

Bourne Academy

Pupil Premium Strategy – Disadvantaged First



ACADEMIC ACHIEVEMENT: ACADEMIC

AIM: To reduce under-achievement of Pupil Premium students through tracking of academic progress, targeted interventions, and increasing academic engagement beyond normal school hours.

Strategy	Description	Resources	Cost
Data Analysis	4Matrix has been purchased for 3 years at a cost of £950 per year to assist with this work. This allows a more detailed analysis of PP student performance.	Part funded (50%) by the PP grant	£475
Tracking Underachievement (whole school)	<p>The progress of PP students against their target ranges (for KS3 students) or KS4 target is tracked at each AOL point. PP students who are underachieving in 3 academic subjects or more will have an initial meeting with the PP Co-ordinator, who will liaise with their subject teachers, so that short term targets can be set prior to being placed on an academic report tracker. Progress is then closely monitored over a 6 week period by the PP Co-ordinator.</p> <p>Due to the fact the PP students are often behind before they reach secondary school this may give an unfair representation of the gap between PP and non PP students at assessment points. At KS3 the difference in their targets in Maths and English is calculated and two different measures are used. The number of students required to maintain the gap and the number of students required to close the gap. A list of names of students who are not behind target, but who could potentially improve their progress in order to close both these gaps is then passed to the Head of Maths and the Head of English so they can put department intervention in place where this would be most effective</p>	TLR of KS3 Data Tracker part funded by the PP grant (50%)	£1250
More Able Curriculum Lead	A core part of the job of the More Able Curriculum Lead is to monitor and accelerate the progress of high ability, Pupil Premium students. Prior Attainment indicator and CATS score are included on the PP tracker on SIMS. Regular meetings are held between the More able coordinator and the PP Lead.	TLR for More Able Curriculum Lead – 50% funded by the PP grant.	£1250

ACADEMIC ACHIEVEMENT: CURRICULUM

AIM: To ensure that the curriculum promotes progress, and attainment for PP students.

Strategy	Description	Resources	Cost
Disadvantaged First	Teachers to assess work of Pupil Premium students first and ensure that their work is assessed to a high standard. As part of the "reduction in teacher workload" policy some departments use a sample marking strategy, the work of PP students forms part of this sample.		£0
Top 10 Teaching Tips	All staff to use Disadvantaged Top 10 Teaching tips – see appendix		£0
Tracking Underachievement (subject level)	Twice per short term an ATL/Achievement check is carried out for PP students. At KS3 this consists of students being awarded a grade 1-4 in each of their Core/Ebacc subjects and at KS4 students being awarded a grade 1-4 in all GCSE/BTEC subjects. Specific subject Progress Action Plans and/or trackers implemented. (Trial this with year 7 and year 11 this year with a view to rolling out in Sept 2021)		£400
Seating Plans	Seating plans need to show that pupil premium students are placed next to other students who will have a positive impact on their learning. Where students are found to not be engaging with work to the desired level interventions are to be put into place.		

ACADEMIC ACHIEVEMENT: LITERACY & NUMERACY

AIM: To reduce any gaps in the levels of literacy and numeracy that may have an adverse effect on the overall progress made by Pupil Premium students.

Strategy	Description	Resources	Cost
Love of Reading	Pupil Premium students are often less engaged in reading for pleasure which leads to lower literacy standards. The 'Love of Reading' programme is used in Year 7 & 8 in form time. The aim of the programme is to promote enjoyment of reading and to widen student experience of different types of reading linking to key themes. This is monitored through Heads of House.	Reprographics cost – booklets for recording progress	£400 repro. 10% of Heads of House TLR's = £1800
DEAR	DEAR stands for 'Drop Everything And Read' - a new initiative which forms part of the Whole School Literacy Strategy. Pupil Premium students have the opportunity to read and discuss thought provoking articles which go beyond the "set" curriculum which have potential links with real world knowledge.	Reprographics costs	
Phonics intervention	For Pupil Premium students with lower literacy levels small group intervention run through pm reg time	Member of staff delivering intervention.	£18000
Accelerated Reader	KS3 reading programme used in Year 7 and 8 tutor time to promote reading for all students where Pupil Premium students are tracked as a priority for support with reading , quizzing and changing/choosing books. Pupil Premium students are prioritised for referral to Reading Revolutions - extra support with their reading progress.	Library Books DHO	£800
Reading Revolutions	A small group intervention run through tutor time for students who need extra support on the Accelerated Reader scheme. Pupil Premium students identified as needing this support are prioritised.	Member of SEN staff delivering intervention.	£600
Handwriting Club	A small group intervention run through tutor time for students who need support in order to improve their handwriting. Pupil Premium students identified as needing this support are prioritised.	Member of SEN staff delivering intervention.	£600
Success Maker	A small group intervention run through tutor time for students who need support in order to improve their literacy – spelling, vocabulary, reading, comprehension. Pupil Premium students identified as needing this support are prioritised.	Member of SEN staff delivering intervention.	£1000
Further SEN support	There are many other clubs and interventions offered by SEN which students are invited to attend eg Social Skills etc.	Member of SEN staff delivering intervention.	
Transition year 6-7	All students (including Pupil Premium) are given a reading book as a gift from the school which is used for the transition project in the first weeks at BA.	Cost of books	£1350
Book Fair	All Pupil Premium students in year 7 and 8 are given a voucher to choose one book from the Book Fair.	Cost of books	Cost ???
Numeracy - KS3 Tracking and Support	Monitor AOL/ATL grades at each data point. Students requiring support invited to one PM reg intervention session with Maths Numeracy Lead. During these sessions students have the opportunity to complete homework with support if they have no	50% of TLR	£1250

