

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 | |
| 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 pupils | 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 |

3. Planned expenditure for 2018-19

Academic year

2018-19

The three headings enable you to demonstrate how you are using the Pupil Premium to improve classroom pedagogy, provide targeted support and support whole school strategies

i. Quality of teaching for all

| Desired Outcome | Chosen Action/Approach | What is the evidence and rationale for this choice? | How will you ensure it is implemented well? | Staff lead | When will you review implementation? |
|---|--|--|--|------------|--------------------------------------|
| Increase the progress made by disadvantaged pupils at OSWBA | Attendance for key staff at national conferences on closing the gaps for disadvantaged students | For key staff to further develop the strategic direction of Disadvantaged pupils at OSWBA through nationally accredited information and guidance | SLT meetings and feedback from conferences | MPA | September 2019 |
| | Contribution to PiXL Club membership (50% cost) | Receive expert advice on guidance on improving outcomes for all children (incl bespoke sessions for improving outcomes of disadvantaged pupils) | <ul style="list-style-type: none"> • Staff meetings • Dept time • CPD sessions | | |
| | Holiday Revision classes – February and Easter courses – contribution towards staffing costs and resources | Additional and bespoke support for pupils to receive expert guidance on improving outcomes | <ul style="list-style-type: none"> • Directors to have oversight of pupils attending within their areas • SLT oversight and monitoring of pupils numbers accessing the service | | |
| | Study Skills Book and Revision Planners for Y11 Students (photocopying costs) | Bespoke and tailored resources for pupils to aid learning | <ul style="list-style-type: none"> • Used in lessons/revision sessions | | |
| | Revision materials, intervention materials eg. Study cards, exam pens | Resources given as aids to support disadvantaged learners | <ul style="list-style-type: none"> • Used in lessons/revision sessions | | |

| | | | | | |
|--|---|--|--|--|--|
| | Home Study Kits for Option age students | Kits given to support pupils who may not have the provision to succeed outside of OSWBA | <ul style="list-style-type: none"> Used in lessons/revision sessions | | |
| | Provision of exam pencil cases and equipment | Equipment provided to support pupils and improve the quality of their presentation | | | |
| | School open during term time – 09:30 to 12:30 – includes breakfast/lunch provision, staffing, facilities and learning resources. 60% contribution to running costs. | Provision and bespoke support for pupils who do not have the facilities at home to access the curriculum | <ul style="list-style-type: none"> SLT oversight and monitoring of pupils numbers accessing the service | | |
| | Hospitality provision for after school/Saturday School | Support pupil wellbeing during work periods at weekends | | | |
| | Additional capitation to departments to specifically target PUPIL PREMIUM achievement | Identified so departments can specifically address provision to be put in place for pupils | <ul style="list-style-type: none"> Ensure directors use money set aside for disadvantaged pupils Review their usage of the funding | | |
| | Residential intensive revision courses for HPA PP students | Aimed at higher achieving pupils where evidence suggest may fall below their peers in terms of outcomes | <ul style="list-style-type: none"> Directors to devise which pupils are best suited and a rationale behind it | | |
| | Residential intensive revision courses for English for PP students | Aimed at disadvantaged pupils where evidence suggest may fall below their peers in terms of outcomes. Tailored and bespoke support | <ul style="list-style-type: none"> Directors to devise which pupils are best suited and a rationale behind it | | |
| | Additional brought in tuition (English) | 1:1 and small group support for disadvantaged pupils | <ul style="list-style-type: none"> Directors to decide which pupils are best suited to this approach and which disadvantaged pupils will most benefit from such a service | | |

