



Pupil Premium Strategy Statement for 2019-20:

The pupil premium is additional funding for publicly funded schools in England to raise the attainment of disadvantaged students of all abilities and to close the gaps between them and their peers. In the 2018-19 financial year, schools will receive the following funding for each child registered as eligible for Pupil Premium:

Children with 'Free School Meals' (FSM 'ever 6')	£935
Children who are 'Looked After' (CLA) or PLAC	£2300

Publicly funded academies and schools have autonomy to spend Pupil Premium funding according to their individual strategies and action plans. Funding for children who are 'looked after' is tracked and monitored by the Virtual School in the relevant Local Authority.

1. Summary information					
Academic Year	2019/20	Total PP budget	£132,770.00	Date of recent Review	Nov 2019
Total Students	899	Eligible for PP	142 (15.80%)	Date of next Review	April 2019

2. Current Data

Significantly Above National	Comparable to National	Significantly Below National
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Pupil Premium Outcomes – AP1	Current 2019-20			BWA 2018-19			National 2018-19		
	PP P8	PP	'N'	PP P8	PP	'N'	PP	'N'	ALL
Number of Students / % Matched	30	30	146	31	31	146	-	-	-
Attainment / Progress 8 (Overall)	+0.13	4.9	5.6	-0.19	4.4	5.9	3.7	5.0	4.6
Attainment / Progress 8 (English)	+0.27	5.3	5.8	+0.14	5.0	6.5	4.0	5.3	5.0
Attainment / Progress 8 (Maths)	+0.23	4.8	5.6	+0.27	4.7	5.9	3.5	4.9	4.5
Attainment / Progress 8 (Ebacc)	+0.24	4.7	5.7	-0.55	3.8	5.6	3.0	4.4	4.0
Attainment / Progress 8 (Open)	-0.16	4.6	5.3	-0.36	4.3	6.0	3.8	5.1	4.7
% English & Maths (Grade 4+)	-	87%	90%	-	63%	89%	44%	72%	64%
% English & Maths (Grade 5+)	-	63%	72%	-	31%	76%	24%	50%	43%
% Ebacc (Grade 4+)	-	53%	71%	-	28%	66%	13%	29%	25%
% Ebacc (Grade 5+)	-	23%	47%	-	16%	45%	17%	20%	17%

3. Barriers to future attainment (for students eligible for PP including high ability)

In-school barriers (issues to be addressed in school, such as poor literacy skills)

- Disadvantaged students are above national disadvantaged and performing well against national "other", however as an Academy the internal gap remains a focus for 2019-20, in particular HAP students.
- Disadvantaged male students is a focus for 2019-20 with the internal gap between male and female an area for development.

External barriers (issues which also require action outside school, such as low attendance rates)

- Attendance and persistent absence rates for disadvantaged students is broadly in line with or better than national disadvantaged, however as an Academy we feel that this is still an important area of focus.
- Parents are supportive of Brooke Weston and good relationships are fundamental to our success. The work done with families, where needed, allows us to raise aspirations, increase engagement and support transition at all levels.



4. Outcomes and how they will be measured			
Desired outcomes		Strategies	Success criteria
A.	Disadvantaged students, in particular HAP, close the progress gap and achieve desired destinations.	<ul style="list-style-type: none"> Improving Attendance and Wellbeing Improving Tracking, Monitoring and Mentoring Improving T&L and Performance Management Literacy, Debating and Oracy Access Support PiXL Main, PiXL 6, PiXL Edge and Enrichment Science, Math and English Intervention 	<p>Students eligible for pupil premium are effectively monitored and supported at KS3/4 to ensure that they achieve a progress 8 figure broadly in line national and above national disadvantaged students.</p> <p>The percentage of students achieving Basics 4+/5+ and EBacc 4+/5+ should be in line with or above national.</p>
B.	Disadvantaged male students are not making as much progress as female students.	<ul style="list-style-type: none"> Improving Attendance and Wellbeing Improving Tracking, Monitoring and Mentoring Improving T&L and Performance Management Careers Information, Advice and Guidance Literacy, Debating and Oracy Access Support PiXL Main, PiXL 6, PiXL Edge and Enrichment Maths, English and Science Intervention 	<p>Male students eligible for PP make as much progress as female students across KS3/4, so that 100% make expected progress and 50% make more than expected progress.</p> <p>The in-school gap should reduce compared to 2018-19 outcomes.</p> <p>Appropriate T&L and CPD provision to support teachers along with subject teachers and intervention targeted towards increasing progress and reducing the gender gap.</p>
C.	Increased attendance rates for students eligible for PP.	<ul style="list-style-type: none"> Improving Attendance and Wellbeing Careers Information, Advice and Guidance Access Support 	Reduce the number of persistent absentees (PA) to 10% whilst ensuring that overall attendance is in line with or above national.
D.	Raising aspirations, parental engagement and ensure effective transition at all levels.	<ul style="list-style-type: none"> Improving Attendance and Wellbeing Careers Information, Advice and Guidance Pupil Premium Lead 	<p>Effective transition with 100% of disadvantaged students in appropriate provision.</p> <p>All parents attend parent's evenings or equivalent meetings with the senior team and relevant needs addressed.</p>

