

Pupil premium strategy statement (Including ACE)

This statement details our school's use of pupil premium funding to help improve the attainment of our disadvantaged pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the effect that last year's spending of pupil premium had within our school.

School Overview

Detail	Data
School name	Welling School
Number of pupils in school	1150
Proportion (%) of pupil premium eligible pupils	31% (358)
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2023-2025
Date this statement was published	January 24
Date on which it will be reviewed	October 24
Statement authorised by	Daniel Hatley
Pupil premium lead	Hannah Loughlin
Governor / Trustee lead	Sue Wilkins

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£413,222
Recovery premium funding allocation this academic year	£107,088
Recovery premium funding carried forward from previous year (enter £0 if not applicable)	£0
Total budget for this academic year If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£520,310

Part A: Pupil premium strategy

plan Statement of intent

The ambition is that Pupil Premium students at Welling School will make, at least, expected progress in reading, writing and maths, through quality first teaching, pastoral support and rigorous intervention programmes that support in school and home learning.

We offer pastoral support through Achievement Team Leaders, Behaviour and Engagement Officers, Year Care Team and our ACE mentors. We aim to increase the engagement in school through the promotion of positive relationships between school, mentors, students and families. Through this we can achieve increased attendance of PP students which allows more exposure to the curriculum on offer and enables us to close the gap between disadvantaged and non-disadvantaged pupils.

We aim to improve the 'cultural capital' of our PP students by offering a wide range of enrichment inside and outside of school. Students will have access to the school extra curricular programme and be provided with the opportunity to learn outside the classroom.

ACE: A Champion for Every Child Programme: Every Pupil Premium pupil (and their families) have regular one-to-one contact to build relationships and overcome barriers.

Our ACE programme is part of the rollout of the TKAT pilot started in September 2021, which has been externally evaluated by TKAT and the ACE regional lead.

Since our pilot in 2021/21 we have maintained this team and are aiming to have an ACE mentor for each year group. At present our ACE team offers mentoring to PP students who are struggling to attend school. These PP students receive 1-1 mentoring weekly and group interventions where a need is identified. We have also added an ACE room within the school that provides a mentoring hub, breakfast club and homework support.

'Overall the evaluation from the ACE programme's pilot year sees promising evidence of impact, particularly on pupils' attainment in maths and on levels of goal orientation, self-efficacy and motivation. Qualitative data from teachers and tutors also reflected a positive perception of the overall impact of the programme, alongside a number of recommendations for how the programme implementation could be improved further in future.' ImpactEd September 2021

Challenges

This details the key challenges to achievement that we have identified among our disadvantaged pupils.

Challenge number	Detail of challenge
1	Attendance - disadvantaged students often have a lower attendance due to the low importance placed on school by some parents.
2	School Engagement including Goal orientation, motivation, self-efficacy and behaviour - often with PP students they will have low aspirations as the importance isn't placed on the school environment.
3	Attainment - students struggle to access the exam papers due to high reading ages on test papers and lower reading ages for disadvantaged students.
4	Take-up of school opportunities - lack of transport when needed to attend intervention / enrichment opportunities mean that disadvantaged students have less access than the non-disadvantaged.
5	Home school communication - often difficult with lower literacy skills of disadvantaged students and their parents.

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
<ul style="list-style-type: none"> PP pupils with ACE Tutors, over time and relevant to the context, will have: 	Every PP student (and their families) have regular one-to-one contact to build relationships and overcome individual barriers. The profile of PP pupils will be raised within the school with all staff being aware of the students needs.
<ul style="list-style-type: none"> Rapidly improving attendance or attendance that is at or above the national average for all non-Pp pupils. 	Attendance of identified PP students increases and the gap between PP and non PP narrows.
<ul style="list-style-type: none"> Rapidly improving or good pupil engagement compared to their peers 	Pupils surveys reflect enjoyment in school combined with improved attitude to learning. PP students attend a wide range of extra curricular activities.
<ul style="list-style-type: none"> Rapidly improving outcomes or outcomes that are at or above the national average for all non-PP pupils. 	PP students are in line with their FFT50 P8 score. Students in years 7 improve their reading ages upon entry to Welling through literacy support and intervention.

