Pupil premium strategy / self- evaluation (secondary)

1. Summary information								
School	Fullbrook	ullbrook School						
Academic Year	2020/21	Total PP budget	£161,860	Date of most recent PP Review	07/20			
Total number of pupils	1395	Number of pupils eligible for PP	172	Date for next internal review of this strategy	07/21			

2. Cı	urrent attainment		
		Pupils eligible for PP (your school)	Pupils not eligible for PP (national average)
Progr	ess 8 score average	-0.28	
Attain	ment 8 score average	score average 41.63	
3. Ba	arriers to future attainment (for pupils eligible for PP)		
Acade	emic barriers (issues to be addressed in school, such as poor literac	cy skills)	
A.	PP students will have a bigger gap in knowledge than peers as a	result of the lockdown period	I affecting their progress and attainment
B.	PP students receive more FTE sanctions than peers which impact	ts their time in lessons learni	ng and accessing the curriculum
C.	PP students are more likely to experience mental health difficulties. Barnardos - 74% of respondents agreed that schools being closed impact on the mental health of young people. 88% of respondents agreed that a lack of structure and routine has increased anxiety stemming from the pandemic has had an effect. The health foundation - If the lockdown creates barriers for disadvection consequences for their future chances of living healthier lives. Children and young people who are living in poverty are more like. Millennium Cohort Study of 11-year-olds (Iris Elliott et al, 2016)	d to most students over the pass had an effect on student was a student was an arranged young people throu	vellbeing, while 79% thought that agh its impact on education, there will be

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

- **D.** Attendance of PP students is lower than peers
- E. PP students are likely to have less resilience as a result of the lockdown period impacting on their attendance/learning
- F. PP students are likely to experience a higher level of financial difficulty as a result of the lockdown period moving forward (especially regarding technology use to support remote learning)

	regarding technology use to support remote learning)	
4. Ir	tended outcomes (specific outcomes and how they will be measured)	Success criteria
A.	Progress for PP students to be in line with peers	The Progress 8 score for PP students will be 0.23. The progress gap will not be greater than 0.35. (based on FFT 20 targets)
B.	PP students behaviour will be tracked to identify patterns/trends and provide early intervention to reduce behaviour incidents leading to FTEs	% of PP students receiving FTEs will be less than 10% % of individual PP students receiving more than 1 FTE will be less than 5%
C.	SEHM support to be available to students within school. Interventions to be tracked to measure the positive impact on students' mental mental health.	Interventions will positively impact on student's mental health and as a result will not disengage. 60% of PP students with poor mental health attendance will be higher than 95% 60% of PP students with poor mental health will attend 100% of lessons 60% of PP students with poor mental health will feel more positive about themselves following their interventions
D.	PP attendance to improve for PP students to be in line with peers	PP students attendance will not be less than 92%
E.	Students to become more resilient and able to manage their emotions	Resilience Report data to show an increase in resilience in PP students throughout the year

		•	Evidence of progress between post tutoring assessments	PP students to have access to tutoring/catch up program and uniform/equipment	F.
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5. Planned expenditure

Academic year

2020-21

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

Action	Intended outcome	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Cost
A. Bonus groups in Yr9- 11 in core subjects	The Progress gap between PP and non PP to be reduced to: - English Lang: 0.25 - English Lit: 0.39 - Maths: 0.36 85% of PP students will receive 5 or more GCSEs	The EEF Teaching and Learning Toolkit shows collaborative learning has an impact of +5 months progress. The groups also enable teachers to provide deeper feedback. EEF toolkit shows an impact of +8.	Supported Review and Reflection (QA) programme. Regular meetings with HoFs to assess progress Use the data drops/assessments to implement strategies	Core HOFs/EZW	July 2020	£85,000
A./D. Alternative to EBACC: Option Support lessons/iAchieve GCSE/English Functional skills	Improved aspirations and self-belief at GCSE Students to have a tailored curriculum All PP students taking an iAchieve GCSE will pass. All PP students taking Functional skills will pass	EEF Teaching and Learning toolkit shows meta cognition and self-regulation have high impact on progress and learning. EEF Teaching and Learning Toolkit shows that small group teaching adds learning value (+ 4 months pa) and that self-regulation strategies/ projects are particularly beneficial to low income families.	Appraisal Objective for Inclusion manager Investment in training for all facilitators Allocated time on timetable	EZW/HJE	July 2022	£895

