



Barnhill

COMMUNITY HIGH SCHOOL

RESPECT | WISDOM | ASPIRATION | COMMUNITY

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Wednesday 20th November 2024



CLOSE THE GAP

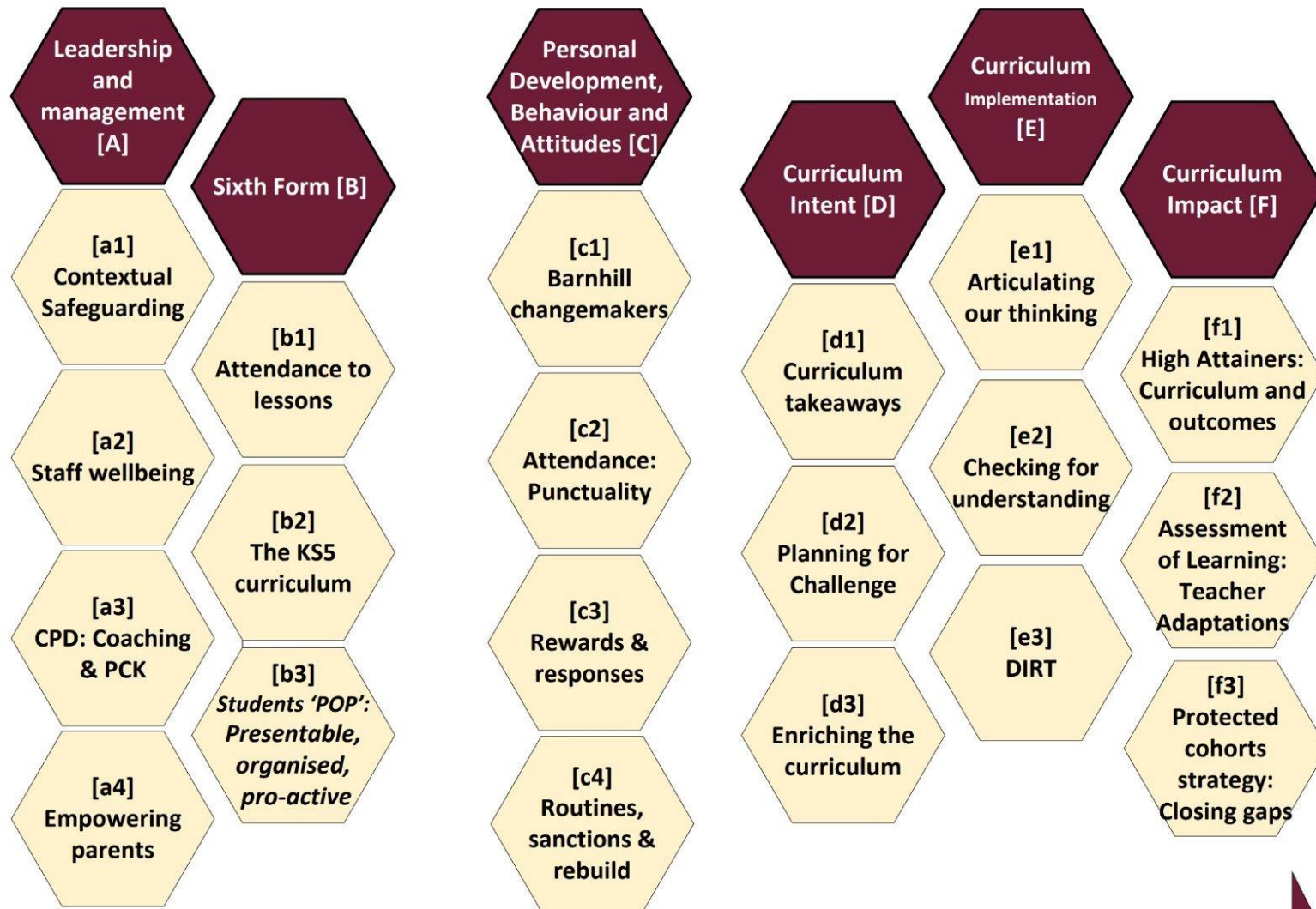
Do now

- ▶ What is the percentage of PP students at your school?
- ▶ If your staff were asked 'what you do as a whole school to close the gap for PP students?' What would the most common answer be?

Context for Barnhill

- ▶ 1516
- ▶ PP 40%
- ▶ Identified barriers at Barnhill:
 - ▶ Language barrier
 - ▶ Social housing
 - ▶ Lack of education capital
 - ▶ Family responsibilities
 - ▶ Cultural commitments
 - ▶ Local criminal activity/engagement

