

Key Priorities identified for September 2017 to August 2018

Support:

- To achieve Pupil Premium (PP) attendance 94%+
- To support social/emotional development, with increased focus at year 7 transition for PP students. Year 11 transition into suitable post 16 courses.
- To further develop Behaviour and Emotional Support (BES) with student support manager
- To target attendance support for KS4 female students

Barriers:

- Lack of funds for transport for after school sessions, in some cases impacting on levels of attendance
- Lack of funds to support out of school activities resulting in inability to maintain friendship groups
- Place to work at home impacting negatively on homework and revision opportunities
- Computer/internet access at home for homework and revision purposes
- In some cases a poor diet impacting on health and attendance
- Younger siblings to look after or disabled parents to care for
- Lack of funds for equipment, trips and revision materials
- Low aspirations in the household and in some cases low parental engagement

Intervention:

- To close the gaps in achievement at KS3 and KS4 in line with expectations
- To use regular standardised assessment, data tracking and monitoring at KS3, with both attainment and progress at KS4, as a powerful tool for maximising PP student performance
- To prioritise literacy as a tool to access learning via KS3 Accelerated Reader (AR)
- To use pupil Premium Champion (PPC) to support KS4 students and guide their focus
- To use PP mentor and sixth form students to support KS3 students and guide their focus
- To interview all PP students twice during Y11 to identify their next stage and requirements using support of IAG advisor in October and February
- To ensure Senior Leadership Team communicate a clear focus on improving the achievement and attainment of PP students to all staff and governors
- To utilise all support systems for early intervention if attendance falls below 95% for PP students

Enrichment:

- To widen the curriculum to ensure accessibility and engagement giving priority to PP students and reviewing our Extended Curriculum offer
- To ensure all PP students have access to extra-curricular opportunities including financial support to help remove any barriers
- To provide PP students with the opportunity and guidance to develop important skills for life and work – see PP Mentor above
- To engage effectively with parents including prioritisation for Parents Consultation Evenings and personal phone calling via PPC

Strategies employed from September 2017 to August 2018

- Fortnightly reviews of attendance, behaviour, pastoral information, progress and support strategies of PP students with Education Welfare Officer, House Leader and Senior Leadership Team and Pupil Premium Champion (PPC)
- Continued use of robust system for tracking progress and gaps in performance using 4Matrix, KS3 Tracking data and intervention meetings
- Subject teachers update Intervention Plans (via intervention meeting (C)) to provide records of intervention for PP students to subject leaders and Assistant Head and PPC
- Inclusion of PP students in English/Maths intervention programmes prioritised – booster programmes; small group specialist teaching; TA input and PPC / English PP Mentor plus Maths Teachers acting as PP mentors
- Provision of KS3 PP Mentor working alongside the PPC also supported by use of KS5 student mentors
- Training of KS5 mentors by PPC and PP Mentor
- Enhanced curriculum provision to support inclusion concerns for most vulnerable on transition from primary, into GCSE and in Y10/11

- Additional booster sessions in year 11 targeted to PP students ; communication for Breakfast /Session 6 / holiday sessions with parents through PPC
- Raising Core Achievement Group meetings prioritise progress of PP students years 9, 10, 11
- Accelerated reading programme, tutor group paired reading or catch up / Golden Group intervention
- Appointment of a Learning Mentor for year 10/11 and KS3 PP students for September 2017 and Sixth Form students as mentors in Maths, English and Science
- Maintain 10 hours/week for school counsellor to address social/emotional needs of PP students
- Homework Club targeted for vulnerable students with PPC transport support.
- IAG advisor prioritise meetings with PP students for 16+ pathways with follow up on IAG and working habits with PP Mentor
- Additional IAG support through recruitment of directly employed IAG specialist
- Parents of PP students in all years, receive advanced personal booking, via PPC, to maximise attendance at parents' evening and meetings in school. Transport provided where required
- Governors briefed on relative progress of PP students through "Milestones" meetings
- Behaviour of PP students monitored as a group through Classcharts and SIMS