	homework then Numeracy Lead organises a variety of intervention/catch up activities. This intervention takes place across all ability ranges including the most able.		
Numeracy – KS4 Tracking & Support	Monitor AOL/ATL grades and PPE grades at each data point. Students requiring further support are seen by a member of the Maths department.	Done as professional development	£0

ACADEMIC ACHIEVEMENT: RESOURCES

AIM: To ensure that Pupil Premium are not disadvantaged due to financial pressures.

Strategy	Description	Resources	Cost
Uniform	Families who struggle financially with uniform costs are given support to ensure Pupil Premium students have the correct uniform.	Uniform	£2500
Equipment	Families who struggle financially with equipment costs are given support to ensure Pupil Premium students have the correct equipment. This includes buying all the ingredients for Food Tech lessons for Pupil Premium students as it is vital to promote a healthy diet for these students. Pupil Premium students are given a calculator in KS4 Mathematics.	Equipment	£700
Revision Resources	All Pupil Premium students in Year 10 are given revision resources for their GCSE courses, – revision guides, exam materials etc	Revision materials	£1100

ENRICHMENT & ENGAGEMENT

EXTRA CURRICULAR OPPORTUNITIES

AIM: To ensure that Pupil Premium students have full access to the full range of extra-curricular opportunities available to all, and an increased engagement through promotion of extra learning opportunities.

Strategy	Description	Resources	Cost
Revision Sessions	To tackle the identified barrier of engagement outside of school hours in the crucial exam years a comprehensive programme of Easter and Half Term revision sessions delivered. An emphasis is placed on ensuring engagement of Pupil Premium students in this programme through the pastoral support teams.	Sessions are delivered by a wide range of staff across most departments. 50% funded by PP grant	£3000
SMHW	SMHW has been purchased to enable homework to be set by staff and accessed easily by both parents and students. Weekly monitoring of students engagement is carried by PP coordinator.	% of cost of SMHW	
Study Skills	Over the two year period of Key Stage 4 a variety of GCSE Success evenings are run. The aim is to improve study skills and engage parents in their child's learning. Particular focus is given to the attendance of Pupil Premium students – if any of these students miss the evening sessions then they attend another session during school time.	% of salary	£2500
After School Working	The 6 th Form study area is staffed every day after school until 4:30pm for Pupil Premium students in Year 11 to work – either on revision, or completing homework/coursework. Other students are allowed to attend.	50% of student support	£13000
Cultural understanding & tolerance	All students are taken on a trip to a mosque and Peterborough cathedral. This allows them to experience other faiths and history and to challenge potential prejudice. The trip is 100% funded and meals are provided for Pupil Premium students.		£1200
Trips & Visits	A record of Pupil Premium attendance on school trips is maintained. Students are offered subsidies in order to participate. The aim is that every Pupil Premium student undertakes at least one extra-curricular trip each year.		£2400
Duke of Edinburgh Award	The Duke of Edinburgh Award is of huge benefit to Pupil Premium students, both in terms of increasing engagement in school life through getting involved in extra-curricular activities and also in promoting aspects of life that many Pupil Premium students may not otherwise experience – volunteering, physical activity and developing skills. The Award itself is of huge benefit to students in career progression. The award is heavily discounted for Pupil Premium students. Equipment such as rucksacks are loaned to those who cannot afford the financial outlay and the school is working with the Duke of Edinburgh organisation to extend this further.		£410

ENRICHMENT & ENGAGEMENT ATTENDANCE

AIM: To ensure attendance of Pupil Premium students is in line with all other students.

