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## Our School

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***'Original, Ambitious, Responsible, Kind and inclusive'***

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The BRIT School is the only (non-fee paying) State school dedicated to performing and creative arts founded and sponsored by the British Recording Industry Trust. As a school for 14 -19 year olds, the School has a pioneering approach to education and a unique atmosphere of support and focus on cultivating young people's creativity and talent.

The School's catchment area is most of Greater London, some parts of Kent and Surrey and we are allowed to take 10% of applicants from outside this area, if they show unusual merit.

At KS4 we have 391 students (200 in Year 10 and 191 in Year 11).

66 students at Key Stage 4 are registered as eligible for PP funding as of November 2021, which is approximately 17% of the cohort.

## Pupil Premium Purpose

The BRIT School's Pupil Premium (PP) Policy recognises the nationally reported gaps that exist between Pupil Premium and non-Pupil Premium students. At The BRIT School we have identified the following as likely barriers to attainment:

1.	A high percentage of Pupil Premium eligible students have expressed concerns about inadequate ICT provision and non ICT provision at home in order to access remote learning as well as independent study.
2.	A high percentage of Pupil Premium students enter the school with low levels of literacy and numeracy, as evidenced in induction tests.
3.	Pupil Premium students have historically made less progress than their peers in Maths.
4.	Pupil Premium students have historically made less progress than their peers in Science.
5.	Higher ability Pupil Premium students have historically made less progress than their peers in English.
6.	Some Pupil Premium eligible students have gaps in subject knowledge due to the impact of Covid-19/lockdowns and/or time away from school in order to isolate.
7.	The impact of Covid-19 has presented challenges when it comes to the School's capacity to enrich PP students' cultural capital through in-house productions as well as external trips.
8.	Pupil Premium eligible students may have less support when it comes to Post-16 choices, further education, work experience and careers.
9.	Pupil Premium eligible students may have less support when it comes to well-being and mental health provision.

At the same time, we feel that it is important to clarify that there is no such thing as a 'pupil premium student'. The grant is in place to address individual student needs within the context of individual schools. Furthermore, as Daniel Sobel points out, 'There is no one thing that works, it is about best practice.'

'It is for 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 students within their responsibility.'

The BRIT School's Pupil Premium (PP) Policy upholds the values and beliefs in our mission statement:

- Young people wish to learn and participate in a creative environment within a firm framework of teaching and learning;
- The best discipline comes from a commitment to shared goals;
- Students need an understanding of, and access to, developing technology to encourage participation and leadership in a rapidly changing society;
- The arts encourage each individual to work in a creative, co-operative and collaborative manner

*Department for Education*

The grant was set up in 2011 to give schools greater capacity and hold schools to account for ensuring students from all socio-economic backgrounds are able to continue into and access all forms of higher education, work and wider life opportunities. Schools measure the attainment and progress of all students and identify the gaps between different groups of students.

### The BRIT School uses the Pupil Premium grant in order to:

- focus on developing 'best practice' in relation to our provision for students eligible for PP funding.
- achieve the best educational outcomes for those students allocated the funding. We see it as imperative that all students leave with the best examination outcomes possible in their curriculum areas as well as their specialist strand of study.
- 'narrowing the gap' between students in receipt of PP funding and the rest of the year group. This year we aim to reduce the 'gap' in attainment across subjects with a focus on .
- support the bridging of any social, emotional and educational 'gaps' that have emerged due to COVID-19 and national lockdown/s.

### We aim to ensure that all Pupil Premium students will benefit from:

- Priority for work experience placements and careers advice
- Reduced costs for selected trips, where possible
- Revision guides, books and resources in English, Maths and Science as well as some other subjects

- Extra-curricular opportunities and initiatives led by subject areas

The BRIT School will aim to use the grant in a more personalised way, targeting individual students and student groups and ultimately creating the social mobility and equality of opportunity education should provide. The BRIT School will aim to ensure that students eligible for PP funding receive bespoke support and provision in order to achieve examination success in all their subject areas. This may include:

- Funding for IT related equipment, where there is a real need
- Funding for personal items, where there is a real need
- The opportunity to have a staff mentor in Y11
- Access to extra support from subject specialists

The BRIT School believes that Pupil Premium funding is also about much more than examination results. Funding can be used to develop aspects such as self-esteem, organisation, aspiration and engagement. The student's learning skills and wellbeing are equally critical to a successful education and foundation for life. A range of extra-provision is in place for students eligible for PP funding to develop these key aspects and support each young person according to their individual need. Students may also receive funding in order to support their personal well-being, confidence and access to resources.

