



## **Globe Academy Pupil Premium Strategy**

### **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, allocated to schools per FSM pupil, 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. New measures will be 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.
- The DfE will also provide schools with information about strategies and interventions which can improve the progress and attainment of pupils from poorer backgrounds.

#### **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- The measure of FSM was previously based on the current cohort of pupils but this has now been replaced by the 'Ever6' measure which is based on the number of pupils who have been eligible for free school meals at any point in the last 6 years.

## Pupil Premium: Review of provision 2014-15

Strategy 2014-15	Spend
Extended schools activities	£ 70,000
Alternative Key Stage 4 provision	£ 50,000
Pet XI Academic Intervention Key Stage 3 and Key Stage 4	£ 47,000
Nurture Groups for year 7	£ 35,000
SOL Attendance Support (Primary & Secondary)	£ 6,000
Attainment Awards	£ 12,000
Yr 10 Futures Week	£ 7,500
Access Project	£ 15,000
University Trips	£ 7,000
GLA programme	£ 15,000
Enrichment Curriculum	£ 10,000
Reduce pupil teacher ratio (4 additional teachers)	£ 140,000
Extend provision and appoint additional member of staff for IEC	£ 76,000
Employment of an Assistant Principal (Primary)	£ 55,000
Establishment of Achievement Centre for each small school with additional staff	£ 20,000
End of year reward trips	£ 7,000
Hardship Fund	£ 80,000
Free provision of equipment in subjects like food technology and art	£ 2,000
Year Here	£ 17,500
KS3 Achievement Board x1 SLT salary	£ 56,000
SILs Provision	£ 14,500
Unlocking Speech (Primary & Secondary)	£ 49,500
Educational Psychologist (Primary & Secondary)	£ 17,000
Mathematics Mastery (Primary & Secondary)	£ 10,500
Accelerated Reader & Fresh Start Literacy Intervention	£ 4,000
Entrust Counselling (Primary & Secondary)	£ 16,000
SLA - Early Help Southward LEA (Primary & Secondary)	£ 29,000
LAMDA Tuition	£ 1,700
<b>Total Spend</b>	<b>£ 870,200</b>
<b>Pupil Premium funding for 2014-15</b>	<b>£ 869,143</b>

## Impact of funding on student outcomes

### KS4 Closing the Gap Analysis: 5 A\*-C including English and Maths

	2013				2014				2015			
	Cohort	School	National other students	Diff	Cohort	School	National other students	Diff	Cohort	School	National other students	Diff
Disadvantaged Students	105	47%	67%	-	106	49%	62%	-	104	45%	Not yet released	N/A
Other Students	59	61%		20%	72	61%		13%	65	65%		
Within School Gap		-14%				-12%				-20%		

Disadvantaged students at Globe are still performing better than disadvantaged students nationally. In 2014 the national average for disadvantaged students achieving 5 A\*-C grades including English and Mathematics was 36%, whereas Globe secured 49% and 45% in 2015. Furthermore, Globe students perform well in comparison to all students nationally (-8%). The within school gap has increased by +8% this is partly explained by the fall in the number of KS4 students achieving C grades in English, which had an impact on attainment at key threshold measures.

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

	2013				2014				2015			
	Cohort	School	National other students	Diff	Cohort	School	National other students	Diff	Cohort	School	National other students	Diff
Disadvantaged Students	19	89%	81%	8%	26	88%	83%	5%	43	91%	85%	6%
Other Students	5	100%		19%	0	-		-	3	33%		-
Within School Gap		-11%				88%				58%		

### ***Analysis of Impact at KS2***

Globe Primary has a very high proportion of students classified as disadvantaged yet significantly outperforms the national attainment of non-disadvantaged students. This represents outstanding attainment and indicates that pupil premium funding is being effectively used.

### ***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 2014-15 attendance was in line with national expectations at 94.55% (96% Oct 2015). 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 key senior leaders in the Primary and at KS3 to raise standards further. This has helped ensure that our Primary students continue to make outstanding progress across at key stage 1 and 2. Increased leadership at KS3 is helping the Academy shift emphasis towards the progress students make at KS3 to support outcomes at KS4.

#### **Literacy Interventions**

The Academy has implemented a range of literacy interventions to ensure 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, reading and writing at KS1 and KS2. Importantly,

English progress at KS4 is inline with national figures and significant improvements in the reading ages of our KS3 students.

### **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. *PET XI* is an organisation we have employed to work with 75 KS4 students over 15 days in the school holidays to help maximise their chances of leaving with 5 GCSEs including English and Maths. The *Access Project* continues to be effective in improving the numbers of students leaving with x 5 A\*B grades, which increased by 3% to 23% in 2015

### **Enrichment**

At Globe we believe developing the social and cultural capital of our students will help support student outcomes. 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, such as the development of the Globe Food Bank. 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. Importantly, we provide education for students who have been temporarily excluded from the Academy. Such services have helped enable Globe to provide an environment that was judged outstanding by Ofsted in October 2014.

### ***New Planned Strategies 2015-16***

Pupil premium funding for 2015-16 is £779,815. The additional planned strategies are outlined below, which will require reviewing the financial allocation to strategies used during 2014-15 academic year.

<b>Strategy 2015-16</b>	<b>Spend</b>
GCSE Pod – Educational Resource for all KS4 students	£5,000
Show my homework – Homework resources for Primary and Secondary	£5,000
Attendance Officer – x1 salary	£30,000
GPS development – building renovation and x1 salary	£25,000

***Number of students eligible for pupil premium funding***

<b>Year</b>	<b>Cohort size</b>	<b>Pupil Premium Students</b>
N1	42	24
R1	60	5
1	58	58
2	60	60
3	60	55
4	59	46
5	51	48
6	60	50
7	135	131
8	127	86
9	161	105
10	167	117
11	181	118
12	43	24
13	20	12