



# Pupil Premium

## Getting the Philosophy Right

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# School Context

- Rural Wiltshire
- 1300
- Average 65% 5 A\* - C last 3 years
- 19% PP
- 79th non selective state funded school
- August 2014 gap was 32%



## County Context

- Funding £2000 less per student
- No PRU
- Bottom 3 Authorities
- MAP





## WHY?

- 2013
- Level 4 Gap – Newham 4%; Southampton 16%; Wiltshire 16%
- GCSE Gap – London <20%; Swindon 27%; Wiltshire 34%
- GCSE PP: Tower Hamlets 63%; Brighton 40%; Wiltshire 32%



## National Context

- Funding has helped schools enhance provision
- Funding uncertainty in 17 Months
- Use 5 A\* - C Measure – 247 Years
- New A8:P8 Measure – 16 Years
- Pupil premium struggling to close GCSE attainment gap
- Poor pupils narrow achievement gap, league tables show



# No Excuses

- Funding
- Rural Deprivation
- Early Entry
- Part Time/Full Time College
- No PRU





# GROWTH MINDSET

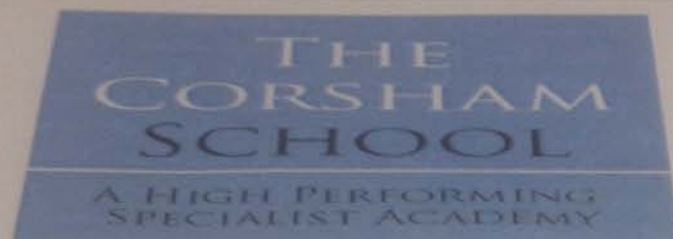
- Not Scrutinising the reasons
- Acknowledging the gap using a business model
- School Improvement Plan
- CPD



# TASK

On A Post It Note - What is the one biggest factor that has had a positive effect on the progress of pupil premium students and how did you measure it?





## **The Corsham School Academy Group**

### **Performance Management (Teachers)**

**2014 -2015**

*In this Performance Management cycle we will focus on 2 themes: -*

**INTERVENTION TO SUPPORT DISADVANTAGED STUDENTS  
SUCH AS THOSE IN RECEIPT OF 'PUPIL PREMIUM'**

**and**

**ENGAGING STUDENTS IN FEEDBACK.**

*success criteria in this record have been agreed by:*

.....Signature: .....

# The Corsham School Academy Group

## Performance Management (Teachers)

# 2015 -2016

te to staff:

In this Performance Management cycle we will focus on 2 themes: -

INTERVENTION TO SUPPORT ALL STUDENTS, INCLUDING DISADVANTAGED STUDENTS  
SUCH AS THOSE IN RECEIPT OF 'PUPIL PREMIUM', THROUGH TARGETED INTERVENTION RECORDED  
THROUGH THE 'BASKET MEETING' PROCESS

and

ENGAGING STUDENTS IN FEEDBACK IN ORDER TO ACHIEVE ASPIRATIONAL TARGETS

## 2015/2016

### Exemplar objectives

#### **Pupil Progress (teaching)**

School Improvement Plan Focus: Intervention to support all students, including disadvantaged students such as those in receipt of pupil premium, through targeted intervention recorded through the 'basket meeting' process

#### **To consolidate good practice:**

- Put in place interventions that address the barriers to learning of underperforming students (identified in 'Basket Meetings'), including the disadvantaged, so that their rate of progress is **GOOD** such that they

**RECOVER** and perform in line with an aspirational target.

#### **To move from good to outstanding:**

- Put in place interventions that address the barriers to learning of underperforming students (identified in 'Basket Meetings'), including the disadvantaged, so that their rate of progress is **RAPID & SUSTAINED** such that they **RECOVER RAPIDLY** and perform in line with an aspirational target.

#### **To consolidate outstanding practice:**

- Put in place interventions that address the barriers to learning of underperforming students (identified in 'Basket Meetings'), including the disadvantaged, so that their rate of progress is **RAPID & SUSTAINED** such that they **RECOVER RAPIDLY** and perform in line with an aspirational target.

#### **Improvement (teaching)**

- Put in place interventions that address the barriers to learning of underperforming students (identified in 'Basket Meetings'), including the disadvantaged, so that their rate of progress is **RAPID & SUSTAINED** such that they **RECOVER RAPIDLY** and perform in line with an aspirational target.





# Policy v Intervention

- To intervene suggests something is going wrong
- One year only strategy : KS4 support whilst switching focus to KS3.



# Evidence Based Approach

- Don't need to be innovative
- EEF / Sutton Trust
- More / More Regular or First



# Successful Strategies

- 121 Academic Mentoring
- Adult Volunteer Mentoring
- KS4 Academic Mentors
- Accelerated Reader Scheme
- Transition Programme including Holiday “club”
- Revision Guides
- S Tutor Groups
- Numeracy / Literacy groups
- Learning Walks
- Governor Scrutiny
- G&T Provision





# HMI

- June 2015
- Reality v Dashboard
- “the governors, senior leaders and staff demonstrate a strong commitment to raising the achievement of disadvantaged students”
- “these effective strategies are helping the low-achieving disadvantaged students to catch up with others”
- “most lessons stretch and challenge the most able disadvantaged students“
- “governors challenge the cost and impact of initiatives funded by the pupil premium“



## Impact

- Reading ages up by over two years in six months
- Attendance rising for pupil premium students
- August 2014 32%      August 2015 19%
- No-one is satisfied



## The Future

- ...what we have done at The Corsham School is create a sustainable strategy, regardless. Progress 8 and Attainment 8 measures, Baccalaureate, numbers not letters, it doesn't matter, we don't have excuses, only a philosophy of equity for all.