

Pupil Premium at Bosworth Academy

What is Pupil Premium?

Pupil Premium is an allocation of funding provided by the government to offer extra support for students who are eligible for free school meals or have been in the last six years.

How is the Pupil Premium spent at Bosworth Academy?

The Department for Education states that the Academy is free to spend the Pupil Premium however it sees fit. We choose to spend this extra allocation in a variety of ways to ensure that students who are in receipt of Pupil Premium go on to achieve their potential.

2013-14

Amount Allocated and a brief summary of how it was spent:

In 2013-14 184 students were Pupil Premium in Key Stage 4. This meant that the school was allocated £165,500

This money was spent in the following ways:

- £99,798– Extra Staffing
- £3419 - text books, calculators
- £413 Breakfast club/Meals
- £1990 - materials to support mentoring
- £780 - providing revision guides
- £2040 - Revision skills workshops
- £1318 - supporting school trips and visits
- £5742 - Renaissance study support software
- £11383 – Transport for Pupil Premium students

More detailed explanation of strategies used this year

Part of the Pupil Premium Funding has been used to pay to become an 'Achievement for All school'. 'Achievement for All' (AFA) are a charity sponsored by the DFE who provide support and strategies to help raise the performance of disadvantaged students. Our partnership began in September 2013. This has meant that an experienced coach has worked with Mr. Bennett (Assistant Principal) on a regular basis throughout the academic year. AFA have four areas of focus:

1. Leadership
2. Teaching and Learning
3. Parental Engagement
4. Wider Participation

These four areas of focus match our key areas for the development of our work with Pupil Premium students. As an upper school the key

performance indicator of our success is always GCSE results which are presented later in the document.

This partnership has led to a number of key developments:

- The Social Mobility Task Force – a group of twenty teaching and non-teaching staff who are focused on developing all aspects of our work with PP students.
- A sharper focus on Pupil Premium students in our teaching and learning to eradicate causes of underachievement.
- A group of 45 Year 10 PP students being mentored by members of the Social Mobility Task Force. This mentoring has involved establishing good links with parents, regular meetings with their mentees and a wide variety of strategies to support them in their studies.
- Training from the AFA coach for all members of the group on how to develop and enhance our links with parents.
- Students in this group also participated in a visit to the Leicester Outdoors Pursuits Centre to develop resilience.

Pupil premium funding was also used to pay for additional teachers and tutors in English and Mathematics as these are areas of vital importance to pupils' future success. This enabled more personalised learning and increased teacher/pupil feedback providing more targeted support to pupils in particular need. Maths focused tutor groups were also provided during the spring and summer terms for identified pupils.

Students were encouraged to attend study support sessions during lunchtimes, after school and during holidays. These sessions were well attended and targeted Y11 students in receipt of Pupil Premium. We also run workshops and sessions with motivational speakers to raise aspirations and advise students about exam preparation. These sessions were provided for students from all backgrounds, but always have a percentage of Pupil Premium students in attendance.

We have continued to employ an Attendance Manager, Counselor and a work experience/alternative curriculum coordinator, for those students in danger of not achieving their full potential. These staff members will work with teaching staff and other outside agencies such as Prospects to offer career advice to raise aspirations. The attendance manager will offer solutions to students with low attendance to get them back into school. By working with other agencies and internal networks we can identify a highly personal intervention that will support each student. We have also achieved individual success with the small number of Pupil premium students at risk of exclusion by providing separate support using organisations such as Prospects, Counseling, Alternative providers e.g. Twenty/Twenty, YEP, Transf4m, BILK and Learnfit.

We continued to use the Progress Hub to identify students struggling in particular subject areas and gave them access to a more personalised curriculum. This enabled us to work more proactively rather than reactively. Students were able to access revision materials, specialist teachers and 1:1 tutoring/mentoring, there were also opportunities for students to discuss Post 16 pathways with Prospects.

We had a dedicated fund to allow Pupil Premium Students to apply for funding to support trips, study support materials and for things that help their social and physical development e.g. membership to sports clubs and kit to enable them to participate effectively.

We provided a variety of transport subsidies and support to ensure all our disadvantaged students can get to school easily and cost is never a barrier. We run our own bus and minibus service to and from school which is provided free of charge to our PP students.

How do we know the Pupil Premium is being spent effectively?

We regularly analyse the progress of pupils in receipt of Pupil Premium in light of the intervention and support they receive. We analyse how effective this provision is for pupils on improving their progress, attainment, attendance and overall welfare.

The figures below shows the effectiveness of the work with Pupil premium students in terms of key indicators at GCSE.

Although the percentage of disadvantaged students may seem quite small (18%) the actual number is high at 78 students. They perform well against their National and Local counterparts.

