



PUPIL PREMIUM STRATEGY

Blackminster Middle School

2018 to 2019

Introduction:

Context:

- 18% of Blackminster pupils attract Pupil Premium Funding, this is below the National figure for 2017-18 of
- The funding for the financial year (up to March 2019) is expected to be £31,263 with £4,800 for LAC. A total of £41,233 and a possible £12,400 in the summer term (including LAC funding for that term).
- Amount per child is £1320.00 from 2018 and for LAC pupils, £1900.00 with £400.00 retained by Worcestershire LA for Virtual School and other costs.
- An external review of our use of Pupil Premium was carried out in June 2015; the key recommendations have all been put in place.

Key barriers to achievement include:

- Cultural barriers relating to heritage which leads to lower school attendance, especially of GRT children.
- Parental engagement for some pupils attracting the premium.
- A prevailing culture for some families of limited aspirations.
- A local economy with relatively high levels of low skilled and low paid employment.
- Mental health issues for some children attracting the premium, including low self-esteem and lack of confidence.

Rationale for planned spending:

We have used the research by the Education Endowment Foundation Toolkit for Learning to guide our planned interventions.



Pebworth First and Blackminster Middle Schools Federation

Key Priorities for 2018-2019:

Our core aim is to improve the progress and attainment of disadvantaged pupils and to ensure their achievements is at least as good as that of non-disadvantaged pupils.

Success criteria:

- Raise attendance of children attracting pupil premium to be closer to 96% and at least in line with non PP pupils.
- Progress of PP is better than non PP.
- Attainment of PP is in line with non PP

KEY PRIORITY – Improve attendance of pupils attracting PP closer to 96%		
Resource/cost	Actions	Success Criteria
Inclusion Manager Post Fully funded including on costs £24,533.00	Work with hard to reach families including GRT to improve attendance. Completes ePEPs and coordinate provision for LAC in liaison with designated teacher. (see Priority 2) Work with attendance officer and EWO and GRT team as appropriate in order to monitor attendance on a weekly basis. Inclusion Manager working with KS leads to: Track attendance for tutor groups. Monitor effectiveness of interventions. Where needed to liaise with EWO, outside agencies, social care, CAMHS Increase profile of attendance	PP attendance improves from last academic year: PP 91.61% GRT 74.25% And is closer to 96% Evidence of increased parental engagement Learning conversations with families Pass survey baseline for targeted students end of year Attitude to learning improves Reduction in consequences



Pebworth First and Blackminster Middle Schools Federation

<p>Rewards for full attendance</p> <p>Funded for full attendance</p> <p>*Paid from School fund if not PP</p> <p>£120</p>	<p>Track pupils with full attendance – reward scheme – badges/trips and treats.</p> <p>Photos of trips displayed. Star badges – bronze, silver and gold for each term of 100% attendance.</p> <p>Coloured dot in diary to show increase or decrease in attendance</p> <p>Use of ePraise to increase profile of attendance to pupils and parents/carers</p> <p>Show case reward trips with photos and assemblies</p> <p>Reminder posters/notices of trips in classrooms at the beginning/mid and leading up to the reward trip for 100% attendance which tutor shares and refers to regularly.</p>	<p>Increased attendance of PP students. Increased amount of PP students with 100% attendance each term.</p>
<p>Contribution to uniform</p> <p>£250</p>	<p>Supply uniform to children who otherwise would not come into school because parents cannot afford it. Instil a sense of belonging.</p>	<p>PP students in full uniform and worn with pride.</p>
<p>Snacks/tuck provided by school canteen</p> <p>Water bottles supplied</p> <p>Possible provision for breakfast club based on analysis of attendance and punctuality data</p> <p>£150</p>	<p>Encourage attendance and ensure pupils have tuck at break time if required so are prepared for learning – see below also.</p> <p>To address children’s basic needs.</p>	<p>PP students are eager and ready to learn having had food provided at the beginning of the day or at break time.</p>