| | | | | | |
|--|--|--|--|--|--|
| | Contribution to salary of Language Acquisition Teacher/TA Support 75% cost of post | | | | |
| | Contribution to cost of external support for individual and groups of teachers | Support any staff member identified in increasing outcomes for disadvantaged pupils | <ul style="list-style-type: none"> • SLT/Directors to decide upon which professional support are best suited to staff members | | |
| | CPD for all teachers with regard to disadvantaged pupils | Develop the skills that all staff have at OSWBA to develop the quality of education that all pupils (incl) disadvantaged pupils receive. | <ul style="list-style-type: none"> • Staff meetings • Dept time • Whole school CPD | | |
| | Appointment of Pupil Premium Lead Practitioner (55% cost of SSA Post) | Take the lead on disadvantaged pupils in developing staff expertise in improving outcomes. | <ul style="list-style-type: none"> • SLT lead to line manage and give guidance | | |
| | 5 x Lead Practitioner Posts (20% contribution to uplifted TLR) | Work with all departments across the Academy to develop teaching and learning to bring about improved outcomes for Disadvantaged pupils | <ul style="list-style-type: none"> • SLT line management • Clear plan of the role | | |
| | Contribution to salary of two primary experienced <L4 teachers (literacy and numeracy including Numeracy Co-ordination at KS3 for PP) 75% cost of JBI and JKI plus Numeracy enhancement | Develop ks3 Disadvantaged pupils literacy and numeracy in line with their peers and age related levels | <ul style="list-style-type: none"> • Work closely with SENCo and specific English/Maths staff | | |
| | Literacy/Numeracy CPD for staff particularly focused at low levels and expected levels and how to achieve this | SEND and whole school Literacy/Numeracy development to enhance pupils' access to the curriculum | <ul style="list-style-type: none"> • Whole school CPD • Dept time | | |

| | | | | | |
|----------------------------|---|--|---|--|----------|
| | Additional Support staff provision (100% one post) for Years 7-11, in-class support/withdrawal focus on PUPIL PREMIUM students | Support where vulnerable pupils are unable to make appropriate progress without trusted and specialist staff to meet their needs | <ul style="list-style-type: none"> • Directors and senco to work together on deciding who receives such support | | |
| | Resources required – hard copy and ICT – specifically for PUPIL PREMIUM students | Resources to aid learning for disadvantaged pupils | <ul style="list-style-type: none"> • Directors to decide upon resources needed • Line management | | |
| | SENDCO Engagement with Parents events to promote support available and efficacy of parents in SEN support at home – coffee mornings | High proportion of SEND pupils who are also disadvantaged so parental engagement key for success to occur. | <ul style="list-style-type: none"> • SENDCO to liaise with parents prior to events • Line management • Records of attendance | | |
| Total budgeted cost | | | | | £214,744 |
| | | | | | |

| Targeted support | | | | | |
|---|--|---|---|-------------------|---|
| Desired Outcome | Chosen action/approach | What is the evidence and rationale for this choice? | • How will you ensure it is implemented well? | Staff lead | When will you review implementation? |
| Improve aspirations, particularly in year 11, so as destinations are appropriate and students aim high. | G&T Lead Teacher post (TLR Contribution) to be recruited attached to English 25% cost of EPL post | Aspirations are and have been historically low at OSWBA so a lead teacher on gifted and talented pupils is in place to stretch our G and T pupils | <ul style="list-style-type: none"> G and T list | MPA | September 19 |
| | Development of Enrichment programme for all students, with tracking participation rates of PUPIL PREMIUM students to target improving this | Extra - curricular activities have clear benefits on personal development such as confidence, teamwork, leadership, etc | <ul style="list-style-type: none"> Tracking of pupil attendance monitored | | |
| | Visits to Universities, Business Links etc targeted at PUPIL PREMIUM students | By showcasing to pupils that they are capable of attending universities/having successful careers, attitudes towards learning will improve | <ul style="list-style-type: none"> Record of visits that have occurred Record of pupils that have attended | | |
| | Purchase of additional Careers Advisor time to work with PP students, providing 1:1 interviews/support applications for Post-16 study or employment. | Careers advisor to assist pupils in acquiring post 16 places and reducing them being a NEET. | <ul style="list-style-type: none"> Log of careers meetings occurring with advisor Target those more likely to be NEET through IDAC! | | |

| | | | | | |
|----------------------------|--|---|---|---------|--|
| | Extension of IAG programme to KS3 targeting PP students | Giving quality Information Advice and Guidance from an earlier age broadens pupil mindsets and provides goals for which they can aspire towards | <ul style="list-style-type: none"> Log of careers meetings occurring with advisor Target those more likely to be NEET through IDACI | | |
| | Contribution to salary of CEG Manager post 60% cost of JJN | | | | |
| | Contribution to PASS survey purchase | To gain pupil feedback and reflect/amend on current methods based on pupil attitudes | <ul style="list-style-type: none"> Through tutor time | | |
| | Support for disadvantaged pupils to attend Unifest Summer Schools, national Citizenship Challenge (supported at 15% contribution rate) | School holidays are often a time of disadvantaged pupils falling behind their peers, so assisting with summer schools will help reduce this gap increasing | <ul style="list-style-type: none"> Identify pupils best suited Pupil/parent meetings | | |
| | Support for PP students to take part in overseas trips and visits supported at 15% contribution rate) Support for PP students to attend Unifest Summer Schools, National Citizenship Challenge (supported at 15% contribution rate) | Many disadvantaged pupils will not get the opportunity to go overseas so supporting them in this will broaden horizons and raise aspirations outside of Bilston | <ul style="list-style-type: none"> Identify pupils who may wish to go and offer financial support (through discussions with parents/carers) | | |
| | Year 7 trip subsidy for PP students to attend/contribution to clothing/equipment where needed | Many disadvantaged pupils will not get the opportunity to go on such trips or have the funds to pay for the equipment | <ul style="list-style-type: none"> Identify pupils who may wish to go and offer financial support (through discussions with parents/carers) | | |
| | Support for PP students participating in DofE Awards | D of E is a nationally recognised qualification that disadvantaged pupils are less likely to be involved in. By supporting them this removes that barrier | Programme is offered to all pupils, but where interest from disadvantaged pupils, individually discussion to occur to offer financial support | | |
| Total budgeted cost | | | | £58,300 | |

