

Pupil Premium Statement 2019-20

The Pupil Premium is allocated to schools based upon the number of low-income families who are currently known to be eligible for FSM as well as students who have been looked after continuously for more than six months. The pupil premium is calculated on the number of students who have been eligible for free school meals (FSM) at any point in the last 6 years.

The lack of impact the funding had in 2015-17 on diminishing the difference between pupil premium students' performance and the performance of their peers nationally led to the Governing Body and Senior staff working together to restructure the school and better target the spend. Since then it has focussed on 3 key areas (which were subsequently identified by the EEF in June 2019 as best practice¹).

In 2017-18 and 2018-19 this approach had significant impact and Year 11 outcomes for Pupil Premium students significantly improved meanwhile a deep and sustainable early intervention programme has been built into the fabric of the school via 'The Bridge' and 'The Year 8/9 Hub'.

Pupil Premium is directly overseen by the Headteacher but is the responsibility of all leaders in the school. It is pervasive and a focus in every school system and a clear feature of accountability through Performance Management for all teachers. The targeting of the spend has been devised based on the Education Endowment Foundation (EEF) toolkit and evidenced based best practice. For the forthcoming year the Local Governing Body of the school has therefore allocated well over 90% of the budget to focus upon high quality teaching and targeted academic support in English and Maths to improve the basic literacy and numeracy of the students. The resource is targeted at The Bridge and Year 8/9 whilst also giving students the best possible learning opportunities and support in KS4. The governors believe that providing additional resources to improve the development of these critical basic skills will improve the life chances of Barr's Hill School students and ensure their success across the curriculum and at each stage of their education.

Teaching

- Additional teachers in English and Maths allow for smaller classes for the most vulnerable learners and intensive lessons and intervention close to the exams.
- The Literacy Leader (a former Primary School Literacy Lead) focusses a significant portion of their time on CPD for teacher across the curriculum to embed the school Communication Skills plan and therefore raise standards of literacy across the school.
- Specific CPD for teachers and TAs to upskill them in delivery of specific proved evidence based interventions such as Fresh Start, Thinking Reading, Reading Inference, Catch Up Numeracy, and Lexonic.
- The Hub structure means that the KS3 years are not wasted. An Assistant Head leads the The Bridge and another the Y8/9 Hub and focusses on academic progress and intervention in conjunction with Faculty Leads.

Targeted academic support

- All students entitled to the pupil premium are highlighted in the schools data systems. Aspirational targets expect them to make more progress than 'all pupils' nationally.
- Regular data is monitored at all Key Stages to closely track the progress of pupil premium students and adjust interventions where necessary through RAP meetings
- Regular meetings amongst key colleagues within the Hub Teams focus upon student progress and removing barriers to learning.

¹ The EEF Guide to Pupil Premium – June 2019

- The Literacy Leader (a former Primary School Literacy Lead) oversees a team of TAs and personally delivers literacy intervention to pupil premium students in Y7 and 8 where they are not yet at Age Related Expectations.
- Proven intervention programmes such as Fresh Start, Thinking Reading, Reading Inference, Catch Up Numeracy, and Lexonic are delivered by teachers and TAs and focus on KS3 students to ensure they are GCSE ready.
- Rigorous intervention and support in KS4 to ensure students are ready for exams including free revision resources and extra lessons.
- 1 to 1 intervention teaching for the most academically vulnerable pupil premium students in Year 11.

Wider strategies

- The Bridge, The Y8/9 Hub and KS4 & P16 Hubs provide targeted mentoring and support for a named caseload of vulnerable learners to remove barriers to learning.
- A free breakfast club gives a good start to the day to vulnerable learners
- The library is kept open daily until 5:30pm to complement our large enrichment programme and provide a quiet place for study for vulnerable learners.
- Free revision resources (revision guides and materials) for all Pupil Premium students
- Free 5's (equipment) and uniform for vulnerable families so that our high standards are maintained by all students all of the time
- Free trips and visits for vulnerable students so that they are not excluded from aspirational enriching experiences.
- Work related learning courses to motivate a small number of key students
- Free 1 to 1 music lessons

On which students does Barr's Hill School use the money to prioritise its spending?

- Free school meal (FSM) students and other vulnerable students (including CLAs) who are underachieving at KS3 & 4
- Some other underachieving students

“There is no expectation that schools should spend the grant only on eligible pupils, or on a per eligible pupil basis. Some of the most effective spending will be on whole school strategies, including improving the quality of teaching, which have the potential to impact positively on all pupils.”

(DFE Guidance June 2019)

Funding:

The make up of the student body at Barr's Hill has not changed over the last 5 years but changes to the eligibility criteria for pupil premium have led to a fall in percentage of students that receive it and resultant drop in funding.

Year	% eligible for FSM	Funding
2015/16	51	£284,240
2016/17	46	£248,710
2017/18	43	£238,425
2018/19	33	£203,823
2019/20	33 (TBC)	£196,416

Spend:

Area	Breakdown	Spend
Teaching (£150,000)	1x Literacy Leader - The Bridge (Literacy Intervention Teacher – Y7/8)	£60,000
	1x English Teacher (overstaffing)	£45,000
	1x Maths Teacher (overstaffing)	£45,000
	Specific resources and training for Literacy and Numeracy Intervention Programmes such as Fresh Start.	£5,000
Targeted Academic Support (£33,000)	2x Learning Mentor/TAs for targeted teaching of small group literacy and numeracy intervention	£30'000
	Free revision resources for KS4 and 5 students	£3,000
Wider Strategies (£13,000)	Free or subsidised trips and visits	£2,000
	Free 1 to 1 music lessons	£1,000
	Work Related Learning for some key students	£5,000
	Free Equipment and Uniform	£1,000
	Library open until 5:30pm daily	£1,000
	Free Breakfast Club	£3,000

Impact:

<u>2016-17</u>	Eng P8	Maths P8	Ebacc P8	Open P8	Overall P8	4+ EM	5+ EM
All students	-0.03	-0.30	-0.67	-0.62	-0.45 (-0.74 to -0.16)	36	14
PP	-0.43	-0.54	-0.93	-0.97	-0.76	24	6

<u>2017-18</u>	Eng P8	Maths P8	Ebacc P8	Open P8	Overall P8	4+ EM	5+ EM
All students	+0.19	+0.68	-0.14	-0.20	0.04	59	32
PP	-0.16	+0.27	-0.65	-0.24	-0.25	43	29

<u>2018-19</u>	Eng P8	Maths P8	Ebacc P8	Open P8	Overall P8	4+ EM	5+ EM
All students	PROV +0.59	PROV +0.91	PROV +0.82	PROV +0.22	PROV +0.61	52	44
PP	PROV -0.03	PROV +0.18	PROV +0.02	PROV -0.42	PROV -0.09	41	31

Targets for 2019-20:

<u>2019-20</u>	Eng P8	Maths P8	Ebacc P8	Open P8	Overall P8	5+ EM	4+ EM
All students	0.3	0.3	0.2	0.2	0.3	45	65
PP	0.3	0.3	0.2	0.2	0.3	45	65