Pupils on roll (11-16)	812	
Eligible Pupils (provs at January census)	172	
Amount per pupil	£935	
Total Funding 2016 – 2017 (PP Only)	£160,820	
William Brookes School Pupil Premium Breakdown (%ages rounded up)	Cost £	% of PPG
Enhanced staffing*- English PT M6 0.8 Maths PT M6 0.8 Science PT M6 0.8	98,500	61%
PP Mentors	33,150	21%
Numeracy support	3,500	2%
HLTA withdrawal group support	2,700	2%
Pupil Premium Champion	23,898	15%
Homework Club – 2x TAs (TA2) 4 evenings/week	1,100	1%
Counsellor – 10 hours a week	10,100	6%
Provision of school uniform and school transport	1,200	1%
Equipment/resources (revision guides, etc)	2,200	1%
Subsidised school trips	8,700	5%
TA Science support	5,850	3%
iPad support	1,800	1%
Music lessons	250	1%
Accelerated Reader license	4,000	2%
SLT management role	7,200	4%
Total PPG Spend	204,148	127%

Whole School Context Year	Pupil Premium Students	Total number in year group	LAC	Children of Service Personnel	Total Pupil Premium Students	PP as % of total cohort
7	24	163	2	1	24	14.7%
8	42	166	1	1	42	25.3%
9	32	163	1	1	32	19.6%
10	42	160	2	1	42	26.3%
11	43	153	2	1	43	28.1%
Total	283	805	8	5	183	22.7%

Evidence of Impact

Percentage passing English and mathematics.	2016-17	2017-18
Percentage of PP students achieving 4+ in English and maths	58%	54%
Percentage of Non-PP students achieving 4+ in English and maths	86%	68%
4+ gap	-28%	-14%
Percentage of PP students achieving 5+ in English and maths	45%	32%
Percentage of Non-PP students achieving 5+ in English and maths	63%	44%
5+ gap	-18%	-12%

Absence

	2013-14	2014-15	2015-16	2016-17	2017-18
WBS PP	10%	9.3%	8.5%**	8.1%	7.6%
WBS Non-PP	5.7%	5.5%	4.3%	5.3%	6.7%
National PP	7.3%	7.5%	8.9%	13.2%	Data not yet available
National Non-PP	4.1%	4.3%	3.8%	5%	Data not yet available
WBS Gap	-4.3	-3.8	- 4.2	- 2.8	-0.9
WBS/Nat Gap	-2.7	-1.8	+ 0.4	5.1	Data not yet available
National Gap	-3.2	-3.2	- 5.1	8.2	Data not yet available

*National PP and Non-PP attendance data is not published yet

Key Priorities identified for September 2018 to August 2019

Support

- Classroom environments are engaging so all can benefit from a high standard of teaching and distractions are removed, enabling the students to achieve their full potential.
- In class support is available in lessons to give extra guidance when needed for all students and any extra sessions that are needed are organised at a different time of the week e.g. tutor time or after school.
- An integrated student support team will link behaviour, SEN and emotional concerns so students feel safe and happy at school.
- After school sessions are provided for all students at the school and disadvantaged students are encouraged to attend, transport home is provided where needed.
- Improve attendance in line with non-disadvantaged, therefore achieving greater than 94%. To achieve this the students will have regular attendance checks by the PP champion and EWO. Work will be provided for students who are absent which will be completed at home and time will be given to catch-up work that is missed when they return. In class support, where possible, will be available from Teachers and PP champion.
- Ensure all disadvantaged students get a careers meeting to ensure they are fully supported on their next steps. We will give relevant options to each individual student. This might include taster days at colleges, help with application forms, encouragement to aim high (e.g. attending university) and also communication with home to achieve full support from parents.
- When required our disadvantaged students have access to emotional and behavioural support from experienced practitioners. This will include counselling if needed.
- Ensure all students are safe and happy in the school.
- Family support worker to liaise with home and build better links in hard to reach families.