Pebworth First and Blackminster Middle Schools Federation

Key Priority 2 – improve attainment of children attracting pupil premium so more children achieve ARE in reading, writing and mathematics		
Resource/cost	Actions	Success Criteria
<p>Personalised Learning Provision Consolidation of knowledge, skills and understanding in responsive personalised learning activities with LH</p> <p>40% salary plus on costs £4,895</p>	<p>Individual or small group bespoke personalised learning sessions in order to narrow the gap.</p> <p>Teachers anticipate needs of students with regards to vocabulary, concepts and equipment in order to enable pre-teaching – in English, Maths and Science initially.</p> <p>A notebook provided for students to make links between personalised learning sessions and lessons to show what has been captured in personalised learning sessions and applied in lessons.</p> <p>Interventions are responsive to needs as they arise.</p>	<p>Number of PP children achieving ARE in reading, writing and Maths increased – by cohort – closer to non PP</p> <p>Students needs are addressed at point of need.</p> <p>Students make accelerated progress</p>
<p>English/Maths Intervention programs Intervention Tutors: RH 30% salary plus on costs £3,428 CC 60% salary plus on costs £7,915</p>	<p>Individual or small group bespoke English/Maths intervention programs, e.g. PIXL, to accelerate progress and address gaps in learning.</p> <p>Enhance learning</p>	
<p>Nurture initiatives for pupils with social, emotional and behavioural issues</p>	<p>Targeted support to ensure that pupils with emotional and behavioural needs have the opportunity to receive 1-1 or small group mentoring.</p> <p>Barriers to learning addressed leading to improvements in behaviour</p>	<p>Improvements in behaviour – increase in epraise points</p> <p>Reduction in the number of fixed term exclusions</p> <p>Reduction in the number of sanctions – C1 and C2</p> <p>Improvements in self-belief and self-worth</p>
<p>Mentor Link £3800 4x students weekly for academic year</p>	<p>One to one mentoring/counselling 1x weekly for children with other issues which affect learning and/or engagement with school.</p>	<p>Number of PP children achieving ARE in maths, reading and writing increased – by cohort – closer to non PP</p> <p>Reduction in sanctions/fixed term exclusions for PP pupils</p>



Pebworth First and Blackminster Middle Schools Federation

<p>Instrumental Lessons TBC</p>	<p>Learning an instrument shown to improve engagement and gives children opportunities to engage with learning in a different way. Contributes to improvements in self-esteem. Provides an enriched curriculum.</p>	<p>Number of PP children achieving ARE in maths, reading and writing increased – by cohort – closer to non PP Reduction in sanctions for PP pupils Increased self-efficacy of PP students</p>
<p>Nurture initiatives for pupils with social, emotional and behavioural issues</p>	<p>Targeted support to ensure that pupils with emotional and behavioural needs have the opportunity to receive 1-1 or small group mentoring. Barriers to learning addressed leading to improvements in behaviour Peer mentors meet with PP students during afternoon form time. A number of Y8 PP Peer Mentors chosen in order to increase self-worth, sense of responsibility and feeling valued. Adult mentors to meet specific PP students 1x weekly to nurture and raise their self-esteem and emotional literacy. Identify their strengths and use them as vehicle to gain rapport and trust. To tailor some sessions to bereavement, attachment, anger management, positive interaction (where appropriate).</p>	<p>Improved social interaction of PP students Number of students referred to outside agencies for support with SEMH issues is reduced. Improved attitude to learning scores and increase in epraise points. Decreased consequences C1 and C2 and fixed term exclusions. Improvements in self-belief and self-worth of PP students.</p>
<p>Be You Training Steve Boycott £4560</p>	<p>12 students (Mixed) 10-12 full day delivery days (1 full day per week) (depending on length of term) <u>Minimum</u> of 4 off site activities (more depending on availability of transport) Off site activities include: Community Project, Adventure Activity day (i.e. High Ropes) and Bushcraft Graduation event All Teamwork / leadership / STEM activities</p>	<p>Fully Flexible and tailored Programme to raise self-esteem, teamwork, resilience and self-reliance. Increased attitude to learning scores Decrease in consequences and fixed term exclusions Narrow the gap between PP and non-PP in core subjects Increase in PP students achieving ARE in English and Maths</p>



