



Pupil Premium 2015/2016

What is it?

The Pupil Premium is Government money designed to help disadvantaged children and young people do well at school. The funding is allocated to schools for children from Reception to Year 11 who have registered for free school meals in the last six years, are in care or have parents in the Armed Forces. In 2015/16 the funding allocated is £935 per child and £300 for children of Armed Forces families.

Objectives for Pupil Premium in this School:

- 1) The Pupil Premium will be used to provide additional educational support to improve the progress and to raise the standard of achievement for these students.
- 2) The funding will be used to close the gap between the achievement of our students and their peers both nationally and within the school.
- 3) As far as its powers allow, the school will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others.
- 4) We will ensure that the additional funding reaches the students who need it most and that it makes a significant impact on their education and lives.
- 5) The school recognises Pupil Premium students who have a SEND (Special Educational Need or Disability), Pupil Premium students who have no SEND need and LAC (Looked after Children). Therefore, all provision is tailored slightly differently for these identified sub-groups.

How much Pupil Premium money does the school get?

Number of Pupils & Pupil Premium Grant (PPG) Received 2015-16 (23 September 2015)	
Total number of pupils on roll (Years 7 - 13)	1206
Total number of pupils eligible for Pupil Premium Grant	279
Amount of PPG received per pupil	£935
Total amount of PPG received	£244,035
LAC	£17,493
Total amount of PPG received with LAC	£261,528



Breakdown of Pupil Premium Students by Year Group 2015-16 (September 2015)

	Year 7	Year 8	Year 9	Year 10	Year 11	Post 16
No. on Roll	197	200	214	205	217	173
No. of PP	52	60	53	53	51	10
% of PP	26.40	30.00	24.27	25.85	23.50	10.87
No. of LAC	0	2	3	0	3	1
No of PP students with SEND	17	20	16	32	21	2
% of PP students with SEND	32.6%	33.3%	30.2%	60.4%	41.2%	20%
Av APS on entry for cohort	29.0	29.0	28.6	28.7	27.8	Year 12 - 43 KS4 Year 13 - 46.7 KS4
Av APS on entry for PP students	26.3	27.2	27.9	26.2	26.3	Year 12 - 43.4 KS4 Year 13 - 46.4 KS4

How is it spent?

Some students will already be doing well in English, mathematics or other subjects however there may be things we can do to stretch them further, to help them aim high or to build their confidence. For example, having a mentor, visits to universities and intensive courses. Some students may need financial help so that they can take part in trips and activities. If students are behind in English, mathematics or other subjects, we may arrange for them to have special small group teaching, we call these 'intervention programmes'. We choose the classroom approaches and intervention programmes that research shows work.

The Education Endowment Foundation toolkit lists all the interventions that schools spend the Pupil Premium money on and evaluates how effective they are <https://educationendowmentfoundation.org.uk/evidence/teaching-learning-toolkit/>

How will parents/carers know it is working?

We track all students progress each term, so we can quickly see if plans are working. If a student takes part in an intervention programme, we aim to measure how they are doing at the start of the programme and the end, in order that we can see the difference. We will report to parents/carers at Parents' Evenings held each half term, however if parents/carers would like information on your child's progress at any time, they should get in touch with the subject teachers.



Where can I get more information?

For information about how we plan provision and track progress, please contact Senior Leadership Team Strategic Lead for Pupil Premium - Mr Ceri Owens (cowens@shs.worcs.sch.uk). The school's Governor linked to Pupil Premium is Mr Jacob Wright, who can be contacted via the Clerk to the Governors, Mrs Jill Walker (jwalker@shs.worcs.sch.uk).

I am not sure if my child could have Free School Meals - where can I get more information?

Free school meals can only be awarded if you or your partner are claiming either:

- Income Support
- Job Seekers Allowance - Income Based
- Employment and Support Allowance - Income Related
- Support under Part V1 of the Immigration and Asylum Act 1999
- Guarantee element of State Pension Credit.
- Universal Credit (paper proof will be required)
- Child Tax Credit, provided you are **not entitled** to Working Tax Credit and have an annual income that does not exceed £16,190

How do I apply for Free School Meals?

