

BAY HOUSE SCHOOL

SERVICE PUPIL PREMIUM STATEMENT

2019-20



Summary Statement for 2018-19 and Proposals for 2019-20 Expenditure

Bay House School is committed to the belief that every student has the right to achieve their potential. This ethos motivates all of the members of our community to support our students in their learning and promotes high expectations and challenge for all.

The Service Pupil Premium grant provides a funding allocation of approximately £300 per student for children from Service families who the Department for Education recognise to have specific and unique pastoral challenges and forms part of the Government's commitment to delivering the Armed Forces Covenant.

When all students arrive at **Bay House School** we are committed to knowing, understanding and supporting their family situations, it is our utmost priority to ensure all Service family children feel resilient, confident and aspirational throughout their time at our school and support them through periods of greater pastoral need.

Overview of the Academy (2018-19)

Total number of students on role (7-13)	2181
Total number of students eligible for Service Pupil Premium 2018-19	285
Total amount of funding received for Service Pupil Premium 2018-19	£85,500
Amount of funding received per Service Premium Student	£300
Total number of Service Pupil Premium Students for 2019-20	300
Total amount of funding received for Service Pupil Premium for 2019-20	£90,000

Summary of Strategy and Outcomes/Impact 2018-19

STRATEGY	Cost	Objectives	Impact
Service Families Administrator	£18,000	Our Service Children Administrator is the first point of contact for all service families and coordinates support for service children. Parents will have direct contact with our Service Children Administrator (an ex Service Personnel herself) to form good relationships and ensure additional pastoral support can be put into place where necessary. The Service Families Administrator will work closely with the AAT for Service Children and GFM Inclusion Manager on shared practice and wider engagement with Service families across the GFM schools.	Our Service Children Administrator is the first point of contact for all service families and coordinates support for service children. As an ex-Service personnel herself our Service Families Administrator has been able to form good early relationships with families and is able to support appropriately with an understanding of practical context for our Service Children and their families throughout deployment and signposting students to available support during this period.
Military Mentors	£10,000	Activity days which focus on confidence, resilience and mentoring of students through developing team building activities at all levels to	A full day of activities around team skills, resilience and confidence training, supported by a team from Military Mentors took place in July for all Service Children in KS3.

		support wellbeing, attendance and aspiration.	
Visit/ Outing	£5,000	Year 7 students in the Summer term given the opportunity to attend an enriching trip/ visit.	Year 7 Service Children attended two days of events held across Gosport with a focus on enriching and developing their curriculum experiences and career aspirations. The Community Curriculum Days on 11th and 12th July engaged students in working with 20 employers locally and a number of exciting local attractions.
Website Page - specific for Service Families	£2,000	Management and coordination of a section of the website specifically for Service Families to access with signposts to key events/ information and easy message service to inform school of pending parent deployment.	New webpage area for all Service Families launched with clear information linked to key events and ELSA support available. Redeployment form and parental contact information.
Weekly ELSA Drop In Sessions	£5,000	A weekly, open drop in for all Service Children on Thursday launched in the Summer Term, introduced to work directly with a specialist ELSA. An open session to ensure that weekly access to this programme and ELSA support for all is available.	Students are engaging with this sporadically currently as this started mid year. Further promotion daily in the bulletin, via the webpage and communication home to parents has been progressed to ensure wider participation and engagement.
Gosport School Pastors	£2,000	The work Gosport School Pastors do on a weekly basis is fundamental to the support offered to our Service Children and others. In particular emotional well-being sessions, mentoring, resilience and confidence building. Including wider group work and 1:1 mentoring.	Service Children targeted by the school for emotional support through engaging activities at lunch times on a weekly basis. School Pastors supply table tennis equipment, board games and mentoring throughout their time at school. This has had a significant impact. Students were able to talk openly about parental deployment worries during this time. School Pastors have been trained in 'passing on' information to SC Administrator/ HOYs or AHT so a wider support can be put into place for individuals where necessary.
Services Base in the Library	£10,000	A section of the library designated specifically to Service children, complete with books about self esteem, resilience, careers in the Services, wellbeing etc.	Students can now access a range of stories and texts about being a Service Child. The books which are based in the library have proven helpful in supporting students understand how others have coped with a parent being on deployment and/or careers in the Services.
Chromebooks and IT equipment purchased for chat time with deployed parents	£15,000	In the Services Base in the library at Bay House a bank of chromebooks purchased to enable service children the time to chat with deployed parents across the globe.	Students were able to engage with this during the drop in Sessions offered by ELSA support, however capacity and privacy of the library was a concern. Further work to be done in exploring a designated Service Children's hub to accommodate greater support for 2019-20

<p>Unifrog - Careers Platform</p> <p>£10,000</p>	<p>Supporting all Service Premium Students with a Destinations and Career platform from KS3-KS5 enabling the school to track and monitor engagement with careers education, 1:1s advice and guidance, employers encounters and wider skill development. This platform will allow Service families to have direct access anywhere in the world to view their child's progress on their destination pathways including supporting student choices with post 16 and Post 18 options.</p>	<p>Full staff training due in the autumn term, to be rolled out across the school and ensuring all students are well supported and clear sign posts to future destinations are made explicit to both students and families.</p>
<p>Total approximate expenditure for 2018-19</p>		<p>£77,000</p>

Summary of Outcomes (mid year) 2018-19

By the end of the Spring Term:

Of the 285 Service Premium students;

- 10 students have had ELSA support via our weekly drop ins to offer pastoral and emotional support for their learning.
- All 285 Service families across the school have had direct contact home via our Service Families Administrator who contacts parents termly with updates and outlines key, significant events and support networks available to all Service Pupils and their families.