Pebworth First and Blackminster Middle Schools Federation

	<p>Student Uniform (T-shirt/Hoody/Waterproof Jacket – Dependent on season)</p> <p>All resources / documentation</p> <p>First Aid/Bereavement/Designated Safeguard Lead/Prevent/MIDAS trained Instructor</p> <p>Commissioned By Worcestershire Virtual School.</p> <p>Experience working with 14 Middle and High Schools.</p>	
<p>GI Josh</p> <p>£500</p>	<p>Autumn 2/Spring 1: 10 weeks – drills, stamina, specific skills, reactions. End task: Climbing wall at the Leisure Centre or Aztec Watersports.</p> <p>Spring 2/Summer 1: 10 weeks – reading maps, orienteering, setting up camp, reading compasses. End task: Walking in the Malvern Hills</p>	<p>Raised self-discipline, self-efficacy, self-esteem, resilience, determination, aspiration and understanding and applying principles of team work.</p> <p>Increased attitude to learning scores.</p> <p>Decrease in consequences and fixed term exclusions</p> <p>Narrow the gap between PP and non-PP in core subjects</p> <p>Increase in PP students achieving ARE in English and Maths</p>
<p>To subsidise the cost of educational and cultural experiences including residential trips</p> <p>£300</p>	<p>Trips – Year group , Y8 option trips, Students in Pursuit of Excellence (SWIPE) trips</p> <p>School uniform</p> <p>Residential trips - subsidise</p> <p>To ensure that BMS is a fully inclusive school and that all students have equal opportunities.</p> <p>PP students broaden their interests and skills.</p>	<p>Families in need supported and positive relationships built up between home and school.</p> <p>Striving to ensure that no aspect of school life is denied to a pupil.</p> <p>Raised aspirations of PP students</p> <p>Life experience and attainment of high ability PP students is enhanced and increased.</p>
<p>To pay for and provide food technology ingredients</p> <p>£200</p>	<p>To ensure that disadvantaged students fully access the wider aspects of the curriculum.</p>	<p>BMS as a fully inclusive school and that all students have equal opportunities.</p>
<p>Bring and Brunch</p> <p>£200</p>	<p>Wednesdays – once a month. 10 – 15 PP and non-PP students are invited to make lunch, eat and socialise.</p>	<p>Pupils demonstrate increased self-esteem, social interaction skills, teamwork skills.</p>



Pebworth First and Blackminster Middle Schools Federation

<p>Support from Alliance in Partnership</p>	<p>Twice a year – Alliance in Partnership lead the session, for example with making pizzas.</p>	
<p>Adapting the environment in the Hub £300</p>	<p>Create a safe nurturing environment in ‘The Hub’ with books, posters, puzzles, bubble lamps, beanbags, cd player, lights, art resources etc... Support self-regulation and use mindfulness approaches to deal with anxiety and challenging situations followed by reintegration back into class.</p>	<p>Students show increase self-discipline and use strategies to prevent escalation of challenging situations in and out of the classroom. Reduced time spent outside classrooms Reduced incidents of aggressive/insolent/ disruptive behaviour in and out of the classroom.</p>
<p>Gardening and re-generating the pond area BFG Kanes Vale Gardens Enterprise schemes</p>	<p>Regular Gardening Club with different aims depending on the time of year. Promote outdoor learning Maximising use of outdoor space Promote social and emotional skills Opportunities for PP students to showcase to other students – show them around the garden/pond, PPT presentation Further develop community links with Vale Gardens, Station Road Nurseries and Kanes. To broaden knowledge and skills by creating and utilising environmental projects for example a Science garden, a weather station in small groups and/or whole class lessons</p>	<p>Students will demonstrate mindfulness/relaxation techniques which can help them in other aspects of their lives. A mature and caring attitude towards the environment and living things will be promoted and ideally develop. PP Students will be empowered by giving them responsibilities. An increased sense of pride in a project will develop.</p>
<p>Girls Club Crystal Club IT Club £100</p>	<p>Weekly clubs to support certain students during unstructured times. To widen the range of extra-curricular opportunities Audit PP students regularly attending clubs</p>	<p>Increased self-esteem, sense of belonging to a club. Improved social interaction skills, e.g. turn-taking, working as a team, being supportive, positive communication</p>
<p>Bespoke 1:1 1:2 DT sessions with DJ</p>	<p>Weekly for 6 weeks during afternoon form time Bespoke support for PP students in order to address personal development and social and emotional wellbeing. PP students able to showcase items made with chosen peers giving them a sense of purpose. Work displayed.</p>	<p>To increase organisational skills, fine motor skills, following instructions, awareness of safety measures when using practical equipment. Pupils access demonstrate key skills in whole class context</p>



Pebworth First and Blackminster Middle Schools Federation

<p>Bespoke small group sessions at a local farm: Care for animals Horse-riding/ Art activities £100 LH</p>	<p>Develop the emotional literacy of PP students To promote interest in caring for living things To promote opportunities of self-awareness and calm/considerate behaviour during activities such as grooming a horse. To give opportunities to overcome a challenge, e.g. riding a horse for the first time. To broaden interests and skills.</p>	<p>Increased capability at remembering and following instructions. Transference of calm and considerate behaviour practiced during these sessions to other aspects of life in and out of school.</p>
<p>Opportunities to research a range of career options for high school, college and further education</p>	<p>Termly college visits for Y8 PP students</p>	<p>Increased attendance, engagement, resilience and determination in school of PP students.</p>

TOTAL PLANNED SPEND (at present) = £51,351

£7,083 remaining at present