

Varndean School Pupil Premium Mission Statement 2018-2019

Varndean School is committed to:

- Improving disadvantaged students' academic outcomes in order to ensure that they achieve on a par with other students nationally. ('Other students' is the Department of Education term for students who are not disadvantaged.)
- Ensuring that disadvantaged students have equality of opportunity in accessing the curriculum. In relation to trips and visits that happen within school time, all students in receipt of Pupil Premium receive a significant subsidy to all costs.

Our Objectives:

In improving outcomes for disadvantaged students the following three areas are a focus of our strategic work:

- Improving academic outcomes by:
 - Improving the quality of teaching in the classroom
 - Improving feedback to students on their learning
 - Developing our use of data to better identify students in need of additional support
 - Undertaking research to identify strategies that can be deployed to enhance students' progress
 - Providing additional literacy and numeracy learning support for identified students
 - Reducing exclusions and continuing to improve attendance by:
 - Providing outstanding pastoral support facilities and structures
 - Tailoring curriculum provision for identified students
 - Providing additional support from external agencies
 - Deploying an Education Welfare Officer to support students in achieving high attendance and intervening early
 - Using structures to know our families and intervening in a timely, tailored manner
 - Increase engagement of PP students and parents of children eligible for PP by:
 - Ensuring all disadvantaged students have equal access to learning resources and academic experiences
 - Supporting costs that ensure disadvantaged students can fully access the curriculum
 - Ensure resources and guidance is provided to facilitate a greater understanding of the curriculum at Varndean and beyond
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Date of most recent PP review: **November 2018**

Date for next internal review of this strategy: **March 2019**

School Context							
Total number of pupils	Total number of pupils eligible for pupil premium funding	Number of eligible boys	Number of eligible girls	Number of pupils eligible for free school meals in the last six years (ever 6 FSM)	Number of looked after children (LAC)	Number of post-LAC	Number of service children
1355	319	154	165	171 (270)	6		1

Year Group 2018-2019	Total number of students in the year group	Number of Pupil Premium Students	Percentage of Pupil Premium Students
7	295	60	20.3%
8	266	64	24%
9	268	63	23.5%
10	266	67	25.1%
11	261	65	24.9%
11 (17/18)	256	66	25.8%

2017 - 2018 Attainment			
	Attainment of all Pupils at Varndean School	Attainment of Pupils eligible for PP at Varndean	Attainment of Pupils not eligible for PP at Varndean
% achieving 5 4+ incl. EM	63.78 (16/17) 71% Eng lang = 68.95% Eng lit = 66.53% Maths = 74.10%	43.59% (16/17) 53% Eng lang = 60.32% Eng lit = 53.97% Maths = 70.30%	76.14% (16/17) 78% Eng lang = 71.89% Eng lit = 70.81% Maths = 75.40%
% achieving expected progress in English / Maths (3LP)	Eng Lang 56.38% Mat 69.67 (16/17) Eng lang = 65.32% Eng lit = 63.31 Maths = 74.1%	Eng Lang 45.33% Mat 53.95% (16/17) Eng lang = 53.97% Eng lit = 49.21% Maths = 70.31%	Eng Lang 61.31 % Mat 76.79% (16/17) Eng lang = 69.19% Eng lit = 68.11 Maths = 75.4%
Progress 8 score average	-0.17 (16/17) 0.34 English 0.34 Maths 0.59 Ebacc 0.28 Other 0.23	-0.63 (16/17) -0.16 Eng -0.12 Maths 0.24 Ebacc -0.37 Other -0.23	0 (16/17) 0.51 Eng 0.50 Maths 0.71 Ebacc 0.51 Other 0.39
Attainment 8 score average	47 (16/17) 53	38 (16/17) 44	51 (16/17) 56

Review of the 2017-2018 academic year		Total pupil premium allocation for 2017-2018 academic year: £398,125	
Summary of objectives	Summary of expenditure	Impact on progress and attainment of eligible pupils	Comments
Improving Academic Outcomes	<p>CPD- increased focus upon all ability groups within PP cohort, including mid and high prior attainment. Within Varndean, Mid prior ability students are a group who require additional support, although are also the largest cohort of PP students. Increased use of MINT class and CPD was used to support these groups .</p> <p>CPD £5220</p>	<p>Year 11</p> <p>Maths have made significant progress with their HA PP (P8 0.4) however it continues to be a focus for English and other subjects with an overall P8 of -0.18</p> <p>MP PP made good progress in English and Maths and we will continue to focus on the other subjects. P8 of 0.03</p> <p>LP PP students improved in maths, however further work is needed across the curriculum and will continue to be a focus in 2018-2019 -0.48</p> <p>Year 10</p> <p>LPPP 0.5 MPPP -0.65 HPPP -1.01</p>	<p>HAPP students were identified across the city as a group at risk of underachievement. Brighton and Hove teaching and learning consultants have identified this as a focus.</p>
	<p>Brilliant Club - Is an organisation that works with schools and gives students opportunities to experience what universities are like and what work they would do there.</p> <p>72 students were involved with the project in 2017-2018</p> <p>£4554</p>	<p>Waiting for feedback</p>	<p>Varndean have decided to continue with this exciting opportunity, ensuring that at least 55% of the cohort are PP</p>