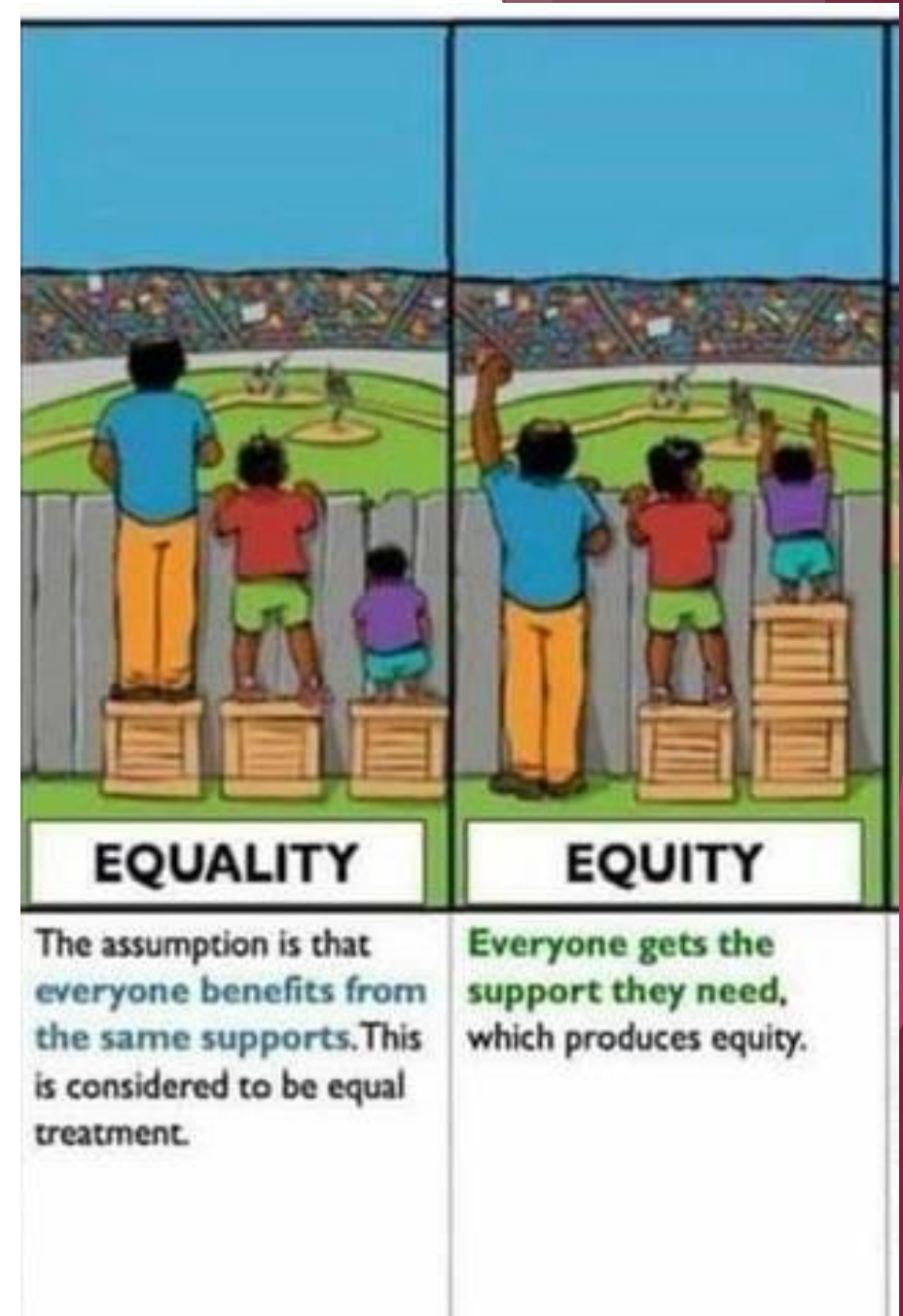
Is closing the gap a whole school priority?



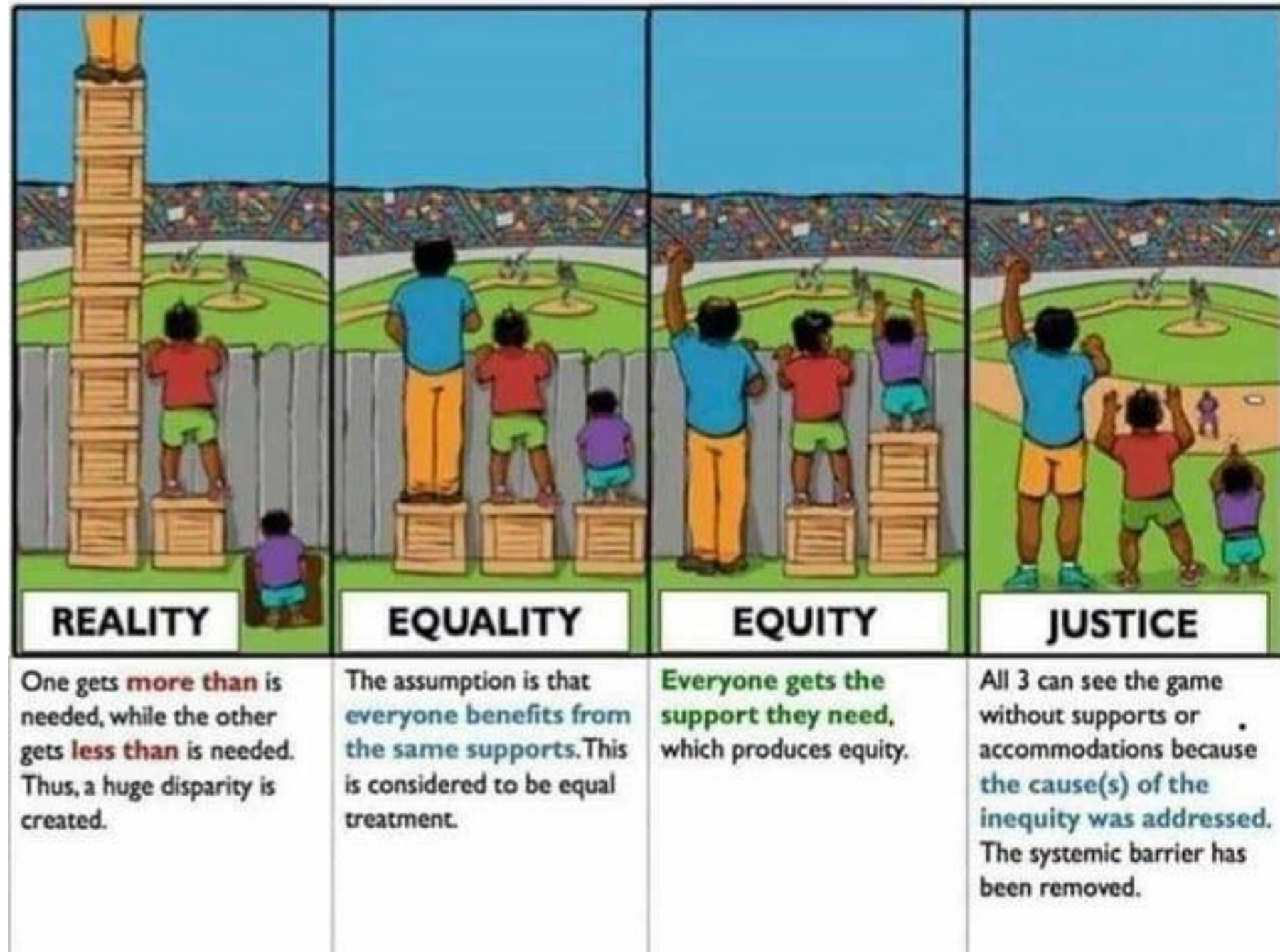
Whole school priority
Department improvement plans
Pastoral improvement plans
Attendance team
All teachers
LW observation forms
Data team
CPD
Trips
Careers
Class sizes and dynamic
Student services
Mentoring

