

Pupil premium strategy statement: *Oldbury Wells School*

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This statement details our school's use of pupil premium (and recovery premium for the 2021 to 2022 academic year) funding to help improve the attainment of our disadvantaged pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the effect that last year's spending of pupil premium had within our school.

School overview

Detail	Data
School name	Oldbury Wells School
Number of pupils in school	802.5
Proportion (%) of pupil premium eligible pupils	18% (144.5)
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2021/2022 to 2024/2025
Date this statement was published	November 2021
Date on which it will be reviewed	Feb/July 2022
Statement authorised by	Lee Tristham, Headteacher
Pupil premium lead	Bruce Brown/Kath Warner, Assistant Headteachers
Governor / Trustee lead	Geoff Baker



Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£137,998
Recovery premium funding allocation this academic year	£21,000 plus - carry forward from 2020-21 catch up funding was £33,409
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£ 192, 407



Part A: Pupil premium strategy plan

Statement of intent

Every child has the right to equal opportunities whilst at Oldbury Wells School and within the education system as a whole. Despite the fact that every individual student's personal circumstances differ, Oldbury Wells strives to ensure that all students receive the same high-quality education and opportunities during their time in school

We aim to further strengthening opportunities through our disadvantaged strategy to focus on narrowing the gap between those students who are disadvantaged and non-disadvantaged.

Our whole school approach includes having a clear closing the gap strategy, with all staff having a good awareness of identified students across all year groups.

We aim to not only reduce the achievement gap between disadvantaged students and non-disadvantaged students but ensure that this gap is consistently reduced with these standards being maintained.

At Oldbury Wells we have categorised our strategies into three areas:

1. Raising aspirations,
2. Improving confidence/self-esteem
3. Academic strategies.

We ensure that appropriate provision is made for students who are identified as vulnerable in school; this includes ensuring the needs of socially disadvantaged pupils are adequately assessed and addressed.

In making provision for socially disadvantaged students, we recognise that not all students who receive free school meals will be socially disadvantaged. We also recognize that not all students who are socially disadvantaged are registered for or qualify for free school meals. We reserve the right to allocate the Pupil Premium funding to support any pupil or groups of pupils the school has legitimately identified as being socially disadvantaged. We will however ensure that any such group will have within it identified FSM children

Pupil Premium funding will be allocated following appropriate needs analysis and will identify clear outcomes for individuals or groups. Limited funding and resources may mean that not all children receiving free school meals will be in receipt of individual targeted interventions at any one point in time. The whole school structure as identified in the following information supports all children including those who are clearly identified.



Key Principles

- To ensure that at the heart of all developments is Quality Teaching and Learning.
- To develop a range of whole school strategies to ensure each of our students get what 'they' need to succeed.
- To ensure a good awareness of identified disadvantaged students through the use of Satchel One so teachers can take responsibility for accelerating their progress.
- Develop effective strategies within the classroom (as highlighted within the Sutton Trust Tool Kit) such as effective questioning and appropriate differentiation.
- Ensure Effective Feedback is used by all staff in lesson aimed at developing formalised language whilst ensuring all students receive outstanding feedback
- Using achievement data frequently to check whether interventions or techniques are working and make adjustments accordingly, rather than just using the data retrospectively to see if something has worked.
- Maximizing the time children have to "catch up" through improving attendance and punctuality, providing earlier intervention (in literacy and numeracy), extending learning out of school hours (e.g. breakfast club, homework club).
- Working in partnership with the parents of pupils to ensure their success.
- Providing well-targeted support to improve attendance, behaviour or links with families where these are barriers to a pupil's learning.
- Ensure the Heads of Year for each year group champion the educational needs of disadvantaged pupils and ensure the implementation of this policy.

These priorities, whilst being aimed at our Pupil Premium cohort, also have a direct impact on all of our students, our aim is to continually raise the bar for all students ensuring all students maximize their progress and attainment.



Challenges

This details the key challenges to achievement that we have identified among our disadvantaged pupils.

Challenge number	Detail of challenge
1	Lost teaching and learning due to distance learning and lockdown for disadvantaged and recovery students
2	Lower levels of numeracy and literacy skills for disadvantaged students and recovery students
3	Attendance and persistent absentees higher for our disadvantaged group
4	Lack of engagement in traditional GCSEs
5	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
6	Low self-esteem, low aspirations, and lack of resilience
7	Behavioural issues



Intended outcomes

This explains the outcomes we are aiming for **by the end of our current strategy plan**, and how we will measure whether they have been achieved.

