

# Pupil premium strategy statement (secondary)

1. Summary information					
School	Beauchamps High School				
Academic Year	19/20	Total PP budget	£168,450.00	Date of most recent PP Review	Oct 19
Total number of pupils	1384	Number of pupils eligible for PP	175	Date for next internal review of this strategy	Oct 20

2. Current attainment			
	Pupils eligible for PP (your school)	Pupils eligible for PP (national average)	Pupils not eligible for PP (national average)
% achieving 4+ EM	35%	45%	71%
% achieving 5+ EM	19%	25%	50%
Progress 8 score (National -0.5)	-0.37	-0.45	0.13
Attainment 8 score average (National 4.2)	3.7	3.67	5.0
Percentage staying in education	97%		96%

3. Barriers to future attainment (for pupils eligible for PP)		
<b>In-school barriers</b> ( <i>issues to be addressed in school, such as poor literacy skills</i> )		
A.	In the majority of subjects there is a gap in progress and attainment of PPG students to other students	
B.	There is a gender gap in the school where girls consistently outperform boys	
C.	The progress of SEN students in the school is behind that of their peers	
<b>External barriers</b> ( <i>issues which also require action outside school, such as low attendance rates</i> )		
D.	Attendance rates for PPG students are 92.7%. This is below the school target of 96% for all students and reduces their time in school causing them to fall behind.	
4. Desired outcomes ( <i>desired outcomes and how they will be measured</i> )		Success criteria
A.	PPG students will make good or better progress as a result of high-quality teaching and learning	The progress 8 score for the school is at least 0.1.
B.	The attainment gap in achievement between PPG students and other students will decrease	Gap reduces in maths and English for students achieving 4+, 5+. If the gap does not reduce there

		will be clear evidence of the interventions that have been put in place
<b>C.</b>	PPG students at KS3 will achieve at least in line with their peers and not fall behind early in their schooling	The majority of PPG students remain on target to achieve their predicted grades. Where they are not, there is clear evidence of the interventions that have been put in place
<b>D.</b>	Attendance rates for PPG students increase and close the gap with other students	The attendance of PPG students rises above 93% and the % of PA students who are PPG is no more than 33% of the total.

## 5. Planned expenditure

<b>Academic year</b>	<b>2019/20</b>				
<b>A. PPG students will make good or better progress as a result of high quality teaching and learning</b>					
<b>Chosen action / approach</b>	<b>What is the evidence and rationale for this choice?</b>	<b>How will you ensure it is implemented well?</b>	<b>Staff lead</b>	<b>When will you review implementation?</b>	
To provide music tuition as requested by PPG students	There is no need for PPG students to miss out on this opportunity whilst funding is available	Reports given to SL for music by Essex Music Services	RBY	July 2020	
To provide uniform and sports equipment to PPG students where academic opportunity may be hampered without it	PPG students will be able to participate in all areas of the curriculum without discrimination	Each request assessed by its need	DWI	July 2020	
To provide an academic excellence pathway for high achieving PPG students	Success of programme during first two years and students gaining GCSE qualifications in Year 7	Results analysed by SLT as part of annual analysis of results	Twenty twenty SLT	August 2020	
To provide parent and student sessions in a variety of subjects	Parental engagement is proven to have a positive impact on the achievements of their students. First year of programme very well	Each department asked to run at least 1 session. Evaluation forms are filled in by participants	GRA	July 2020	

	To deliver additional PSHE sessions to support local issues eg, drugs, gangs, self harm, knife crime	PPG students are historically more vulnerable to such issues	Choice of quality and proven groups to deliver material	DWI	July 2020
<b>Total budgeted cost</b>					£10,614.07
<b>B. The gap in achievement between PPG students and other students will decrease</b>					
	<b>Chosen action / approach</b>	<b>What is the evidence and rationale for this choice?</b>	<b>How will you ensure it is implemented well?</b>	<b>Staff lead</b>	<b>When will you review implementation?</b>
	Role of PPG Academic mentor in providing support and guidance to all PPG students before school, during school and after school. The support will take place both in lessons and in smaller groups in the tuition room	Evidence gained from visit to other school whose approach of academic mentors was praised by an NCTL advisor and then successful first year of programme at Beauchamps including positive reports from parents, carers and students	Performance management process of mentor. Regular meetings between DH and mentor. Tracking data of PPG students at all data collection points	DWI, RSO	Termly
	Additional programmes for PPG students to raise aspirations and provide quality IAG. (Personal Development Programme and Fashion and Media Project	Previous feedback from past participants	Students and facilitators will complete an evaluation at 2 points during the programmes	DWI, Enterprise in Education	On completion of programme
	To provide an outstanding model of IAG to all PPG students	Past successes in NEET figures and feedback from students from previous years	ASL responsible for IAG who will monitor and review IAG programme to ensure that it meets required needs	MLE	August 2020
	To provide emotional wellbeing services to PPG students improving their social and emotional well being including behaviour support with an additional pastoral member of staff	EEF and Sutton Trust highlights the impact of social and emotional learning	Reports given to SENCO on impact of service to students seen	SENCO, DWI	Termly

