

Pupil Premium Action Plan: Oldbury Wells School, 2020-2021

School Context								
Total number of pupils eligible for pupil premium funding	Number of eligible boys	Number of eligible girls	Number of pupils eligible for free school meals in the last six years (ever 6 FSM)	Number of looked after children (LAC)	Number of post-LAC	Number of service children	Pupil premium Grant 2020/21	Date of next PP review
171 (funding 147 – 24 Y7)	101	70	171	3	1	1	£130 340	April 2021

CAG examination data Year 11 and whole school data: 2019/20		
	Pupils eligible for PP	All
Progress 8	-0.01	+0.51
4+ English and maths	38%	74%
5+ English and maths	24%	54%
Ebacc 5+	0	20%
Attendance %		

Examination Year 11 and whole school data: 2018/19		
	Pupils eligible for PP	All
Progress 8	+0.32	+0.28
4+ English and maths	68%	70%
5+ English and maths	27%	41%
Ebacc	0	14%
Attendance %	90.5%	94.3%

Barriers to Learning for disadvantaged pupils in our school

Academic barriers:

- Literacy – some are reluctant readers
- Learning resources – some students lack means to buy helpful study materials
- Low prior attainment
- Lack of engagement in traditional GCSEs

Additional barriers:

- Attendance and persistent absentees is higher for our PP group
- Transport to school: 70% students arrive by bus. Revision classes and after school clubs can be a barrier where parents don't have easy access to their own transport
- Confidence: Some pupils lack confidence and are reluctant to ask to help in class
- Disruption due to Covid has further impacted engagement and had a detrimental effect on progress
- Low self-esteem, low aspirations and lack of resilience
- Behavioral issues

Review of the previous academic year 2019/20

Summary of planned work 2019/20	Summary of expenditure	Desired Impact on progress and attainment of eligible pupils	RAG/Comments
<i>Tracking through new team</i>	£0	<i>Quicker intervention and support with students whose attendance is below 90% (PA and 95% (attendance general)</i>	- Intervention timings improved but still a concern - continue
<i>EWO strategic plan</i>	£0	<i>PP students attendance to be in line with that of others</i>	- Much improved coordination of PP attendance. However attendance is still of concern - continue
<i>Enticements to achieve good attendance, (breakfast club)</i>	£1500	<i>Students to habitually want to come to school</i>	- Variable impact – adjust put continue
<i>Transport problems overcome for minority of persistent absentees.</i>	£1500	<i>Support for transport for a small number.</i>	- Used as necessary - continue
<i>Financial support for enrichment activities</i>	£1200	<i>Participation increases</i>	- Used as necessary - continue
<i>Alternative courses for KS4 engagement</i>	£0	<i>Pupils have motivating range of vocational courses – Health and social care introduced – construction and engineering continue.</i>	- Health and social care embedded into curriculum, as are other Btecs and OCR National courses. Strong results - continue.
<i>Mini bus for revision classes</i>	£2000	<i>Pupils who are PP supported with transport home</i>	- N/A due to Covid. – continue next year
<i>English and maths staffing</i>	£78000	<i>Continued reduction of the gap between PP and others</i>	- CAG's indicated the gap had widened compared to previous years. This indicates that perceived attainment of disadvantaged may be a problem. Priority to continue
<i>Revision classes</i>	£4000	<i>Staff will run after-school revision classes for Year 11 students and include the provision of a mini-bus and driver where transport is unavailable. The KS4 Intervention Team will track disadvantaged pupils to ensure priority support for this group.</i>	- N/A due to Covid. – continue next year
<i>Feeder primary reading scheme plus maths</i>	£3200	<i>Run a repeat of the reading club to promote good reading habits in pre-OWS feeder pupils who are becoming reluctant readers. Target PP pupils in particular. Club readers are OWS PP students who can gain a confidence boost from running the sessions.</i>	- Cut short due to Covid - continue
<i>Quality First Teaching CPD program with focus</i>	£0	<i>Whole staff training will take place to raise awareness and strategies for disadvantaged pupils. This is ongoing.</i>	- Important to continue

