

Glebelands School: Pupil Premium Strategy 2016-17

Overview

The Pupil Premium funding is additional to main school funding and is allocated to students eligible for Free School Meals (FSM) plus students eligible for FSM at any point in the last six years (known as the Ever 6 FSM measure). Children who have been looked after (in Care), continuously for more than six months are also eligible, as well as service children.

At Glebelands we recognise that not all pupils who are socially disadvantaged are registered or qualify for FSM and we reserve the right to allocate the Pupil Premium Funding to support any student or groups of students the school has legitimately identified as being socially disadvantaged.

Publishing information about how we have used the Pupil Premium grant ensures that parents and others are made fully aware of the attainment of students covered by the Premium and the extra support they receive. This year, Glebelands School has 577 students on roll and receives £107220 for 115 students who qualify for Pupil Premium. The number of students who triggered this funding in each year group is shown further below.

Barriers to attainment of PP students:

Internal:

1. Lower prior attainment in Literacy and Maths.
2. Lower current attainment in Literacy and Maths.
3. Engagement of PP students in extracurricular activities and support.

External:

1. Engagement of parents in PP students' progress and attainment.
2. Attendance.

Overview of whole school:

	2014-15 (National)		2015-16 (National)		2016-17	
	No. Students	No. PP	No. Students	No. PP	No. Students	No. PP
Number in cohort	698	118	576	110	579	115
Total PP funding received	£125380		£103000		£107220	
PP Progress 8 (whole school)	1009.1 (1000)	968 (977)*	0.36 (0.00)	0.10 (-0.32)		
% achieving basics	72 (58)	52 (39)	69 (62)	52 (43)		
% Expected progress in English	81	69	88	74		
% Expected progress in Maths	70	59	80	70		
Overall absence	6.0 (5.2)	9.3 (7.5)	4.8 (5.0)	7.4 (7.2)		

*In 2015 the average VA for our PP students was 967.5. However, there were 3 students with exceptional circumstances who skewed the data. The VA for the remaining 26 PP students was 1005.1

Students who qualify for Pupil Premium and how the money is spent

Total Number of qualifying students	115
Year 7	28
Year 8	22
Year 9	27
Year 10	17
Year 11	21

The range of activities we aim to run include:-

Activities Selected	What this does	Targeted Students	Cost	Outcomes for 2015-16 and planned changes for 2016-17
1. Home School Link Worker	The Home School Link Worker will continue to support targeted families to improve attendance and engagement with school.	Year 7-11	£10,000	<p>The Home School Link Worker supports students who attract Pupil Premium. She meets with parents, EWO and HOA to assist in improving attendance.</p> <p>She has 1:1 meetings with PP students to discuss any anxieties about school and to ensure they are coping with the curriculum.</p> <p>This intervention will be maintained.</p>
2. Teenage Counselling/ Mental Health support	The school will continue to buy in counselling support for students in crisis provided by Relate.	Year 7-11	£3,500	<p>Students who qualify for PP have meetings with a counsellor to help them with issues that are affecting them.</p> <p>This intervention will be maintained.</p>
3. Staff Professional Development	The staff at the school have had INSET on 'sharing good practise on ensuring good progress for students who qualify for Pupil Premium'. Time has been spent by Senior and Middle Leaders to monitor the consistency of this across subjects and year groups.	Year 7-11	£1,900	<p>Every staff training session focuses on teaching and learning and specifically techniques to engage students of all backgrounds to facilitate progress. There has been training on staff use of data and the importance of tracking PP students. All HODs review in detail, with the Headteacher and link Governor, the interventions that were put in place during the previous academic year with an analysis of impact. This is used to inform planning for the current academic year.</p> <p>To enhance this intervention this year we will send our PP co-ordinator to visit other schools to learn about strategies that are successful in other establishments and lead training on these.</p>