| Desired Outcome | Chosen action/approach | What is the evidence and rationale for this choice? | How will you ensure it is implemented well? | Staff lead | When will you review implementation? |
|--|--|--|--|------------|--------------------------------------|
| Improved behaviour and engagement of Disadvantaged students, further closing the gap relative to 'other' students in school. | Contribution to staffing of IE 60% cost of SME post | Attempt to reduce FTE and repair damaged relationships, whilst keeping in school and maintaining better attendance | <ul style="list-style-type: none"> • Learning visits • SLT supervision • Closer working with HOY/DOY | MPA | September 19 |
| | Contribution to resources in IE | Resources whilst in there so their academic studies are not affected as much as an FTE | <ul style="list-style-type: none"> • Through line management | | |
| | Learning Mentor for students with BESD or those requiring support during the year for Years 7-11 100% cost of PTH | To work closely with pupils with BESD and change behaviours to make them conform to a standard expected in society | <ul style="list-style-type: none"> • AP/SD/HOY/DOY to decide upon pupils who receive support | | |
| | Behaviour Mentor – 60% cost of post | To work closely with pupils with BESD and change behaviours to make them conform to a standard expected in society | <ul style="list-style-type: none"> • AP/SD/HOY/DOY to decide upon pupils who receive support | | |
| | Contribution to salary of Academy Nurse for time specifically with PP students 50% cost of DPU post | To support pupils with medical needs and prevent them from being at home | <ul style="list-style-type: none"> • Medical needs register | | |
| | Contribution to salary of Academy Counsellor 50% Outsourced provision - budget allocation | Numerous mental health issues within the academy so the counsellor supports pupils in dealing with their difficulties and providing strategies to cope | <ul style="list-style-type: none"> • Records of pupil names who are seen • AP/SD/SENDCO to identify pupils in need | | |
| | Rewards incentives for all year groups, including Progress Awards (60% cost) | To reward pupils for the positive contribution made at OSWBA, increasing confidence, enjoyment, improved attendance and improved behaviour | <ul style="list-style-type: none"> • Through go for schools • Rewards assemblies • Reward evenings | | |

| | | | | | |
|--|---|--|---|--|--|
| | 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 | | <ul style="list-style-type: none"> IE logs Breakdown of disadvantaged pupils to non disadvantaged | | |
| | Contribution to cost of Alternative Provision for PP Students | A permanent exclusion is an 'adverse childhood experience' (ACE) To prevent a Permanent exclusion or provide an appropriate setting to meet a pupils specific needs | <ul style="list-style-type: none"> identification process of suitable pupils to receive AP support | | |

Total budgeted cost £159,849

ii. Other approaches

| Desired Outcome | Chosen action/approach | What is the evidence and rationale for this choice? | How will you ensure it is implemented well? | Staff lead | When will you review implementation? |
|--|---|--|--|------------|--------------------------------------|
| Improved attendance of disadvantaged students, further closing the gap relative to other students in school. | Attendance Officer to work with PUPIL PREMIUM families/carers directly 60% cost of SKE post | Disadvantaged pupils are more likely (through statistics) to be absent from school more than their peers | <ul style="list-style-type: none"> Monitor attendance of disadvantaged pupils | MPA/SWo | September 19 |
| | Contribution to additional EWO time focus PP families directly where attendance is a concern - 50% cost allocated | | <ul style="list-style-type: none"> Disadvantaged pupils identified earlier by EWO | | |
| Total budgeted cost | | | | £23,552 | |