

Attendance

Attendance and punctuality are key drivers in ensuring that all students at HLC have access to a high quality, broad and balanced curriculum. In turn, this enables our pupil premium students to achieve the skills, qualities and qualifications that will support them in achieving their future goals.

We set an ambitious target for all students to have at least 96% attendance. In order to support this, we ensure that pupil premium students have the support needed to meet this goal:

- Dedicated Family Liaison Officer to support parents and carers in improving attendance
- Student Support Managers for each year group
- RAG rated attendance monitoring of students
- In-school Education Welfare Officer
- Access to mentors to support attendance and wellbeing

Behaviour for Learning

At HLC we have exceptionally high standards and expectations of behaviour from all our students.

We follow a system of three simple rules READY, RESPECT and SAFE.

HLC makes every effort to have ongoing dialogue with the parents / carers of disadvantaged students to promote engagement and progress and to identify the barriers to learning of disadvantaged pupils.

We monitor behaviour data closely to ensure that early intervention is put in place to improve outcomes by reducing poor behaviours from low-level issues to more challenging scenarios.

Proactive measures to prevent primary behaviour and issues escalating into more serious incidents.

Focus on establishing positive relationships with students, parents/carers to foster open and honest conversations regarding behaviour and attitude .

Rewarding students for modelling values and ethos of the school with regards to behaviour and attitude.

Strategic, creative and innovative strategies regarding modifying behaviour e.g the use of Arthog outreach and academic mentors.

Regular CPD to ensure staff have an awareness of current issues, systems and processes.

Character development at HLC

HLC Skills and Qualities ensures that every student including PP students HLC leave in Y11 with a developed character. These Skills and Qualities are a set of 10 traits that employers have identified as key to being a successful employee. With a national trend for higher rates of NEET in PP students, we introduced HLC Skills and Qualities to address this trend.

By identifying and targeting the Skills and Qualities yearned most by employers, we are ensuring that our PP students are work ready – whether they are moving onto Further Education, Training or Employment.

Through all aspects of the Curriculum and the Personal Development sections that we deliver at HLC, our students build these Skills and Qualities from the moment that our students join us in Year 7 to the day they leave us in Year 11. These skills and qualities are tracked throughout the year to identify good practice in the school, identify areas for continual development and provide students with the evidence base of real examples that they need to be successful in applications for their post 16 provision.

PP Students are identified alongside other subgroups to be part of our NEET reduction programme. This programme supports the students through early access to Careers Advisor appointments, access to transition mentoring from Telford College who are identified as the main destination for PP students. Both the Careers Advisor and Transition mentor use the Skills and Qualities evidence base to support the students in writing college / post 16 applications.



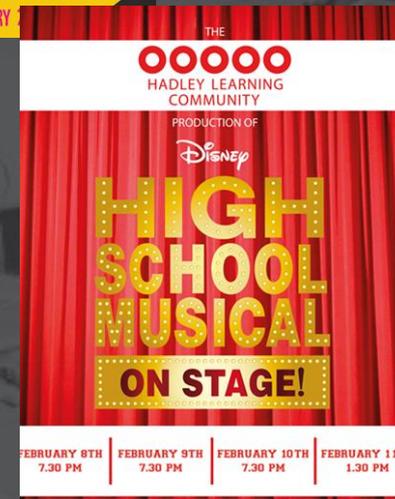
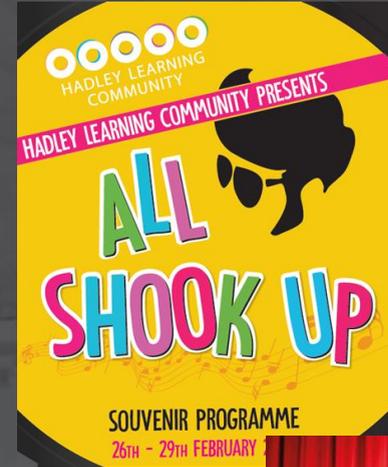
As it has always been said, 'Qualifications will get you the interview, Skills and Qualities will get you the Job'...

Enrichment at HLC

PP Students at HLC access a rich and wide range of different enrichment opportunities, from trips and visits by various subject areas that cover local, national and international destinations, weekly clubs in a range of different subjects, guest visitors and speakers and engagement into local and regional competitions.

As part of the ongoing targeting of enrichment through the school's RAP document, all students are targeted for a set number of enrichments by the end of the year. This target is cascaded through Departmental Development plans to ensure every student achieves an extensive enrichment programme through the academic year.

To ensure that PP students are engaged in the wide range of enrichment on offer at HLC, tracking spreadsheets for all subjects areas and wider aspects of school etc are reviewed as standard items under Personal Development within Line Management meetings. This strategy ensures that Subject Leads and key stakeholders are aware of and targeting reduced gaps between PP and Non PP students.



Social and Emotional Support

The mental health and wellbeing of our students is paramount – a happy child leads to success in learning.

In order to promote social and emotional wellbeing, we have a number of strategies available to support students at HLC:

- Morning tutor sessions with a focus on pastoral support at the start of each day
- Student Support Managers and Ethos Champions for each year group
- Welfare Hub Manager
- Achievement and Intervention area with a dedicated team of staff to support Social, Emotional and Mental Health needs
- Mental Health Lead Teacher
- Counselling service in school with qualified counsellors
- School Nurse
- PSHCE curriculum which includes regular sessions on social and emotional wellbeing.

Other strategies

- Brilliant Club – nationwide program to encourage disadvantaged, able youngsters to access competitive and prestigious universities.
- Technology and device fund – ensuring access to disadvantaged students so that they can participate fully in all courses, especially those requiring specialist equipment and software, to achieve the same outcomes as their peers.
- National Tuition Programme – three academic mentors appointed to work with disadvantaged students across all years to raise aspirations and attainment.