	<p>Action Tutoring - 20 Pupil Premium students in Year 11, identified by the Head of English and Maths as benefitting from additional tutoring after school for 1 hour every week up until the GCSE exams, then replaced with Year 10 students for the remainder of the year.</p> <p>£4200</p>	<p>PP Students who attended Action Tutoring regularly performed particularly well in Maths with a P8 0.35 English students P8 0.03</p>	<p>Varndean have decided to continue with this intervention.</p>
	<p>Saturday Maths School - this is a carefully selected group of students, taught by experienced, effective school staff.</p> <p>£2000</p>	<p>Outcomes for Saturday School during 2016-2017 were outstanding and continued to be positive in 2017-2018.</p> <p>Pre and post tests carried out during every weekly session.</p>	<p>The decision has been made not to continue this intervention in 2018-2019</p>
	<p>Target Student Lists - academic mentoring for underperforming students</p> <p>£3000</p>	<p>Organised by the Intervention Team. 40 students in each year were identified from across the 4 schools. They were provided with a light touch mentor who supported them with attendance, progress and behaviour. Interventions for these students are varied and tailored to students individual needs and targets</p>	<p>This will continue in 2018-2019, with a menu of intervention strategies including greater contact with home.</p>
<p>Providing outstanding pastoral support, facilities, structures and care.</p>	<p>Education Welfare Officer</p> <p>Four fully staffed School Bases to manage the pastoral needs of our students.</p> <p>£125,764</p>	<p>Attendance rates have increased by 0.1% (PP attendance 93.9%) and are the highest in the city (95.3%).</p> <p>There were no perm exclusions in 2017-18 and FTE were down from 106 in 2016-17 to 78 in 2017-18. The FTE pupil rate is the second lowest in city based on submissions to date)</p>	<p>This continues to be a focus with the target of reducing the gap to 1%</p>

<p>Ensuring engagement of parents of children eligible for PP is in-line with peers.</p> <p>All disadvantaged students have equal access to learning resources and academic experiences.</p>	<p>Trip, activity, equipment and revision guide subsidy</p> <p>Supporting costs that ensure disadvantaged students can fully access the curriculum</p> <p>Ensure resources and guidance is provided to facilitate a greater understanding of the curriculum at Varndean and beyond.</p> <p>£112,829</p>	<p>We offer an outstanding range of extra-curricular trips and activities and a substantial amount of the PP budget is used to facilitate PP students in attending these opportunities. In 2017-2018 this included: 1 to 1 tuition, for some of our most vulnerable students in order to support their learning; music and sport tuition; residential trips.</p>	<p>Varndean strives to ensure all students have equal access to learning, resources and academic experiences and this continue in 2018-2019</p>
	<p>Chromebooks. These are allocated to PP students who do not have regular access to IT in the home.</p> <p>£12,000</p>	<p>Disadvantaged students in receipt of a chromebook are outperforming disadvantaged students who did not take part in the scheme. They are not yet performing in line with their non disadvantaged peers, and work needs to be done to ensure that the hardest to reach are aware of the scheme. On average last year, PP students who had a Chromebook had a P8 score of -0.26 compared to -0.33 for those PP students who did not have a Chromebook.</p>	<p>Chromebooks will continue to be allocated in 2018-2019 to those students in year 7 who are most at risk.</p>
	<p>Into University and First Generation Scholars.</p> <p>10 Workshops across the 5 years focussed on developing key skills and providing information and advice on future options</p> <p>£6,000</p>	<p>Extremely positive outcomes for those PP students who attended the programme. Figures below for year 11 PP students 2017/18</p> <p>P8 = 0.54 attended programme</p> <p>P8 = -0.71 not on the programme</p> <p>157 students participated in the Secondary Focus programme.</p>	<p>We look forward to continuing our work with Into University in 2018-2019, with a further 23 students getting involved</p>

Note: Pupil Premium funding 2017-2018 is based on £935 per FSM/Ever 6 student. Children of service families are awarded £300 per annum. Looked After Children and eligible students who have been adopted from care or leaving care under a special guardianship or residence /special arrangement order will attract a premium (Pupil Premium Plus) of £2300.

