

Warwickshire Closing the Gap

Project Update **December 2015**

The Closing the Gap project was established in January 2015 in response to the challenge of closing the attainment gap between disadvantaged pupils and their peers. There are seven work streams which are: Pupil Premium Peer Reviews, Governance, Free School Meal claiming and Priority Families, Looked After Children, Achievement for All, Early Years Foundation Stage and transitions, Warwickshire University. The project is ensuring there is synergy across all these activities within the Council which in turn will help address the attainment and achievement gap of disadvantaged children and young people in Warwickshire.

Workstream	Progress January - September	Progress September - December	Next steps
Warwick University Action Research - Ian Abbott	Research has been commissioned with fieldwork commencing September 2015 for completion by January 2016, 5 secondary schools and 10 primary schools will be involved. The research seeks to identify the most effective strategies employed by schools to raise the attainment levels and close the gap in attainment of disadvantaged children. The aims of the research are: to assess the most effective strategies delivered by schools; to provide data on school improvement and the practice of school leadership in schools that have developed effective strategies; to understand/explain the variation in impact of the same/similar strategies in different contexts ie identify the way in which the culture of a school impacts positively on successfully addressing the disadvantage performance gap.	<p>Early findings presentation at conference on 1st December. Summed up findings around the following areas: data; staff; parents and community; pupil experiences and ethos.</p> <p>The common factors found in schools succeeding in CtG are:</p> <ul style="list-style-type: none"> • High class teaching • High expectations • Knowing and meeting individual needs/interventions • Effective feedback/literacy/1-1 support • Getting parental support. <p>Factors around ethos are:</p> <ul style="list-style-type: none"> • Passionate about the children succeeding – huge commitment to this • 'No excuse for failure'/'no child left behind' • All about learning – qualities associated • Teamwork – mutual observations etc 	Complete field work by end of December, final report end January. Presentations to be made at Headteacher briefings in the spring.
LAC – Steve Pendleton	From January 15 two dedicated careers advisers for LAC were recruited by RightStep funded by the Virtual School. Early analysis suggests the interventions are having a positive impact. The LAs Pupil Premium policy is being refined; a more rigorous quality assurance process has been introduced in the Personal Education Plans (PEPs); training is being provided by EPs on attachment and trauma. EY team are offering training and support to primary schools to support their LAC children.	The Virtual School has been reorganised with a new team structure and job descriptions. The new core purpose is to "Close the attainment gap between Looked After Children and their peers". A new electronic PEP (ePEP) has been introduced and is being embedded. Pupil Premium payments will be withheld until LAC have an ePEP. Over 150 designated teachers were trained on the new expectations with respect to LAC. They also received training on attachment needs	The Virtual School will be supporting schools to improve the quality of PEPs. Pilot projects are being commissioned in two schools to investigate the potential of Sound Training and Attachment Aware Schools
Achievement for All – Steve Pendleton	On-going meetings held with AfA to look at the impact of their work. AfA are successfully working with Avon Valley, Kineton and Myton. A PP review has been undertaken at Nicholas Chamberlaine. Funding is committed into year 2 and will be targeted at primaries based on 2015 data where there are large gaps.	<p>AfA are approaching all schools that have been identified as having a large and/or persistent gap. Schools have been supported to make better use of AfA where impact has been limited.</p> <p>AfA notified of schools registering an interest who attended the Closing the Gap conference</p>	A review will be carried out into the continuation of the AfA strand since uptake has been lower than originally foreseen
Governance – Vince Quayle	Presentations raising the profile of Closing the gap were made to the patch meetings in March. A new Governors course has been developed which includes sources of data, data analysis, what governors should be asking about pupil premium etc. The course has been available to schools subscribing to governor services and was available, 6 delegates attended the first course in April, next course in November currently has 7 delegates. A review of school websites has commenced, PP information has been found to be variable, particularly PP impact information. An audit tool has been developed setting out essential requirements and recommended information that schools should include on their webpages.	<p>County Governors' Forum 28 November: Mark Feldman briefed 35 governors on the context and principles behind CtG, and shared some of the insights obtained to date from the WCC CtG programme.</p> <p>Governor training: following the 1 December CtG conference, we are currently updating the governor training course to take into account the concrete lessons learned from the recent Warwickshire peer reviews, for delivery in early 2016. All Trainers to be briefed.</p>	Continue to promote Closing the Gap Governor course.
Secondary Peer Reviews – Jane Spilsbury	6 secondary schools participated in peer reviews that took place between February and June 2015. The reviews were conducted with one of the headteachers from the participating schools and Richard Sutton (Education Adviser and Lead Ofsted Inspector). The reviews were conducted following the methodology developed by the Teaching Schools Alliance and is the same as that used by NLEs when schools are required by Ofsted to put in place an external review of the pupil premium. A summary report highlighting the strengths and key learning points from the	<p>Richard Sutton gave a presentation the Closing the Gap conference summarising strengths and weaknesses across the schools in the project.</p> <p>Richard has undertaken follow up visits with each of the secondary schools this term to establish progress each of the 6 original schools have made since their review. In general, Richard senses that schools have really 'tightened up', funding is more transparent as are expected outputs and governors understand their role better. Aspects</p>	<p>First round of Secondary schools peer reviews to meet again in March 2016 to share updates.</p> <p>Develop an offer of peer reviews to remaining secondary schools in who would be in scope, approx. 19 (not grammars or special schools).</p> <p>Funding has been agreed to</p>