- Increased uptake of opportunities offered by the school outside of the

All PP students attend careers meetings and outcomes shared with ACE tutor. PP

classroom including raised career aspirations.	students in post 16 apply for University, whilst PP students in year 11 apply for post 16.
<ul style="list-style-type: none"> Increased communication between school and home with rapid intervention or referral processes, as required 	Students are provided with full pastoral care and regular phone calls to home improve relationships. Students' negative behaviour logs decrease whilst their positive logs increase. Guidance and support through ACE tutors improve the self esteem and resilience of the students.

Activity in this academic year

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

Teaching (for example, CPD, recruitment and retention)

Activity	Evidence that supports this approach	Challenge number(s) addressed
Teaching staff and HoDs have CPD around levels of support to use for PP students in lessons. This includes seating plans	All staff devise seating plans that ensure that all staff are aware of who their PP students are within their classrooms. Whilst lessons are taught and students are working, staff are able to live mark students books and ensure they get feedback.	2,3
ACE tutor employed (part time)	Pilot scheme within TKAT shows that PP students who have ACE tutor have increased attendance & engagement with school. This supports closing gaps in KS4.	2,4,5
Literacy mentor	Students have low reading ages based on the baseline testing. Literacy mentor allows gaps to be closed so that students will be able to access the exam papers in KS4.	2,3

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

Activity	Evidence that supports this approach	Challenge number(s) addressed
ACE tutor programme	1-1 mentors for PP students. We have allocated an ACE mentor. The ACE tutor will also improve liaison between school / home / teachers. Evidence in record keeping of meetings and data drops.	1,2,3,4,5
Literacy intervention	Evidenced through reading ages improving & data drops in english.	2,3
Reading mentors	In class support allocated to certain key stage 3 lessons to aid with fluency and comprehension for those struggling to access material.	2,3
Rapid Plus Reading Intervention		3,5
Accelerated Reader	Personalised assessment of reading ability and specific reports outlining focus areas for development.	2,3

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

Activity	Evidence that supports this approach	Challenge number(s) addressed
Appoint and train Lead and Tutors	Pilot evaluation see “The Kemnal Academies Trust: ACE evaluation summary” 2020-21 (ImpactEd)	1,2,3,4,5
Link Tutors and pupils according to need		
Communicate programme in and out of school		
Implement recording and tracking system		
Support Tutors to ensure pupils have appropriate goals/targets		
Provide supervision support for Tutors		

Wise Up - PYE Project	Group & 1-1 mentoring. 12 week sessions focused on goal setting and wider choices facing young people in their local community.	1,2
Extra curricular activities - transport supported where needed	Wider range of extra curricular activities available to all PP students.	2,3

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils in the 2022 to 2023 academic year.

All PP children had barriers towards learning and culture capital removed. Students in years 7 and 9 had ACE mentors (the year 9 mentor was appointed part way through the year). Attendance for year 7 PP students was the highest of all PP cohorts and the gap was smallest in this year group. Our year 9 ACE students were supported with one to one meetings around options choices.

There is still a gap between PP and Non-PP for overall attendance and this will continue to be a priority in the next Pupil Premium strategy.

Attendance of PP students 2021-22: 80.7%
PP/non-PP gap 2021-22: 7.12%

Attendance of PP students 2022-23: 78.2%
PP/non-PP gap 2022-23: 10.42%

Incidents of suspension of PP students 2021-22: 158
Incidents of suspension of PP students 2022-23: 234

Proportion of suspensions issued to PP students 2021/22: 65.8%
Proportion of suspensions issued to PP students 2022/23: 60.3%

Year 11 Results; 2022-2023

	Overall	PP
Progress 8	-1.01	-1.63

Attainment 8	33.64	24.23
Ebacc APS	2.71	-1.92