	Bosworth Academy	National	Leicestershire
5A*-CEM	41	36	31
5A*-G	100	85	82
ACPS	278	258	243
English A*-C	61	51	42
Maths A*-C	62	49	44

The gap between Pupil Premium students and other students nationally have also decreased over the three year period in terms of ACPS and 5A*-C including English and Maths. The gaps between Pupil Premium and other students nationally have decreased rapidly in terms of APS in English and Maths over the last three years.

	2012	2012 NA other students	2012 Gap	2013	2013 NA other students	2013 Gap	2014	2014 NA other students	2014 Gap	3 Year gap Close
5A*-CEM	26	64	-38	49	67	-18	41	62	-21	17
ACPS	303	352	-50	327	351	-24	279	325	-46	4
Eng APS	33.2	40.2	-7	37.6	40.5	-2.9	38.6	40.4	-1.8	5.2
Maths APS	29.2	40.6	-11.4	33.7	40.9	-7.2	36.1	40.1	-4.0	7.4

OFSTED Inspection February 2014

OFSTED stated:

'Additional funding to support the achievement of students eligible for the pupil premium is used effectively. There are some innovative uses of funds which includes a social mobility task force made up of teaching and support staff to develop opportunities for the most disadvantaged students across the academy.'

The report also said of the governors:

'..they understand how pupil premium funding is used, by how quickly the gap between eligible students and others is closing and how what further work needs to be done.'

Challenge Partners External Review June 2014

'..an extensive range of strategies is also in place to support critical groups such as pupil premium students.'

Sutton Trust Evaluation

In line with research from **The Sutton Trust** we have evaluated the cost effectiveness of the provision for 2013-14. The Sutton Trust provides advice to schools on which interventions provide the most effect in terms of raising achievement, directly related to what these interventions cost a school to provide. The table below shows the impact of the interventions that we have spent money on.

Interventions/Actions	Impact Sutton Trust	Impact School Opinion	Cost
Extra staffing			
Over staffing in English and Maths	Moderate	High	Very High
Targeted Support by Keyworkers;; Attendance Manger; Counsellor and a Work Experience / Alternative Curriculum	Moderate	Moderate	Very High
Part of salary of Assistant Principal Pupil premium (SLT member focused on ensuring PP remains high on agenda of Academy)	Sutton trust don't comment on the impact	High	High

Interventions/Actions	Impact Sutton Trust	Impact School Opinion	Cost
SEN/D, LAC Specialist Provision (Individualised Instruction HLTAs)	Moderate	High	High
Enhanced Tutoring (Support Staff attached to tutor groups)	Sutton trust don't comment on the impact	Low	Low
Achievement for All			
In January 2014 we became an Achievement for All school	Sutton trust don't comment	High	Moderate
Interventions for English, Maths and Science, holiday tuition and revision sessions, mentoring and the Progress Hub			
Additional intervention support in English / Maths / Science	Moderate	High	Very High
Holiday / Afterschool / Lunchtime Study Support and extended library opening times	Moderate	Moderate	Low
Mentoring	High	High	Low
Progress Hub	Moderate	Moderate	Moderate
Transport for Pupil Premium students			
Transport Solution for FSM students to access school (Taxi ad Academy Minibus places)	Sutton trust don't comment on the impact	High because it has ensured that students were in the Academy and so made progress	High

Alternative Curriculum			
Alternative Curriculum (off site activities including transport)	Sutton trust don't comment on the impact	High for those involved because it allows student to gain qualifications who wouldn't gain them without the alternative provision.	High
This money was used for various projects and trips and visits			
Trips and Resources Fund (to promote physical and personal and social development)	Sutton trust don't comment on the impact -	This is an important part of widening students horizons and providing them with opportunities they wouldn't otherwise have. But is hard to quantify in terms of specific outcomes.	high

2014-15

There were 178 students eligible for PP in 2013-14 so the academy has been allocated £166,430 for 2014-15. We will continue to spend money in the ways we did last year because in the majority of cases, as the evaluation above shows, it was extremely effective. To ensure a sharper focus there will be a number of specific developments:

- The appointment of a Pupil Premium Champion (TLR 2a) to work with Dave Bennett to expand and develop our work with Pupil Premium students across the Academy. Both will continue to work with the AFA coach.
- A sharper focus on Teaching and Learning strategies to move from identification to high quality personalised intervention.
- The work with the AFA group has continued into Year 11 and is clearly paying dividends in terms of their engagement in school and in improved outcomes
- The establishment of a Year 10 and Year 7 AFA group. Year 10 will be mentored by Year 12 students and the Year 7 will be mentored by their tutors and other key Year 7 staff.
- Development of a clearer reward structure for Pupil Premium students
- Ensure that all A,G+T Pupil premium students are given the opportunity to take part in at least one raising aspiration visit each year.