A.	Ensure students with	The Sutton Trust report	Assign SLT member to sponsor	SHM	July 2021	£11,398
Teaching and	purely economic	'Improving the impact of	the T&L group			
Learning group to	disadvantage achieve	teachers on pupil achievement in	Pay a bursary to a T&L			£4,550
raise quality of T&L in	at least as well as their	the UK' (2011) Shows that the	representative, and an			
faculties	peers.	impact of good T&L on	additional free period, from			
	No gap in achievement	disadvantaged students is	each faculty and include			
	at GCSE for students in	disproportionality advantageous	appraisal objective.			
	this sub group.	to PP students compared to their				
	Data drops show no	non-disadvantaged peers.				
	difference.	Investment in T&L to improve				
		the quality of teaching for all will				
		enable the difference in				
		achievement to be diminished.				
Α.	Ensure students with	The Sutton Trust report	Staff INSET/CPD sessions	DAH/SHM	July 2020	£7,500 (in
Targeted CPD	purely economic	'Improving the impact of	GEP CPD training opportunities	GEP		school training)
program	disadvantage achieve	teachers on pupil achievement in				
	at least as well as their	the UK' (2011) shows that				
	peers.	investment in high quality				
	No gap in achievement	teaching and learning for all has				
	at GCSE for students in	high impact on achievement of				
	this sub group	disadvantaged students				

B./C./E.	Improved resilience	Research from Lynn Worsley,	Staff/parent training	EZW	July 2021	£1,000
Resilience Doughnut	contributing to good	Clinical Psychologist, based on a	Students will have their own			Resilience
program	mental health	body of research from The	Resilience Doughnut through			report
	Students able to	Australian Institute of family	the Resilience Report			
	independently problem	studies 'The Secret of Strong	Staff to use Solution Focused			
	solve	Kids' 2006	Approach questioning			
	Resilience Report data		techniques			
	to show students have		HOLs to deliver targeted			
	increased their		intervention to students			
	resilience					

C./E.	Improved mental	EEF Teaching and Learning	LSAs/Eikon have been trained	EZW	July 2021	£3504.40
The Hub (new SEMH	health leading to	toolkit shows meta cognition and	to deliver high quality			
provision)	improved resilience	self-regulation have high impact	interventions.			
	therefore improved	on progress and learning.	Targeted interventions to be			
	attendance/learning	SEN support: A rapid evidence	delivered which are tracked			
		assessment, provides evidence	and monitored to show			
	The progress gap	for targeted interventions	effectiveness.			
	between PP and non PP	supports improvement for				
	students will not be	emotion outbursts, conduct,				
	greater than 0.35.	hyperactive/inattentive				
	% of PP students with	behaviour and pro-social				
	mental health	behaviour.				
	attendance will be					
	higher than 95%	SEN support: A rapid evidence				
	% of PP students with	assessment, shows evidence to				
	mental health will	support interventions targeted at				
	attend 100% of lessons	students who have been				
		identified as having SEMH				
		difficulties may be more effective				
		than universal interventions				

