

*BBG Academy is committed to investing funding from the Pupil Premium (and, in previous years, the Year 7 Catch-up Premium) to provide opportunities for all students to achieve their full potential.*

The **Pupil Premium** and **Year 7 Catch Up Premium** has been, and is spent in an integrated and targeted way, to ensure that students receive the opportunity for additional support and access to learning opportunities. We have chosen a classroom approach and intervention strategies which research has shown works. The progress of students in receipt of this funding is monitored throughout the year at each assessment point and the strategies are monitored and reviewed for their effectiveness.

**The Sutton Trust** research indicates that effective support comes from quality first teaching, improving feedback (a whole school focus), reduced class size, early intervention and extending the breadth of the curriculum.

Parents will know the progress that their child is making through regular reports and Parents' Evenings. The needs analysis for the Pupil Premium is an ongoing process throughout a student's education at BBG Academy, which includes:

- Transition into the school
- Following the publication of school report data
- During Pastoral Education Plan meetings for 'Children Looked After'
- As part of a review of any other plan or provision.

Furthermore, circumstances for individual students may change, meaning that a needs analysis results in some students becoming eligible for additional support.

## What We Believe In

At BBG Academy, we believe in narrowing the educational attainment gap.

- We believe that it is a priority to unlock the potential of those students entitled to the Pupil Premium and Free School Meals and so narrow any gap between those entitled to this support, and their peers.
- We use performance data to identify gaps. Therefore we seek to identify students at risk of underperforming and challenge those whose progress needs to accelerate.
- We aim to intervene effectively, track progress and change approach where necessary.
- We aim to listen to students and engage them in dialogue regarding their attitudes to learning.
- We aim to develop effective ways of engaging both students and their parents/carers.
- Crucially we do not accept excuses and seek to evaluate, celebrate and share success.
- We communicate the vision of narrowing the gap and provide the drive and commitment necessary to motivate.
- We should maintain a consistent focus on the key underachieving group of PP/FSM students.
- We have a robust tracking system that provides regular, accurate feedback on the progress of students that helps to shape provision
- We advocate the development of a Growth Mindset, rewarding hard work and resilience. We strongly believe that any student can succeed.

**At BBG Academy**, we have implemented a range of strategies which support the students who qualify for pupil premium. No single intervention provides a complete solution to the complex educational needs of any school, and therefore our strategies are as individual as our students are. Our overarching aim is to close the gap in achievement between those students who are eligible for FSM, LAC and Services Children and those who are not.

The following examples outline just some of these ways we've committed our pupil premium to try and achieve our goals:

- Provision of daily contact with form tutors who build relationships with members of their form. In the case of remote learning, form tutors check in regularly both virtually and via the phone for pupils who are self-isolating.
- A specialist SEN department who provide support for students with particular educational needs/
- A dedicated member of the pastoral team who supports and nurtures; including vulnerable students.
- A Pastoral Manager who supports our most challenging students.
- 1:1 support and intervention for all students who require it.
- Small group intervention and support for all students who require it, including a comprehensive intervention strategy during holidays and after school for examination groups.
- A curriculum under constant review which is designed to offer maximum flexibility to meet the needs of individuals.
- A broad and varied enrichment programme that offers outside of the classroom opportunities.
- Constant staff development and training to ensure that all staff in school are able to provide for each student.
- Specialist EAL intervention for students for whom English is not their first language
- Leadership from a designated member of the senior team.

## Disadvantaged and Vulnerable Students

A member of the Senior Leadership Team, Mrs S Brack, is responsible for the analysis of data to identify target groups of underperforming, disadvantaged, vulnerable students, Looked After Children and minority ethnic groups.

This analysis is then discussed with the Senior Leadership Team and Middle Leaders, and drilled down to groups and individual students in order to facilitate and target action for improvement with a focus on narrowing the gap.

## Action Taken in 2019/2020

1. Analysis data was required of all staff showing which groups have underachieved or relatively underachieved, focussing on current progress against targets, for all classes.
2. Evaluation of results of analysis, thereby identifying and discussing potential causes and effects with Subject and Pastoral Leaders.

3. Visibility increased and focus sharpened so that specific progress groups have been identified and individuals identified and published. This has ensured that every teacher is aware which students are eligible for the Pupil Premium funding, and especially those who need to *accelerate their progress*.
4. A report on the use and impact of Pupil Premium funding produced by the Senior Leadership Team for the Trust Executive Board. Governors have been informed of the data analysis linked to the School Self-Evaluation Form (Updated September 2018) and the School Improvement Plan (September 2018).
5. Whole staff training on differentiation including the identification of disadvantaged groups.
6. Training on using data to identify and intervene where students are not making expected progress.
7. The development of class data sheets which allow staff to be proactive in the progress and outcomes for all students.

## What was the impact of pupil premium expenditure in 2020?

### Pupil Premium at BBG Academy: Examination Results

Pupil Premium outcomes have varied significantly from 2016 to 2020. In 2016, the outcomes were in the 63<sup>rd</sup> Percentile overall, and a good portion of that low percentile was due to the English performance – in the bottom 20% of pupils nationally.

In 2017, progress for pupil premium students improved to the 12<sup>th</sup> centile (0.36), within the top 20% for **all** pupils nationwide. In every category, except for English, pupil premium students' progress was in the top 20% for all pupils in the same category.

