



Pupil Premium Statement – Mid Year Review, February 2023

Pupil Premium Impact Statement

Overview

- The Academy was allocated £985 per Pupil Premium student.
- In the academic year 2022-2023 the Academy was allocated a total:

Profile of Cohort 2022-2023

	Number	Percentage of Cohort
Students on roll	842	100%
Pupil Premium students	303	36%
Higher Prior Attaining (HPA) Pupil Premium students	56	18.5%
Middle Prior Attaining (MPA) Pupil Premium students	135	44.6%
Lower Prior Attaining (LPA) Pupil Premium students	112	37%
Pupil Premium students with EHCP	12	4%
Looked after children	2	0.2%
Previously looked after children	4	0.5%

Pupil Premium Strategy Review to date - Academic Year 2022-2023

Below sets out Bolder Academy's strategy for the academic year 2022-2023 and its evaluation of the impact of this strategy for Pupil Premium spend in the academic year 2022-2023. The table also identifies the activity cost, expected outcome as well as the Education Endowment Trust (EEF) analysis of such activities and interventions.

The analysis from the EEF indicates how strong the evidence is to indicate that the activity is impactful. 1 is the lowest score and 5 is the highest. The indicator also shows how many months progress a student is likely to make if they participate in the activity.

Five key challenges have been identified as areas to address as follows:

Challenge number	Detail of challenge
1	Academic achievement
2	Below age-expected literacy skills
3	Poor attendance
4	Mental Health, wellbeing and behaviour
5	Y6 into Y7 transition

Intended outcomes

This explains the outcomes we are aiming for **by the end of our current strategy plan**, and how we will measure whether they have been achieved.

Intended outcome	Success criteria
Pupil Premium students' academic achievement is in line with non-pupil premium peers.	<ul style="list-style-type: none"> • Attainment data shows that there is no discernible gap in attainment between Pupil Premium students and their peers.
Pupil Premium students make reading progress in line with non-Pupil Premium students.	<ul style="list-style-type: none"> • Pupil Premium students have equitable access to literacy support across the school. This support means that they make expected levels of reading progress in line with non-Pupil Premium students.
Pupil Premium students are coming to school, attending lessons and feel supported with their mental health and wellbeing.	<ul style="list-style-type: none"> • Improved attendance; • Good attainment; • Positive feedback from student voice; • Equitable access to support services such as pastoral team within school and specialist external services.
Attendance to be in line with non-pupil premium peers and at least 95%.	<ul style="list-style-type: none"> • 95% attendance as a minimum for Pupil Premium students; • Punctuality to school is in line with non-Pupil Premium peers; • Open dialogue with families through impactful partnerships; • % of Pupil Premium students are receiving good attendance certificates in line with non-Pupil Premium peers.
Y6 to Y7 transition provision is strong.	<ul style="list-style-type: none"> • New Pupil Premium Y7 students are known to form tutors as well as those who attended summer school; • Pupil Premium students are not overrepresented in detentions given for homework or punctuality; • Y6 to Y7 summer school is well attended.

Activity in this academic year

This details how we intend to spend our pupil premium **this academic year** to address the challenges listed above.

Teaching (for example, CPD, recruitment and retention) (272972)

Budgeted cost: £131,838

Activity	Evidence that supports this approach	Challenge	Impact – February 2023
<p>Employment of primary specialist to support literacy and transition. £17,400</p>	<p>A trained primary school teacher leads the Year 6 into Year 7 induction programme and supports students as they transition into secondary school. This staff member also oversees the planning, staff training and running of phonics-based literacy interventions to support students that have a reading age that is significantly below expected.</p>	<p>2, 5</p>	<p>The Academy's Transition Lead has developed a strong induction programme for the current Year 7 cohort and Pupil Premium students have benefitted from a thorough transition that has supported their development from Key Stage 2 into Key Stage 3. There has been a continued focus on the lowest 20% of readers and how quality first teaching can ensure that good progress is made. 41 students were involved in the Stepping Stones programme which involved a Summer School prior to joining Bolder. Of the 41 attendees, 10 were Pupil Premium. Four of these students have improved reading ages since September, including one student who has made 2 years of progress. Furthermore, 29 students have received mentoring support from older students during Term 1. 9 of these students are Pupil Premium. Through student voice conducted in December, it is clear that every one of these students feels at least 'OK' or 'happy' about being at school, with five requesting to keep their mentors on into the Spring term. This has had a positive impact on the behaviour of these students overall who maintain more positive points than negative.</p> <p>The Academy's Transition Lead is continuing to work alongside the Literacy Lead Practitioner, the Head of English and SENDCO to ensure that all staff across the Academy are developing the skills and strategies required</p>