Strategy	Description	Resources	Cost
Promoting Good Attendance	One of the Deputy Heads has an annual attendance target related to Pupil Premium students.		£0
Pastoral Checks	The Attendance manager has weekly meetings with the Pastoral Mentor to discuss Pupil Premium students in particular.	25% of attendance officer	£6250
Safeguarding and Welfare	All Pupil Premium students are identified by the Attendance tracking system. These logs are then shared with the Safeguarding team, Year Leads and SEN department.		£0
Year 11 Attendance	An attendance tutor group is set up for Year 11 students with low attendance. This is overseen by a senior member of staff.		£0

ENRICHMENT & ENGAGEMENT CAREERS & IAG

AIM: To ensure the Pupil Premium students are given appropriate advice and guidance and encouraged to make aspirational choices.

Strategy	Description	Resources	Cost
Careers	All Pupil Premium students are given one-to-one meetings at the end of Year 10. The Careers Co-ordinator liaises with the Pupil Premium pastoral support to track their progress with applications. Appropriate Pupil Premium students in Year 11 are taken on an extra transition visit to New College Stamford between Jan-March (vital for students who may not be taken on an open evening and ensures they find out about courses, support staff and transport costs)	25% of Careers Advisor	£7250
IAG	The destinations of all Pupil Premium students are monitored through Year 11 – The Head of Sixth Form, Head of Year 11 and Careers Advisor takes a lead on this. This has ensured that Destination Data for this group was strong with 100% going on to Education or Employment in 2020.		£0
Careers Programme through PSHE	A wide range of visitors are brought into school in order to inspire students – particularly important in raising the aspiration of Pupil Premium students. These are co-ordinated through the PSHE days. Careers guidance is provided in Year 9 & Year 10 to inspire students to achieve higher grades and build aspiration.	Cost of sessions – eg Prison, Me No Way	£4000

WELLBEING: BEHAVIOUR

AIM: To promote high standards of behaviour in all students recognising that Pupil Premium students are often more likely to need pastoral support.

Strategy	Description	Resources	Cost
Behaviour Support	<p>A core part of the Behaviour Leads' work is promoting and ensuring high standards of behaviour in all students and this will impact largely on Pupil Premium students.</p> <p>This is done through a variety of means:</p> <ol style="list-style-type: none"> 1. Working with individual students and parents, setting targets for behaviour, and tracking. 2. Supporting teachers in the classroom and around the school. 3. Working with the safeguarding team and the attendance officer. 	<p>40% of salary costs of Behaviour lead, SS2 and Year Leads</p> <p>20% of salary of Deputy (Behaviour & Attendance)</p>	£85,000
Rewards	The behaviour lead through pastoral leads will ensure that Pupil Premium students are well represented in the schools rewards programme – that they are receiving recognition for work and are represented in rewards 'Super Prize Draw' and Celebration Days.	Rewards	£3000
Focused meeting	Weekly pastoral meetings have a standing item agenda on Pupil Premium. This ensures that they receiving specific focus.	1x lesson per week with Year Leads and behaviour manager	£0 (counted above)
Sims Discover system	The school have acquired the Discover system that allows pastoral staff to run reports on Pupil Premium students to allow direct intervention.	Programme	£300
Period 6 support sessions	Pastoral staff run Period 6 sessions to support Pupil Premium students. These are run after school on a weekly basis. This is for all year groups.		£5000
Strike card system	All Pupil Premium students are allocated a strike card every term so that they can be entered into the termly reward draw.	Cards and reward vouchers	£1000
Student referral Unit and On call support	All Pupil Premium students are supported by the pastoral team if they are flagged as activating the On Call System. This system is run by the schools SRU manager. In addition PP coordinator is made aware of PP students who spend time in the Student Referral Unit and this is recorded and monitored.	SRU manager	£20,000

WELLBEING: SAFEGUARDING

AIM: To ensure that all students including Pupil Premium students are safe.

Strategy	Description	Resources	Cost
To ensure that all students feel safe in school.	To provide a supportive and open environment in school and establish and maintain an ethos where all students feel secure, are encouraged to talk and one in which they are listened to carefully and actions taken to follow up on any concerns raised.		£0
Designated support officer	All Pupil Premium students have access to the PPI support officer (JCA)	% of Salary of PPI support officer	£15000
MyConcern system	The system is used effectively to ensure all students including Pupil Premium students are supported safely and a reporting system exists which is consistent and fit for purpose	50% of my concern system	£2000
Staff training	Training for all staff on safeguarding Pupil premium students takes place annually with refreshers throughout the academic year.	CPD	£0
Non-teaching support team	A team of non-teaching year leads support the safeguarding of the Pupil premium students by consistently ensuring that they are checked and monitored.		£0 (counted above)

WELLBEING: PASTORAL SUPPORT

AIM: To ensure that all Pupil Premium students are encouraged and supported in developing all avenues of their lives. They are actively encouraged to take part in the wider events of the school and to embrace all elements of personal development the school offers.

