



The Fulham Boys School Pupil Premium Strategy 2020-21

Section 1: School Summary Information

Information below provides the reader with a summary of key information for The Fulham Boys School.

Academic Year: 2020-21	2020-21 Pupil Premium Budget: £371,266.28	Date of strategy being published: October 2020
Total Pupil Numbers: 687	Number of PP Eligible Students: 217	Date of review of strategy: September 2021

- The government allocates a specific pupil premium grant to every school – the Pupil Premium (PP) budget for The Fulham Boys School for the 2020-21 academic year is outlined above. The Fulham Boys School is firmly committed to preventing any achievement gap developing/growing as well as closing any gaps that might exist between Pupil Premium students and those that are not in this category.
- This strategy document aims to provide an overview of the aims and objective of The Fulham Boys School with regards to PP funding spending. The strategy also aims to give a summary of the way that funding will be allocated across the school.

Objectives for Pupil Premium funding:

- To ensure that the Pupil Premium funding reaches the groups of pupils for whom it was intended and that it makes a significant impact on their education and lives.
- To ensure that Pupil Premium funding will be used to provide additional educational support to improve the progress and achievement for these pupils.
- The Fulham Boys School aims to use the funding to narrow and close the gap between the achievement of these pupils and their peers.
- The school will use this directed funding to address any underlying inequalities between children eligible for Pupils Premium and others.



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Section 2: Planned Expenditure

This section aims to outline the different approaches The Fulham Boys School aims to use available Pupil Premium funding over the course of the 2020-21 academic year. For every strategy that is outlined in this document, the school will analyse and evaluate the impact at the end of the academic year. This analysis and evaluation will be published annually on the school's website.

NB: Because of the dynamic nature of schools there are likely to be additions to the expenditure outlined below, where possible these will be included over the course of the year however, all expenditure will be analysed and evaluated at the academic year.

Planned Expenditure

Desired outcome	Chosen Action/Approach and justification	How FBS will measure impact	Staff Lead	Cost
Increase involvement in extracurricular activities	Over the course of the 2020-21 academic year students at The Fulham Boys School will all be able to participate in an extensive co-curricular program. The school believes that the co-curricular sessions' impact upon students' academic, social, physical and emotional development has been significant. Whole school continue to demonstrate how positively the co-curricular sessions are viewed by both students, parents and staff and it is therefore believed that when this is considered alongside data analysis across the school (that shows that pupils from disadvantaged backgrounds are making the same rates of progress as non-pupil premium students) that this intervention is an exceptionally positive one. The school believes that such a wide range of co-curricular sessions can boost progress and attainment for targeted students, stretch HAP students when appropriate as well as broadening experiences at other times.	Whole school reviews. Pupil surveys. Parental surveys. Pupil progress rates (PP vs. non PP) compared to national averages.	EMP	17,398.00
Lower staff:pupil ratio	FBS will ensure that average teaching classes in the school are 24-26 students. In order to ensure these	Student progress and attainment data	SJ	296,226.00



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	class numbers were maintained across all subjects it is necessary for 6 additional teachers to be employed by the school for the 2020-21 academic year. EEF Data suggests that lower staff:student ratios have a positive impact on students rates of progress/attainment.			
Internal CPD	The EEF suggests a 3 tiered approach to try and support PP students to achieve their potential and close the gap. The first tier of their recommended approach is related to high quality teaching and makes reference to strong CPD for staff. FBS puts in place a range of internal CPD opportunities for staff that will help enable them to be high quality classroom practitioners. This internal CPD includes daily morning briefings as well as a range of more 'formal' CPD opportunities that staff must sign up to that take place outside of the school day.	Record kept of briefing materials used every day. Record of internal CPD that staff have taken part in. Feedback on internal CPD opportunities that have taken place. Review cycle feedback.	NC and various SLT Members responsible for morning briefings.	1,200.00
External CPD for Staff	The EEF suggests a 3 tiered approach to try and support PP students to achieve their potential and close the gap. The first tier of their recommended approach is related to high quality teaching and makes reference to strong CPD for staff. Staff members are invited to request attendance on external COD courses and opportunities to enhance their capabilities as a practitioner at FBS.	Record of staff attendance on external CPD Analysis of impact of CPD for staff members and the whole school.	SJ/NC	7,908.16
Pastoral and behavioural interventions	The Fulham Boys School has implemented a range of Pastoral Interventions that are outlined here. These interventions are in place to try and support students with emotional, mental health, wellbeing and behaviour	Baseline assessments (student surveys) used to before, during and after	SJK	18,435.30



