

Globe Academy Pupil Premium Strategy 2015-16

Background to the Pupil Premium

Government Objectives

- The Government believes that the Pupil Premium, which is additional to main school funding, is the best way to address the current underlying inequalities between children eligible for free school meals (FSM) and their wealthier peers by ensuring that funding to tackle disadvantage reaches the pupils who need it most.
- It is for schools to decide how the Pupil Premium is spent, since they are best placed to assess what additional provision should be made for the individual pupils within their responsibility.
- Schools are free to spend the Pupil Premium as they see fit. However, they will be held accountable for how they have used the additional funding to support pupils from low-income families. Measures are included in the performance tables that will capture the achievement of those deprived pupils covered by the Pupil Premium. Schools are required to publish online information about how they have used the Premium. This will ensure that parents and others are made fully aware of the attainment of pupils covered by the Premium.
- Pupil Premium grant can be spent for the purposes of the school i.e. for the educational benefit of pupils and on community facilities e.g. services whose provision furthers any charitable purpose for the benefit of pupils at the school or their families.

Globe Academy Objectives

- Although free school meal eligibility is the measure of disadvantage used for calculation of the schools pupil premium it is thought that the FSM entitlement is higher than the number registered. We therefore believe that 'disadvantage' extends beyond those registered for FSM.
- We are working with our parents to increase the numbers of pupils registered for FSM through Southwark. We may only ever succeed with a proportion of eligible parents as there is a perceived from some of our cohort of parents to engage with a process that may make them known to the local authority.
- The measure of FSM was previously based on the current cohort of pupils but this has now been replaced by the 'Ever6' measure which is based on the number of pupils who have been eligible for free school meals at any point in the last 6 years.

Allocation per child in 2015-16

- £1,320 per child for students aged 4 and over in year groups reception to year 6
- £935 per child in years 7 to 11
- £1,900 per looked after child from reception to year 11

Pupil Premium: Review of provision 2015-16

Strategy 2015-16	Spend
Extended schools activities (Secondary)	£43,000
Alternative Key Stage 4 provision (Secondary)	£216,000
Behaviour Support Provision (Primary)	£16,400
Pet XI Academic Intervention KS3 & KS4 (Secondary)	£45,000
Year 2 and Year 6 Booster courses (Primary)	£4,500
Year 1 Intervention teacher and reception TA (Primary)	£55,000
Talkboost Intervention (Primary)	£2,000
Nuffield Intervention (Primary)	£2,000
Future Frontiers (Secondary)	£3,000
JustinCraig Educations Key Stage 5 (Secondary)	£5,000
Teachers' KS4 Intervention Payment (Secondary)	£22,500
Breakfasts for intervention Yr6 & KS4 (Primary & Secondary)	£2,100
Nurture Groups for year 7 (Freshstart training) (Secondary)	£35,000
SOL Attendance Support (Primary & Secondary)	£5,500
Attainment Awards (Secondary)	£12,000
Yr 10 Futures Week (Secondary)	£6,000
Access Project (Secondary)	£15,200
University Trips (Secondary)	£3,000
GLA programme (Secondary)	£5,400
Enrichment Curriculum (Secondary)	£8,500
Attendance officer (Primary & Secondary)	£35,000
Sol Attendance Tracker (Primary & Secondary)	£4,000
EAL & SEN support including Clicker 6 (Primary)	£7,200
Maths Teaching Assistant (Primary)	£22,000
Employment of Teaching & Learning Lead (Primary)	£50,000
Sports Coaching (Primary)	£30,000
End of year reward trips (Secondary)	£16,000
Hardship Fund (Secondary)	£1,000
Year Here (Secondary)	£14,000
GCSE Pod (Secondary)	£2,500
Brilliant Club (KS3/KS4) (Secondary)	£2,000
Show My Homework (Secondary)	£2,500
Unlocking Speech (Primary & Secondary)	£40,200
Educational Psychologist (Primary & Secondary)	£12,000
Mathematics Mastery (Primary & Secondary)	£5,400
Accelerated Reader & Fresh Start Literacy Intervention (Secondary)	£5,000
Entrust Counselling (Primary & Secondary)	£21,000
SLA - Early Help Southwark LEA (Primary & Secondary)	£30,000
Subsidising Music lessons and teaching (Primary & Secondary)	£9,000
Total Spend	£815,900.00
Pupil Premium funding for 2015-16	£815,567.08

Of this total allocated, £297,800 has been attributed to the Primary and £518,100 to the Secondary.

Impact of funding on student outcomes
KS4 Closing the Gap Analysis: 5 A*-C including English and Maths

	2014				2015				2016			
	Cohort	School	National other students	Diff	Cohort	School	National other students	Diff	Cohort	School	National other students	Diff
Disadvantaged Students	106	49%	62%	-13%	97	46%	63%	-17%	103	54%	Not yet released	N/A
Other Students	72	61%		-1%	72	61%		-2%	77	61%		
Within School Gap		-12%				-15%				-7%		

Disadvantaged students at Globe are performing better than disadvantaged students nationally. In 2015 the national average for disadvantaged students achieving 5 A*-C grades including English and Mathematics was 39% (National Other 65%), whereas Globe secured 46% in 2015 and 54% in 2016. The within school gap has decreased to 7% (2015 National gap 26%) which is explained through our mission statement and targeted intervention focus in raising attainment, which had an impact on raising attainment at key threshold measures.