program k	to close their knowledge gap as a	shows small group tuition has an	establish the gaps in students			
. •	knowledge gap as a		cotabiloti tire gapo ili otadento			shown
60)///5 6 4 4 4 4 4 4 4		impact of +4 months progress.	learning.			here as
COVID Catch up fund re	result of lockdown		Access to national tutoring			part of
P	PP students who have		programs to facilitate catching			central
b	peen effected by		up on missed learning.			COVID
fi	financial hardship as a		'Back on track' curriculum			catch-up
re	result of COVID will not					fund.
e	experience barriers to					
le	earning.					
Literacy Catch-up			LSAs will be trained in			£1150
•			delivering the program.			11130
program			Progress will be			
			tracked/monitored through the			
			online program			
A.	mproving T&L for all	Data analysis enables targeted	Through RAF meetings with	JAB/AW	July 2021	£5000
Annual licence for		intervention and differentiation	middle leaders			
4Matrix		in lessons.				
A. Ir	mproved literacy skills	EEF teaching & learning toolkit	Targeted small groups of	KMR/RSL	July 2020	Within
Literacy skills fo	for PP students	shows on average, reading	students dis-applied from MFL			salary
program in Yr7/8 R	Reading ages to	comprehension approaches	Students to be retested after			·
	ncrease	deliver an additional six months'	intervention			
		progress				
Reading for pleasure V	Virtual books reading		Students will demonstrate			£700
fo	for pleasure		reading for pleasure			

Total budgeted cost £120,697.90

	T 1	
11.	Targeted	support
	90.00	

Action	Intended outcome	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Cost
NB. Will only be implemented if COVID H&S allows C./D./F. Academy stream tutor groups 2x 3 week session with disadvantaged student in Years 7 & 8 focussed on developing skills of metacognition, learning to learn	Improved aspiration and self-belief at KS3 through developing self-regulation and metacognition Students to complete a questionnaire before and after the intervention to show improvement in self-belief	Improved aspiration and self- belief at KS3 through developing self-regulation and metacognition	Identify individuals eligible for PP funding in year 7&8 who would benefit from this intervention. Use the established academy stream tutor group model to have short period of time in smaller tutor group for AM reg to use the 20 minutes to learn and practice metacognitive skills.	KJM	July 2020	£333.36 (6x tutor sessions)
A. Identified individuals to have specific support to meet particular need • 1:1 maths • 1:1 English	Ensure students with purely economic disadvantage achieve at least as well as their peers. No gap in achievement at GCSE for students in this sub group.	EEF toolkit shows 1:1 tuition though expensive has high impact with students who receive it.	1:1 tuition for maths and English – students identified by HOF based on progress results and views of their subject teachers	RSL	July 2021	£22,290

C./D./F. Aim Higher interviews with all PP students	Raise aspirations of PP students Use the data gathered to implement targeted	Questionnaires aimed to get a deeper understanding of what motivates each individual and how they learn best. The data is	All SLT/HOLs allocated a set of students to interview T&L group to broker results with faculties	EZW	July 2021	£3,185 (SLT) £1,086 (HOL)
Monitoring of students using new ANR	PP students learning	to be shared with teachers so that they can use it to better orientate their lessons to meet individual student need enabling differentiation for these students to be based on sound evidence of what supports them best. The Sutton Trust report 'Improving the impact of teachers on pupil achievement in the UK' (2011)	All teachers to use new disadvantaged ANR to support their planning			

		rationale for this choice?	implemented well?		review implementation?	
iii. Other approad Action	Intended outcome	What is the evidence and	How will you ensure it is	Staff lead	When will you	
			Total bu	udgeted cost	£26,894.36	
		based on partial data)				
		18/19 (due to COVID-19, this is				
		1.4% respectively compared to				
		which is an increase of 1.1% and				
		compared with 4.8% of non-PP				
		PP students are receiving FTEs				
		19/20 data shows that 13.4% of				
		uataj				
-1 ES		COVID-19, this is based on partial data)				
ncidents leading to TEs		compared to 18/19 data (due to				
educe behaviour		PP which is an increase of 0.8%				
ntervention to	less than 5%	students receiving Inclusions are				
orovide early	more than 1 FTE will be	19/20 data shows that 43.7% of	escalation in behaviour			
patterns/trends and	students receiving		intervention to prevent			
tracked to identify	% of individual PP	receiving behaviour sanctions.	behaviour to identify early			
ehaviour will be	less than 10%	regarding our PP students	HOLs to track PP students			
P students	receiving FTEs will be	figures over the last 2 years	procedures			salary)
•	% of PP students	The data shows an increase in	Review Inclusion policy and	EZW/DS	July 2021	(within

Appraisal objective for

Attendance Officer.