Protected Cohorts

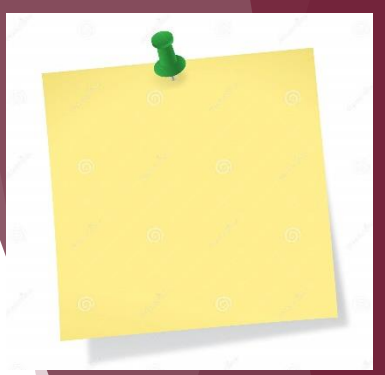
1. Do we work towards equality or equity?
2. What is the difference?
3. What is our end goal?



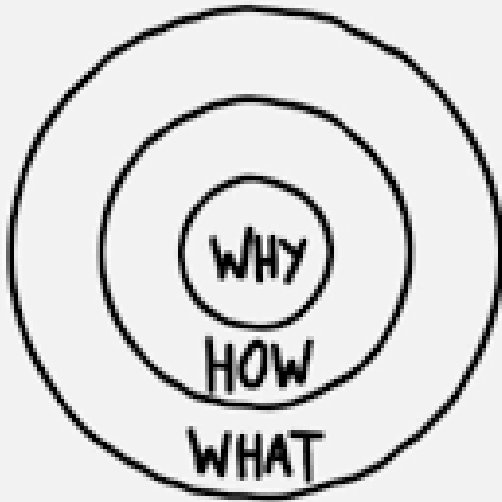
How are we working towards removing the systemic barriers for our students?



Why are we here?



THE GOLDEN CIRCLE



WHY: YOUR PURPOSE

HOW: YOUR PROCESS

WHAT: YOUR RESULT

Why: All students can and should succeed despite their social or economic backgrounds

How: A laser sharp focus on our 'disadvantaged', in all areas of school life, providing them with an equitable platform to succeed

What: Our students experience equity in their successes, enabling them to thrive in society as equals, creating change for the future generation.

Context: 40% PP & 80% EAL and identify the barriers!

BARNHILL'S MISSION STATEMENT FOR PUPIL PREMIUM STUDENTS

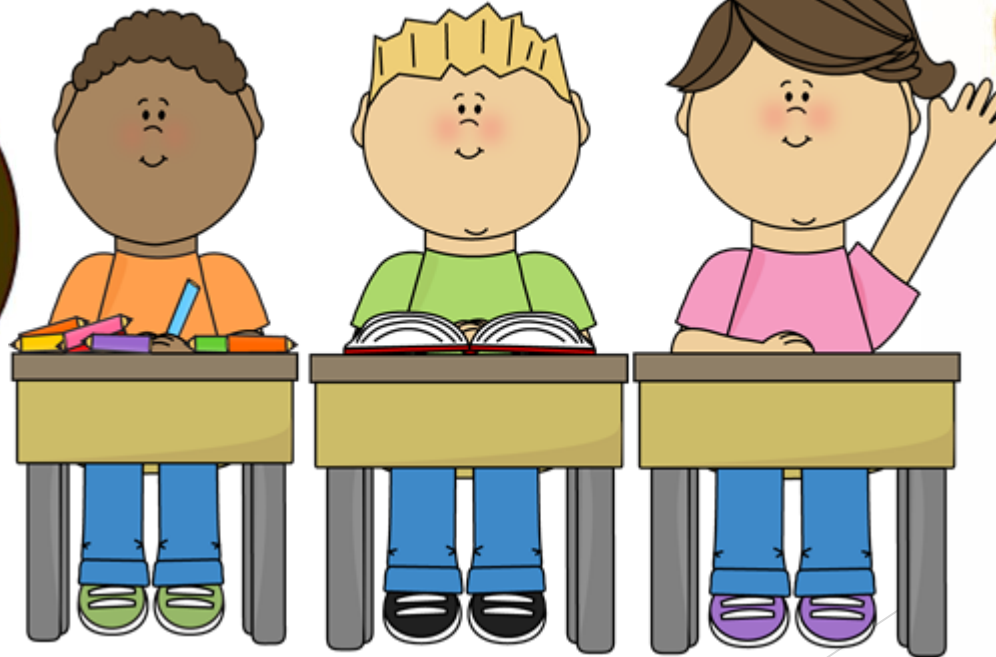
At Barnhill Community High School, there is a shared belief that all students can and should succeed despite their social or economic backgrounds. Our intent is to raise aspirations, provide culturally enriching experiences and instil our pupils with the academic wisdom and personal qualities needed to be active and contributing members of society. Consequently, all members of the school community are committed to closing both the academic and personal development gap, ensuring our students experience equity in their successes, enabling them to thrive in society as equals, creating change for the future generation. [Pupil Premium & Catch-up Premium - Barnhill Community High School](#)

"Our best hope is to adopt a laser like focus on disadvantage. We can then shine a light on those left behind at school and find ways to ignite their minds". (Lee Elliott Major, 2022)

