

# The BRIT School

## Pupil Premium Policy 2017-2018

### Table of Contents

|   |   |
|---|---|
| Our School.....   | 2 |
| Pupil Premium Purpose .....   | 2 |
| The BRIT School's use of the Pupil Premium grant:.....                              | 3 |
| Barriers that some Pupil Premium students have faced this year are related to:..... | 3 |
| Eligibility and allocation of the Pupil Premium Grant .....                         | 4 |
| BRIT School Pupil Premium allocation .....  | 4 |
| Development of the Policy .....   | 4 |
| Monitoring and Review of the Policy .....   | 5 |
| Appeals Procedure .....   | 5 |
| Use of Pupil Premium Funding 2017-2018.....   | 5 |
| Outcomes in relation to Pupil Premium (PP) students 2018 .....                      | 6 |
| Use of Pupil Premium Funding 2018-2019.....   | 7 |

#### Document Control

|          |  |              |                   |
|----------|--|--------------|-------------------|
| Title:   | <b>The BRIT School Pupil Premium Policy</b>                                      | Issue Date:  | <b>01/11/2016</b> |
| Author:  | <b>Ray Oudkerk (Assistant Principal) &amp; Mike Offen (Pupil Premium Leader)</b> | Reviewed:    | <b>01/10/2018</b> |
| Version: | <b>1.2</b>   | Next Review: | <b>01/10/2019</b> |

## Our School

---

***'Original, Ambitious, Responsible, Free'***

---

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 388 students (201 in Year 10 and 187 in Year 11).

74 students at Key Stage 4 are registered as eligible for PP funding as of November 2018.

## Pupil Premium Purpose

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 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;

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.'*

***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's use of the Pupil Premium grant:

- The BRIT School is focused on developing 'best practice' in relation to our provision for students eligible for PP funding.
- We are committed to using the PP grant to 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.
- The BRIT School will focus on 'narrowing the gap' between students in receipt of PP funding and the rest of the year group.

#### **All Pupil Premium students will benefit from:**

- Priority for work experience placements and careers advice
  - Reduced costs for selected trips
  - 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
- Pupil Premium students who are in current receipt of Free School Meals (FSM) will also receive The BRIT School's bursary award which will entitle them to:
    - 50% of all school trips
    - Funded Peripatetic lessons
  - 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 private, at-home tuition (up to £250)
    - Funding for IT related equipment, where there is real a need
    - Funding for personal items, where there is real a need
    - The opportunity to have a staff mentor
    - 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.

### Barriers that some Pupil Premium students have faced this year are related to:

- Attendance & punctuality
- Motivation
- Self-esteem
- Lower Literacy levels
- Lower Numeracy levels
- Personal & social challenges

## 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) £935**

*The pupil premium for 2018 to 2019 will include pupils recorded in the January 2018 school census who are known to have been eligible for FSM since May 2012, as well as those first known to be eligible at January 2018. (Source: gov.co.uk)*

- **Students who currently receive free school meals £935**

*The pupil premium for 2018 to 2019 will include pupils recorded in the January 2018 school census (Source: gov.co.uk).*

- **Looked-after children, those in the care of, or provided with accommodation £1,900.  
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 2018 to 2019 will include pupils recorded in the January 2018 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)*

- **Students whose parents have served in the armed forces in the last 6 years (Ever 6 service child) £300**

*For the purposes of these grant conditions, Ever 6 service child means a pupil recorded in the January 2018 school census who was eligible for the service child premium since the January 2013 census as well as those recorded as a service child for the first time on the January 2018 school census. The grant will be allocated as set out in sections 4, 5 and 6 below. Where national curriculum year groups do not apply to a pupil, the pupil will attract PPG if aged 4 to 15 as recorded in the January 2018 school census. (Source: gov.co.uk)*

## BRIT School Pupil Premium allocation

In the financial year 2017-2018 we received approximately £92, 000 of Pupil Premium funding overall. We estimate that we will receive approximately £90, 000 of Pupil Premium funding for the 2018-2019 academic year and approximately £69, 000 for 2019-2020.

## 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 measuring for 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 2017-2018

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 this year is to support the attainment of Pupil Premium eligible students with a particular focus on English and Maths; 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   | 2017/2018 approx. cost (£) |
|---|----------------------------|
| Coordinated staffing support for PP students  | £18,000                    |
| PP Maths, PP English +  | £38,000                    |
| PP AEN Learning Support specialist teachers   | £16,300                    |
| Pupil Premium Staff Mentoring   | £ 213                      |
| Pupil Premium related INSET for staff   | £ 300                      |
| Shakespeare for Schools Festival  | £ 959                      |
| Pupil Premium School Trips  | £ 5,193                    |
| Extra-Curricular Activities for Pupil Premium students  | £ 1,104                    |
| At home tuition   | £ 1,730                    |
| Attendance and Wellbeing  | £ 1,104                    |
| IT related equipment  | £ 2,104                    |
| Specialist Dance workshops  | £ 350                      |
| Saturday Sociology revision session   | £ 65                       |
| Post-16 mentoring for PP Theatre students   | £ 100                      |
| Personal items for PP students  | £ 300                      |
| Student rewards   | £ 225                      |
| Educational materials (stationary, books, guides etc.)  | £ 4,000                    |
| Total of approx. costs (£)<br>NB. Additional funding was granted for Pupil Premium Plus students from various local councils and this has been included in total approximate costs. | <b>£96,500</b>             |