Pupil premium objectives for 2018-2019 academic year	Total pupil premium allocation for 2018-2019 academic year: £312,000
<ol style="list-style-type: none"> 1. Disadvantaged students to continue to make progress in line with their peers. 2. No gap between disadvantaged students and other students' attendance and to reduce the number of exclusions. 3. Engagement of parents of children eligible for PP is in line with peers. All disadvantaged students have equal access to learning resources and academic experiences. 	

Barriers to future attainment (for pupils eligible for PP) Reviewed June 2019	
In School Barriers	
A	<p>Starting Points, Progress and Attainment</p> <ol style="list-style-type: none"> i. In Y7-9, the KS2 SS score for PP pupils in Maths, Reading and GPVS is lower than it is for Non-PP pupils. In Y10-11 the KS2 Fine Point Score is lower for PP pupils than for Non-PP Pupils. Reading age data suggests that on average PP pupils have a reading age of 1 year and 2 months lower than Non-PP Pupils (i.e. PP Pupils constantly start Varndean on average with a lower ability in core English and Maths skills). ii. For all attainment measures used (e.g. EBac, %L4/5+ Eng and/or Maths) Outcomes (Y11 2018 leavers) and Predicted Outcomes (Y7-11 LC3 Data) is lower for PP pupils than it is for Non-PP pupils. (This isn't surprising given that PP pupils start with lower Eng and Maths starting points, so Progress should be measured instead...) iii. In all the P8 subject 'buckets' (Eng, maths, Ebac, Other), Non-PP pupils perform better than PP pupils as a group, and when split into HAPS/MAPS/LAPS.

	<p>iv. In all year groups, on average, PP pupils are less likely to be on target ('G') or Exceeding their target ('E') when all subjects are considered together. (i.e. The differences can't be explained by PP pupils having less challenging targets than Non-PP pupils. N.b. FFT benchmarks are used for target setting and FFT claim that their target setting algorithm doesn't take into account socio-economic factors associated with PP pupils)</p>
B	<p>Behaviour</p> <ul style="list-style-type: none"> i. On average, PP students consistently are given more behaviour points than NPP students ii. On average, PP students are consistently earning fewer achievement points iii. Internal Exclusion data would indicate that a greater proportion of PP students have received IE as a sanction iv. PP pupils get a disproportionate amount of FTE's, but this will be expected given point i above. <p>Attitude to Learning</p> <ul style="list-style-type: none"> i. On average PP pupils receive lower A2L marks than Non-PP pupils throughout the school
External Barriers	
C	<p>Attendance</p> <ul style="list-style-type: none"> i. On average throughout the school, and in each year group and school, PP attendance is lower than Non-PP attendance ii. On average throughout the school, and in each year group and school, PP Persistent Absence is lower than Non-PP Persistent Absence.
D	<p>Equality of chance</p> <ul style="list-style-type: none"> i. Canteen usage data suggest that a larger proportion of PP pupils don't use the canteen than Non-PP pupils ii. After-school club participation data shows that PP pupils are underrepresented in clubs overall, and in each category of club. iii. Figures for the Duke of Edinburgh (DoE) suggest that it is taken-up by Non-PP disproportionately.

Objective 1: Disadvantaged students to continue to make progress in line with their peers. (Teaching and Learning interventions)

Actions	What is the evidence and rationale for this choice? Including Success Criteria	Timescales	Person responsible	Cost/resource implications
High quality first teaching. Teaching Staff CPD	Varndean is committed to improving academic outcomes for all by constantly working to improve the quality of teaching in the classroom. Contributing to regular, quality CPD will help to ensure this. CPD genie will centralise CPD attended, and help to target areas needed for development. Progress 8 score to continue to close - currently -0.16	Ongoing. Analysis after every Learning Cycle.	Assistant Headteacher - responsible for Teaching and Learning	£15,000
Action Tutoring	Outcomes were positive for this cohort, and is a relatively low cost intervention for a number of students. It requires careful selection of students, and rigorous monitoring of engagement and attendance. Baseline test completed for each student, and progress tests completed regularly.	Oct 18 - May 19 Careful selection of students, and rigorous monitoring of engagement and attendance. Baseline test completed for each student, and progress tests completed regularly.	Pupil Premium Lead	£8,000
Brilliant Club	Varndean is partnered with the Brilliant Club, which is an award winning organisation working to widen access to top universities for the most able students. This year, 55% of the cohort will be	Oct 18 - Mar 19 Regular liaison with Brilliant staff.	Pupil Premium Lead	£8000