In 2018, PP Student outcomes were broadly the same as 2017 – with the only significant change being that the Open bucket and the Languages element were in the 4<sup>th</sup> Quintiles

The 2019 Results for PP students were mixed; but taken as a whole cohort, they are above national. Within this, there were variations, with girls' performance well above both National and all student performance in English, EBacc and Overall; and above average for everything save the Open bucket.

Although the 2020 results are not 'official' results, as league tables are not being published, we would still like to recognise the effort and achievement of the pupils in that cohort. As we do have a limited comparison available to us, through an anonymised data collaboration of 211,904 students from 1,277 schools – representing about 1/3 of the entirety of the UK – we are able to give a sense of how our students have performed against a large group of pupils.

In 2020, we are pleased to see that there has been an improvement in real terms overall, with the Attainment 8 (the sum of the grades the pupils attained at GCSE) improving by half a grade overall, beyond the 'estimated' grade from their starting points. They have also

improved in their progress for Maths, EBacc and the Open bucket, leading to an overall improvement of PP students by 0.16. Our area to continue to monitor and improve is in English, which is where our focus will shift for 2021 onwards.

### Attainment and Progress of Pupil Premium Students

| Name                             | KS2 Prior   | A8 Pts       | Average A8 Grade | A8 Est       | Eng P8        | Mat P8       | EBacc P8      | Open P8      | P8             | Tot Slots Filled |
|----------------------------------|-------------|--------------|------------------|--------------|---------------|--------------|---------------|--------------|----------------|------------------|
| <b>2019 National PP Students</b> | <b>4.56</b> | <b>38.56</b> | <b>3.86</b>      | <b>42.33</b> | <b>-0.035</b> | <b>-0.34</b> | <b>-0.416</b> | <b>-0.34</b> | <b>-0.3654</b> | <b>7.2</b>       |
| 2020 BBG Students (All)          | 4.66        | 50.8         | 5.08             | 47.22        | 0.138         | 0.794        | 0.648         | -0.004       | 0.4            | 9.69             |
| 2020 BBG PP Students             | 4.32        | 39.52        | 3.95             | 40.69        | -0.509        | 0.426        | 0.305         | -0.573       | -0.069         | 9.27             |
| 2019 BBG PP Students             | 4.24        | 34.84        | 3.48             | 37.17        | -0.243        | 0.406        | -0.115        | -0.77        | -0.227         | 9.11             |

## 2020-2021 Pupil Premium Priorities

### Pupil Premium Funding Expenditure at BBG Academy

Total number of Students on Roll: 975

- Students eligible for Pupil Premium: 197
- Funding from the Pupil Premium: **£177,961**
- Students eligible for the LAC funding: 10
- Students eligible for the Service Children Premium: 0
- Funding from the Service Children Premium: £0

Total amount of Funding for Pupil Premium:

### ALLOCATION 2020-21: £177,961

### Pupil Premium Breakdown by Year Groups – 2020-2021

| PP    | Year 7 | Year 8 | Year 9 | Year 10 | Year 11 | Total  |
|-------|--------|--------|--------|---------|---------|--------|
| Total | 44     | 44     | 41     | 35      | 33      | 197    |
| %     | 22.00% | 21.89% | 20.81% | 17.77%  | 18.86%  | 20.31% |

| Pupil Premium planned expenditure 2020/2021       | £s      |
|---|---------|
| <b>Curriculum Support</b>                         |         |
| Additional staffing in English, Maths and Science | ---     |
| Data tracking software                            | £4,200  |
| Specialist alternative curriculum                 | £10,000 |
| Accelerated Reader Programme                      | £1500   |
| Books (LRC)                                       | £2000   |

|   |         |
|---|---------|
| Rise and Read   | £2000   |
| Twilight/P7 interventions   | £2500   |
| Maths teacher toolkit   | £2000   |
| Progress Championship (Mentoring)   | £4000   |
| <b>Support to access learning opportunities</b>                                     |         |
| Revision materials  | £4000   |
| Refreshments for students prior to exams  | £1000   |
| GCSE holiday intervention sessions  | £7000   |
| Careers advice and guidance   | £2000   |
| Rewards   | £15,000 |
| Software programme to support independent learning                                  | £3000   |
| ICT and equipment   | £10,000 |
| Transport   | £2000   |
| Pixl  | £3000   |
| <b>Actions to support student welfare, social, emotional and behavioural issues</b> |         |
| Year 7 and 8 Resilience Camp  | £8118   |
| Behaviour Support Worker  | £23,000 |
| Pastoral Support X2   | £23,000 |
| <b>Actions to support attendance</b>  |         |
| Attendance Officer  | £23,000 |

## Frequently Asked Questions

### Who is eligible for the Pupil Premium?

Pupil Premium students fall into three groups:

- Students who have been on Free School Meals at any time during the last six years (Ever 6).
- Children in Care or looked after who have been so for at least six months as of 1 April the previous year.
- Service children.

### How many Pupil Premium students?

Currently we have 20.31% (197/975) of our 11-16 year old students eligible.

### How do we spend the allocated funding?

According to the DfE we have the freedom to spend the funding as we see fit based upon their knowledge of student needs. We spend the funding on strategies to support student achievement including mentoring programmes, IT resources and educational visits.

**How are we accountable?**

We publish our income and performance data on our website and report impact. We monitor the performance of eligible students to ensure that gaps in achievement are closed.

**How do staff know who is in the Pupil Premium cohort?**

Students eligible are identified on SIMS, and staff are provided with an updated list of students at the start of the year.