

Pupil Premium Action Plan: Oldbury Wells School, 2019/ 2020

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 2019/20	Date of next PP review
183 (funding 137 –no Y7)	110	73	183 (137)	2	5	11	£128,095	March 2020

Previous Year 11 and whole school data: 2018/19 – unvalidated Oct 2019		
	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+	0	14%
Attendance %	90.5%	94.3%

Barriers to Learning for disadvantaged pupils in our school
<p>Academic barriers:</p> <ul style="list-style-type: none"> • 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
<p>Additional barriers:</p> <ul style="list-style-type: none"> • 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

Review of the previous academic year

Summary of planned work 2018/19	Summary of expenditure	Impact on progress and attainment of eligible pupils	Comments
1. Catch – up work	1. £4300	1. Reading accelerated for the catch-up group	1. Continue
2. Self-esteem work	2. £700	2. Case studies continue to be positive	2. Adjust next year
3. English/maths staffing	3. £81 000	3. PP results are above national	3. Continue
4. Hardest to reach work/Mentoring	4. £4500	4. Individual and small group work by pastoral support staff, supporting accelerated progress.	4. Continue – add motivational targets and inducements.
5. Revision classes	5. £4500	5. Impact variable	5. Continue but focus on transport issues
6. Careers	6. £3200	6. Good impact – aim met	6. Continue
7. Curriculum changes	7. £10 000	7. Impact strong – changes to support staff and Health & social care exam introduced	7. Adjust as necessary
8. Resources for study	8. £2000	8. Student voice shows good impact	8. Continue
9. QFT	9. Nil	9. T and L is judged good by Ofsted	9. Continue programme greater focus from new deputy head.
10. Transport supplement	10. £1500	10. Where needed essential for attendance	10. Continue
11. Revision materials	11. £6000	11. Student voice shows positive	11. Continue – bespoke to students needs
12. SLT lead	12. £10 000	12. Positive gaps continue to narrow	12. Essential – extend to wider group
13. New roles KS3/KS4	13. £5 000	13. Overview from pastoral assistant heads (TZW/KW)	13. Continue and Restructure approach
14. Feeder primary reading scheme	14. £3200	14. Very strong impact helping make pupils secondary ready	14. Extend
15. Extra-curricular expenses	15. £1370	15. PP students get full access to the wider curriculum	15. Continue
16. Enticements	16. £1500	16. Improvement in progress	16. Continue focus on attendance

Pupil premium objectives for 2019/20	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)

Objective 1: Improve attendance for PP pupils					
Actions	Intended Outcome	Evidence and rationale	Person responsible / timescale	Cost/resource implications	Review date
<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>Summer 2020</i>
<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>Summer 2020</i>
<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>Summer 2020</i>
<i>Transport problems overcome for minority of persistent absentees.</i>	<i>Support for transport for a small number.</i>	<i>Transport issues did not prevent attendance of targeted group last year. Therefore repeat.</i>	<i>KC, JWT</i>	<i>£1500</i>	<i>Summer 2020</i>

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
Financial support for enrichment activities	Participation increases	Expense of extra-curricular	BB	£1200	Summer 2020
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	Summer 2020
Mini bus for revision classes	Pupils who are PP supported with transport home	Attendance after school can be restricted for PPG pupils	KW	£2000	Summer 2020
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	Summer 2020
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	Summer 2020
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	Summer 2020
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	Summer 2020
Resources for study	Ensure that PP students have the necessary equipment and materials to engage in their studies	Students without correct equipment cannot reach potential or engage in the curriculum e.g. Food technology	BB/TW/KW	£2000	Summer 2020
Revision materials	PP pupils provided with revision guides .	Questionnaires and exam results show positive outcomes.	BB	£5000	Summer 2020

Objective 3: Improve outcomes through targeted support for PP pupils, including more able PP

Actions	Intended Outcome	Evidence and rationale	Person responsible / timescale	Cost/resource implications	Review date
<i>SLT lead</i>	Coordination of managers at all levels in this work. Led by BB. <i>Includes SJW, KW, TW, LJT, Cluster leads, Pastoral leads, SENCO. Refine our 'Intervention team' to target at cohort level.</i>	<i>Essential to ensure a coordinated effort that fits the needs of the individuals</i>	<i>BB</i>	<i>£10000</i>	<i>Summer 2020</i>
<i>Coordinated approach in each Key Stage to raising standards for PP pupils</i>	SLG line management with brief to ensure coordination at administration at 'ground' level in each Key Stage	<i>Ensure capacity issues are addressed.</i>	<i>TW/KW</i>	<i>£5000</i>	<i>Summer 2020</i>
<i>Pupils in KS3 who have fallen behind in reading catch-up.</i>	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.	<i>Last year analysis showed that pupils reading skills improved faster than an age related improvement.</i>	<i>SENCO coordinated and reviewed.</i>	<i>£4300</i>	<i>Summer 2020</i>
<i>Ensure 100% of pupils leave year 11 to suitable training / education</i>	Careers Education and Guidance bought in service provided for all pupils at OWS. PP pupils will be a targeted group.	<i>As a result in 2016-20-18 all disadvantaged students were supported into appropriate post 16 placements. Retention rate is 94%.</i>	<i>JWT, SB</i>	<i>£3200</i>	<i>Summer 2020</i>
<i>Improve confidence and self-esteem</i>	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.	<i>Evaluation showed this was highly effective for individuals which we describe in case studies.</i>	<i>JWT oversees. Specified trained staff using TAMHs resources and training.</i>	<i>£700</i>	<i>Summer 2020</i>
<i>KS4 and KS3 mentoring ensures 100% successfully complete studies</i>	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.	<i>Questionnaire responses showed positive.</i>	<i>TW/KW – with student support team</i>	<i>£2000</i>	<i>Summer 2020</i>
<i>Improve outcomes for hardest to reach.</i>	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.	<i>Evaluation through our Action Plan process shows which aspects have been most successful and will be retained. Case studies show individual success.</i>	<i>Intervention team, JWT, TW and KW</i>	<i>£2500</i>	<i>Summer 2020</i>

Objective 4 Improve outcomes for individuals through rewards and motivations

Actions	Intended Outcome	Evidence and rationale	Person responsible / timescale	Cost/resource implications	Review date
<i>Student voice to be taken with all PP students.</i>	<i>Individualising the barriers to learning so they can be overcome.</i>	<i>Last year's student voice with a select group of year 11</i>	<i>TW/KW</i>	<i>£0</i>	<i>Summer 2020</i>
<i>Specific motivational targets employed with negotiated rewards.</i>	<i>Students to become more engaged with their learning, aspirations and attainment.</i>	<i>Last year's student voice with a select group of year 11</i>	<i>TW/KW</i>	<i>£2500</i>	<i>Summer 2020</i>
<i>Individual monitoring of students for students whose academic progress is low</i>	<i>Students to be aware of the support that is available to them</i>	<i>Student voice indicated that some students were not fully aware of the resources available to them</i>	<i>TW/KW</i>	<i>£0</i>	<i>Summer 2020</i>