Intended outcome	Success criteria
To consistently close the attainment and progress gap between disadvantaged/recovery pupils and other students.	The attainment and progress of disadvantaged pupils at least match or are rapidly approaching those of other pupils nationally and in the school
The attainment and progress of disadvantaged/recovery students in Mathematics and English is in line with that of others in the school. Hence reducing the difference between the average points scores/average grade in GCSE English and mathematics for disadvantaged pupils and their peers.	From each different starting point, the proportions of pupils making expected progress and the proportions exceeding expected progress in English and in mathematics are similar to, or are rapidly approaching, those for other pupils nationally and in the school. At GCSE score/average grades indicate that the gap between disadvantaged/recovery students has consistently reduced.
Reducing any gaps between the attendance of disadvantaged pupils and their peers across year groups	Attendance figures show that the gap between disadvantaged pupils and their peers across year groups has reduced.
Reducing any gaps between disadvantaged pupils and their peers in terms of reading by the end of Y8.	Internal testing will show that the gap in reading scores for students has reduced whilst at OWS.
Ensure disadvantaged/recovery students access a quality education and enriched curriculum so they are fully integrated and engaged in their education.	Disadvantaged/recovery students have access to the full academic and enrichment curriculum. Percentages of disadvantaged/recovery students in all subjects and their participation in clubs etc. is on a par with the rest of the cohort.
All disadvantaged pupils to be in education, employment or training post-16 and post-18	Records show that all disadvantaged pupils are in education, employment or training post-16 and post-18

Activity in this academic year

This details how we intend to spend our pupil premium (and recovery premium funding) **this academic year** to address the challenges listed above.

Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £ 103 000

Activity	Evidence that supports this approach	Challenge number(s) addressed	By whom and when	Review date	RAG Review
Tracking through SLG+ team – quicker intervention and support. Co ordinated approach in each Key Stage to raising standard for disadvantaged/recovery students.	Tracking of pupil progress and outcomes has led to improvement for targeted students in previous years. Evidence indicates that mastery learning can deliver approximately five additional months' progress on average. (EEF 2020)	1,2,3	BB, KW, JWT	Feb/July 2022	
Alternative courses for KS4 engagement and transport costs associated.	Careful consideration of vocational courses for individuals. Health and social care introduced. OCR National PE. High take up and success rates in previous years. Alternative provision for small number of students at external providers – including hairdressing.	4, 7,6	KW, RMC, SAF	Feb/July 2022	
Whole staff training will take place to raise awareness and strategies for	All staff last year aware of needs, as measured by School Self Review processes. Therefore repeat.	1	BB, KW, SJW	Feb/July 2022	

disadvantaged/recovery pupils. Quality First Teaching. This is ongoing. Training costs for staff to undertake the school led tutoring.	Supporting the Attainment of Disadvantaged Pupils (DFE, 2015) suggests high quality teaching as a key aspect of successful schools.				
English and Maths staffing	Evaluation and results indicate this spending to be well placed as the gap is smaller in English and Maths since this spending was introduced.	2	LTM	Feb/July 2022	
Staff to identify disadvantaged and catch-up students in their teaching groups. To plan specific activities/strategies for targeted students.	All staff know needs of pupils in their teaching groups – targeted quality first teaching strategies has led to good outcomes in previous years for SEN/ LAC and PP students.	1, 2, 7	BB, All staff	Feb/July 2022	
Costs associated with cover that enables teachers to access training and support from the Trust and other sources.	Teachers need time to plan effective tutoring and catch-up work.	1,2,7	BB, KW	Feb/July 2022	

Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £ 56 520

Activity	Evidence that supports this approach	Challenge number(s) addressed	By whom and when	Review date	RAG Review
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.	1, 2	Teaching staff, Year 11 team	Feb/July 2022	
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. “EEF Improving Literacy guidance report (2019) recommendation 7 is to provide quality literacy interventions and appropriate as-assessment tools to match students to relevant interventions.”	2	SA, JWT	Feb/July 2022	
Student Support Workers. Activities and programmes will be varied – include self-esteem, 1:1 support, anger management, re-	Evaluation through our Action Plan process shows which aspects have been most successful and will be retained. Case studies show individual success.	3, 4, 6, 7	JWT, KW	Feb/July 2022	