Protected Cohorts

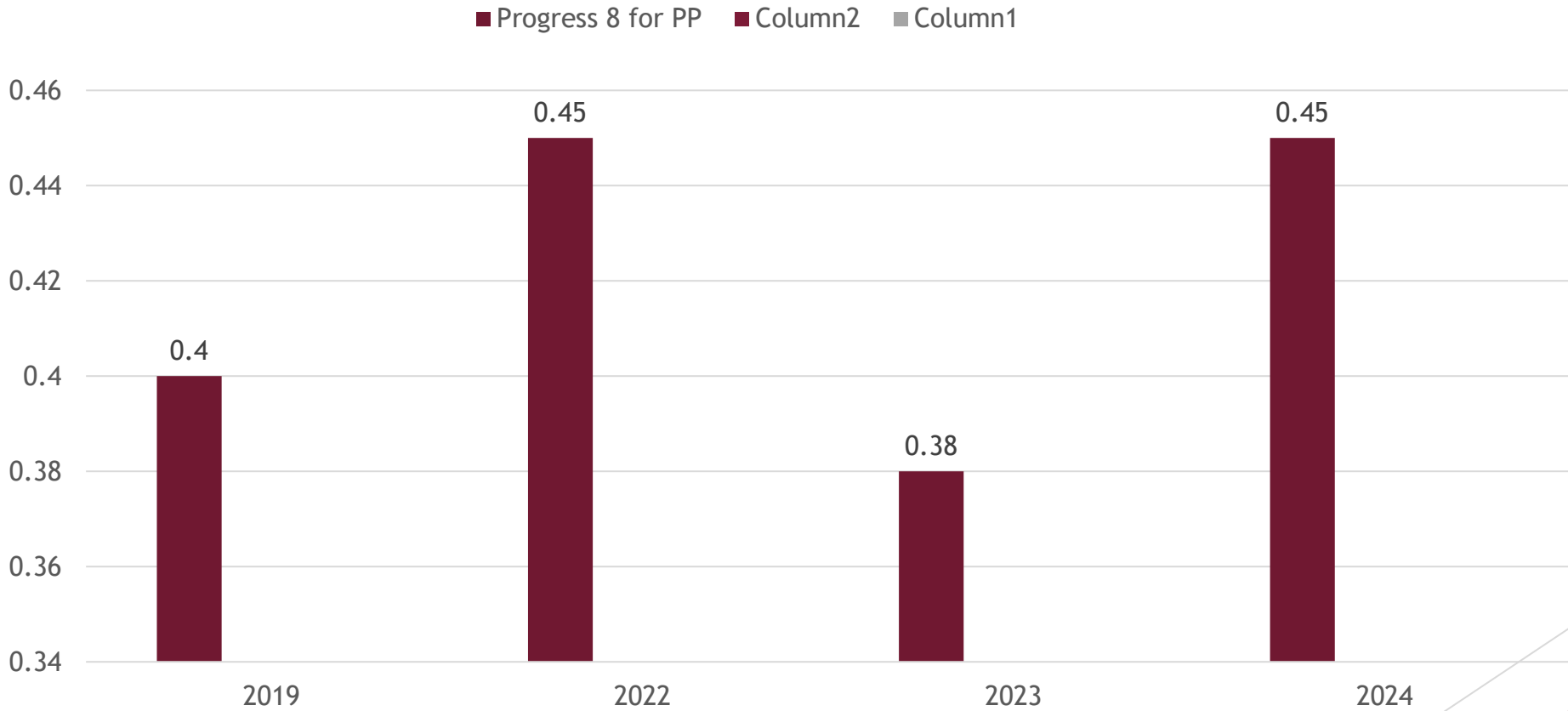
Protected Provision

Protected Intervention



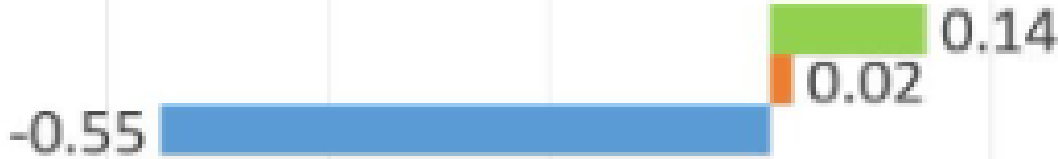
Progress 8 trends for PP students at Barnhill