	pupil premium, or first generation students with high prior attainment. We currently have 20 students taking part this year across year 9 and 10. Students access a higher level curriculum and complete an extended piece of work.	Baseline test completed in tutorial 1. Data monitored at each Learning Cycle		
GCSE POD New	GCSE POD is an independent learning and revision tool. All year 11 have access to it and soon to be introduced to Year 10. Extra attention has been paid to disadvantaged students in ensuring they can maximize its usage. Students under EOTAS will also have special arrangements made for them.	Ongoing, throughout the year	Teaching and Learning Intervention Team Pupil Premium Lead	
Sussex Writes - Widening Participation programme New	Sussex Writes provides a unique and positive point of contact between the School of English and local schools, with a programme that delivers creative writing workshops as a means of improving general essay writing in the Arts and Humanities and to serve as an additional support for students in Year 10 who are working towards the creative writing assessment in GCSE English examinations.	January 2019 - may 2019	Teaching and Learning Intervention Team Pupil Premium Lead	

Objective 2: No gap between disadvantaged students and other students attendance and a reduction in exclusions

Actions	What is the evidence and rationale for this choice? Including Success Criteria.	Timescales	Person responsible	Cost/resource implications
Full time, in house Education Welfare Officer	Pupil premium attendance gap for academic year 2017/18 is amongst lowest in the city, and continues to decrease. However, PP attendance remains a school strategic priority, and any gap is too high. We need to strive for a gap of 1% or less during this academic year. A range of incentives are used with specific students and families to encourage improved attendance.	Ongoing - including weekly meetings with each School Base KPI meetings	Deputy Headteacher Education Welfare Officer School Base staff	£81,457

	The gap for 2017-2018 was -3.2% (currently -3.1% for 2018-2019 (Wk10)) To support each School Base to address the persistent absence of our PP students through effective family liaison.			
Four School Structure	Four fully staffed School Bases to meet the pastoral needs of our students.	Ongoing	School Base Staff	
Careers Advisor	Provision of careers support for students. All PP students have had an initial consultation with our Careers Advisor. One follow up meeting to be arranged.	Ongoing. Year 10 have access from January 2019	Careers Advisor	

Objective 3: Engagement of parents of children eligible for PP is in line with peers. All disadvantaged students have equal access to learning resources and academic experiences.

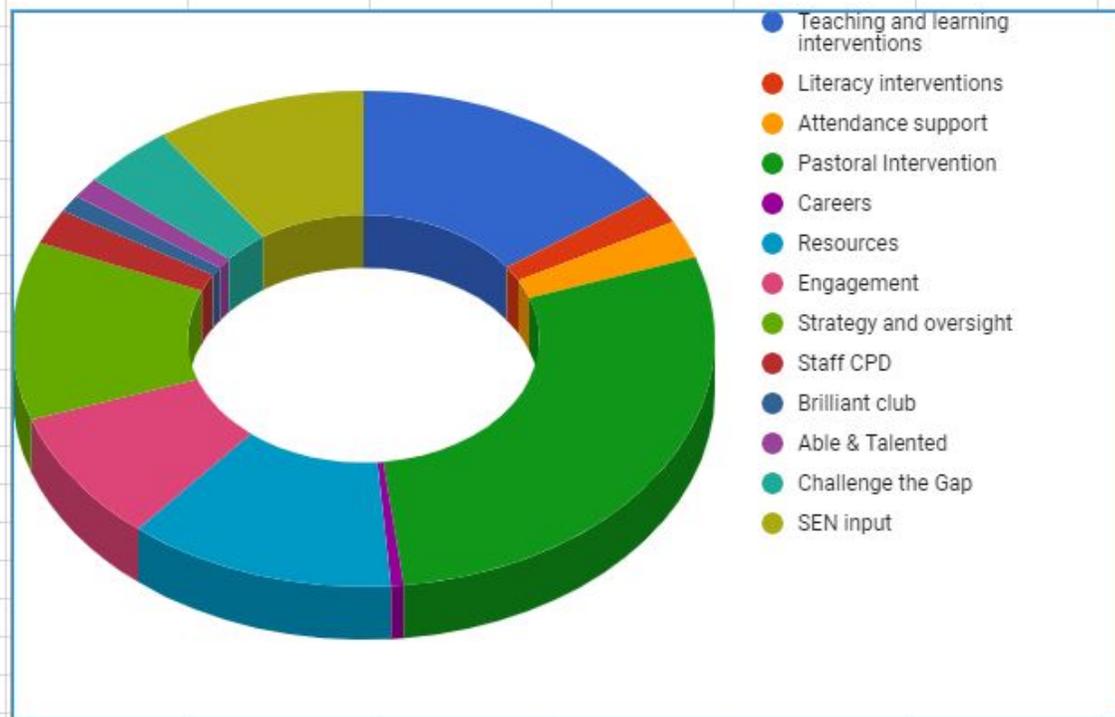
Actions	What is the evidence and rationale for this choice? Including Success criteria	Timescales	Person responsible	Cost/resource implications
Transition Support Strategies	Students who make smoother transitions, settle faster into school life. Targeting students who have low attendance at primary ensures that the correct strategies are in place from the start.	Apr 18 - Nov 18 Apr 19 - Nov 19	Data manager Transition lead	£0
Subsidy of resources, trips, activities and uniform	Closing the social gap is vitally important. In conjunction with academic excellence, disadvantaged students should be fully enabled to access the entire learning experience. Subsidy of all trips	Ongoing	HOD School Base staff Business Manager	£67,000