upon PP			
Resources for study	£2000	Ensure that PP students have the necessary equipment and materials to engage in their studies	- Used as necessary - continue
Revision materials	£5000	PP pupils provided with revision guides .	- Used as necessary - continue
SLT lead	£10000	Coordination of managers at all levels in this work. Led by BB. Includes SJW, KW, TW, LJT, Cluster leads, Pastoral leads, SENCO. Refine our 'Intervention team' to target at cohort level.	- Used as necessary. Covid disruption had a major impact- continue
Coordinated approach in each Key Stage to raising standards for PP pupils	£5000	SLG line management with brief to ensure coordination at administration at 'ground' level in each Key Stage	- Needs refining - continue
Pupils in KS3 who have fallen behind in reading catch-up.	£4300	Reading Catch-up Programme: Staff to work with pupils – small group sessions or 1:1 sessions. Where required include SEN staff that have specific phonics training. Pupil premium priority – but open to all.	- Improvement in KS3 reading ages documented by SEN - continue
Ensure 100% of pupils leave year 11 to suitable training / education	£3200	Careers Education and Guidance bought in service provided for all pupils at OWS. PP pupils will be a targeted group.	- Disadvantaged students continue to have priority – students continued in training and education - continue
Improve confidence and self-esteem	£700	Confidence Building and Self-Esteem Programme run by the SEN and pastoral staff. The programme will be adjusted to suit the pupils but is likely to be small groups of pupils, from Years 7-9. The Intervention Team to track disadvantaged students and refer to this service.	- Used as necessary Covid disruption had a major impact- continue
KS4 and KS3 mentoring ensures 100% successfully complete studies	£2000	Academic mentoring programmes and targeted parent's evenings. Mentoring of specific 1:1 and small group work in English and maths. This year we also a plan for specific mentoring is also in place supporting across all subjects.	- Used as necessary Covid disruption had a major impact- continue
Improve outcomes for hardest to reach.	£2500	Student Support Workers and Pastoral Support Centre managed by a Senior Student Support Worker. The activities and programmes will be varied – include self-esteem, 1:1 support, anger management, re-introduction programmes after absences, CHAT and Duke of Edinburgh programme amongst others. The Intervention Team to track disadvantaged students and refer to this service.	- Used as necessary Covid disruption had a major impact- continue
Student voice to be taken with all PP students.	£0	Individualising the barriers to learning so they can be overcome.	- continue
Specific motivational targets employed with negotiated rewards.	£2500	Students to become more engaged with their learning, aspirations and attainment.	- This is been expanded and improved – with specific focus on attendance
Individual monitoring of students for students whose academic progress is low	£0	Students to be aware of the support that is available to them	- Move focus from HOY -continue

Pupil premium objectives for 2020/21	Success criteria
<ol style="list-style-type: none"> 1. Improve attendance for PPG pupils - priority 2. Ensure access to a quality education and enriched curriculum so that PP pupils are integrated in our school and engaged in their education. 3. Improve outcomes through targeted support for PP pupils, including more able PP 4. Improve outcomes for individuals through rewards and motivations 	<ol style="list-style-type: none"> 1. Attendance for PP moves to better than national. 2. PP take up for extra-curricular is in line with other pupils. Pupil voice shows high engagement. 3. Individual pupils have improved outcomes – gap at progress 8 continues to narrow. 4. Individual measured successes (see PP tracking)

Strategies grouped into three main areas – some strategies will cover more than one area.

1. Raising Aspirations
2. Improving Confidence and/or Self-Esteem
3. Improving academic achievement

Strategy area	Objective 1: Improve attendance for PP pupils					
	Actions	Intended Outcome	Evidence and rationale	Person responsible / timescale	Cost/resource implications	Review date
3	<i>Tracking through new team</i>	<i>Quicker intervention and support with students whose attendance is below 90% (PA and 95% (attendance general)</i>	<i>PP attendance is consistently low compared to others</i>	<i>JWT/KS</i>	<i>£0</i>	<i>April 2021</i>
3	<i>EWO strategic plan</i>	<i>PP students attendance to be in line with that of others</i>	<i>Will allow the school to maximize its efforts in improving</i>	<i>JWT/EWO</i>	<i>£0</i>	<i>April 2021</i>
1	<i>Enticements to achieve good attendance, (breakfast club)</i>	<i>Students to habitually want to come to school</i>	<i>Statistics prove that good attendance leads to improved attainment</i>	<i>KC/JWT</i>	<i>£1500</i>	<i>April 2021</i>

2	Transport problems overcome for minority of persistent absentees.	Support for transport for a small number.	Transport issues did not prevent attendance of targeted group last year. Therefore repeat.	KC, JWT	£1500	April 2021
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Strategy area	Objective 2: Ensure access to a quality education and enriched curriculum so that PPG pupils are integrated in our school and engaged in their education.					
	Actions	Intended Outcome	Evidence and rationale	Person responsible / timescale	Cost/resource implications	Review date
2	Financial support for enrichment activities	Participation increases	Expense of extra-curricular	BB	£1200	April 2021
3	Alternative courses for KS4 engagement	Pupils have motivating range of vocational courses – Health and social care introduced – construction and engineering continue.	High take up and success rates with two courses last year.	RMC	£0	April 2021
1	Mini bus for revision classes	Pupils who are PP supported with transport home	Attendance after school can be restricted for PPG pupils	KW	£2000	April 2021
3	English and maths staffing	Continued reduction of the gap between PP and others	Evaluation and results showed this spending to be well placed last year.	LJT	£78000	April 2021
3	Revision classes	Staff will run after-school revision classes for Year 11 students and include the provision of a mini-bus and driver where transport is unavailable. The KS4 Intervention Team will track disadvantaged pupils to ensure priority support for this group.	Evaluation shows a positive impact For individual students regarding mini-bus transport, although rurality has made this impossible as a service for some students.	KC, JWT, SO	£4000	April 2021
1	Feeder primary reading scheme plus maths	Run a repeat of the reading club to promote good reading habits in pre-OWS feeder pupils who are becoming reluctant readers. Target PP pupils in particular. Club readers are OWS PP students who can gain a confidence boost from running the sessions.	Absolutely worthwhile project in raising profile of reading for our soon to be students with measurable positive impact in both reading ages and attitudes.	TJW	£3200	April 2021
3	Quality First Teaching CPD program with focus upon PP	Whole staff training will take place to raise awareness and strategies for disadvantaged pupils. This is ongoing.	All staff last year aware of needs, as measured by School Self Review processes. Therefore repeat.	SW/SDG	£0	April 2021
3	Resources for	Ensure that PP students have the necessary	Students without correct equipment	BB/TW/KW	£2000	April