Complete an online [Free School Meals Application Form](#).

Contact Tracey or Karen in the Free School Meals Team on Tel 01905 766182 or at freeschoolmeals@worcestershire.gov.uk if you have any queries.



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What did we find out about how well the Pupil Premium had Worked 2014/2015

The gap for the percentage of students achieving 5 GCSEs grade C or above including English Language and mathematics was in line with the national average gap.

The gap for students achieving expected progress in English from Key Stage 2 to Key Stage 4 has narrowed by 4% compared to 2014 and was also 4% below the national average gap.

The gap between disadvantaged versus non disadvantaged students for expected progress in mathematics from Key Stage 2 to Key Stage 4 for 2015 similar to the national average gap.



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The percentage of students making expected progress in mathematics from Key Stage 2 to Key Stage 4 was 6% above national disadvantaged averages.

The percentage of disadvantaged students without SEN needs achieving 5 GCSEs grade C or above including English Language and mathematics in 2015 was 4% higher than similar students nationally in 2015

(Source: *validated RAISEonline summary report for national figures*).

Progress 8 is a new measure that compares students' actual outcomes with an estimated grade based on their performance at Key Stage 2 across eight subjects (English, mathematics, three English Baccalaureate subjects and 3 others).

For the current Year 11 students, interim assessment show that the Basics score for disadvantaged students is 8% above 2015 figures and the percentage of disadvantaged of students on track to obtain the Ebacc qualification is 4% above 2015 national figures.

Pupil Premium Key Interventions 2015/16

Strategy Cost	Activities/Resource	Outcomes & Success Criteria	Is this a new or additional activity or action?	Example of Impact
	Assistant Principal - Co-ordination and implementation of strategies to improve expected progress of PP students.	Greater co-ordination of interventions and measurement of impact.	New	On-going analysis
	Data Manager - Quality tracking system of pupil progress and subsequent appropriate intervention by SLT, Subject Leaders, teachers. Use of context sheets to improve T & L practice across the school.	Data Manager provides information that helps subject teachers of PP students to design and implement interventions that help PP to achieve their Achievement 8 and Progress 8 Targets thereby closing the achievement gap.	Continued	Students in subject SIMP groups demonstrating greater progress. Context sheets used appropriately in lessons (learning walks, lesson observations). Data dashboards War Cabinet board EEF Toolkit - 'feedback +8 months, high impact'
	Pastoral - DoL and Int Co's able to work closely with PP students to help with		Continued	Negative behaviour data Individual case studies e.g. Year 8 IS reports.



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<p>Pupil Premium team - proportion of salary for the following positions in relation to work focused on Pupil Premium students (or proportion of)</p> <p>£112,201</p>	behavioural or social needs.			EEF: Homework (Secondary) +5 Behaviour interventions: EEF +4
	Attendance Officer	To improve attendance of PP students by providing support to families and building positive school relationships.	Continued	Attendance data for PP students Case studies
	<p>Literacy Learning Centre Co-ordinator and LSA -</p> <ul style="list-style-type: none"> • Small group literacy sessions • Rapid Reading Programme • Independent Study Support 	Assesses PP students to identify specific literacy needs. The LLC Co-ordinator and LSA then plan and deliver. additional small group sessions with PP students leading to improved motivation, confidence and attainment.	Continued	EEF: Small group tuition +4 EEF: Reading comprehension strategies +5 Case Studies LLC Entry and exit data
	Numeracy Learning Centre Co-ordinator and LSA	Assesses PP students to identify specific numeracy needs. The NLC Co-ordinator and LSA then plan and deliver additional small group sessions with PP students leading to improved motivation, confidence and attainment.	Continued	EEF: Small group tuition +4 NLC Entry and exit data
	Senior Pupil Premium Mentor	Co-ordinates and conducts 'Removing the Barriers to Learning' interviews for targeted PP students. Co-ordinates PP Mentors.	New	Removing the Barriers to Learning Case Studies
Pupil Premium dedicated training (or proportion of)	Closing the Gaps conference Annual conference for PP Co-ordinator	Development of understanding of effective/successful interventions.	Continued	On-going analysis