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	issues.	interventions to consider impact.		
Year 11 Interventions and Academic Support	Because of the specific requirements of Year 11 students following the COVID-19 pandemic FBS have ensured that a member of SLT has responsibility for overseeing the academic progress and interventions for this Year group. Students will all be part of a program of support, stretch and interventions that will be co-ordinated to try and ensure that all Year 11 students achieve their potential.	2021 GCSE Results	MB	2,500.00
Improved PP attendance in Year 7-10	The Fulham Boys School will implement specific strategies in order to try and improve attendance for PP students in Year 7-10	Attendance data	DB/EMP	244.13
Staff retention	The EEF suggests a 3 tiered approach to try and support PP students to achieve their potential and close the gap. The first tier of their recommended approach is related to retaining teaching staff. The Fulham Boys School implements a range of strategies in order to try and ensure that it has sector leading staff retention rates. These include staff wellbeing groups, staff benefits packages, discounted nursery places, additional days holiday, staff social events as well a range of other approaches and initiatives.	Staff retention rates.	DS/SBR	1,000.00
PEPSO	A PEPSO (Parental Engagement and Pupil Support Officer) has been appointed by FBS in order to try and improve parental engagement with FBS as well as supporting a range of students whose behaviour and engagement with school is cause for concern.	Baseline assessments (student surveys) used to before, during and after interventions to consider impact.	DOD	360.00



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		Behavioural data Academic progress data Improved parental engagement.		
Chelsea Champion	A Chelsea Champion has been appointed by FBS (through Chelsea Football Club) in order to play a supportive role for a range of students whose behaviour and engagement with school is cause for concern.	Baseline assessments (student surveys) used to before, during and after interventions to consider impact. Behavioural data Academic progress data	DOD	9,000.00
School Counsellor	A School Counsellor has been appointed to support students in school that are experiencing significant emotional and mental health difficulties. The school counsellor is in school 2 days a week to offer this support.	2 impact reports produced annually.	SJK	7,117.35
Accelerated Reader	All students in Key Stage 3 are given support to help develop their reading ages through a wholesale use of the Accelerated Reader program. The Fulham Boys School has seen strong evidence from previous years that this program helps support accelerated improvements to reading ages and therefore allows all students involved to access the school curriculum more effectively.	Reading age data	MM/MJ	1,950.21



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<p>Increased Numeracy (Hegarty Maths)</p>	<p>FBS subscribes to Hegarty maths which allows students to complete age and prior attainment specific maths challenges online. All FBS students use a chromebook device to support their learning.</p>	<p>Hegarty Maths Data KS3 and KS4 attainment data in Maths</p>	<p>CM</p>	<p>379.59</p>
<p>Brilliant Club</p>	<p>Brilliant Club: The Fulham Boys School will be allowing selected students to take part in the Brilliant Club/Scholars Program over the course of the academic year. This externally organised scheme will be put in place to stretch the highest ability students on roll at FBS. It is a requirement that at least 33% of students taking part in the Brilliant Club are from 'disadvantaged' backgrounds.</p>	<p>Percentage of students who 'graduate' from the Brilliant Club. Academic progress of students selected to take part. Student surveys.</p>	<p>JCG</p>	<p>5,048.00</p>
<p>Staff and parent funding bids</p>	<p><u>Middle Leaders at FBS are able to bid for Pupil Premium funding to support interventions and initiatives that they may have to support PP students.</u> <u>Parents at FBS are able to request financial support for school related activities if their son qualifies for PP funding.</u></p>	<p>Impact reports from relevant Middle Leaders Impact Reports from staff members overseeing the activity that financial support is given to support.</p>	<p>Various</p>	<p>2,500.00</p>