To provide PPG students with a free breakfast on arrival in school and the opportunity to engage in positive activities prior to lessons beginning in school.	Evidence shows that students learn better when given a good breakfast. Some students come into school not having had this.	Through electronic system of payment via Chartwells	Chartwells	July 2020
Provision of additional materials and support for PPG students (eg. Linguascope subscription, geography revision books, maths books, Macbeth theatre visit)	Departments have produced evidence to show that the listed supports have raised standards for PPG students	SL responsible for bidding for the support for students and for re-applying for support	DWI, SLs	July 2020
To provide financial support to PPG students to ensure that they are able to attend whole school trips and also trips specifically for PPG students	Obvious academic benefits for students who are able to attend academic trips	Trip leaders and SLs will evaluate the benefit of these trips and decide upon keeping them in place for future years	DWI, SLs	July 2020
To provide additional exam revision days close to the GCSE exams to better prepare PPG students who may be at risk of not achieving their predicted grade	Sessions that ran last year produced positive results for the attendees on the courses	Tutor will liaise with SL. SLT will monitor selection of students (AST)	DWI, SLs	August 2020
To deliver a Football beyond borders programme	Aimed at boys to help reduce the gender gap and raise the motivation of boys. Recommended through local Headteacher's forum	FBB staff have delivered proven success in other schools locally	GRA	July 2020
<b>Total budgeted cost</b>				£ 100,991.38

**C. PPG students at KS3 will achieve at least in line with their peers and not fall behind early in their schooling**

<b>Chosen action / approach</b>	<b>What is the evidence and rationale for this choice?</b>	<b>How will you ensure it is implemented well?</b>	<b>Staff lead</b>	<b>When will you review implementation?</b>
Role of PPG Academic mentor in providing support and guidance to all PPG students before school, during school and after school. The support will take place both in	Evidence gained from visit to other school whose approach of academic mentors was praised by an NCTL advisor and then successful first year of programme at Beauchamps	Performance management process of mentor. Regular meetings between DH and mentor. Tracking data of PPG	DWI, RSO	Termly

	lessons and in smaller groups in the tuition room	including positive reports from parents, carers and students	students at all data collection points		
	Continue roles of Maths Intervention Teachers (1 for Year 7 and 1 for Years 8 and 9)	Research by the EEF and Sutton Trust suggests that small group intervention has a very positive effect on student progress	Intervention teachers will produce termly report for DH. Staff will attend raising attainment meetings to report on interventions and their impact	DWI, ABE, JPI, PHO	July 2020
	Continue roles of English Intervention Teachers (1 for Year 7 and 1 for Year 8 and 1 for Year 9)	Research by the EEF and Sutton Trust suggests that small group intervention has a very positive effect on student progress	Intervention teachers will produce termly report for DH. Staff will attend raising attainment meetings to report on interventions and their impact	DWI, GRA, SBA, MLA, SCH	July 2020
	Delivery of Year 7 'Book Buzz' programme	Past success and EEF and Sutton Trust research	Lead staff will produce impact analysis of the programme	SPE	End of programme
	Contribution to Year 7 multi-cultural day	An enjoyable and beneficial day for students to learn about other cultures and appreciate the importance they are to modern society	Lead staff produce evaluation of programme and student evaluations	CCA	July 2020
	To deliver three Strengthening minds courses	A course developed to attempt to change the behaviours of students who exhibit persistent low-level disruptive behaviour	External delivery from a company recommended by a National Leader in education	DWI	July 2020
<b>Total budgeted cost</b>					<b>£23,578.11</b>
<b>D. Attendance rates for PPG students increase and close the gap with other students</b>					
	<b>Chosen action / approach</b>	<b>What is the evidence and rationale for this choice?</b>	<b>How will you ensure it is implemented well?</b>	<b>Staff lead</b>	<b>When will you review implementation?</b>
	Renewed and extended contract of PPG attendance officer	Based on the impact of the results of her work since appointed. Attendance raised to 92.7% and % of PA students who were PPG dropped from 48% to 38%	Line managed by DH. Weekly meeting between staff and DH. Tracking data discussed at weekly meeting	DWI, CCL	Termly