*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.*

## Outcomes in relation to Pupil Premium (PP) students 2018

In the academic year 2017 – 2018, The BRIT School focussed on the following areas:

- Departmental Improvement Plans focused on provision and intervention to narrow the gap in attainment for PP students in all subject areas
- Subject specific text books and resources supplied to PP students
- English and Maths PP Champion teachers working exclusively with PP and disadvantaged students
- AEN Learning Support Assistant PP Champion working exclusively with PP students
- Increased staff mentoring for PP students
- Post-16 Peer mentoring to be introduced for PP students
- Post-16 academic tutoring for PP KS4 students in selected subjects
- Increased onsite intervention sessions for PP students
- Departmental applications were encouraged for funding specific intervention and projects for PP students (Dance, Musical Theatre, Sociology and English)

Here are some highlights from the 2018 PP results, which showcase some of the excellent PP work happening across the school:

| <b>2018 BRIT School Average PP Attainment 8 Score</b> | <b>2017 National Average PP Attainment 8 Score</b> |
|---|--|
| 41.90 (Gap with non PP 7.92)                          | 37.0 (Gap with non PP 12.8)                        |

### English & Maths

| <b>2018 BRIT School % PP students achieving GCSE English &amp; Maths 9-4 &amp; 9-5</b> | <b>2017 National % PP students achieving GCSE English &amp; Maths 9-4 &amp; 9-5</b> |
|--|---|
| 9-4: 60.7%   | 9-4: 44.3%  |
| 9-5: 32.1%   | 9-5: 24.5%  |

### English

| <b>2018 BRIT School % PP students achieving GCSE English 9-4 (and gap)</b> | <b>2017 National % PP students achieving GCSE English 9-4</b> |
|--|---|
| All 94.1% / Other 95.4% / PP 91.1% (Gap only 4.3%)                         | Language 9-4: 61.8%   |
|  | Literature 9-4: 73.5%   |

### Maths

| <b>2018 BRIT School % PP students achieving GCSE Maths 9-4</b> | <b>2017 National % PP students achieving GCSE Maths 9-4</b> |
|--|---|
| 68.5%  | 59.4%   |

### Science

| <b>2018 BRIT School % PP students achieving GCSE Combined Science 9-4</b> | <b>2017 National % PP students achieving GCSE Science 9-4</b> |
|---|---|
| 56.1%   | 55.1%   |

### **GCSE Options PP Highlights**

|  |   |
|--|---|
| Media A*-B PP: 55.6% (2.7% gap)  | Art & Design PP 9-6: 100% (PP higher attainment than other students)                                    |
| Drama PP 9-7: 20% (PP higher than other students)  | Sociology PP A*-C: 75.4% (gap only 0.6)   |
| Music PP 9-5: 60% (2.5% gap)<br>History PP 9-4: 68.2% (significant improvement on a large PP cohort) | Science Physics PP 9-5: 100% (higher than Other)<br>French PP 9-5: positive gap -2% (higher than Other) |

### **Strand PP Highlights**

|                     |  |
|---------------------|--|
| IDD PP D*D*: 100%   | Theatre D*D*- DD: 50% (16 students) (-1.7% difference from other students)         |
| VAD D*D*-D*D: 57.1% | Reduced gap across Strands for D*D*-D*D All 63.3% / Other 69.0% / PP 50% (Gap 19%) |

## Use of Pupil Premium Funding 2018-2019

Reviewing the outcomes from 2017-2018 the school will focus on the following in 2018-2019:

- Aiming to further narrow the gap in all subject areas by sharing best practice with Depts.
- Continued departmental objective focus on PP student outcomes.
- Reintroduction of English and Maths teachers to work exclusively with PP students.
- Increased focus and support for PP students in Science, acquiring a specialist teacher.
- Increased focus and support for PP students with AEN through specialist AEN support.
- Increased and further developed staff mentoring.
- Post-16 Peer mentoring to be introduced for PP students.
- Post-16 tutoring to be introduced for PP KS4 students in selected subjects.
- Increased onsite revision sessions for core and option subjects.
- Continued Departmental applications for funding specific intervention and projects.
- New initiatives for Pupil Premium students and Upskiller students to inspire and motivate e.g. The Shakespeare for Schools Festival.

~