The BRIT School will aim to track the progress and attainment of students eligible for PP against the funded provision in place, to ensure we review and adapt strategies according to their impact.

Whilst The BRIT School's use of Pupil Premium funding will always centre on eligible students, other students within the school community may also benefit from certain Pupil Premium initiatives.

## Eligibility and allocation of the Pupil Premium Grant:

The Pupil Premium Grant is only awarded to KS4 BRIT School students who fall into one of the three categories below:

- Students who have received free school meals in the last 6-year period (Ever 6) £955

The pupil premium for 2021 to 2022 will include pupils recorded in the October 2021 school census who are known to have been eligible for FSM since May 2015.

- Students who currently receive free school meals £955

- Looked-after children, those in the care of, or provided with accommodation £2,345

Please note that this funding is held by a student's local borough and schools must apply for funding based on certain criteria.

The pupil premium for 2020 to 2021 will include pupils recorded in the October 2021 school census and alternative provision census, who were looked after by an English or Welsh local authority immediately before being adopted, or who left local authority care on a special guardianship order or child arrangements order (previously known as a residence order). These are collectively referred to as post-LAC in these conditions of grant. (Source: gov.co.uk)

All looked after children's pupil premium funding is held by their local borough and associated 'virtual head'; any allocation of this funding is carefully considered in regular meetings at the school, known as PEP meetings, with teachers, guardians, social workers and the virtual head all in attendance.

- Students whose parents have served in the armed forces in the last 6 years (Ever 6 service child) £310

## BRIT School Pupil Premium allocation 2021- 2022:

We received a Pupil Premium Grant of £62,070:

Allocation	Spend
Staffing to deliver PP Provision (see below) including oversight, delivery & administration	£37,931
Student support including mentoring programme	£16,000
Educational Books, IT & Resources PP eligible students	£7,308
Education Visits support for PP eligible students	£831
Total	62,070

## Development of the Policy:

The policy is developed in consultation with students, staff, governors, parents and carers. It is part of our commitment to reducing inequalities in outcomes and promoting the inclusive nature of the work we do at our school, as required in the Equality Act 2010 and the Children and Families Act 2014. It will support the school in meeting the needs of our pupils who are covered under the 'protected characteristics' of the Equality Act. Some students, especially minority ethnic, English is an additional language, Additional Educational Needs (AEN) and pupils with disabilities can suffer from higher rates of disadvantage and therefore can have higher rates of eligibility for FSM. Where this is the case, we shall take these additional needs into account.

## Monitoring and Review of the Policy:

Our Pupil Premium Policy will be reviewed on an annual basis and adjustments will be made to it according to the impact the strategies are having on student achievement. It will also take into consideration the funding variations that may occur from year to year. We recognise the importance of context and will evaluate new strategies as robustly as possible to ensure that the approaches we are using have the desired effect. In order to do this effectively, we will, where relevant, undertake on-going evaluations of the strategies we are using to measure positive impact. Our annual whole school review will involve staff, pupils, governors, parents and carers.

### Appeals Procedure:

Queries about the policy or implementation of the policy from parents with respect to individual students should be addressed via the School's complaints procedure.

### Use of Pupil Premium Funding 2021-2022:

The BRIT School decides how Pupil Premium funding is allocated based upon historic trends in needs, progress and attainment. Some funding is reserved to meet the individual requirements of students as and when these needs arise; it is also possible for parents to request funding to support an individual need that is linked to a student's academic or vocational progress.