	reviews has been completed.	<p>of teaching with respect to feedback are improving.</p> <p>It has been agreed to support 4 more secondary schools to undertake peer reviews. These are schools that came forward with an interest (Bilton, The Coleshill, NLS, Hartshill). The reviews are scheduled for January and February and are being funded outside of the project funding which is already fully committed.</p> <p>One more secondary (Avon Valley) registered an interest at the conference in undertaking a peer review.</p>	support those schools who registered an interest in undertaking a peer review at the Closing the Gap conference. A further 6 schools (1 secondary, 5 primary) are interested. Each review costs £1,300 if undertaken through Richard Sutton.
Primary Peer Reviews – Jane Spilsbury	<p>10 primary and 1 secondary school are taking part in primary peer reviews which are scheduled between September and December 15. The process will follow the same as used in the secondary reviews.</p> <p>All schools taking part in the peer reviews volunteered to take part, many have recently been inspected and want to address their PP gap, others are expecting to be inspected and want to prepare for it.</p>	<p>Reviews have taken place this term between 16/9 to 14/12. One primary felt their partnered schools was unsuitable so the schedule was rearranged.</p>	<p>Arrange an initial feedback session with the 10 primaries who have undertaken a review this term.</p> <p>Primary follow up visits will take place in the Spring term to establish the progress that each school is making since their review. Schools to meet again in July 2016 to share updates</p> <p>Five more primary schools (Wooten Wawen, Southam, All Saints CE & Emscote, Woodloes and Birchwood) registered an interest at the conference in undertaking a peer review.</p>
Free School Meals – Bill Basra,	<p>Up to August 15 the project has worked with 8 schools in the north of Warwickshire leading to take up of 58 FSM claims generating £62,625 of pupil premium funding. The project is ongoing in the north and will shortly be starting in Rugby.</p> <p>The FSM project has met positively with District and Borough Revenues and Benefits to discuss automated FSM registration.</p>	<p>Since the Project commenced in April 2014, the Project has secured £83,000 of Pupil Premium and £269,000 that families were entitled to but not claiming. Campaigns have concluded in the South and are currently active in North Warwickshire, Nuneaton and Bedworth.</p> <p>Discussions have been held with Boroughs and Districts to explore automated FSM registration. They are exploring module options for Revs and Bens Staff and we are awaiting a response.</p> <p>A number of schools have expressed an interest in fostering closer links with CAB</p>	<p>In 2016 focus will be on</p> <ul style="list-style-type: none"> • Completing the projects in North Warwickshire and Nuneaton and Bedworth • Starting and Finishing the Project in Rugby (Avon Valley, Boughton Leigh (x2) Schools • Commencing Automated Registration via agreement with Boroughs and Districts • Using the Projects as a lever to engage on a wider financial inclusion basis. CAB Outreach Project in Academy, Hartshill, George Eliot, and then NW cluster of Birchmoor, Dordon and Wood End. • Ongoing Schools Engagement in Other Areas. Nicholas Chamberlaine have approached us on Armed Forces Community Covenant issues
Priority families – Nick Gower-Johnson and	<p>Phase 2 of priority families have identified families and published information by district: 210 in N&B, 138 in Warwick, 111 in Rugby, 75 in Stratford, 69 in North Warwickshire.</p> <p>There is a correlation between under-performing schools and priority family households.</p> <p>The role of Family Support workers in schools can make a significant impact on closing the gap. A survey is being undertaken with schools to find out more information about the role of Family Support Workers in Warwickshire Schools and results will inform Priority Families team in order to provide more support to those staff working with families</p>	<p>Specific developments regarding schools:</p> <p>Much increased engagement with schools with the Programme helped by the production of bespoke lists by school of the pupils that each of them have that live in a Priority Families household.</p> <p>Fresh meeting arrangements with schools in North and South. Leamington bringing together secondary schools and their feeder Primaries to discuss families that have been identified for the Programme and, more importantly, those families that the schools feel should be supported but have not been identified by us</p>	<p>Family support worker survey deferred to new year. Results to inform package of support to be offered to FSW's by Priority Families team. Results to also be shared with FL/ACL.</p>