KJM/DS

July 2021

NFER briefing for school leaders

(2015) identifies addressing

improvement of achievement

attendance a key in the

Attendance of PP

92%

students to increase to

D.

Attendance Officer

monitor and follow

(DS) employed to

up quickly in

£18,000

absences and hold meetings with parents to agree attendance strategies on a granular level as each student's needs are different. (% of salary cost)			Attendance of PP students an objective in while school development plan. HOL meetings with Attendance Officer on cyclical basis to monitor attendance.			
B. Attendance rewards Transport costs Uniform costs Educational resources	Attendance of PP students to increase to 92%	EEF toolkit indicates no clear impact of introducing uniform. However, Fullbrook has a uniform, it is part of the school ethos and every student is required to wear it, therefor if a student who is eligible for PP needs financial support to purchase uniform this is provided from the PP funding. New bus service to transport students to and from school.	Appraisal objective for Attendance Officer. Attendance of PP students an objective in while school development plan. HOL meetings with Attendance Officer on cyclical basis to monitor attendance.	DS	July 2020	£150 £7,528.86 £752.74 £4,565.15
A. Technology costs	PP students attainment to be in line with peers	This enables students to fully participate in the technology curriculum through, for example, provision of ingredients in Food tech.	Management within Technology faculty	HZW	July 2020	£500
A. Books revision guides and other academic supplies.	KS4 PP students attainment to be in line with peers	Equal access to revision material	Targeted students identified by HOFs	HOFs	July 2020	£2500

Total budgeted cost	£33,996.75
This amount is higher than the received PP fund. Other school resources have been used to meet this cost Grand Total	£181,589.01

Previous Acaden	nic Vear	2019/20				
		2019/20				
i. Quality of teaching for all Action Intended outcom		Estimated impact: Did you meet the success criteria? (Include impact on pupils not eligible for PP, if appropriate).		pact on	Lessons learned (and whether you will continue with this approach)	
Bonus groups in Yr9- 11 in core subjects	The progress gap between PP students and peers to be less than 0.35. 80% of PP students will receive 4 or more GCSEs	P8 English language: P8 English literature: P8 maths: The results show that non PP students has in to lockdown and no Golikely to not be an accordifference this year.	creased. Ho	owever, due the data is	The gap has been decreasing since 17/18 despite this year showing different. This provision will continue as historically is shows as having a positive impact on our PP students.	£95000
Alternative to EBACC: Option Support lessons/iAchieve GCSE	Improved aspirations and self-belief at GCSE Students to have a tailored curriculum All PP students taking an iAchieve GCSE will pass.	iAchieve GCSE started lockdown, minimal co therefore progress is I	ntent has be		iAchieve course will continue to be provided for targeted students who have been dis-applied from MFL in year 10.	£700

Teaching and	Ensure students with	The progress gap (P8) between students with	Programs run by the T&L group were not able to be	£8069
Learning group to	purely economic	economic disadvantage and their peers this	embedded due to lockdown so it is impossible to draw	
raise quality of T&L	disadvantage achieve	year (19/20) was 0.66 with a GCSE point score	conclusions on this year. However, based on historical	£5000
in faculties	at least as well as their	attainment gap of 11.83, compared with a gap	data, evidence shows that the Teaching and Learning	
	peers.	of 0.14 and 3.1 respectively the previous year	group are having a positive impact on our pure PP	
	No gap in achievement	(18/19).	students.	
	at GCSE for students in	This shows that the gap has widened but due to	This provision will continue.	
	this sub group.	lockdown and no GCSE exams, the data is likely		
	Data drops show no	to not be an accurate reflection of the		
l	difference.	difference this year.		
Targeted CPD	Ensure students with	Previous surveys show that staff rate the CPD	The CPD program was not completed this year due to	£550 (in
programme	purely economic	program highly and gain effective skills,	lockdown. However, based on historical data, the program	school training)
	disadvantage achieve	knowledge and understanding of strategies to	will continue.	
	at least as well as their	implement in the classroom for their PP		£3000
	peers.	students		(Paid to MAT for joint CPD)
	No gap in achievement			, , , ,
	at GCSE for students in			
	this sub group.			
I				