Intended Final Outcomes for 2018-19

Our strategy for Service Pupil Premium funding this academic year is to triangulate and ensure we are working closely with home, teaching staff and the designated Service Administrator and ELSA support to ensure we further improve the outcomes for Service Pupils across all key stages. The data gathered across all key stages through our in year data will map progress and attendance for all Service Premium Pupils. We aim to see a continued increase in attainment and attendance across all Service Children.

Secondly we aim to minimise the emotional impact of deployment and parents working away on children and families, pupils will be supported effectively with their positive mental health and well-being. Work with Service children around building resilience and self-regulation will assist with periods of separation.

Teachers receive training from the GFM Service Child coordinators and ELSA specialists within the GFM as to how they can best meet the needs of the students in their lessons.

Review of Final Outcomes for 2018-19

The average subject progress indicator figure for a Service Child at Bay House this summer was -0.13, this is in line with the national figure of previous years however is significantly below aspirational expectation and therefore a key focus for the GFM, staff and specifically Service Children support staff across the school for 2020.

Data for all Service Children across the school, shows the average attendance figure is 87.8%, which is considerably below the national average and not meeting GFM expectations. In large this is mainly due to poor settling processes which have existed within the school for a number of years and therefore a key priority for our strategy in 2019-20 to ensure we close the gap across attendance and attainment for all Service Children.

Our drop in provision for Service Children started late last academic year and therefore impact was minimal. The uptake from Service Children was poor and this led to poor outcomes particularly with attempting to minimise emotional impact of deployment - hence poor figures for attendance and attainment. Behaviour across Service Children is largely good, however our data highlights a significant issue with behaviour sanctions amongst Service

Children last academic year for 'no homework' remained an issue consistently and therefore this must be addressed and forms an essential part of the strategy and support offered in the next academic year.

Training offered by GFM Service Child coordinators for 2018-19 was emerging, all staff across Bay House now have a central point of contact to raise concerns for Service Children, deployment sections on our designated part of the website allow for follow up with tutors and wider staff. Most recent Lego Therapy training sessions for key stakeholders across the school who work with Service Children, including Academic Achievement Tutors to support the issue with emotional literacy and homework issues has been successful and albeit embryonic, emerging feedback is positive.

Intended Strategies for 2019-20

STRATEGY	IMPACT	Cost
GFM Service Families Fun Day	Service children and their families at Bay House and other GFM schools will be invited to attend the Service Families Fun Day - for team building and family fun during the Summer Term. Supported by Military Mentors	£15,000
Lego Therapy Training for ELSAs & Support Teams	LEGO Therapy training for key stakeholders in supporting Service Children in feeling resilient, confident and aspirational throughout their time at our school and support them through periods of greater pastoral need.	£5,000
Development of a Service Children Base	The Academy will create an in school base for all Service Children which will allow Service families a designated space within the school to have social functions, access computing equipment, receive family support/ counselling. The base will be managed by the Inclusion Manager and the Service Children Coordinator.	£15,000
Forces Choir across the GFM	Service children across the GFM invited to engage with a 'Forces Choir' focused on developing skills and raising aspirations. The 'Forces Choir' will aim to perform at local and national events and represent the Service Children across the GFM schools.	£5,000
Gosport School Pastors	Charitable donation towards the work Gosport School Pastors do on a weekly basis with all students including our Service Children around emotional well-being, mentoring, resilience and confidence. Including wider group work.	£2,000
New Appointment - Service Children Coordinator & Fully trained ELSA	Our Service Children Coordinator is the first point of contact for all service families and provides support for service children. Parents will have direct contact with our Service Children Coordinator to form good relationships and ensure additional pastoral support can be put into place where necessary. The coordinator will lead 'Heroes Club' for KS3 Service Premium students on a weekly basis and other activities for KS4 students on a regular half termly basis. In addition all ELSA support in groups and 1:1 will be provided by the Coordinator/ ELSA Service Coordinator, along with the GFM Inclusion Manager are responsible for leading social events for Service children and their families throughout the year	£25,000
Military Mentors	Mentoring programme with Military Mentors for Service children to develop confidence and resilience at all levels to support wellbeing, attendance and aspiration.	£10,000
GFM Service Children Counsellor	A new post this academic year for a specific GFM Service Children Counsellor designated to emotional wellbeing, counselling and academic achievement of all Service Children. The post for Service Children will work closely, alongside the Service Families administrator and other colleagues in the GFM to engage fully with all Service Children. The GFM Counsellor will work closely with the Inclusion Manager at Brune Park Community School on shared practice and wider engagement with Service families across the GFM schools.	£30,000

Service Families Administrator	Role detailed above (annual cost)	£18,000
4 x AATs to support Service Child Drop-ins	4 AATs will support Service Children in completing homework through offering two evenings a week as drop ins. During this time Service Children can take homework and work closely with Academic Achievement Tutors specifically to ensure a reduction in homework behaviour logs	£5,000
Total approximate expenditure for 2019-20		£130,000

The proposed estimated total Service Pupil Premium funding estimated to be received for 2019-20 is **£90,000**.

The strategies detailed above cost an approximate total of £130,000 considerably more than the school receives from the Service Pupil Premium fund. The school aims to annually invests additional resources in order to support our students and those strategies.