Family Learning – Jan Lennon	FL article was published in the September 2015 'Headlines' newsletter for school leaders in Warwickshire which has prompted some contact from schools. FL to be offered to 7 primary schools where gap is large, cohort of disadvantaged pupils was above 5 and the school has expressed some previous interest in FL activity. FL lead to meet jointly with LIOs at schools autumn visit. Schools will be offered FL programmes to disadvantaged families with children in year 5 and year 6. The programme lasts 6 weeks and is free to the school funded by Skills Funding Agency through Community Learning Funding.	FL lead (Jan Lennon) met schools jointly with the LIOs. This has led to 3 courses planned for next term: <ul style="list-style-type: none"> Keeping up with the Children Maths at Southam Primary school Targetted Family Maths course at Arley Primary Family Maths course at St Margarets, Leamington 	Agreed courses to run in spring term. Repeat offer to LIOs for joint meeting at schools with FL lead to help with brokering further FL provision.
EYFS – Amanda King	From September Amanda King is working one day a week on the CtG project. Schools in the north have been invited to take part in the project and will be offered a range of training and support that will support narrowing the gap for children achieving at lower levels in social and developmental behaviour. The courses will include: speech, language and communication development; parental engagement in learning; leadership development; child wellbeing-self regulation and attachment.	Data analysis undertaken in September, two briefing sessions delivered in October to engage interest, 12 schools, 7 PVI settings and 1 children's centre are participating. In November the Time to talk team started to deliver bespoke training in relation to each organisation. School and Setting visits have taken place enabling first collection of data.	Project to be delivered across next 10 months. Spring activity to include tired training of time to talk, audits on communication friendly environment, use of wellcom screening tool with identified children, plan and deliver parental engagement in learning CPD. Develop a framework for aspiration and achievement.
Transitions Post 16 – Sarah Bradwell	Work has begun with the Further Education data managers across Coventry and Warwickshire to explore information that can be shared in order to support improved outcomes of young people enrolled at the colleges. The outcomes are: Increasing the percentage of young people achieving level 2 and level 3 by 19; Closing the attainment gap between young people in receipt of FSM and the rest of the cohort; Increasing participation; Tracking post-16 and post-18 destinations; Allocating targeted support (e.g. free college meals, 16-19 bursary). Data sharing arrangements need to be agreed.	In September BCI matched data supplied by the FE colleges <ul style="list-style-type: none"> City College Coventry returned 2317 students, 201 (9%) matched Henley College returned 2131 students, 49 (2%) matched King Edward VI College returned 1077 students, 825 (77%) matched Warwickshire College returned 4798 students, 2651 (55%) matched Stratford College returned 1181 students, 618 (52%) matched Comparing these figures to numbers 16-19 students by residency shows the matches were very good: 2,541 Warwickshire College, 952 at King Edwards, 736 at Stratford. This enabled the LA to share information with the FE colleges on the students characteristics. NWHC data was not received.	Meet with FE colleges to review how they used the data and review process for sharing more information for young people starting FE provision in September 2016. Progress work with NWHC. Explore IAG to post 16 disadvantaged learners.
Other areas			
Project Board	.	3 meetings held to date January, May and September. Full membership now in place, strategy tabled at Cabinet on 10 th December. Terms of reference agreed	Strategy to O&S 12 th January. Dates of future board meetings set for 07/03, 24/05, 12/07. CtG targets to be reviewed.
Data	Full sets of gap information provided by BCI for all 2014 validated results. EYFS, KS1 and KS2 completed for summer 2015 unvalidated results	KS5 summer 2015 unvalidated data gap analysis undertaken. No national 'non disadvantaged' figure available so NCER figure used as a proxy. Gap data presented at Headteacher briefings, heads of post 16 meeting in November. EQIA Closing the Gap analysis undertaken. Service Pupil Premium analysis undertaken, showed improving trends in EYFS but more variable patterns KS2 and KS4. The average number in any one cohort is 36. Schools with the highest proportion of service children are: Temple Herdewyke primary 51%; Wolvey C of E primary 34%; Arden Forest Infant School 9%, St James Church of England Academy 5%. Ofsted reports for the two schools with the highest proportions of Service pupils do not report any differences in progress and achievement of the service children.	BCI to update all data when validated results available at the end of January. Pre warning notices to be sent when validated results available.
Primary best practice group	Two meetings have been held March and June, schools have shared what good practice works in their schools. Outcomes helped inform the University of Warwick research; helped inform the Family Support Worker questionnaire; recommendation made to consortia for funding to focus on closing the	No further action	N/A