PP Progress 8 score for students at Barnhill



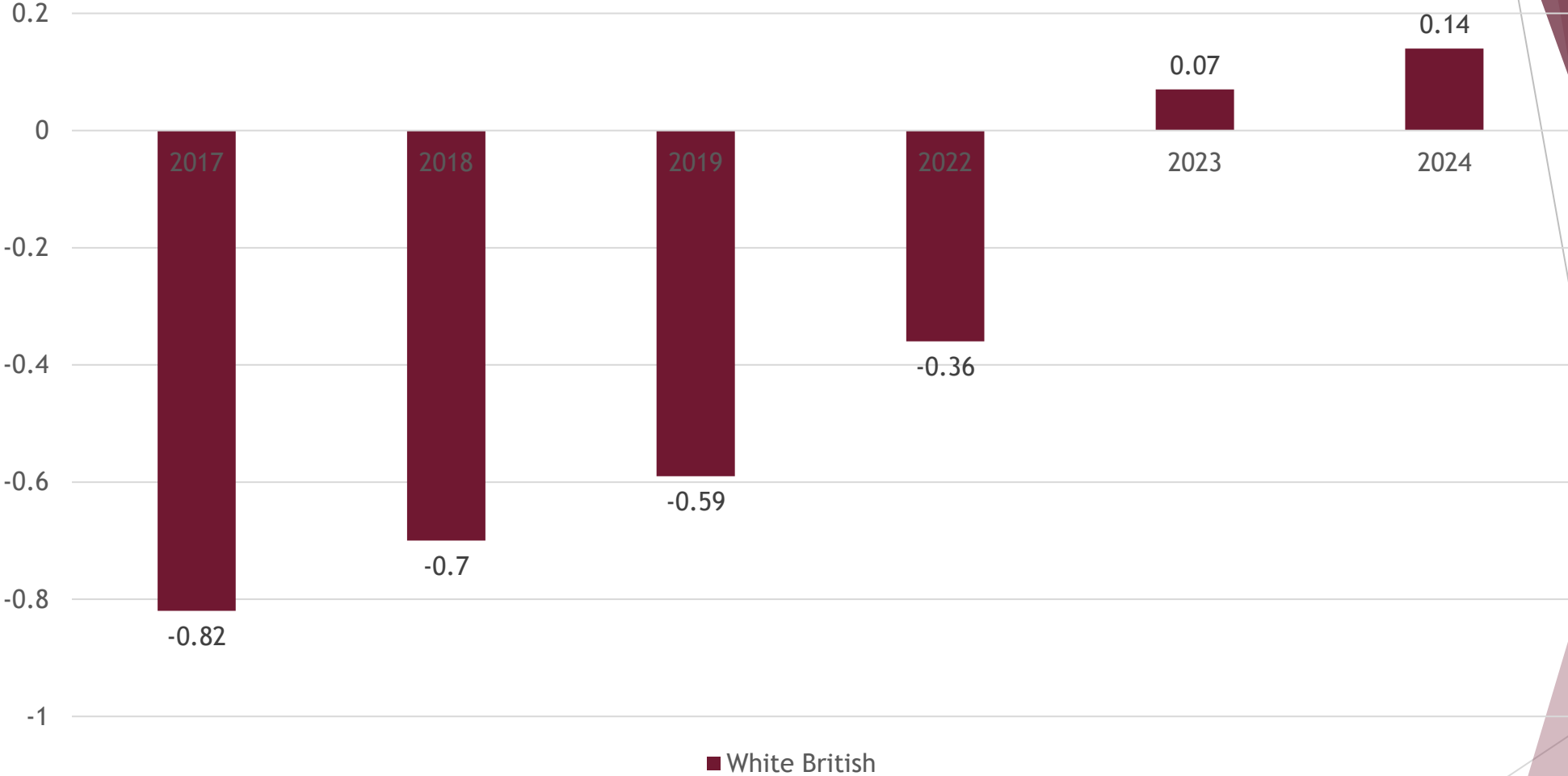
SEND Three Year Progress & Trend

■ 2024 ■ 2023 ■ 2019



-0.8 -0.6 -0.4 -0.2 0 0.2 0.4 0.6 0.8

White British success story so far.....



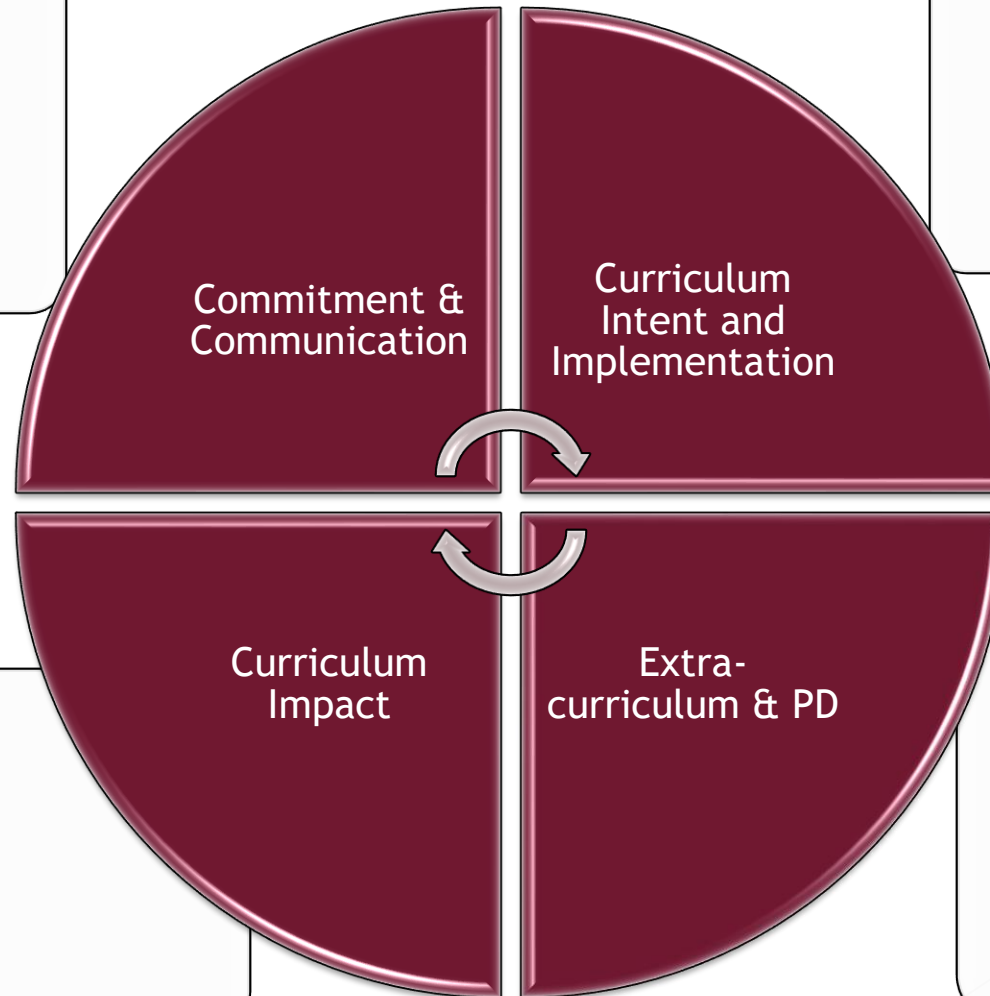
White British P8 score in 2024 is 0.14

Is there a catch?

- ▶ We are not getting it right everywhere!
- ▶ We still have some pockets where our PP students are not doing as well as they could and should be
- ▶ We have one main subject (maths) where we are currently unable to close a very significantly and stubborn gap, despite an overall P8 score of +0.82
- ▶ One year group - where the gap is larger than other year groups.
- ▶ We still have a 10% gap in Eng & Maths 4+ and a 15% in 5+

What is our approach to closing the gap?

- What are we committed to and why? How do we communicate this to all stakeholders?



- Does the curriculum reflect our diverse students?
- Do our staff know our students and prioritise their learning experiences?

- What is the impact of the curriculum on our students' outcomes, personal success and life chances?

- What experiences do we value and are committed to exposing our students to, so we enhance their understanding and success in the real world?

What is our approach to closing the gap?



Commitment & Communication

- Clear vision - moral purpose, shared commitment
- High expectations and ambitious for everyone
- Avoid the use of deficit language – they are being prioritised, as we are invested in their future
- Our disadvantaged students are known as ‘Protected Cohorts’
- Build positive and authentic relationships with all
- Identify and communicate the key barriers for your demographic
- It is our USP!
- Communicate to staff at every INSET
- Give everyone that shared responsibility - everyone contributes to the success of our PP students
- Communicate on the website
- Communicate in the weekly bulletin
- Student voice, especially during reviews
- Share the PP review and strategy through different channels to all stakeholders

What is our approach to closing the gap?