introduction programmes after absences, CHAT and Duke of Edinburgh programme amongst others. The Intervention Team to track disadvantaged students and refer to this service.	“EEF Toolkit - +3 months for behaviour interventions and this will also benefit all pupils in the classroom due to purposeful learning environment.” “EEF Toolkit Social and Emotional Learning +4 months”				
Individual monitoring of students whose academic progress is low – internal mentoring of students. Targeted parent evenings. 1:1 and small group work.	Meetings held with students and parents in previous year 11 cohorts improved motivation and engagement. ATL grades on reports improved. “Evidence indicates that one to one tuition can be effective, delivering approximately five additional months’ progress on average.” (EEF 2020)	1, 4, 7	BB, KW, HOY, SSW	Feb/July 2022	
HLTAs used to deliver targeted Maths and English catch up support to year 11 and year 12 students. Working closely with Head of Maths and English to ensure gaps are closed and content missed in lockdown is covered.	Small group tutoring has been shown to improve pupil performance. “Evidence indicates that one to one tuition can be effective, delivering approximately five additional months’ progress on average.” (EEF 2020)	1 ,2, 4,6	HLTA, KW, SEL, KB	Feb/July 2022	
School led tutoring for disadvantaged pupils delivered by school staff. 25% funding allocation to support the school led tutoring programme	Small group tutoring has been shown to improve pupil performance. “Evidence indicates that one to one tuition can be effective, delivering approximately five additional months’ progress on average.” (EEF 2020)	1 ,2, 4,6	BB, KW and tutors	Feb/July 2022	



School led tutoring programme for MFL	Small group tutoring has been shown to improve pupil performance.	1	BB, SDI	Feb/July 2022	
Adjusted curriculum for some students – including access to external provision and transport cost to external providers and time with inclusion mentor.	Some students struggling to catch up EBACC courses due to lost teaching time benefit in the reduction of number of subjects to allow pupils to catch up.	1, 4,7	KW, MP	Feb/July 2022	
Students provided with revision guides.	Disadvantaged students do not have access to breadth resources. Allow for more successful independent study. “EEF suggest +8 months progress for meta-cognition and self-regulation.”	1	BB	Feb/July 2022	

Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £ 33 400

Activity	Evidence that supports this approach	Challenge number(s) addressed	By whom and when	Review date	RAG Review
EWO strategic plan	This will allow the school to maximize its efforts in improving disadvantaged attendance	3	JWT and EWO	Feb/July 2022	
Enticements to achieve good attendance.	Statistics prove that good attendance leads to improved attainment.	3	JWT	Feb/July 2022	



	<p>“The Department for Education (DfE) published research in 2016 which found that:</p> <ul style="list-style-type: none"> • The higher the overall absence rate across Key Stage (KS) 2 and KS4, the lower the likely level of attainment at the end of KS2 and KS4 • Pupils with no absence are 1.3 times more likely to achieve level 4 or above, and 3.1 times more likely to achieve level 5 or above, than pupils that missed 10-15% of all sessions • Pupils with no absence are 2.2 times more likely to achieve 5+ GCSEs A*- C or equivalent including English and mathematics than pupils that missed 15-20% of KS4 lessons 				
Support for transport for a small number	Transport issues did not prevent attendance of targeted group last year. Therefore repeat	5	JWT	Feb/July 2022	
Financial support for enrichment activities	Expense of extra-curricular. “University of Northampton research increase cultural capital and engagement EEF Toolkit - +4 months for outdoor adventure learning”	4, 6	TZW	Feb/July 2022	
Minibus for revision classes. Pupils who are disadvantaged/recovery supported with transport home	Attendance after school can be restricted for disadvantaged/recovery pupils	5	KW	Feb/July 2022	
Feeder primary reading scheme plus maths.	Historically had an impact on raising PP/disadvantaged pupils self esteem with regard to reading and maths.	7	TZW	Feb/July 2022	

<p>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.</p> <p>Funding for transport to take students to post 16 providers.</p>	<p>As a result in 2016-20 all disadvantaged students were supported into appropriate post 16 placements.</p> <p>Retention rate is 94%.</p>	<p>3</p>	<p>TZW, SB</p>	<p>Feb/July 2022</p>	
<p>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.</p>	<p>Evaluation showed this was highly effective for individuals which we describe in case studies.</p>	<p>6</p>	<p>JWT, LAG, SA</p>	<p>Feb/July 2022</p>	
<p>Student voice to be taken with all PP students. Individualising the barriers to learning so they can be overcome.</p>	<p>Last year's student voice with a select group of year 11</p>	<p>7</p>	<p>JWT/KW/BB</p>	<p>Feb/July 2022</p>	
<p>Specific motivational targets employed with negotiated rewards. Students to become more engaged with their learning, aspirations and attainment.</p>	<p>Last year's student voice with a select group of year 11</p> <p>"PP students are 4X more likely to receive FT exclusion" (Peter Humphries Senior HMI Sec Ed Pupil Premium Conference: 23/3/2018)</p>	<p>6 & 7</p>	<p>JWT</p>	<p>Feb/July 2022</p>	
<p>Additional hours for the school counsellor to support students</p>	<p>Increased need following pandemic to support student mental health.</p>	<p>6</p>	<p>JB</p>	<p>Feb/July 2022</p>	

who are struggling with their mental health					
Inclusion mentor to work with targeted individuals. LAC and PP students to be supported.	Need to academically support PP, LAC and students in need of adjusted curriculum.	1,2,3,4,6,7	KW, MP	Feb/July 2022	

Total budgeted cost: £ 192 470



Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils in the 2020 to 2021 academic year.

