



## The Fulham Boys School Pupil Premium Strategy 2021-22

### **Section 1: School Summary Information**

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

<b>Academic Year:</b> 2021-22	<b>2021-22 Pupil Premium Budget:</b> £147,000	<b>Date of strategy being published:</b> November 2021
<b>Total Pupil Numbers:</b> 756	<b>Number of PP Eligible Students:</b> 158	<b>Date of review of strategy:</b> September 2022

- The government allocates a specific pupil premium grant to every school – the Pupil Premium (PP) budget for The Fulham Boys School for the 2021-22 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 2021-22 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**

<b>Desired outcome</b>	<b>Chosen Action/Approach and justification</b>	<b>How FBS will measure impact</b>	<b>Staff Lead</b>	<b>Cost</b>
<b>Increase involvement in extracurricular activities</b>	Over the course of the 2021-22 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. Past student surveys have demonstrated 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 this intervention is an exceptionally positive one. At KS3 we are committed to ensuring all students are given the opportunity to complete the FBS Bucket list; a list of essential skills ( such as learning to swim and cook) that all students must learn. 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 providing cultural capital.	Whole school reviews.  Pupil surveys.  Parental surveys.  Pupil progress rates (PP vs. non PP) compared to national averages.	MB	£10,500
<b>Lower staff:pupil ratio</b>	FBS will continue to ensure that average teaching classes in the school are 24-26 students. In order to	Student progress and attainment data	SJ	£240,000



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	ensure these class numbers were maintained across all subjects it is necessary for 6 additional teachers to be employed by the school for the 2021-22 academic year. EEF Data suggests that lower staff:student ratios have a positive impact on students rates of progress/attainment.			
<b>Internal CPD</b>	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.	£5,000
<b>External CPD for Staff</b>	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 CPD courses and memberships 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.	NC	£10,000
<b>Year 11 Interventions and Academic Support</b>	Because of the specific requirements of Year 11 students following the COVID-19 pandemic FBS have ensured that a member of SLT and a HoH has	2022 GCSE Results	SJ/AJL	£2,500



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	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.			
<b>Staff retention</b>	<p>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.</p> <p>The Fulham Boys School aims to retain outstanding teaching staff by a) listening to their feedback and supporting them through a staff wellbeing group, wellbeing checks in meetings, personal wellbeing action plans, regular CPD on staff wellbeing and working with outside mental health organisations such as HF MHST and Education Support b) providing incentives such as discounted nursery places, additional days' holiday, time-outs (the chance to come in late or leave early one day a week) and free lunch, and c) strengthening supporting the collegiate nature of the staff through regular staff social events and sporting activities.</p>	Staff retention rates.	DS/SBR	£3,000
<b>PEPSO</b>	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.	<p>Baseline assessments (student surveys) used to before, during and after interventions to consider impact.</p> <p>Behavioural data</p>	DOD	£31,000



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		Academic progress data Improved parental engagement.		
<b>Chelsea Champion</b>	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
<b>School Counsellor</b>	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	£22,000
<b>Mental Health Support</b>	The Fulham Boys School has linked up with H&F MIND and NHS England to provide additional mental health support for students one day a week (this is in addition to the School Counsellor outlined above).	Reports and feedback from mental health professional	SJK/RG	Free Provision
<b>Accelerated Reader</b>	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	Reading age data	MM/MJ	1,950.21



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	improvements to reading ages and therefore allows all students involved to access the school curriculum more effectively.			
<b>Increased Numeracy (Hegarty Maths)</b>	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.	Hegarty Maths Data  KS3 and KS4 attainment data in Maths	CM	379.59
<b>Brilliant Club</b>	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.	Percentage of students who 'graduate' from the Brilliant Club.  Academic progress of students selected to take part.  Student surveys.	JCG	5,048.00
<b>Staff and parent funding bids</b>	<a href="#"><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. All Middle Leaders making requests this academic year are asked for the requests to have a very clear 'COVID recovery' focus and be aimed at closing any gaps in academic performance that may have been created as a result of COVID, school closures, remote learning and related issues/difficulties that our school community has faced.</u></a>  <a href="#"><u>Parents at FBS are able to request financial support for school related activities if their son qualifies for PP funding.</u></a>	Impact reports from relevant Middle Leaders  Impact Reports from staff members overseeing the activity that financial support is given to support.	Various	2,500.00



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<p><b>Attendance Initiatives</b></p>	<p>FBS monitors attendance of PP boys as a priority, data is tracked weekly. The AO meetings with HOH, parents and boys regularly. Boys where attendance is a concern are placed on attendance report, they may also be invited to attend breakfast club daily.</p> <p>The Heads of House have also developed a bespoke approach for PP boys where attendance is tracked daisy and phone calls made to parents of boys who are absent from school.</p> <p>The AO oversees a series of attendance rewards each half term including individual house points, certificates, form pizza parties and whole house donut days.</p>	<p>Attendance tracking</p>	<p>SJ / MO</p>	
<p><b>Breakfast Club</b></p>	<p>FBS will run a Breakfast Club daily in the canteen from 0800-0825. This breakfast club will provide all students with free toast, spreads and cereals. FBS intends to develop systems to monitor and track attendance of the breakfast club in order to evidence the impact and benefit it has for our PP students.</p> <p>This breakfast club will be utilised to help facilitate academic interventions which will be run and facilitated by classroom teachers. This use will further increase the impact of the Breakfast Club.</p>	<p>Attendance tracking</p>	<p>SJK</p>	<p>£5,000</p>
<p><b>Trips</b></p>	<p>FBS to run a wide range of trips and visits that will provide cultural capital and academic enrichment. Where possible we will allocate free or subsidised places for PP students. This will be discussed on a trip by trip basis with the aim of having a representative % of PP students on all local trips. Positions on residential trips will be allocated on a case by case basis. FBS will keep an accurate record of the number</p>	<p>Accurate registers of students attending trips.</p>	<p>MB</p>	<p>£8,000</p>



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	of PP students attending trips to ensure a representative % of places are being allocated in this way.			
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