mainstream lessons.	Costs see above	Reduce internal exclusions instances of disadvantaged students to 27% of overall internal exclusion instances. This is in line with the number of disadvantaged students	
	Alternative Provision will be put in place for	£28,125		

Closing the Gap Policy & Action Plan 2018-19

	disadvantaged students who require alternative education packages.	GLE / LRE	in the whole school population.	
	Mental Health Counselling to help remove any B2L that may occur due to students mental issues.	£13,000 GLE		
High Quality Teaching – To ensure that disadvantaged students receive the highest standard of teaching in all subject areas and that this is narrowing the gap.	Use of the Lead Practitioners in English, Maths & Science in order to share good practice during department meetings.	Lead Practitioner Science, English & Maths Costs see above HHA / POF / SUB / HPE	100% of teaching in English, Maths and Science will be at or above the expected standard for Disadvantaged students.	Incremental coaching trackers.
	Revisit FIT First – Ensuring Staff focus on feeding back, interacting and targeting questioning to disadvantaged students first during lessons.	No Value RDA	Marking for disadvantaged students will be judged at or above the expected level in 90% of marking trawls for disadvantaged students.	SLT active patrol drop in and marking trawl monitoring SLT active patrols SLT line management
	Seating Plans – Disadvantaged students and their barriers to learning will be identified by teaching staff on seating plans with detailed information on how the staff member intends to differentiate learning for the individuals in their	No value HPE		

Closing the Gap Policy & Action Plan 2018-19

	classes. – New Staff to be trained on the PARS system. Send out examples of annotated plans. Encourage staff update these every ATL cycle			
	SLT corridor duties to focus on the learner experience for disadvantaged students. SLT will follow targeted groups and students over a period of time in order to gain a flavour of learner experience and address any emerging issues.	No Value SLT		
	Group setting to be risk assessed by HOD and SLT links every ATL cycle in order to ensure disadvantaged students are taught by the strongest staff members.	No Value SLT / HOD		
	Quality assurance processes to have focus on disadvantaged students. This involves lesson observations, QA marking and feedback monitoring, planner trawls and homework trawls.	No value SLT / HOD		

Closing the Gap Policy & Action Plan 2018-19

Enrichment, Extra-curricular and Parent Engagement – To ensure that disadvantaged students take full advantage of the enrichment and extra-curricular activities on offer at Scalby.	Maths, English and Science small group interventions, throughout the year and across the key stages as and when the need arises. These will provide memorable learning experiences.	£1000	27% of all students attending an extra-curricular club will be disadvantaged students. 27% of all students on a trip will be disadvantaged students.	Attendance data for extra-curricular clubs. Trip data for disadvantaged students. Student Surveys
	Excursion and Taxi fund to allow disadvantaged students to attend school trips and after school interventions where parents are struggling to find funds	£5000 RDA / MMC	Student's attitudes to learning will improve as a result of visits.	
	HOY to remain with year groups all through school life apart from Y7 to improve continuity an parental engagement.			
Attendance To improve student attendance with a particular emphasis on disadvantaged learners.	Identify students whose attendance was below or was in danger of falling below 90% in 2017 – 2018 or at primary school. This will form a target group for intervention and rewards.	Family Support Officer x 2 £35,824	Disadvantaged PA reduced from 15% to 12% (NA 2017-18 15%) Attendance of disadvantaged students will be above 94% (Scalby 2017-18 93.2%) Persistent absentees (10%) of disadvantaged students will be less than the Scarborough area	Attendance data for weekly, ATL cycles and yearly. Data on number of persistent absentees
	Weekly review meetings to discuss the attendance of disadvantaged students.	GLE / CRO /HOY		

Closing the Gap Policy & Action Plan 2018-19

	One performance management target of Family Liaison officers and support officer will be linked to Disadvantaged students.		and North Yorkshire average.	
	Use of disadvantaged attendance board in the HOY office and staff room, tracking students on a weekly basis.			
	Engage with difficult parents earlier in Year 7 based on primary attendance.			
	Mentor groups to focus on the importance of attendance. SLT links to ensure attendance conversations are occurring on a weekly basis.	No value GLE / SLT		