Year 11 TAG's - Progress 8 (P8) scores are estimated against 2019 validated data, (the last examined year), utilising the 4 Matrix software system.

P8 estimate for the whole cohort was +0.77, for disadvantaged students the progress was +0.44, and for non-disadvantaged +0.81. A progress gap of -0.37. This is better than they national characteristics from 2019, where disadvantaged P8 was -0.45, others +0.13 and the gap -0.58. In terms of attainment, A8, the whole cohort value was 5.35, disadvantaged students 4.32 and others 5.47, a gap of -1.15. This is better than they national characteristics from 2019, where the whole cohort value was 4.67, disadvantaged students 3.67 and others 5.03, a gap of -1.36. In terms of the "basics", English and Maths. For the whole cohort 74% achieved a higher pass grade (9-5) for English and Maths, for disadvantaged this was 42% and for others 78%. The gap was 36%. Nationally in 2019 the whole cohort 43% achieved a higher pass grade (9-5) for English and Maths, for disadvantaged this was 24.7% and for others 49.9%. The gap was 25.2%. Although the gap is worse than national - which will need addressing, the performance of the disadvantaged students at Oldbury Wells was 17% better than the most recent national figures, whilst the figure for others was 28% higher than national. The distribution of the disadvantaged students is also skewed to the lower end of ability, when compared to the rest of the cohort.

Summary of last 3 years

2021 TAG's (4 Matrix)			
2021 Cohort	Disadvantaged	Non-Disadvantaged	Gap
Progress 8	0.44	0.81	-0.37
Attainment 8	4.32	5.47	-1.15
Basics 9-4 EM (%)	42	78	-36
Basics 9-5 EM (%)	32	59	-27

2020 CAG's (4 Matrix)				2019			
2020 Cohort	Disadvantaged	Non-Disadvantaged	Gap	2019 Cohort	Disadvantaged	Non-Disadvantaged	Gap
Progress 8	-0.01	0.59	-0.6	Progress 8	0.38	0.25	0.13
Attainment 8	42.2	52.3	-10.1	Attainment 8	50.3	50.3	0
Basics 9-4 EM (%)	38	78	-40	Basics 9-4 EM (%)	65	71	-6
Basics 9-5 EM (%)	24	58	-24	Basics 9-5 EM (%)	26	44	-18

Progress against last year's objectives

Improve attendance for disadvantaged pupils –

This is still a priority. In the previous year overall attendance was 94.3%, for disadvantaged students this was 91.3%. The combination of the high proportion of students who need to use transport to get to school, coupled with the impact of lockdowns has impacted the attendance of all students, but the disadvantaged in particular.

Ensure access to a quality education and enriched curriculum so that disadvantaged pupils are integrated in our school and engaged in their education-

Results for disadvantaged students were pleasing. With an estimated progress 8 score of +0.44. Disadvantaged students studied a full range of subjects at KS4, all subjects had representation with disadvantaged students. Every disadvantaged student studied the full complement of eight level 2 subjects. All disadvantaged students that entered a course received a grade. Covid impacted the extended curriculum for all students.

Improve outcomes through targeted support for disadvantaged pupils, including more able disadvantaged-

Higher prior attaining (HPA) disadvantaged students, had an estimated P8 score of +1.19, compared to non-disadvantaged HPA students whose estimated P8 score was +0.52.

Improve outcomes for individuals through rewards and motivations

All disadvantaged students completed their education. Several students received awards for attendance throughout the year. The impact of this was affected by the restrictions enforced by lockdowns and covid.

Externally provided programmes

Please include the names of any non-DfE programmes that you purchased in the previous academic year. This will help the Department for Education identify which ones are popular in England

Programme	Provider
NTP	TLC Live

Service pupil premium funding (optional)

For schools that receive this funding, you may wish to provide the following information:

Measure	Details
How did you spend your service pupil premium allocation last academic year?	
What was the impact of that spending on service pupil premium eligible pupils?	



Further information

Trust addition: Additional documents -which outline whole school support for disadvantaged students

Oldbury Wells SIP

Oldbury Wells SEF