4. Healthy School Coordinator	The Healthy School Co-ordinator will continue to organise activities to promote the Healthy Schools agenda across the school.	Year 7-11	£1,000	<p>Healthy School Co-ordinator completed the annual review for the school. This involved meetings with various staff members in order to complete this, with these staff forming the Healthy School committee. The annual review was submitted and as a result the school was awarded the Bronze award. The Healthy School Co-ordinator met with school council members and canteen managers to discuss various issues regarding food in the canteen.</p> <p>A 'healthy eating and well-being' week was organised, with various activities being run during lessons, registrations and lunchtimes to promote the importance of healthy eating and living and co-ordinated on the importance of healthy eating and well-being.</p> <p>The school has now put a plan into place to achieve the Silver Award.</p>
5. Cross Curricular Focus Day	The school will financially support trips and activities to various different locations both locally and regionally. Activities will continue to be held on site. The purpose will still be to enhance academic performance in specific areas and to provide enrichment beyond the curriculum.	Year 7-11	£6,000	<p>The school will financially support trips and activities to various different locations, both locally and regionally. Activities will continue to be held on site. The purpose will still be to enhance academic performance in specific areas.</p> <p>Focus Days provide PP students with an opportunity to experience curriculum enrichment opportunities far beyond their normal school experience. Each year, students get the opportunity to leave the classroom behind on a school visit which includes trips to; The Natural History Museum, The Science Museum, Adrenaline Adventure, Marketing at Chessington World of Adventures or Film Production at Harry Potter World. Within school, students partake in team building activities such as The Bradford Business Game, Speed Earth, Engineering projects, PE games and Maths Code breaking. They also have a more cultural experience by partaking in Samba drumming and African dancing as well as some more academic enrichment such as focussing on Philosophy and ICT skills in KS3 and Study Skills at Key Stage 4. Due to the funding, there is no economic barrier which excludes a PP student from these activities.</p> <p>This intervention will be maintained.</p>

6. Reduced class sizes in core KS4 lessons.	Extra groups have been put into KS4 Maths, English, Science and RE. This will reduce group sizes for lower achieving students to enable them to close the gap.	Year 10-11	£30,000	Class sizes in KS4 reduced on average from 30 to 23 in the X-band of KS4 in all core subjects and RE. Last year this affected 21 students who drew PP in Year 11 and 17 students in Year 10. This intervention will be maintained.
7. Improving progress/targeted intervention groups	All students are subject to intervention where appropriate following analysis of frequently and regularly collected performance data. All staff are aware of those students who trigger PP. SISRA purchased to improve tracking of students. All departments complete tracking and intervention sheets indicating intervention being put in place for PP students.	Year 10-11	£10,000	PP students benefit from a bespoke staff meeting where intervention for each student in Year 11 is discussed and good practice shared. All departments fill in a proforma outlining how PP students are intervened with and students at risk of not achieving are assigned a staff mentor who supported them through their exams. This year SISRA will also be used to monitor the progress of students in KS3. This year we will hold meetings where the focus will solely be on interventions and progress of PP students in KS3 to ensure early intervention for those students.
8. Small group tuition	The school will identify students who are falling behind in English and Maths and will then supply tuition in a small group setting. This will ensure that students triggering PP have every opportunity to close the gap. This also happens in Geography and PE.	Year 7-11	£10,000	Small group intervention is used in English and Maths to target particular group of students not achieving target grade. 100% of students who had support previously reflected positively about this intervention in the student feedback. This intervention will be maintained.
9. Easter School and revision sessions	The school runs an annual Easter School for students following GCSE programmes of study in Year 11. Money from PP will be used to assist in the funding of the sessions. Places for students who qualify for Pupil Premium are supported with the cost.	Year 11	£800	Students who attract PP can benefit by attending sessions at Easter Echool. These sessions will also be run during February half term this year.
10. Surrey Skills Fair	Students who are on the RONI list (students at risk of not being in Education) attend a Surrey Skills Fair in order to raise aspiration and school engagement through demonstrating potential 'next steps'. Students do not pay for this event.	Year 11	No cost	All PP students in Year 11 attended the Surrey Skills Fair and were given information on courses which may be suitable post 16.
11. School Family Financial Support	Students who trigger the PP will be supported to attend school trips, pay for uniform and transport costs (when a more flexible pathway needs to be accessed).	Year 7-11	£1,500	24 students were supported financially to attend school trips. This intervention will be maintained.