			to support Low Prior Attaining Year 7 Pupil Premium students in lessons. Through the work that has been done, all teaching staff are aware of who the lowest 20% of students are and have identified specific strategies that they can use in class to support learning.
Additional Literacy support for Pupil Premium students. £37,938	Students identified as needing additional support follow an intensive phonics and comprehension-based intervention: Read, Write, Inc. These students are assessed at the start of the intervention and by establishing smaller intervention groups with a Literacy focus, teaching can be further adapted to fully meet the needs of the learners. It supports learners to achieve at least good outcomes and make excellent progress. The programme is delivered by a teaching member of staff. Students also have access to a specialist dyslexia teacher if required.	2	Currently, 17 Pupil Premium students across Years 7-9 were targeted for intensive phonics and comprehension-based intervention: Fast Track Read, Write, Inc. Programme. Whilst it is evident that progress is being made, it is slow in several cases. We also use Accelerated Reader to monitor the engagement in reading for pleasure with Pupil Premium students and track the engagement that these students have. Results from the last STAR Reading test data showed that in Year 7, 21 of the 43 PP students have a reading age below their chronological age. In Year 8, 19 of the 47 PP students have a reading age below their chronological age. In Year 9, 26 of the 51 PP students have a reading age below their chronological age.
English and Maths Mastery £5,000	English and Maths use Mastery at KS3. Resources are provided as well as CPD opportunities. This allows staff to spend more time on ensuring lessons are differentiated appropriately and giving quality feedback to student work.	1, 2	From the EEF: <i>According to the early definition of mastery learning, learning outcomes are kept constant but the time needed for pupils to become proficient or competent at these objectives is varied. Learners continue the cycle of studying and testing until the mastery criteria are met.</i> The Pupil Premium Lead Practitioner conducted a learning walk in Half Term 2 as well as reviewing pupil voice and this indicated Pupil Premium students are accessing the same learning as their non-Pupil Premium peers. Students in English and Maths could articulate the aims of their learning and mostly took pride in their work. The same was done again in Half Term 3 and responses were very much echoed previous ones.

			<p>In English, the last data drop indicates that 43.6% of Pupil Premium students are on target compared with 53.1% of their non-Pupil Premium peers. 7 of these Pupil Premium students are well below target.</p> <p>In Maths, the attainment gap is significantly smaller, with 43.6% of Pupil Premium students making expected progress compared with 45.2% non-Pupil Premium students. 12 of these Pupil Premium students are well below target.</p>
--	--	--	---

Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £56,834

Activity	Evidence that supports this approach	Challenge	Impact - February 2023
<p>Homework club for Pupil Premium students. £15,000</p>	<p>Students access support with the completion of homework. Students become better organised, more independent and are able to meet deadlines.</p>	<p>1, 2, 4, 5</p>	<p>The homework club has been on an invitation only basis to support students struggling to complete homework. The staff member who oversees this has now changed and new systems need to be adopted. 20 students across the five school days are invited, and some on multiple days. Of these, 11 students are Pupil Premium. At this stage, the provision is not compulsory and is used as a supportive space where the school's Literacy Lead Practitioner can work one-to-one with students. Latterly, only one student has been regularly attending, and they are Pupil Premium. This provision will now be refined.</p>
<p>Speech and Language Therapist support for Pupil Premium students. £7,000</p>	<p>Students access 1:1 and small-group support from a trained Speech and Language therapist. Strategies are shared with students, staff and parents to support learning in the mainstream classroom. Students are also supported to develop social skills and improve social communication.</p>	<p>1, 2, 4</p>	<p>There have been 7 Pupil Premium students who have been referred to the Speech and Language therapist for assessment this academic year across years 7-9. 4 of these students have then gone on the access direct support through sessions with the qualified Speech and Language assistant.</p>

			There are a further 19 Pupil Premium students across years 8-11 who have received direct support in school over the autumn term. These sessions have focused on developing emotional understanding through the Zones of Regulations programme, strengthening social communication skills and providing students with strategies that they can transfer into the mainstream classroom to support with their expressive and receptive language skills.
Tutoring programme to support Pupil Premium students. £20,000	Students are invited to extra tuition sessions at KS4 to bolster their knowledge and skills ahead of their examinations in English, Maths, Science, Art, Languages and Geography.	1	Y11 Pupil Premium predicted Progress 8 is -0.14. For the non-Pupil Premium students, it is +0.29. 9 Pupil Premium students are below in Maths and English. 22 Year 11 students are receiving small group intervention by an experienced English teacher and Pupil Premium lead. The students were chosen due to having been below target in their mocks in the Autumn term. The staff member has been working on exam skills that they were weakest at and then offering bespoke support for the upcoming mock in February. This data will help show the impact of this provision. Across the school in a variety of subjects, 55 of our 57 Pupil Premium Year 11 students receive some weekly tutoring on a weekly or a fortnightly basis. This tutoring is targeted to specific students based on subjects where they are falling behind and is offered in small groups to maximise impact.

Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £84,300

Activity	Evidence that supports this approach	Challenge	Impact - February 2023
----------	--------------------------------------	-----------	------------------------

<p>Access to daily Personal Development sessions and half-termly value days.</p> <p>£50,000</p>	<p>Pupil Premium students are able to gain significant cultural capital through various activities around art, theatre, and PSCHE.</p>	<p>4, 5</p>	<p>All students participate in the Value Days. The school's recent Ofsted visit highlighted this provision to be Outstanding: "leaders have placed pupils' character development at the heart of all that takes place at the school. Pupil voice very much supports this view and students are able to forge strong links between their learning, their own development and their future careers." On a recent discussion with pupils with the Pupil Premium lead, student voice spoke very strongly about how they felt the sessions were relevant to their lives. Across the school, 30% of our Pupil Premium students engaged in extra-curricular or enrichment activities.</p>
<p>Access to a confidential school counsellor for Pupil Premium students.</p> <p>£4,200</p>	<p>Wellbeing is supported through 1:1 confidential counselling sessions. Impact is monitored through the scores for any wellbeing surveys completed. Students can self-refer to this service and request additional sessions if they require further support.</p>	<p>3, 4</p>	<p>9 Pupil Premium students across Years 7-11 have currently accessed support from the Hounslow Youth Counselling Service this academic Year. All of these students have said that they find the support that they gain from the sessions valuable and that they help them to manage feelings of anxiety or low mood. Two of these students have had sessions previously and have requested that they be re-referred as they find the support beneficial. The other 7 students are all new referrals. The counsellor has incorporated a variety of more traditional talk therapy with opportunities for art therapy so as to support some of our younger students more effectively.</p>
<p>Educational Psychologist support for Pupil Premium students.</p> <p>£3,600</p>	<p>Students, staff and parents/carers are given strategies to support learning. Students can also be assessed to identify any underlying learning needs.</p>	<p>3, 4</p>	<p>7 Pupil Premium students have now been referred to an Educational Psychologist (EP) for additional support. The EP has been working with staff and parents/carers to help develop strategies that can be used both at home and in school. One of these students has received an EHCP and another is going to be assessed by the Local Authority.</p>

<p>Bespoke wellbeing programmes through social and emotional learning support for Pupil Premium students.</p> <p>£1,500</p>	<p>Students who have been identified as being at risk or vulnerable through wellbeing survey receive small group or 1:1 emotional literacy support. This includes professional mentoring and coaching programmes, as well as therapeutic opportunities such as art therapy.</p>	<p>3, 4</p>	<p>There has been a significant investment in social and emotional support, especially for Pupil Premium, in the form of buying in external agencies and resources who have been able to provide more focused, personalised support. Last year, the school employed a professional Play Therapist to support some of our students with social communication difficulties. 3 of the students that are accessing the service this year are Pupil Premium. All of these students have engaged regularly with the sessions and feedback has been overwhelmingly positive. There continues to be an improvement in the attendance and the behaviour of the students that have had multiple sessions. The school has also continued to implement further therapeutic mentoring sessions through Grow. There are currently 3 Pupil Premium students accessing this support. Two of these students are in Year 11 and these sessions have helped them to cope with the demands of GCSEs. A professional learning coach has continued to work with some of our more 'hard to reach' students that are reluctant to engage in traditional therapeutic sessions. This year he has been working with 5 of our Pupil Premium students across Years 8-11. Our Deputy SENCO has also completed training in Drawing and Talking and has recently started working with 8 of our Pupil Premium students. The majority of these are in years 8 and 9. One student is in Year 10.</p>
<p>Additional Pastoral support for Pupil Premium students.</p> <p>£25,000</p>	<p>Members of the Pastoral Team support through child centred pastoral plans and deliver a programme of mentoring/coaching for students identified as requiring additional pastoral support.</p>	<p>3, 4</p>	<p>The hiring of two additional Pastoral Managers this year has ensured that students receive high levels of pastoral support. Both Pastoral Manager comes with experience of working closely with students and developing in-depth support plans. We have also employed a Learning and Behaviour Support Mentor who has been working with 18 students, 12 comprise of</p>

		<p>some of our most vulnerable Pupil Premium students. Two Pupil Premium students have now exited this programme of support. He works with these students 1:1 but also supports them in lessons and works with subject teachers to help develop positive relationships with them. Furthermore, the Behaviour Support Mentor also works with these students in building aspiration for the future and seeing value in academic success. As at 02/02/2023, Pupil Premium students were responsible for 46.8% of all behaviour incidents across the school, despite only representing 36% of the cohort overall. This needs to be reduced and will continue to be monitored. Lastly, attendance for Pupil Premium students is 4% lower than that of their non-Pupil Premium peers. Persistent absenteeism is exactly the same for both groups. Lateness is 1.09% higher for Pupil Premium students compared with their non-Pupil Premium peers.</p>
--	--	--