	<p>and visits that incur a fee should ensure that no student is excluded from an experience due to cost.</p> <p>19 PP students currently receive music tuition.</p> <p>It is imperative that all students have equal access to the books and equipment that are necessary for learning, revising and achieving the best possible grades. Providing all PP students with equipment for maths and revision guides in KS4 across all subjects enables this.</p> <p>This year we will be providing free revision guides for English students in KS4 and year 11 PP geographers.</p>			
Chromebooks	<p>Focus groups of year 7 students in year 2015-2016, indicated that a high percentage of disadvantaged students did not have access to a computer at home. All disadvantaged families were offered access to a chromebook loan to be used as a home computer. During 2016/17 and 2017/18, students in receipt of a chromebook outperformed their disadvantaged peers on every measure, however work remains as they are yet to perform inline with their non-disadvantaged peers. The hardest to reach and most vulnerable year 7 students (20 students), continue to be the focus this year and have been loaned a chromebook.</p>	<p>Selected students across yr 7 to 11 have chromebooks. These will be loaned for the period of time the student attends Varndean. Impact reviewed annually.</p>	<p>Pupil Premium Lead</p>	<p>£5000</p>
Into University and First Generation Scholars	<p>Raising aspiration and motivation to achieve is a key priority for Varndean School. The two university widening participation programmes work to engage disadvantaged students from year 7 through to year 11 and offer them an experience of university life. The aim is to increase academic aspiration for all, and to increase applications to university for learners from disadvantaged backgrounds.</p>	<p>All year groups involved. 180 PP students</p>	<p>Lead on Curriculum Development</p>	<p>£2000</p>
Learning Advocates	<p>This is a parental engagement programme produced to try and encourage parents and carers to take a more active role in their child's education. We expect it to have an impact on student</p>	<p>Jan 19 - Apr 19 To be reviewed at the end of the</p>	<p>EJ Pupil Premium Lead</p>	<p>4 face to face meetings - £80</p>

<p>New TBC</p>	<p>outcomes, improve attendance, improve organisation, support mental health and wellbeing, establish routines for the student, explore post-16 options and improve attitude to learning. 4 disadvantaged and vulnerable students in year 11 to have a learning advocate.</p>	<p>programme - parental and student feedback</p>		<p>Keep in touch texting service and travel - £100 Evening event for the group- £50 Training for the Learning Advocate - £50 Resources for the student £20</p>
<p>Learning Mentor - Pupil Passport New TBC</p>	<p>A Key Stage 3 programme Our most vulnerable year 7 and year 8 students are allocated a mentor who becomes their ally. A Pupil Passport is written together and shared with teachers and School Base Staff.</p>	<p>Progress of individual students is analysed every LC, including attainment, attendance, A2L</p>	<p>Pupil Premium Lead and Team of Allies.</p>	<p>Yet to be calculated</p>

Details and breakdown of Pupil Premium spend 2017-2018

Teaching and learning interventions	61801.04
Literacy interventions	8114.2
Attendance support	10086.16
Pastoral Intervention	115925.21
Careers	2325
Resources	50150
Engagement	35000
Strategy and oversight	47356
Staff CPD	9300
Brilliant club	4554
Able & Talented	5550
Challenge the Gap	17142
SEN input	39351
Total	406654.61



Details and breakdown of Pupil Premium spend 2018-2019

	£
Teaching and learning interventions	88058
Literacy interventions	4227
Attendance support	10187
Pastoral Intervention	69271
Careers	2000
Resources	80000
Strategy and oversight	15000
Staff CPD	2000
Brilliant club (Able & Talented)	8000
SEN input	33547
Total	312290