Barriers

- Some students do not have the time, due to caring for others in the family, or a space to learn that is quiet and productive at home.
- Attending after school sessions is difficult, due to lack of funds for transport home.
- Computer/internet access is sometimes not available to all students at home.
- Disadvantaged students don't always have the correct equipment in school so learning is hindered.
- In some cases, a poor diet has an impact on their health and therefore can result in a lower attendance.
- Lack of funds does prevent students attending educational visits and purchasing revision materials.
- Children's home lives heavily influence attainment and in some cases parental support and engagement with their child's education is lacking due to previous bad experiences in education.

Intervention

- Students attainment is monitored throughout the year in all subjects including their ability to read in line with their peers.
- Ensure the curriculum matches the needs to the students across the school considering the requirements of new courses and performance measures.

- Intervention meetings to discuss students in each year group are held half termly with a particular focus on disadvantaged students.
- PP champion used in lessons to support students in KS4, extra time made available if needed to support the learning further and in a golden group setting.
- Reading mentors used to support our weaker readers so they can benefit from an intense programme in preparation for KS4 exams.
- Sixth form students support disadvantaged KS3 students in many areas of the curriculum, giving them support in the lesson which is followed up in tutor time when needed.
- Disadvantaged students who are weak in literacy and numeracy will have extra sessions in tutor time to support their learning.
- Homework club is provided for all students; they work with teaching assistants to complete work that they might not have been able to access at home. They also have access to the internet/computer facilities at the school to develop their learning and understanding further.
- Individual and group meetings are held with the PP champion throughout the year to discuss future pathways, revision strategies and timetables, along with general support when pressures arise to personalise their curriculum.
- Attendance issues are quickly addressed by house leaders, PP champion and EWO. Home visits occur when particular students are finding it hard to come to school. Parents and students feel supported, resulting in a higher attendance.

Enrichment

- To ensure all disadvantaged students are advised and guided through the process of GCSE preferences in Year 9, and given the opportunity to fully engage with the subject by attending trips and receiving revision materials.
- Opportunities to attend after-curricular activities with financial barriers removed where possible.
- Parents are given the first appointments in a parents evening to ensure they are fully engaged with their child's education.
- Disadvantaged students are encouraged to be reading mentors in KS4 so they can feel a real part of the school's community.
- Additional clubs e.g. inclusion and fitness clubs.

Success criteria

- Attendance to be at least in line with national figures for all students
- Academic performance gap is narrowed year on year.
- Progress 8 for disadvantaged students is positive and in line with disadvantaged students in each ability group.
- Engagement with families of disadvantaged students is improved year on year.

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Projected Budget

Pupils on roll (11-16)	806	
Eligible Pupils	154	
Amount per pupil	£935	
Total Funding 2017 – 2018 (PP Only)	£143,990	
William Brookes School Pupil Premium Breakdown (%ages rounded up)	Cost £	% of PPG
Enhanced staffing* - English PT M6 0.9 Maths PT M6 0.4 Science PT M6 0.4	75,641	63%
PP Mentors	13,657	8%
Numeracy support, Maths Mastery including CPD	6,000	2%
HLTA withdrawal group support	2,700	2%
Pupil Premium Champion	24,580	14%
Homework Club – 2x TAs (TA2) 4 evenings/week	3,648	1%
Provision of school uniform and school transport	4,000	1%
Equipment/resources (revision guides, etc)	2,500	2%
Subsidised school trips	9,000	6%
iPad support	3,000	1%
Music lessons	1000	1%
Accelerated Reader license	6,400	2%
SLT management role	11,706	5%
Total PPG Spend	163,832	114%

Impact of the strategy will be measured using Headline data, KS3 and KS4 tracking data and attendance monitoring throughout the year.

The next Pupil Premium Strategy review will take place Autumn Term 2019