

TUNBRIDGE WELLS GIRLS' GRAMMAR SCHOOL

PUPIL PREMIUM REPORT AND STRATEGY 2018-19

Aim

Tunbridge Wells Girls' Grammar School (TWGGS) aims to realise the potential of all its pupils to achieve their very best: this means tackling and overcoming obstacles to achievement and progress caused by material disadvantage; closing attainment and progress gaps; and ensuring full access to the curriculum and wider extra-curricular programme.

Objectives

Targeted support and strategies resulting in every pupil, however financially disadvantaged, being able to:

- improve levels of attainment and progress
- close attainment gaps relative to school averages
- have full access to the curriculum
- access the extra-curricular provision

Background

The Pupil Premium Grant is based on pupils who have been on FSM within the last six years, those pupils within Local Authority care and children of Forces families. At TWGGS we have a relatively low number of pupils eligible for PP; however, it is important that PP is used effectively. The Pupil Premium Grant is an additional sum of money paid to all schools in order to tackle disadvantage resulting from low income or family circumstance. The amount is calculated on the number of pupils on roll who are currently eligible for free school meals (FSM) or have been eligible within the last six years (Ever 6), and children looked after in local authority care. It allows schools to address inequality and provide for the pupils who need it most. The government allows schools to decide how the Pupil Premium is spent since they are best placed to assess what additional provision should be made for the individual pupils in this setting. Schools are held accountable for how they have used the additional funding to support pupils from low income families.

Schools have the freedom to spend the Premium, which is additional to the underlying school budget, in a way they think will best support the raising of attainment for the most vulnerable pupils. At TWGGS, we encourage parents to register their child as eligible for free school meals so that the Pupil Premium entitlement can be accessed to support these children. Pupil Premium funding is used flexibly to respond to the needs of our pupils, either individually or in groups. As part of our ethos we are committed to helping all of our pupils to fulfil their potential, regardless of circumstances. We therefore extend help and support, where appropriate, to those pupils who are not eligible for the Pupil Premium Grant but where there is known to be financial hardship.

Identified Barriers to Future Attainment

Attendance

The attendance rate for Pupil Premium pupils 2017-18 was 96.2%, higher than the national target of 95%, well above the national average for Pupil Premium pupils of 70.9% and above the school attendance of 94.5%. (5 of the Pupil Premium pupils were in Year 11 in 2017-18, therefore had higher absence, as a result of GCSE study leave.) The school continues to tackle persistent absentees, as well as focus on occasional but regular absences, which add up over a year, impacting on progress.

Desired Outcomes: Attendance rate for Pupil Premium pupils to continue to match or better that of the cohort.

Aspiration, self-confidence and welfare issues

For a small group of Pupil Premium pupils across Years 7 to 11 there are some issues of a lack of self-confidence, which impact on aspiration. These pupils can require targeted encouragement and support, as well as additional careers guidance. A small number of Pupil Premium pupils have particular personal or family concerns which impact on their social, emotional and mental health. These pupils require additional support from form tutors and Directors of Achievement, closer monitoring and tracking of progress, and can require one-to-one professional counselling.

Desired Outcomes: Improvements in aspiration to be reflected in the Key Stage 4 Pupil Premium outcomes, and ultimately in pupils' destinations at 18, progressing to higher education in a similar proportion to the cohort. Attendance at revision sessions and subject clinic will be in line with other pupils at the school. All Year 11 Pupil Premium pupils to continue to TWGGS Sixth Form or other further education provision – all remained at TWGGS in 2018.

Planned Expenditure for 2018-19 - £27,845

Funding will continue to be used in 2018-19 to support the 28 disadvantaged pupils (plus one Armed Services pupil) by:

- Providing free of charge revision sessions to raise attainment levels.
- Providing a range of interventions and support such as one to one or small group support, including literacy support, emotional support groups and diagnostic testing.
- One to one counselling services to help improve SEMH (Social, Emotional and Mental Health issues).
- Enabling identified individuals to enjoy opportunities such as cultural and enriching experiences, education visits, musical tuition, gymnastics coaching and extracurricular activities.
- Assisting identified pupils with the purchase of uniform, ICT or specific equipment.
- Visits to universities subsidised to encourage pupils and raise aspirations
- Personalised learning and classroom approaches such as:
 - Providing effective feedback on pupils' performance
 - Encouraging pupils to think about their own learning strategies
 - Pupils learning from each other including peer mentoring
 - Assessment for Learning
 - Parental involvement
 - High expectations and self-belief

2017-18 Pupil Premium Strategy Review

The Outcomes of Pupil Premium Spending on Year 11 GCSE Performance 2018 - 5 Pupil Premium Pupils

	2018	
	Disadvantaged (5)	All pupils
% Achieving grades 9-4 in English and Maths	100%	97.9%
% Achieving grades 9-5 in English and Maths	80%	96%
Attainment 8	7.08	73.7
Progress 8	1.071	0.93
English Baccalaureate Average Points Score	6.93	7.28

Pupil Premium pupils in all year groups are tracked closely and interventions are put in place where appropriate. As a school we are targeting this small group of PP pupils and are ensuring they make progress; we are constantly striving to diminish the difference, however slight. In 2018, whilst their attainment was lower, Pupil Premium pupils' progress was well above that of the cohort.