- We chose novels that would accurately reflect our cohort - Refugee Boy, added more diverse poems
- We chose modules (where appropriate) that would be more engaging to our cohort – Migrants in History, Aggression in Psychology
- Build cultural capital into your curriculum
- Build literacy capital – key focus on Tier 2 and 3 vocabulary as a whole school
- We focus on retrieval practice and checking for understanding to fill the gaps that home lives and independence may not be able to fill
- We prioritise PP students in marking, feedback, asking and answering questions
- Seating plans are created with PP and SEND in mind
- Free resources and additional for students where required
- Target 5 students in each class – two must be PP
- All classes and sets are screened to have a balance of PP and Non-PP/SEND/ M/F,
- Actively ensure PP students are fairly represented for Ebacc entries – Ambitious for all
- Actively promote triple science GCSE for PP students to ensure there are represented fairly

Curriculum
Intent and
Implementation

What is our approach to closing the gap?

- Every member of staff contributes to the impact of our PP – SLT lead
- If possible, the SLT lead has some personal experiences with disadvantage, which they can relate to
- LWs incorporate PP focus
- PP book looks at department and SLT level
- PP student voice - termly
- PP student representation in reviews
- Specific PP reviews by external consultant
- Link with governors - report at LGB and have school visits
- All data looks at gaps and how to close them and this is done at all levels of the school system
- Focus on literacy interventions for any PP students who are under reading age
- Mentoring focus from SLT
- Laptop loan for underachieving PP students
- Horse forth graphs – PP Target lists (5+, 4+ Eng & Maths)
- Attendance to school, punctuality, FTS, IFTE, clubs, reading literacy, all look at the PP gaps
- Saturdays – PP students are prioritised and we also invite a target group for core who have not achieved their 4+ and 5+

What is our approach to closing the gap?

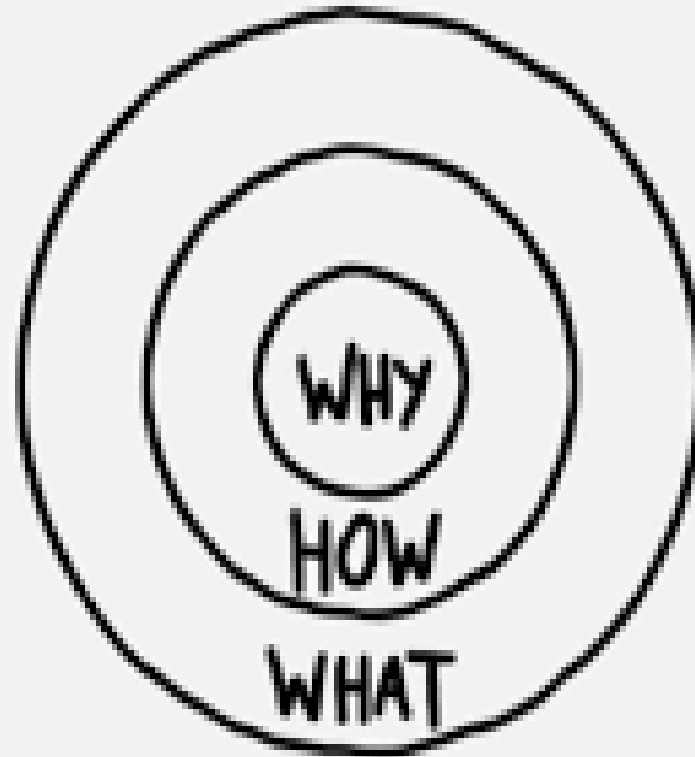
- Actively seek PP representation in student leadership positions
- Prioritised for the extracurricular clubs
- Offer funding for trips – a note in each letter - its not taboo
- Actively promote trips to PP students
- Seek out extra funded activities for PP students – water sports trip funded by the government
- Prioritised for interventions
- Prioritised for careers appointments
- Prioritised for the 6th form entry
- Deep Learning Days
- Value all kinds of success – avoid isolated focus on academics
- Study skills – specifically for PP

Extra-
curriculum & PD

Task - Shared goal & language in your school?

1. What is your why?
2. How do you achieve your purpose?
3. What is the expected outcome?
4. What is the current P8 score for your PP students?
5. What are you doing well?
6. What can you do differently or better?

THE GOLDEN CIRCLE



WHY: YOUR PURPOSE

HOW: YOUR PROCESS

WHAT: YOUR RESULT

Search for schools, colleges and multi-academy trusts

You can search for schools, colleges and multi-academy trusts in England and check their performance.

[What information can I find here?](#)

Find a school or college

[Find a multi-academy trust](#)

Name or reference number

Enter school or college name or URN

barnhil

Barnhill Community High School - Hayes, UB4
9LE

Location

Local authority

Parliamentary constituency

Results by pupil characteristics

Disadvantaged pupils

Task

Question	Responses
1. What is your why?	
2. How do you achieve your purpose?	
3. What is the expected outcome?	
4. What is the current PP P8 score?	
5. What are you doing well?	1. 2. 3.
6. What can you do differently or better?	1. 2. 3.

MISSION STATEMENT FOR PUPIL PREMIUM STUDENTS

At Barnhill Community High School, there is a shared belief that all students can and should succeed despite their social or economic backgrounds. Our intent is to raise aspirations, provide culturally enriching experiences and instil our pupils with the academic wisdom and personal qualities needed to be active contributing members of society. Consequently, all members of the school community are committed to closing both the academic and personal development gap, ensuring our students experience equity in their successes, enabling them to thrive in society as equals, creating change for the future generation.