Attendance officer makes early referrals for students whose attendance reaches criteria for MECES intervention	Early referral can prevent future attendance issues. Some harder to reach parents will engage better once a legal process is begun	Through case discussions at weekly meeting between attendance officer and DH	DWI, CCL	Termly
To provide financial support to ensure excellent levels of school attendance	Impact of doing this for previous students. Obvious evidence that good attendance gives better outcomes	Only to be confirmed by DWI	DWI, CCL	Termly
To deliver a Year 11 Motivation course	Previous good feedback and improved motivation from cohort of students who have participated previously.	Already used providers	MLE	July 2020
<b>Total budgeted cost</b>				<b>£19,510.25</b>

PLEASE NOTE: A contingency fund will be held to support in year interventions and support. Financial support will be given as need arises through the year. This contingency may also be used to cover unforeseen cost increases of planned interventions.

Total amount of contingency: £ 8,985.44

<b>6. Review of expenditure</b>			
<b>Previous Academic Year</b>		<b>2017/18</b>	
<b>Chosen action / approach</b>	<b>Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.</b>	<b>Lessons learned (and whether you will continue with this approach)</b>	<b>Cost</b>
To provide music tuition as requested by PPG students	Students who received this reported enjoyment and broadened horizons for them. Reports from tutors delivering the tuition all reported an increase in achievement.	This will continue to be offered as giving a broader experience to those who would like it.	£251.24

	To provide uniform and sports equipment to PPG students where academic opportunity may be hampered without it	This supported families where hardship may have prevented school attendance because of perceived difference from their peers. Engagement in PE lessons improved for PPG students as a result of having correct kit and equipment.	This intervention will be continued next year on a needs basis.	£1,096.60
	To provide an academic excellence pathway for high achieving PPG students	These programmes have been incredibly successful giving some most able students GCSE qualifications. They have helped with engagement as students attend in holidays and on Saturday mornings	The planned spending cut in this area for this year happened with cost almost halving to a cost that can be met in the future. A continuation of a high achievers pathway is necessary.	£20,070.44
	To provide parent and student sessions in a variety of subjects	Parental engagement has been a barrier at the school and these sessions broke down some of those barriers ensuring that parents felt better able to support their children and presenting a team approach with the school to achievement.	These sessions will continue next year and will be expanded to every department in the school.	£1,318.90
	Appointment of PPG Academic mentor	Academic mentor is now in place. This gives an additional level of support to PPG students before school, during the day and after school. Academic impact is evident with the students they work with as is the social impact in the number of students engaging in sessions in the tuition room.	Mentor will continue in role for 2019/20 but role will be developed to support students with emotional difficulties with the development of a Flexible Learning Centre.	£21,942.99

	Additional programmes for PPG students to raise aspirations and provide quality IAG. (Personal Development Programme and Fashion and Media Project	Successful evaluations have led to these programmes being repeated year after year as students raise aspirations and engage with employers and Higher Education Providers. More PPG students are in our sixth form and have aspirations to attend universities	Continued enjoyment and reports across the cohorts have meant that although there were plans to cut this programme in favour of more academic interventions it will remain in place next year.	£25,407.07
	To provide an outstanding model of IAG to all PPG students	NEET levels for all students have remained incredibly low for a number of years. All PPG students are prioritised for IAG interviews and will take part in a wide range of IAG activities including working with local employers	Continued for next year and programmes introduced will continue as give good value for money and outcomes for the school helping to ensure that all PPG students have a relevant post 16 pathway.	£25,311.27
	To provide counselling services to PPG students improving their social and emotional well being	Whilst it is difficult to quantify the impact of this support almost all students who received it felt that it supported their learning. Many reported that it was essential to their emotional well being. Referral routes in Essex are very long and students without this provision may wait months for support	Now an essential part of the service offered by schools there will be continued increased investment in this area so that the school is able to meet the gaps at Tier 2 for mental health support for PPG students.	£17,001.14
	To provide PPG students with a free breakfast on arrival in school and also to provide lunches to those students who no longer receive FSM	Students are better prepared for a day at school and also use the facility for some additional work	This was well used and next year will be continued.	£5,058.36
	Provision of additional materials and support for PPG students (eg. Linguascope subscription, geography revision books, maths books, Macbeth theatre visit)	Students will be able to engage in all aspects of education fully resourced where finance could otherwise have prevented this. Additional in school resources will increase the attainment of students who use them.	This will continue on a needs basis	£2,372.89



