

Pupil premium strategy

1. Summary information					
School	Ormiston SWB Academy				
Academic Year	2018/19	Total PP budget	£477,785	Date of most recent PP Review	September 2019 (this Document)
Total number of pupils 11-16	990	Number of pupils eligible for PP	511 (52%)	Date for next internal review of this strategy	

2. Current attainment				
OSWB Disadvantaged (amount)		OSWB non disadvantaged (amount)	National Non disadvantaged	Increase/decrease
Progress 8 Score	-0.25 <i>National figure is -0.44</i>	-0.02	0.13 (0.38)	+0.17
Attainment 8	38.36	46.1	50.1 (11.74)	+2.56
Basics 4+	39.5%	55%	71.50 (32%)	+4.5
Basics 5+	19.3%	31%	50.1 (30.8%)	+5.3
English Progress 8	-0.60	-0.46 (0.22)	0.11 (0.71)	-0.02
Maths Progress 8	-0.58	-0.31 (0.36)	0.12 (0.70)	+0.18
EBacc Progress 8	-0.55	-0.29 (0.33)	0.15 (0.70)	+0.22
Open P8	0.47	0.71	0.12 (+0.35)	+0.23

Review of Spending 18/19			
Desired Outcome	Chosen Approach	Impact	Lessons learned
Increase the progress made by disadvantaged pupils at OSWBA	Attendance for key staff at national conferences on closing the gaps for disadvantaged students	The progress 8 score of disadvantaged pupils at OSWBA has significantly improved (0.17). In addition to this, the score of -0.25 is significantly above the national average for disadvantaged pupils which currently stands at -0.44 (2018)	Disadvantaged pupils who also have special educational needs/disabilities need to be supported further and tracked closer to improve upon their performance . Moving forward, the lead staff member for Disadvantaged pupils will be working closely with the newly ppointed SENDCOs in providing CPD for this area. There will also be increased identification of access arrangements and improving provision within the classroom for disadvantaged pupils with SEN/D. Although the overall P8 score of disadvantaged pupils has significantly increased, the progress in English and Mathematics has not been as successful as we may of hoped and this is a key area OSWBA will be looking to improve upon in 2019/20. Pupils accessed the revision materials and equipment which gave them the tools to achieve in their GCSE's. In Key Stage 3, there has been huge shift in assessing pupils, so a key target in moving forward will be using this assessment information to identify the performance of disadvantaged pupils in lower years at OSWBA.
	Contribution to PiXL Club membership (50% cost)	The attainment 8 score of pupils also improved on the previous year progressing from 35.8 to 38.36 (improvement of 2.56 pts)	
	Holiday Revision classes – February and Easter courses – contribution towards staffing costs and resources	The amount of disadvantaged pupils who attained a 4+ in English and Mathematics rose from 35 to 39.5 %, whilst the amount of pupils who attained a 5+ rose from 14 to 19.3 %.	
	Study Skills Book and Revision Planners for Y11 Students (photocopying costs)	Pupils who were entered for the English Baccalaureate (EBacc) saw an increased progress 8 score -0.55 (improving from -0.77 on the previous year.	
	Revision materials, intervention materials eg. Study cards, exam pens	Pupils completing subjects in the 'open' pot also improved their progress 8 score rising from 0.24 to 0.47, which is significantly above the national average of 0.12.	
	Home Study Kits for Option age students		
	Provision of exam pencil cases and equipment		
	School open during term time – 09:30 to 12:30 – includes breakfast/lunch provision, staffing, facilities and learning resources. 60% contribution to running costs.		
	Hospitality provision for after school/Saturday School		
	Additional capitation to departments to specifically target PUPIL PREMIUM achievement		
	Residential intensive revision courses for HPA PP students		
	Residential intensive revision courses for English for PP students		
	Additional brought in tuition (English)		