PUPIL PREMIUM CHARTER: CREATING EQUITY BETWEEN ALL STUDENTS

IN THE CLASSROOM:

- High Quality Teaching with an ambitious knowledge rich curriculum for all
- All teachers have routines and consistently high expectations for everyone, with an emphasis on relationships and rewards
- Teachers know their PP students, their barriers to learning and plan lessons accordingly to overcome these, to work at a challenging pace
- PP students have access to all the same knowledge, cultural capital and resources as their peers
- PP students are prioritised in the classroom for checking for understanding, feedback and contribution in lessons
- Teachers take accountability for the progress PP students are making in their classroom
- Seating plans are created with PP students as one of the foci
- Positive parental engagement

OUTSIDE THE CLASSROOM:

- Using the school's policy, a sharp focus to reduce any attendance gaps between students
- All PP students have access to the same range of personal development opportunities as Non-PP, to enrich their lives and develop cultural capital
- PP students are pro-actively invited to participate in enrichment and PD opportunities
- PP funding is used to remove the financial barriers for any PD opportunities and resources, required, enabling accessibility
- PD opportunities are organised specifically for PP students to enrich their life experiences
- PP students are prioritised for intervention programmes such as literacy or extra core lessons
- Prioritise PP students for personalised careers advice

BEYOND SCHOOL:

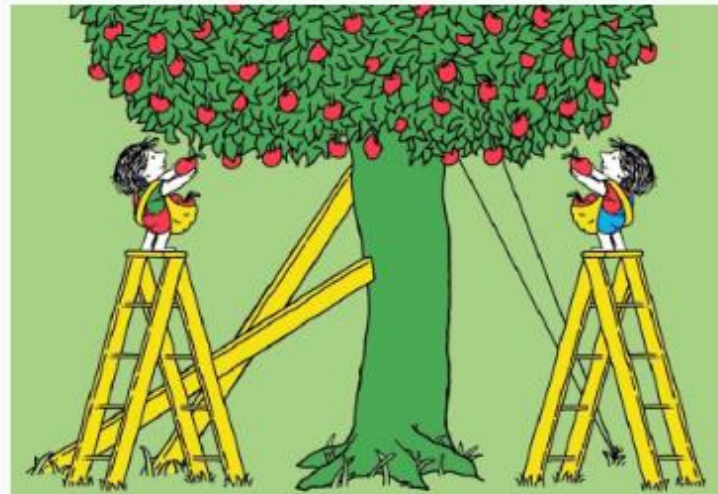
All students to graduate from Barnhill as happy, successful, responsible citizens; Changemakers who will go into the wider world and make a positive contribution to society, standing confidently, shoulder to shoulder as equals, with their peer.

What are you committing to?

Pupil Premium & Catch-up Premium - Barnhill Community High School



2019 Design in Tech Report | Addressing Imbalance



2019 Design in Tech Report | Addressing Imbalance



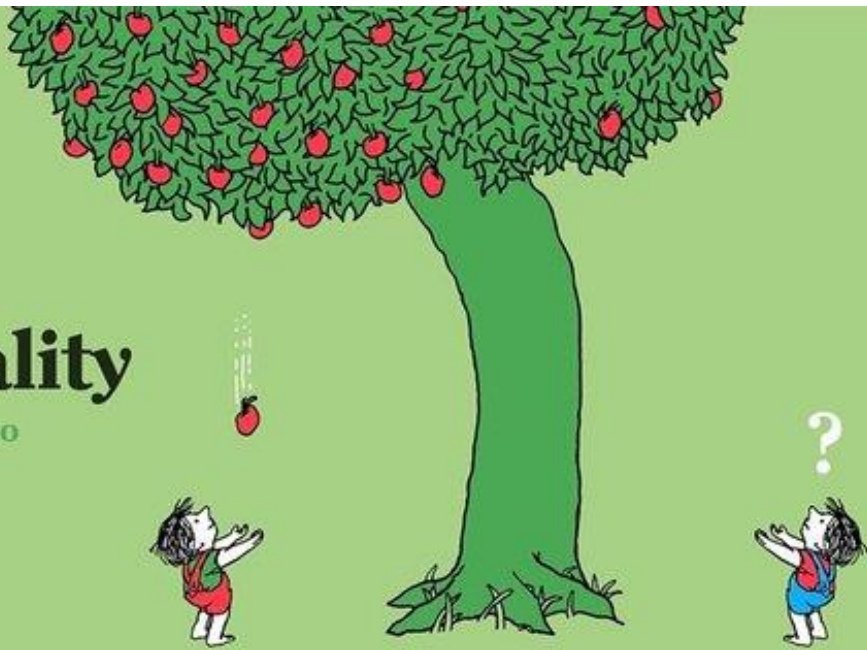
2019 Design in Tech Report | Addressing Imbalance