KS2 Closing the Gap Analysis: Level 4 or above attainment in Maths, Reading and Writing

		expected or above					
		All		Dis			
Cohort		60	49				
School %		55	61				
National %		53	60				
Difference %		2	1				

	Low		Middle		High	
	All	Dis	All	Dis	All	Dis
Cohort	6	5	28	26	17	17
School %	17	20	46	50	88	88
National %	6	6	46	50	91	92
Difference %	11	14	0	0	-3	-4

Analysis of Impact at KS2

Globe Primary has a very high proportion of students classified as disadvantaged and we continue to outperform the national attainment of disadvantaged students. Our national Maths and Writing outcomes continue to be above national average, while the Reading outcomes for 2015-16 show good progress although are slightly below the national average.

Key areas of impact as a direct result of funding

Attendance and Early help

Key to improving attainment outcomes is to raise the attendance of our students is working in partnership with expert services such as SOL. In 2015-16 attendance was above the national average of 94.6% at 95.2% (94.6% for 2014-15). The employment of a full-time attendance officer in proactively pursuing non-attendees was a key to this increase, while further support from Southwark Local Authority has enabled the Academy to access additional services for families to help improve attendance rates of in both the Primary and Secondary.

Employment of Senior Leaders

Funding has enabled the Academy to appoint a Teaching and Learning Lead in the Primary, ensuring that our Primary students continue to make outstanding progress across KS1 and 2.

Literacy Interventions

The academy implements a range of literacy interventions to ensure that students across both the Primary and Secondary develop their literacy skills to enable them to access the curriculum. There has been outstanding progress made in phonics (98% achieving threshold in June 2016), reading and writing at KS1 and KS2. Intervention starts in Nursery with a 20 week Talkboost programme followed by language development in Early Years through Nuffield. English progress at KS4 (81%) is above national figures for 2014-15 of 69% as a result of significant teacher interventions out-of-lesson time. Improvements in the reading ages of our KS3 students have been made through targeted Drop Everything And Read withdrawals, Accelerated Reader and Fresh Start provision.

Academic Interventions

The additional funding has enabled Globe to deploy a range of specialist academic interventions aimed at raising the achievement of key student groups. Use of additional teaching and co-teaching staff for specific Year 2 students allowed identified students to access their targets and Year 6 booster classes in the lead up to SATs also helped bolster primary attainment. Pet-Xi is an organisation we have employed to work with 69 KS4 students over 15 days in the school holidays to help maximise their chances of leaving with 5 GCSEs including English and Maths – with 86% conversion of Maths students. The Access Project continues to be effective in improving the numbers of students leaving with at least 5 A*-B grades, which increased to 24% in 2016 and the number of A and A* results represented 19.5% of the KS4 total (18.4% in 2015). JustinCraig Education provided targeted KS5 Science intervention to enable students to help access their first choice universities.

Enrichment

Developing the social and cultural capital of our students will help support student outcomes and increase life chances of disadvantaged students. We are committed to providing students with bespoke experiences that will help raise their aspirations and enhance their knowledge on the pathways open to them. The use of Year Here university

graduates has provided a wide range of experiences to improve student involvement in social entrepreneurship and supporting KS5 networking events. Into University trips and the Brilliant Club have allowed students from KS3 to KS5 to gain access to Russell Group Universities. Year 10 Futures Week provided a range of valuable experiences for students to develop personalised knowledge on their future pathways.

Pastoral Interventions

The care and well-being of our students is a prime objective as we understand the integral role it plays in supporting student achievement. We utilise expert external services such as Entrust counselling to enable our primary and secondary students to access specialist support as well as involving Educational psychologists and utilising Place to Be. We also work in partnership with Life in London, Lambeth College and Ilderton Motor Vehicle Project to provide alternative curriculums for some of our students. Such services have helped enable Globe to provide an environment that was judged outstanding in our last inspection by Ofsted in October 2014.

Planned Strategies 2016-17

Pupil premium funding for 2016-17 is £738,864. The additional planned strategies are outlined below, in addition to reviewing the financial allocations for strategies used during the 2015-16 academic year: -

Strategy for 2016-17	
Core reading books – student copies	£3,500
KS4 revision books for core subjects	£8,500
Salaried Maths KS4 intervention teacher (2 terms)	£24,000
Student performance incentives	£5,000
Recruitment/employment of attendance officer	£35,000
Year 11 My Performance Learning	£8,000
CBT Therapist	£5,000

Number of students eligible for pupil premium funding

Year	Pupil Premium Students	Cohort Size	%
N1	23	43	53%
R1	24	57	42%
1	57	57	100%
2	56	56	100%
3	36	59	61%
4	40	56	71%
5	45	49	92%
6	44	60	73%
7	153	158	97%
8	82	122	67%
9	93	146	64%
10	105	159	66%
11	113	179	63%
12	14	39	36%
13	11	20	55%