Resilience doughnut program	Improved resilience contributing to good mental health Students able to independently problem solve Resilience Report data	Due to lockdown, the program was put on hold in 19/20. Data was collected at the beginning of the year but due to not being in school, interventions were not completed and comparison data was not able to be collected as no retesting could be carried out.	The program will continue next year dependant on COVID measures being in place.	f 3950 Resilience report f1,000
Annual licence for 4Matrix	Improved progress for PP students	Moving to 2 data drops this year has proved effective as it has enabled better tracking of all students. It has allowed staff time in between data drops to implement strategies/changes and show impact, thus supporting better differentiation to meet needs in the classroom and improved progress of disadvantaged students.	Having just 2 data drops per year will continue next year. 4Matrix licence to continue.	£5000
Literacy skills program in Yr7/8 'DEAR' program to be implemented in Yr7/8	Improved literacy skills for PP students Reading ages to increase	The DEAR program was put on hold this year due to the program not being ready to launch. However, the books to support this program were bought and distributed to PP students so they had access to these during lockdown.	Due to COVID measures being in place, it is unlikely to start next year. This provision will be placed on hold until it is able to run successfully.	£700

ii. Targeted support							
Action Intended outcome		Estimated impact: Did you meet the success criteria? (Include impact on pupils not eligible for PP, if appropriate).	Lessons learned (and whether you will continue with this approach)				
Academy stream tutor groups 2x 3 week session with disadvantaged student in Years 7 & 8 focussed on developing skills of metacognition, learning to learn	Improved aspiration and self-belief at KS3 through developing self-regulation and metacognition Students to complete a questionnaire before and after the intervention to show improvement in self-belief	The intervention only went ahead in Autumn term due to lockdown. As a new program was followed, impact data was only collected at the end of the intervention via an evaluation form. 80% of students agree or strongly agree that the program has helped them think about going to university in the future. 70% of students agree or strongly agree that they feel confident they could study at university in the future. 75% of students agree or strongly agree they feel confident that they know where to find further information about university.	Due to COVID measures in place, it is unsure if this intervention will be able to continue next year. Impact will be measured via a 'SEAL' survey taken at the beginning and the end of the intervention if it is able to go ahead, as well as through the evaluation form.	£1000			

Identified individuals	Ensure students with	In KS3, 3 of the 10 students receiving 1:1	English and maths programs being delivered 1:1 will be	£10530
to have specific	purely economic	English were PP with 0 students making	linked with faculty curriculum plans and targeted students	
support to meet	disadvantage achieve	expected progress due to there being no data.	will identified through SENDCo and HoFs.	
particular need	at least as well as their	In KS4, 4 of the 11 students were PP of which 2	Clear entry and exit testing will be carried out at the	
• 1:1 maths support	peers.	made expected progress.	beginning and end of each program to establish progress.	
• 1:1 English	No gap in achievement			
	at GCSE for students in	In KS3, 4 of the 7 students receiving 1:1 Maths		
	this sub group.	were PP with 1 student making expected		
		progress. In KS4, 3 of the 13 students were PP		
		of which 2 made expected progress.		
		The 1:1 programs being delivered have		
		historically not been linked with faculty		
		curriculum plans to ensure the specific learning		
		needs of students are being met. Entry and exit		
		data has not been consistent to accurately		
		measure progress.		
		In addition, due to lockdown, data was not able		
		to be collected and the data that was is skewed		
		due to some students not completing		
		assessments during the lockdown period.		
				1