How the school will measure the impact of the pupil premium?

All students' progress is captured and reported at three Assessment Points (AP) throughout the academic year (AP1 to AP3). The progress of Pupil premium students' are tracked by the Senior Leadership Team, Key Stage Leaders, Raising Standards Leaders, Heads of Departments and classroom teachers. Reviews are undertaken through MSI and departmental meetings.



5. Planned expenditure (Quality teaching for all, targeted intervention and other strategies)			
Academic year	2019/20	Total Planned Expenditure to Date	£155,442.32

Improving Attendance and Wellbeing

Total Budgeted Cost: £64,545.00

An increased student care team at key stage 3, 4 and 5 continues to ensure that students eligible for pupil premium funding, particularly those with low attendance or special circumstances receive adequate support. Along with this looked after PEP reviews, meetings and tracking is regularly undertaken to support students. This year additional strategies include speakers, events mentoring and well-being workshops.

Improving Tracking, Monitoring and Mentoring

Total Budgeted Cost: £16,017.32

Year 11 and Year 12/13 have a raising standards leader (RSL) responsible for effective tracking, monitoring and mentoring of students so that efficient progress is made. Along with this, departmental champions in each department to ensure effective tracking and intervention is happening at departmental and classroom level, which includes one termly meeting with a senior leader.

Improving T&L and Performance Management

Total Budgeted Cost: £7,020.00

T&L practice continues to play a vital role in the improvement of outcomes for disadvantaged students, with the EEF indicating that high quality teaching is fundamental to student progress. Staff CPD has also been improved this year with hot tip Thursday, twilight sessions, training days, guest speakers and courses for staff to further develop their T&L practice. Along with this, quality assurance continues to provide direction whilst effective performance management strategies such as objective 2 continue to increase accountability.

Careers Information, Advice and Guidance

Total Budgeted Cost: £3,341.00

Early and additional guidance is offered to vulnerable students eligible for Pupil Premium funding to ensure that they can be supported to pursue aspirational futures. With early guidance from KS3 through to KS4 we can improve aspirations and behaviour for learning.

Literacy, Debating and Oracy

Total Budgeted Cost: £3,175.00

Literacy continues to grow in the Academy with strategies like DEAR time and small group literacy intervention being used to support disadvantaged progress and vocabulary. To further support this training has been provided and curriculum audits have knowledge and tier 2/3 words as a focal point within departments.

Access Support and Miscellaneous

Total Budgeted Cost: £39,684.00

In addition to paying for transport costs for some pupils, bespoke financial support on a case by case basis has been made available for pupil premium students in order to enable access to a range of activities, resources and support wellbeing.

PiXL Main, PiXL 6, PiXL Edge and Enrichment

Total Budgeted Cost: £12,800.00

PiXL (Partners in Excellence) is a not-for-profit partnership of over 1,700 secondary schools, 600 sixth forms, 500 primary schools, and 75 providers of alternative education. They share best practice to raise standards and support staff to raise student self-esteem, improve life chances and broaden progression routes.

Maths, English and Science Intervention

Total Budgeted Cost: £8,860.00

With the importance of these core subjects to the working world and further education and training, we invest a large amount in small group intervention. This is delivered by subject specialists and also includes grab-a-grade days to maximise student progress. Students are targeted according to their need, with pupil premium a priority.