12. Flexible Provision	Students triggering the PP who struggle to engage with a traditional curriculum have places supplied to them through SALP (Surrey Alternative Learning Programme) and STAR (Students, Training, Achieving and Reviewing). Finances from the PP contribute to the service agreements with both providers and financial assistance is granted to those students who are unable to easily travel to the locations of provision.	Year 10-11	£11,000	8 students who were in Year 11 attended one of these courses. These provisions are continuing to run with an increased emphasis of short use of this provision at KS3 to enhance motivation and attendance for some disadvantaged students.
13. Learning Support	PP funding is allocated to support the use of LSAs in lessons.	Years 7-11	£15,000	Many students who attracted Pupil Premium were also on the SEN/GT register. This enabled them to receive extra help in lessons from LSAs. This intervention will be maintained.
14. Technician time in DT	PP funding has helped provide extra Technician time in DT. This has allowed some PP students to access support with the practical aspects of Resistant Materials.	Year 11	£200	1 student who qualified for PP was supported by the technician. He achieved his target grade in the course. This intervention will be enhanced this year to increase time and also include Graphics.
15. Employment of 2 nd in English	PP has been used to create a 2 nd in English. This will improve the teaching within the department and provide enhanced tracking and intervention for students including those who attract PP.	Years 7-11	£2,200	This has led to the introduction of better tracking and intervention of students in KS3. This intervention will be maintained.
16. Accelerated Reader	The school has purchased Accelerated Reader to enhance the reading skills of KS3 students. The main focus of this is to enhance the reading and comprehension of all students and ultimately to help reduce the gap.	Years 7-9	£3,000	Of all the 66 PP students in KS3 last year, 4 students started above the chart for reading, so could not make any more improvement in reading age. Of the remaining 62 students: 66% made more than the expected 1 year progress in reading age according to AR statistics. 40% made more than 2 years progress in reading age. This intervention will be maintained.
17. Music Tuition	PP funding has provided Year 10 students with extra music (piano/keyboard) lessons to enable PP students to gain extra assistance in preparation for the practical aspect of the music GCSE.	Year 10	£220	3 students in Year 10 received this. The quality of their performance work improved and it helped increase their understanding. This year we plan on assisting these students with extra small group sessions planned on enhancing their composition skills.

18. Revision Guides	PP funding has been used to provide some students with books and revision guides.	Year 10-11	£200	Students were given revision guides in French, Maths, History and RE. This intervention will be enhanced this year to include more subjects.
19. Department bids	Departments have the opportunity to bid for resources to help support the progress of students who qualify for PP.	Year 7-11	£1,500	These included transport costs to enable students to stay after school for revision sessions. Mindfulness sessions which were designed to help students to develop their awareness of stress and how to cope with pressure through relaxation techniques. This year money has been put aside specifically for KS3 PP bids.
20. ChildNet workshop	Workshops led by ChildNet based on Hot Topic information regarding a variety of internet safety issues including gaming, social networking, cyberbullying, grooming, sexting, downloading and file sharing.	Year 8	£200	A greater awareness of internet safety and the dangers of gaming, social networking, cyberbullying, grooming, sexting, downloading and file sharing. This intervention will be maintained.
21. Young carer co-ordinator	The school has a Young Carers Co-ordinator who organises meetings and trips specifically for these disadvantaged students.	Year 7-11	£1,000	Young Carers group provide support to one another and enjoy a trip out at least once during the academic year. This intervention will be maintained.
22. Trip to Surrey University	The school will take disadvantaged students on a trip to University of Surrey for an event designed to raise aspirations and attainment.	Year 7	£400	This intervention will be maintained.
Total Cost			£107220	

Attendance

To improve attendance we have weekly Educational Welfare Officer (EWO) meetings with Heads of Achievement (HOA) which focus on PP students. Half termly, we have Attendance Panel Meetings with SLT, HOA, EWO and parents of students whose attendance is below 90%. Students also attend these meetings.