	<p>Contribution to salary of Language Acquisition Teacher/TA Support 75% cost of post</p> <p>Contribution to cost of external support for individual and groups of teachers</p> <p>CPD for all teachers with regard to disadvantaged pupils</p> <p>Appointment of Pupil Premium Lead Practitioner (55% cost of SSA Post)</p>		
Desired Outcome	Chosen Approach	Impact	Lessons learned
Improve aspirations, particularly in year 11, so as destinations are appropriate and students aim high.			
	<p>G&T Lead Teacher post (TLR Contribution) to be recruited attached to English 25% cost of EPL post</p> <p>Development of Enrichment programme for all students, with tracking participation rates of PUPIL PREMIUM students to target improving this</p> <p>Visits to Universities, Business Links etc targeted at PUPIL PREMIUM students</p> <p>Purchase of additional Careers Advisor time to work with PP students, providing 1:1 interviews/support applications for Post-16 study or employment.</p> <p>Extension of IAG programme to KS3 targeting PP students</p> <p>Contribution to salary of CEG Manager post 60% cost of JJN</p> <p>Contribution to PASS survey purchase</p> <p>Support for disadvantaged pupils to attend Unifest Summer Schools, national Citizenship Challenge (supported at 15% contribution rate)</p> <p>Support for PP students to take part in overseas trips and visits supported at 15% contribution rate)</p> <p>Support for PP students to attend Unifest Summer Schools, National Citizenship Challenge (supported at 15% contribution rate)</p> <p>Year 7 trip subsidy for PP students to attend/contribution to clothing/equipment where needed</p>		

	Support for PP students participating in DofE Awards		
Desired Outcome	Chosen Approach	Impact	Lessons learned
Improved behaviour and engagement of Disadvantaged students, further closing the gap relative to 'other' students in school.			
	<p>Contribution to staffing of IE 60% cost of SME post</p> <p>Contribution to resources in IE</p> <p>Learning Mentor for students with BESD or those requiring support during the year for Years 7-11 100% cost of PTH</p> <p>Behaviour Mentor – 60% cost of post</p> <p>Contribution to salary of Academy Nurse for time specifically with PP students 50% cost of DPU post</p> <p>Contribution to salary of Academy Counsellor 50% Outsourced provision - budget allocation</p> <p>Rewards incentives for all year groups, including Progress Awards (60% cost)</p> <p>Contribution to salary of Isolation Unit Manager to support PP students ensuring no disproportionate students and if so, work to address 45% cost of RKN post representation of PP</p> <p>Contribution to cost of Alternative Provision for PP Students</p>	<p>2018/19 saw a new Principal start at OSWBA, whereby higher expectations of behaviour are evident.</p> <p>As a result of this, the amount of pupils who received fixed term exclusions and spent time in Internal Exclusion were high compared to previous years.</p> <p>Exclusions of disadvantaged pupils were high and this needs to be reduced.</p> <p>The work of the IE manager has been very good but, is not evident in the data of pupil spending time in there.</p> <p>The role of the counsellor is imperative in OSWBA due to the significant amount of pupils with emotional difficulties.</p> <p>The Academy medical practitioner also provides a significant service which is imperative to the pupils at OSWBA, in meeting their health requirements.</p> <p>Alternative provision is where pupils attend another setting due to a number of reasons. These may be due to poor behaviour, medical needs, mental health difficulties, etc. This is used to meet the pupils' needs and as a method to prevent pupils from being permanently excluded.</p> <p>A permanent exclusion is an 'adverse childhood experience' that should only be taken when all interventions have been exhausted.</p>	<p>With the introduction of a new Vice Principal for Behaviour and Attitudes and clearer systems in place, we are targeting a reduction in the amount of pupils who attend Reflect, Internal Exclusion and that have to be Fixed Term or permanent excluded.</p> <p>A clearer detention system is required with same day detentions being introduced to enable pupils a fresh start to each day and not 'build up so they are in detentions over a prolonged period of time.</p> <p>The use of Alternative provision needs to be reviewed but will continue to provide a service needed to prevent pupils from being permanently excluded or refusing to attend school.</p>

Desired Outcome	Chosen Approach	Impact	Lessons learned
Improved attendance of disadvantaged students, further closing the gap relative to other students in school.			
	<p>Attendance Officer to work with PUPIL PREMIUM families/carers directly 60% cost of SKE post</p> <p>Contribution to additional EWO time focus PP families directly where attendance is a concern - 50% cost allocated</p>	<p>Nationally, pupils who are disadvantaged attend school significantly less than those that are non - disadvantaged.</p> <p>The work of the attendance team at OSWBA continues to be superb in ensuring pupils attend school on a regular basis.</p> <p>As a result of the work conducted by the attendance team, the attendance of disadvantaged pupils is above the national average and finished at 94% (unvalidated at present)</p>	<p>There are still a number of pupils and areas in which the staff can make further gains so an additional member of staff will take a lead role in assisting attendance and punctuality each day</p>