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£900		Successful interventions put in place.		
	Pupil Premium Network Meeting	Development of understanding of effective/successful interventions. Successful interventions put in place.	New	On-going analysis
	Governor training	Improved understanding and Governance.	Continued	On-going analysis
Quality First Teaching: Training (or proportion of) Visualizers Mindset displays Red and green pens SLT time £5,500 Time	Developing Growth Mindset and challenging the language of Fixed mindsets	PP students believe that intelligence or ability can be developed. Effort, hard work and not giving up are the keys to success.	New	Removing the Barriers to Learning survey and interviews EEF Toolkit - Meta-cognition and self-regulation +8months High impact for very low cost, based on extensive evidence
	Improving the quality of feedback Visualizers	PP students know what they need to improve.	New	EEF Toolkit - 'feedback +8 months, high impact' Lesson Observations Work Scrutiny Student voice
	Improving the quality of feedback Bring and Brag: 30% of sample was the work of PP students	Sharing good practice.	New	EEF Toolkit - 'feedback +8 months, high impact' Work Scrutiny Student Voice
	Staff know who the PP students are	Subject Staff can target PP students with interventions that help them to achieve their Achievement 8 and Progress 8 Targets, thereby closing the achievement gap.	New	SLT Readiness to Learn walks Spreadsheet Lesson Observations Work Scrutiny Student Voice
Additional Academic	Additional teaching staff in English	Core Subjects Pupil	New	EEF: Reducing class size +3



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<p>support (or proportion of) £182,243</p>	<p>and mathematics EXCEL tutor groups</p>	<p>Premium Co-ordinators PP students to identify specific needs in mathematics and English. They then plan and deliver additional small group sessions with PP students in ACTU and after or before school. This is in addition to supporting students in the classroom.</p>		<p>EEF: Small group tuition +4 English, mathematics and science data dashboards showing flight paths Case studies</p>
	<p>Careers provision Targeted students have careers support meetings</p>	<p>No PP students are identified as NEET. Pupil Premium students are interviewed in the first wave of interviews.</p>	<p>Continued</p>	<p>One Year 11 PP student was identified as NEET (Not in Education, Employment or Training) 2014/15 Post 16 destination data</p>
	<p>Accelerated Reader Programme All Years 7, 8 and 9 PP students take part in the AR programme</p>	<p>PP students reading ages are in line with their chronological age.</p>	<p>Continued</p>	<p>EEF: Reading comprehension strategies +5 Accelerated Reader Programme - Participation and pass rate data NGRT Reading Test data</p>
	<p>Reading Challenge Programme</p>	<p>Avoid the dip in reading age when PP students do not read for six weeks during the summer holidays.</p>	<p>Continued</p>	<p>Students were re-tested in September and the results were compared to their tests in June c.f. results spreadsheet</p>
	<p>Future Scholars Programme</p>	<p>Raising aspirations 5 of high achieving PP students to attend a Russell Group University.</p>	<p>Continued</p>	<p>On-going analysis</p>
	<p>Alternative Curriculum Provision</p>	<p>Students have greater enjoyment, motivation and better opportunities to succeed and achieve.</p>	<p>Continued</p>	<p>Progress for students who find it difficult to achieve in the mainstream curriculum is sustained. Attendance and behaviour are good. No NEETs from this group. Outdoor adventure learning +3 months</p>