Aim Higher	Raise aspirations of PP	Aim Higher questionnaire was rewritten to	The new Aim Higher questionnaire will be delivered to all	£1000
interviews with Yr7	students	better establish strategies to help PP students	PP students next year (with additional questions around	
PP students	Use the data gathered	in lessons.	lockdown).	
Monitoring of	to implement targeted	Due to lockdown, the questionnaires were not	Information and strategies gained will be recorded on the	
students by SLT	strategies to support	able to be completed.	new Disadvantaged ANR for staff to use when teaching	
members	PP students learning		students.	
	Students to complete a			
	SEAL survey alongside			
	the Aim Higher			
	questionnaire and			
	again towards the end			
	of the year to show			
	improvement to their			
	attitude to self and			
	their learning			
PP students	The percentage of PP	This year's autumn data shows that of the total	Only Autumn data was tracked due to lockdown during	£1000
behaviour will be	students receiving	amount of Inclusion days, 50% were for PP	Spring term, so annual data cannot be compared. It is	
tracked to identify	Inclusions will be lower	students compared to the previous year which	therefore not possible to analyse this behaviour data	
patterns/trends and	than 30%	was 47%.	accurately.	
provide early	The percentage of PP	The autumn data shows that of the total	This provision will continue next year to enable tracking of	
intervention to	students receiving	amount of FTE days, 46.8% were for PP	PP student's behaviour and provide early intervention.	
reduce behaviour	FTEs will be lower than	students compared to 52% the previous year.		
incidents leading to	12%			
Inclusions and FTEs		Although the FTE data shows a decrease for PP		
		students, this is only for Autumn term.		

iii.	Other	approaches
		approduites

Action	Intended outcome	Estimated impact success criteria? (I pupils not eligible for	-	Lessons learned (and whether you will continue with this approach)	Cost
Attendance Officer (DS) employed to monitor and follow up quickly in absences and hold meetings with parents to agree attendance strategies on a granular level as each student's needs are different. (% of salary cost)	Attendance of PP students to increase to 92%	19/20 (Aut) 7 95.84 8 92.73 9 93.13 10 86.96 11 89.06 Whole school 18/19: 9 Whole school 19/20: 9 PP attendance can only Autumn term in 19/20 period so these figures Autumn term from 18, Attendance is increasing school.	6.3% y be compared for due to the lockdown s have been compared to /19	Due to lockdown, the attendance figures for this year are skewed therefore not an accurate representation of PP attendance. Provision to continue next year.	£18000
Attendance rewards Transport costs Uniform costs	Attendance of PP students to increase to 92%	in the end of year figu	reased in 19/20 resulting re being 90.84%, ous year (18/19) which	Attendance for PP students continues to increase (although data will be slightly skewed as a result of lockdown). This provision proves invaluable to Fullbrook students so it will continue.	£150 £10,500 £6,000

Technology costs	PP students' progress to be in line with peers	peers this year 0.21 compare may have infl	ed to 18/19. Ho	P students and is an increase of wever, lockdown ult as PP students	Although the gap shows an increase, this could have been as a result of the lockdown period where PP students were unable to access equipment. The provision will continue next year, however the expenditure will increase due to the cost of resources	£500
		were unable	to access equip	ment.	increasing.	
Books revision guides and other academic supplies.	KS4 PP students attainment to be in line with peers	students has a gap of 11.1: showing that students to b More equipm	decreased to 2. I the previous y attainment is in e in line with pe	ncreasing for PP eers.	The attainment gap between PP students and peers is decreasing showing that providing resources for our PP students is having a positive impact. This provision will continue next year dependant on the COVID-19 restrictions in place with regards to handling/providing equipment.	£2400
Providing wider opportunities for PP students: - Trips - Music lessons - Sports clubs - Duke of Edinburgh - Other extra- curricular activities	Raise aspirations and self-belief of all PP students A minimum of 60% of students engaging with at least 1 extracurricular activity to be PP	participating activity has in	in at least 1 ext	o lockdown, Spring	The data shows that PP student engagement has increased therefore widening their cultural capital. Although this will not be a main priority next year, it will be closely monitored. NB. Participation to extra-curricular activities will be dependent on COVID-19 restrictions being in place in schools.	£17000

7. Additional detail