	<p>gap; offers of support made from primarys for secondarys to discuss transition processes.</p> <p>In the last academic year 11 primary schools in Warwickshire received letters from the Minister for Schools David Laws for the excellent results of their disadvantaged pupils based on 2014 results.</p>		
Conference	<p>A half day conference is being planned for early November, targeted at schools with large gaps. This will include approx 70 primary plus secondary schools. Presentations are being arranged from Lambeth Schools and Richard Sutton followed by workshops to develop action/development plans and provide a critical view of others. Workshops to be facilitated by heads involved in Secondary Peer reviews.</p>	<p>Conference held on 1st December and well attended and received. 91 delegates, 36 primary, 12 secondary, 1 virtual school, 2 councillors attended. Speakers from Lambeth and Birmingham were particularly well received. Comments on feedback sheet included: 'Inspiring to hear practical strategies that work', 'Excellent ideas, will help us improve the performance of pupil premium' and 'Really useful thank-you'</p>	<p>LIOs to review action plans written in the workshop session with schools.</p> <p>Follow up schools who were invited to the conference but couldn't attend.</p> <p>Plan a celebration event for schools closing the gap successfully in the summer term.</p>
Communication	<p>Updates at headteacher briefings, meetings held with County Music Service, briefing in March to public health (school nurses). Members Development Briefing held in May on Closing the Gap.</p>	<p>Closing the Gap Strategy went to Cabinet on 10th December. It was agreed the Portfolio holder will no longer sit on the project board, instead to look at the strategic overview of project at Education and Learning 1/4ly reviews.</p>	<p>CtG training at new headteacher briefing to 20 new primary head teachers on 7th January to be delivered by Steve Pendleton.</p> <p>Website to be developed.</p>
School consortia groups	<p>Funding priority for consortia in 2015/16 on CtG</p>		
Project Budget		<p>Project budget of £60,000 is fully committed as follows:</p> <ul style="list-style-type: none"> • Peer Reviews £20,000 • EYFS project £25,000 • University of Warwick research £15,000 <p>Additional project costs funded from elsewhere:</p> <ul style="list-style-type: none"> • Conference £5,000 from alternative budget • Stratford Primary peer review approx. £1,300 from Intervention Fund • £13,000 for additional 10 peer reviews committed from Head of Service 	<p>Pupil premium audits to take place – focusing on those schools who have a larger than average gap between disadvantaged and other pupils.</p>