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	Year 7 Nurture Group	Improved attendance of vulnerable students as they have a safe, secure start to the school. Provide support to PP students with dyslexic tendencies.	Continued	EEF: Reducing class size +3 months
	SLT mentoring of 18 Year 11 PP students in P8 bottom 40	PP students are better prepared GCSE examinations.	New	War Cabinet Data dashboard
Out of hours Independent Study support £8,070	ALF Independent Study LLC Independent Study NLC Independent Study	Students who do not have access to a suitable workspace at home or ICT (8am - 8:50 am).	Continued	EEF: Extending school time +2 months EEF: Homework (Secondary) +5 months On-going analysis
Additional academic resources (or proportion of) £2,410	Examination revision guides and calculators provided for Years 9, 10, & 11 PP students	Enable PP students to prepare for examinations. Improved attendance.	Continued	C.f. Completed finance order request forms
	Food for Technology lessons	Enabling students to participate in practical food lessons.	Continued	C.f. Completed finance order request forms
	ICT and Mobile Technology	Students who do not have access to ICT at home are able to access online revision resources e.g. Google Apps in Education.	Continued	C.f. Completed finance order request forms
	MyMaths	This is an online and interactive resource covering mathematics at Key Stage 4. All students in Years 7, 8, 9, 10 & 11 have been given access to the resource. Raising achievement in mathematics in KS3 & 4.	Continued	Maths data dashboard
Subject Specific Education	UCAS fees and travel to University	Pastoral and subject	Continued	EEF: Sports participation



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Visits (or proportion of) £3,823	open days Field Visits for Controlled Assessments in History and Geography Art workshop Theatre visits Adventure education - sailing course PE Revision Conference	leaders are able to make requests funding for uniform. Raise self-esteem. Enable PP students to take part in clubs and activities. Improved attendance.		(Moderate impact for moderate cost based on limited evidence) +2 months
Pastoral Interventions (or proportion of) £27,482	School Counsellor Support	Pastoral Leaders make referrals to the School Counsellor Support with emotional health and wellbeing.	Continued	Social and emotional learning +4 months Case Studies
	Educational Psychologist Support	Pastoral Leaders make referrals to the school Educational Psychologist to support PP students with emotional and mental health and wellbeing.	Continued	EEF: Social and emotional learning +4 months Case Studies
	Focus intervention - Social Emotional Aspects to Learning programme	Pastoral Leaders make referrals to the school focus unit to support PP students with emotional and mental health and wellbeing.	Continued	EEF: Social and emotional learning +4 months Case Studies
Behaviour interventions (or proportion of) Time	Aim Tutor Groups	Small group academic and behaviour mentoring to remove the barriers to learning.	Continued	Negative behaviour data Case Studies
	SLT Mentoring and Probation Report	One to one academic and behaviour mentoring to remove the barriers to learning.	Continued	EEF Toolkit Mentoring Low impact for moderate cost, based on moderate evidence +1 month Negative behaviour data



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				Case Studies
	DoL Intervention Programme	One to one academic and behaviour mentoring to remove the barriers to learning.	Continued	Year 8 Independent Study report data - 'homework +5 months, moderate impact' DoL intervention reports and RAP
Parental engagement (or proportion of) £420	Parent Support Conference	Giving parents/carers the knowledge and skills to help students do well in examinations.	New	EEF Toolkit 'parental involvement +3 months, moderate impact' On-going analysis
Uniform (or proportion of) £565	Shoes PE Equipment Uniform	Pastoral leaders are able to make requests funding for uniform. Raise self-esteem. Enable PP students to take part in clubs and activities. Improved attendance.	Continued	c.f. completed Finance Order Request Forms EEF: Sports participation (Moderate impact for moderate cost based on limited evidence) +2 months EEF: School uniform (Very low or no impact for very low cost, based on very limited evidence) 0 months
Creative Learning (or proportion of) £560	Peripetetic Music Lessons	Subject and pastoral leaders are able to make requests for funds to support extra-curricular activities for PP students who are economically disadvantaged.	Continued	Arts participation (Low impact for low cost, based on moderate evidence) +2 months (c.f. completed Finance Order Request Forms) Case studies
	Duke of Edinburgh's Award	Subject and pastoral leaders are able to make requests for funds to support extra-curricular activities for PP students who are economically disadvantaged (c.f. completed Finance Order Request Forms)	New	EEF: Outdoor adventure learning +3 months On-going analysis



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