	To provide financial support to PPG students to ensure that they are able to attend whole school trips and also trips specifically for PPG students	Students will benefit from the experience and will not miss out on the opportunity to participate where finance could otherwise have prevented participation	These will continue where requested by SL's , ensuring that a previous event had an impact on the learning of students who attended	£1,527.50
	Appointment of Maths Intervention Teacher for Years 8 and 9	Students identified as undertrack at each assessment point were invited to intervention. Of those who completed the intervention 93% of them ended up being on track.	This will continue next year due to the impact it has had on the students involved. It is hoped that more students will be involved next year.	£3,930.00
	Appointment of English Intervention Teachers, 1 for Year 8 and 1 for Year 9	In Year 8, 14/15 students raised their attainment from being undertrack to being on track by their end of year assessment.	This will continue next year due to the impact it has had on the students involved. It is hoped that more students will be involved next year.	£6,550.00
	Renewed and extended contract of PPG attendance officer	There has been a big impact on the attendance of PPG students. School attendance for the cohort has increased by 3% and now remains stable at around 93%. The percentage of PPG students who are Persistent Absentees are around 26% rather than previously at 48%. The percentage PA students that are PPG students is 38%.	Due to the outstanding impact that has been evident with this intervention, the hours of the officer will be increased for next year so that more students can be targeted and attendance can be improved further	£16,849.70
	Appointment of additional pastoral officer with key responsibility for PPG students and also additional LSA responsible for PPG students	Engagement and additional support for PPG student is key for them in achieving their potential. These two appointments will support this	Both roles will continue but within a restructured system within the school with salary unlikely to be needed from PPG budget	£34,794.90

	To provide financial support to ensure excellent levels of school attendance	The attendance of PPG students improved last year and the gap between them and their peers closed	This has been a useful intervention for several years particularly with a handful of key students	£197.39
	To provide additional tuition to students identified as under-achieving	Staff report the benefits for the students that they tutored. Data in pre and post tests show an improvement in the majority of students who received tuition	There is a clear benefit to additional tuition but the timing of this provision is critical. Some traditional 1 to 1 cohorts in maths will be covered by using the maths HLTA to provide 1 to 1 and small group interventions	£1,788.00
	To deliver a literacy programmes, eg. Breakfast with boys, ladies who lunch, bring your teacher to breakfast	Students participating develop a greater love of literacy and parents who attend with them are better able to support their children at home. Evaluations are very positive from the parents who attend stating that the programme helps them to help their children.	Due to the success of this programme and the increased parental engagement it brings this will be continued and expanded to other departments next year	£243.35
	To have an Artist in residence class to increase GCSE performance in Art	Students gain a greater understanding of the work of the artist and results for GCSE art increase	This will continue if the department are able to secure the services of another artist	£1,000.00
	To deliver a Yr 11 Motivation day	Student evaluations report that the day helped them with motivation for their GCSE courses. They enjoyed the day and staff reported a more positive approach from many of the students in their classes	This will continue and be run next year. There will also be a session for staff led by the course facilitator	£3.25
	To provide In-school Activities to support academic progress (eg, theatre groups, maths enrichment, visiting authors)	Students attending these activities will find them useful in supporting their learning with more intensive work than in a normal classroom environment	These will continue where requested by SL's , ensuring that a previous event had an impact on the learning of students who attended	£2,440.70

	To provide rewards to students who achieve the most merits or commendations at the end of each term	Students in receipt of the rewards are pleased and are motivated to continue to try harder and those who do not receive the rewards may be motivated to add extra effort to be rewarded next time	The system will continue with reduced funding as a result of more funding needed for academic interventions. The rewards will now be issued by the headteacher through a session in his office with the students	£507.50
	To deliver 6 subject specific exam preparation whole day events	All students made progress as determined by pre and post tests	This intervention will continue next year due to the success highlighted .	£0.00 (funded from previous year grant)
	Contribution to staffing costs, admin costs and materials for running PPG interventions and activities	Needed in order to successfully run interventions and activities.	Essential to be able to run activities	£1,973.36

## 7. Additional detail

Total spend for 2018/2019- £186,345.00