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Inequality

Unequal access to opportunities

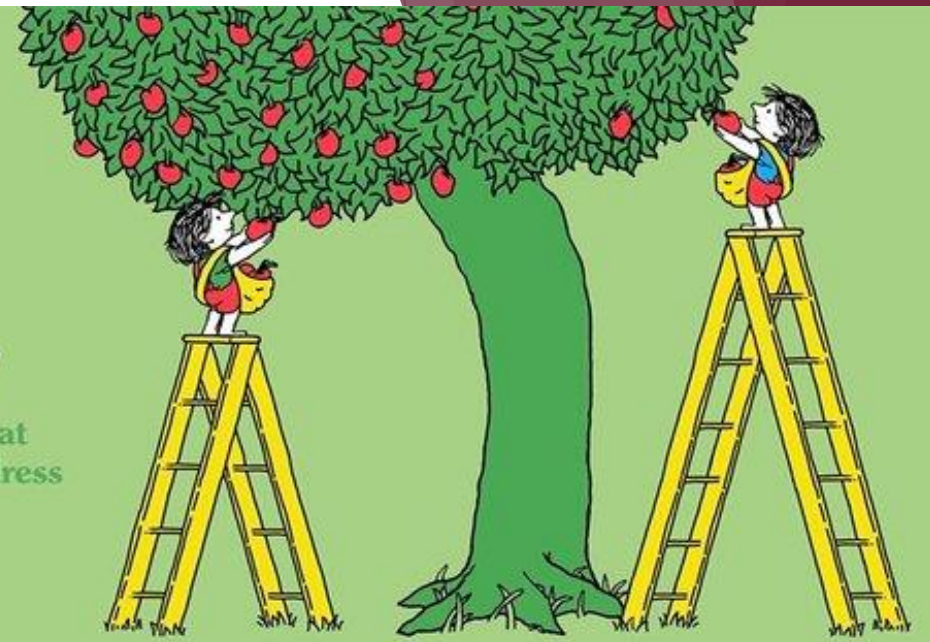


With apologies to Shel Silverstein from @lunchbreath

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Equity

Custom tools that identify and address inequality

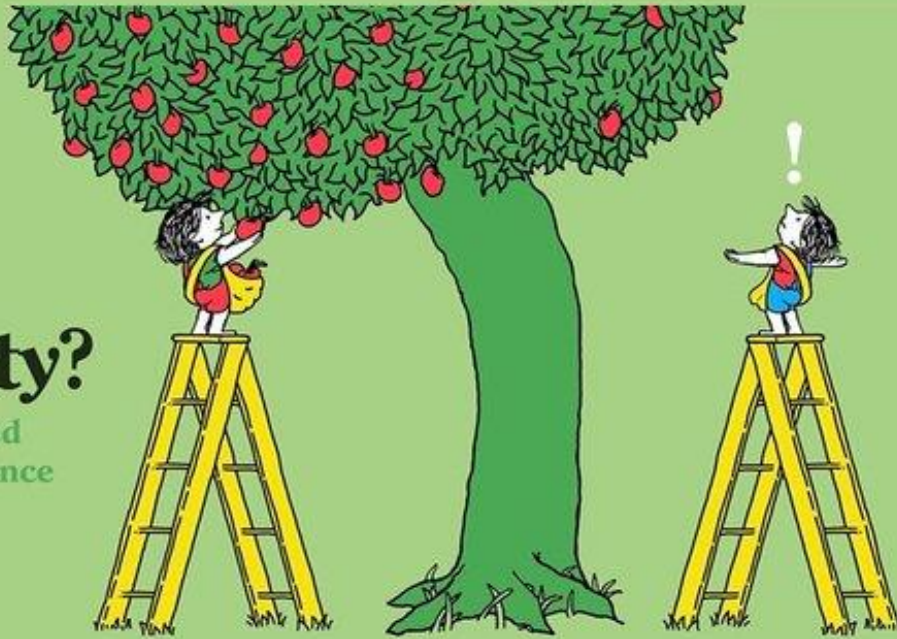


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Equality?

Evenly distributed tools and assistance

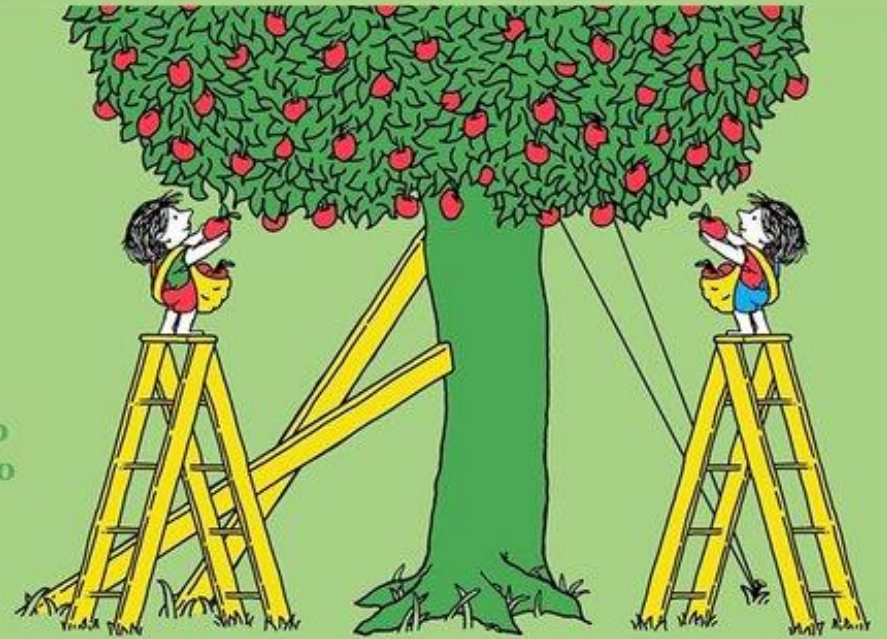


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Justice

Fixing the system to offer equal access to both tools and opportunities



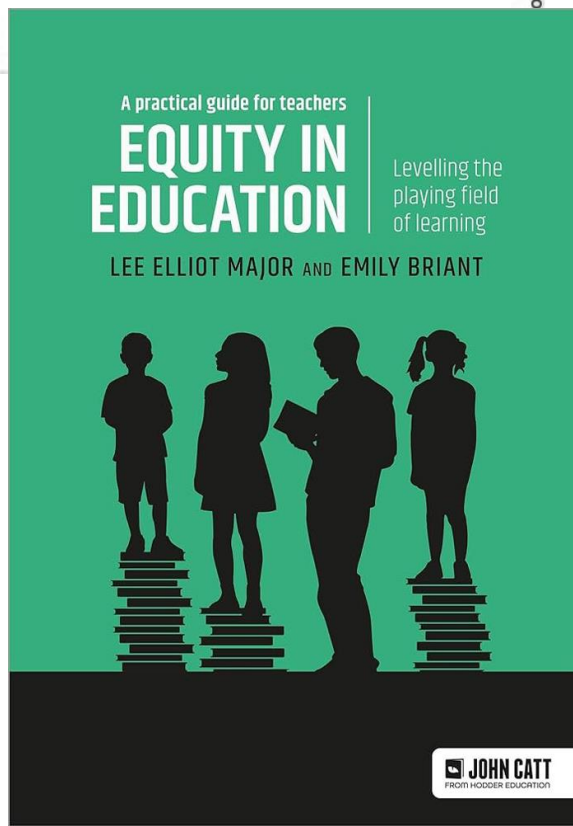
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THANK YOU FOR LISTENING!

It's an easy and beneficial read.



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