	study	equipment and materials to engage in their studies	cannot reach potential or engage in the curriculum e.g. Food technology			2021
3	Revision materials	PP pupils provided with revision guides .	Questionnaires and exam results show positive outcomes.	BB	£6000	April 2021

Objective 3: Improve outcomes through targeted support for PP pupils, including more able PP						
Strategy area	Actions	Intended Outcome	Evidence and rationale	Person responsible / timescale	Cost/resource implications	Review date
3	SLT lead	Coordination of managers Led by BB. Includes SJW, KW, TW, LJT, Cluster leads, Pastoral leads, SENCO. Refine our 'Intervention team' to target at cohort level.	Essential to ensure a coordinated effort that fits the needs of the individuals	BB	£10000	April 2021
1 & 3	Coordinated approach in each Key Stage to raising standards for PP pupils	SLG line management with brief to ensure coordination at administration at 'ground' level in each Key Stage	Ensure capacity issues are addressed.	TW/KW	£5000	April 2021
2	Pupils in KS3 who have fallen behind in reading catch-up.	Reading Catch-up Programme: Staff to work with pupils – small group sessions or 1:1 sessions. Where required include SEN staff that have specific phonics training. Pupil premium priority – but open to all.	Last year analysis showed that pupils reading skills improved faster than an age related improvement.	SENCO coordinated and reviewed.	£5000	April 2021
1	Ensure 100% of pupils leave year 11 to suitable training / education	Careers Education and Guidance bought in service provided for all pupils at OWS. PP pupils will be a targeted group.	As a result in 2016-20-18 all disadvantaged students were supported into appropriate post 16 placements. Retention rate is 94%.	JWT, SB	£3200	April 2021
2	Improve confidence and self-esteem	Confidence Building and Self-Esteem Programme run by the SEN and pastoral staff. The programme will be adjusted to suit the pupils but is likely to be small groups of pupils, from Years 7-9. The Intervention Team to track disadvantaged students and refer to this service.	Evaluation showed this was highly effective for individuals which we describe in case studies.	JWT oversees. Specified trained staff using TAMHs resources and training.	£700	April 2021
2 & 3	KS4 and KS3 mentoring ensures	Academic mentoring programmes and targeted parent's evenings. Mentoring of specific 1:1 and	Questionnaire responses showed positive.	TW/KW – with student support	£2000	April 2021

	100% successfully complete studies	small group work in English and maths. This year we also a plan for specific mentoring is also in place supporting across all subjects.		team		
1 & 2	Improve outcomes for hardest to reach.	Student Support Workers and Pastoral Support Centre managed by a Senior Student Support Worker. The activities and programmes will be varied – include self-esteem, 1:1 support, anger management, re-introduction programmes after absences, CHAT and Duke of Edinburgh programme amongst others. The Intervention Team to track disadvantaged students and refer to this service.	Evaluation through our Action Plan process shows which aspects have been most successful and will be retained. Case studies show individual success.	Intervention team, JWT, TW and KW	£2500	April 2021

Strategy Area	Objective 4 Improve outcomes for individuals through rewards and motivations					
	Actions	Intended Outcome	Evidence and rationale	Person responsible / timescale	Cost/resource implications	Review date
2	Student voice to be taken with all PP students.	Individualising the barriers to learning so they can be overcome.	Last year's student voice with a select group of year 11	TW/KW	£0	April 2021
1	Specific motivational targets employed with negotiated rewards.	Students to become more engaged with their learning, aspirations and attainment.	Last year's student voice with a select group of year 11	TW/KW	£2500	April 2021
1 and 3	Individual monitoring of students for students whose academic progress is low	Students to be aware of the support that is available to them	Student voice indicated that some students were not fully aware of the resources available to them	TW/KW	£0	April 2021