Our intention last year was to support the attainment of Pupil Premium eligible students with a particular focus on English, Maths and Science; we also aim to support students with extracurricular activities and opportunities for enrichment. Below are the strategies we have employed to achieve our aims:

Specific Provision for PP eligible students
Coordinated staffing support for PP students including PP Maths, PP English, PP Science intervention teachers and PP AEN Learning Support specialist teacher
IT equipment for select PP students
Extra-Curricular Activities for Pupil Premium students (Poetry Live, Daniel Spargo-Mabbs, Maths Upskiller/PP project work, University visit, BRIT Goes Green, Theatre trips)
At home, online tuition for select PP students
Furniture and equipment for specialist PP classroom
Mentoring, resilience and mental health support
Student rewards
Educational materials (stationary, books, guides and technology.)

The above does not represent an exhaustive list of provisions made which benefits Pupil Premium students, but is a reflection of the nature of the financial expenditure to ensure that students achieve.

### 2022 BRIT Pupil Premium Qualification Headlines:

Nb, It is not possible to benchmark attainment against national outcomes this year.

Although there are still gaps between the attainment of our PP and non-PP students, there are encouraging signs that these are narrowing. The BRIT School is proud of the following exam highlights:

#### Review: results headlines and highlights 2021-2022

	% 9-5 Eng.	% 9-5 Ma.	% 9-5 Sci.	5+ Strong passes inc. Eng. & Ma.	5+ Standard passes inc. Eng. & Ma.	Av. Att. 8
ALL (191)	86.7	61.8	47.5	59.2	82.7	54.23
PP (34)	79.4	61.8	37.5	59.9	82.2	51.88
NON PP (157)	84.3	61.8	49.6	55.9	85.3	54.73

Although there are still gaps between the attainment of our PP and non-PP students, there are encouraging signs that these are narrowing. The BRIT School is especially proud of the following qualification highlights showing the differences between the outcomes of those students eligible for pupil premium (PP) and those not (Non PP).

English Literature	Maths	Science (Combined)
<b>9-7:</b> PP 41.2% / Non PP 42% <b>9-5:</b> PP 76.5% / Non PP 75.2%	<b>9-5:</b> PP 61.8% / Non PP 61.8%	<b>9-4:</b> PP 70.6% / Non PP 78.3%

Options Subjects	Overall Single Award GCSE's	Vocational
Art & Design 9-7: PP 66.7% / Non PP 28.6% Biology 9-5: PP 100% / 84.8% Dance 9-7: PP 50% / Non PP 46.7% French 9-5: PP 100% / Non PP 94.1% Film Studies 9-5: PP 77.8% / Non PP 79.5% Further Maths 9-7: PP 33.3% / Non PP 18.2% Graphic Design D*-M: PP 100% / Non PP 90% Sociology 9-5: PP 70% / Non PP 66.1% Spanish 9-5: PP 87.5% / Non PP 75% Music 9-5: PP 80% / Non PP 66.7% Textiles 9-5: PP 100 % / Non PP 100%	<b>9-5:</b> PP 75.3% / Non PP 74.3%	Dance, IDD, Music & Theatre: PP D* - M 100% Dance D*-D: PP 75% Music D*-D: PP 71.4%  <b>Overall Vocational Qualifications:</b> D*-M: PP 89.2% / Non PP 91.4%



PP students in 2020 - results in Year 13 2022	Year 14 - Professional Performance Diploma
22 Students achieving: Distinction: 59.1% Distinction - Merit: 81.8%	28 students achieving: 24/28 Distinction = 85.71% National UAL Benchmark 2018/19 = 41.7%

## Use of Pupil Premium Funding 2022-2023:

Reviewing the outcomes from 2021-2022, the School will focus on the following in 2022-2023:

- Ensuring that all PP eligible students have adequate access to online learning and resources.
- Aiming to further narrow the gap in all subject areas.
- Continuation of English, Maths and Science PP interventions to work exclusively with PP students.
- Increased focus and support for PP students with AEN.
- More coordinated support and strategy for PP students between dedicated Pastoral, AEN & Behaviour staff.
- Mentoring support for PP students in Option subjects and in vocational qualifications.
- Increased staff mentoring.
- Post-16 tutoring to be continued for PP KS4 students in selected subjects.
- Departmental applications for funding specific intervention and projects.
- Continuation of initiatives for Pupil Premium students and Upskiller students to inspire and motivate e.g. The Shakespeare for Schools Festival.