We recognise that it is high quality teaching that has the greatest impact on all pupils' ability to maximise progress, therefore the provision of outstanding teaching and learning is the school's focus. Incorporated into outstanding learning, we work tirelessly to ensure that pupils receive excellent feedback from staff both in the form of marking and other methods within the context of their lessons so that all pupils are clear about what they need to do to improve their progress. It is the quality of this feedback that has been evidenced as having the most impact on pupils' progress (research by Education Endowment Fund and Sutton Trust, updated 2016) and this has been a key area for development at TWGGS.

Destinations

TWGGS is committed to ensuring that all pupils have high aspirations, regardless of their family circumstances. Pupil Premium pupils are given access to career guidance, education and experiences, to help them understand and value their curriculum. All Pupil Premium pupils in Year 11 in 2017-18 remained at TWGGS for their Sixth Form studies.

Pupil Premium Expenditure 2017-18

The figure, per pupil, for the year 2017-18 remained at £935 for those who have been eligible for free school meals in the last six years and £2,300 for children looked after in local authority care. In addition, pupils who have been adopted from care under the Adoption and Children Act 2002 and those who have left care under a Special Guardianship or Residence Order also attracted a premium of £2,300. The DfE also provides a premium for children of parents who have served in the armed services in the last six years (EVER 6), who face particular challenges. The level of this Service Child premium was £300 in 2017-18. Pupil Premium for the year 2017-18 was £26,480 (£27,415 for 2016-17, with 29 pupils plus one Armed Services pupil). TWGGS had 28 FSM EVER 6 pupils, plus one Armed Services pupil, in 2017-18; the table below outlines the spending of Pupil Premium at TWGGS:

Provision
All Pupil Premium Pupils
All PP pupils received teaching by a well-qualified professional: <ul style="list-style-type: none"> ➤ Well qualified professionals were trained to give high quality feedback (Inset) ➤ Well qualified professionals are skilled and effective in using internal tracking systems ➤ Well qualified professionals have been trained to differentiate teaching to include PP pupils. ➤ Personalised learning and varied classroom approaches are utilised to challenge and support all pupils
Assessment for Learning has been developed to raise standards, and resources have been used to set up these systems, further developing them in response to new education reforms.
The Senior Leadership Team, Directors of Achievement and Curriculum Leaders are all proficient in comparing our pupils with PP within the national context.
Some Pupil Premium Pupils
Most PP pupils received support to enable them to access the wider curriculum, through cultural and educationally enriching activities as foreign language trips, including exchanges; theatre visits; and Geography field trips.
Some PP pupils received support to access activities designed to build confidence, team work and self-esteem, such as the Induction team-building days and the Year 9 residential experience in Devon.
Some PP pupils identified as underperforming by the English Department receive one to one Key Stage 3 literacy intervention
Some PP pupils identified by the Mathematics department as underperforming receive Mathematics intervention (Maths Clinic)
Some PP pupils receive one-to-one peer support in specific subject areas, largely provided by Sixth Formers with teacher guidance.
Some KS4 PP pupils were identified as needing support in specific subject areas and received intervention (in Geography, Maths and sciences through clinics and bespoke revision sessions)
Some KS4 pupils received regular mentoring, based on tracking by the Director of Achievement.
Some PP pupils were provided with laptops in order to enable them to work outside school using ICT.
A small number of PP pupils received individual pastoral support from the KS3/4 Pastoral Support role
A small number of PP pupils received regular one-to-one counselling from the school's external counsellor to help improve SEMH (Social, Emotional and Mental Health issues).
Individual Additional Provision for Pupil Premium Pupils
Diagnostic testing for specific learning difficulties was carried out for a small number of PP pupils in order best to target intervention and improvement strategies.
Funding for musical Pupil Premium pupils to have individual instrumental Music lessons.
A few Pupil Premium pupils had reviews of GCSE examination papers, with some success in increasing grades
All pupils who have demonstrated underperformance receive short term intervention and are reviewed regularly – this includes PP pupils.

The Pupil Premium Strategy and Report are reviewed annually; next review December 2019. They may be reviewed in stages, dependent on the availability of Department for Education information.