Strategy	Description	Resources	Cost
Pastoral support	The School has a non-teaching pastoral manager who leads a non-teaching team of Year leads who ensuring that Pupil Premium students are appropriately supported.	Year Leads and behaviour manager	£0 (counted above)
Pastoral Reports	All Pupil Premium students are 'open' to enhanced pastoral support via the report system.		£3000
Homework clubs	These clubs are run by Pastoral and SEN staff to support Pupil Premium students on a weekly basis.		£2000

COVID19: SUPPORT

AIM: To ensure that all Pupil Premium students are supported as they return to school following lockdown. It is important to note that all students will require this additional support as all have been disadvantaged by the COVID19 situation.

We should think about the needs of the students in order of priority as shown in the traffic light plan.



Immediate needs

During first few weeks of Autumn Term

In the second half of the Autumn Term

WELFARE	GAP ANALYSIS	INTERVENTIONS
<ul style="list-style-type: none"> ❖ Students may be feeling anxious about returning to school. ❖ Families may be encountering financial difficulties. ❖ Students need to feel safe. ❖ Safeguarding Concerns, staff need to be extra vigilant and use “My Concern” if in doubt. ❖ Adjusting to the “New Normal” <ul style="list-style-type: none"> ➢ Timetable ➢ Restricted movement around school ❖ Behaviour concerns as a result of “more freedom” ❖ Equipment Packs provided to reduce sharing 	<ul style="list-style-type: none"> ❖ Collate Department information on engagement during lockdown. ❖ Analyse results of KS3 Progress tests in Maths, English and Science. ❖ Monitor SMHW for number of incomplete tasks. ❖ Departments to complete subject based gap analysis for all year groups and develop strategies for “filling the gaps” eg one strategy to be used in Maths is through the use of recall and recap starter activities. 	<ul style="list-style-type: none"> ❖ Catch up sessions as follows: <ul style="list-style-type: none"> ➢ After School ➢ Lunch Time ➢ Half Term breaks ➢ Collapsed Days (PSHE Day and end of term) ➢ Year 11 tutor time. ❖ Revision Materials ❖ One to One support ❖ Online Resources

Direct and Indirect Strategies

The strategies used across the school can be categorised as:

Direct: Strategies that are directly aimed at Pupil Premium students only and have no direct impact on any other students – for example, financial contributions towards the cost of trips or uniform.

Indirect: Strategies that are designed to improve outcomes for Pupil Premium students but are implemented more widely. For example, the Love of Reading programme.

The school considers these indirect strategies as vital for the following reasons:

- There are a number of students who would qualify for the Pupil Premium grant but parents have not claimed. This can be for any number of reasons ultimately it is parental choice. However it is important that those students are still supported.
- There will be students who do not qualify but only marginally. It would be wrong to exclude them from the support given because they fall just outside of the criteria.
- There will be students who do not qualify for the Pupil Premium grant but parental engagement and aspiration is still low. These will share many of the characteristics often associated with Pupil Premium students.

Appendix

Top 10 Tips for Disadvantaged Students

Teachers	1. Identify the Disadvantaged students you teach – ask at least one of them a question every lesson.
	2. Mark Disadvantaged students’ work first and set a specific question/target for them to respond to but also add a positive comment. Check that they understand your comments.
	3. Provide subject revision guides at the start of the year so that it gets maximum use. Ask students to bring it back in to lessons to prove that it’s being used (<i>highlighting, notes, Qs etc.</i>)
	4. Assess Seating Plans – are Disadvantaged students sat next to peers who will have a positive impact on them?
	5. Use the Termly ‘Catch-Up’ sessions and collapsed days to guarantee that your Disadvantaged students are up to date with their work.
	6. Having marked and given feedback on Pre-Public exams, ask Disadvantaged students to rewrite (purple pen) not all but appropriate sections of the exam and remark to demonstrate progress.
	7. In Year 11 check that students have completed a minimum of 5 hours Sam Learning website activities for your subject.
HoDs	8. Extra sessions: Ensure attendance at lunch, Period 6, Easter and May revision sessions by sending Disadvantaged students a personalised email/letter home inviting them to your session. Include them in tutor time revision sessions during terms 4-6. Follow up on any absences.
	9. Make Disadvantaged students an ongoing agenda item for Department Meetings and discuss intervention strategies for this cohort.
	10. Analyse Disadvantaged students’ data, as a group, at each AOL point and the GCSE exam results of disadvantaged students with good attendance. Did they as a group achieve 75% Hit Rate?