

By: Mr Roger Gough, Cabinet Member for Children, Young People and Education

To: Cabinet meeting - 25 June 2018

Subject: Select Committee: The Pupil Premium

Summary: To receive and comment on the report of the Select Committee on the Pupil Premium.

1. Introduction

One of the key ambitions of Kent County Council is for Kent to be a place where families thrive and where all children and young people develop well and are equipped for achievement in life.

Education is the greatest opportunity young people have to achieve life-long benefits but at present the life chances of some are greater than those open to others, as social and economic conditions determine more than ever a child's success in the education system and labour market.

Although the school system alone cannot solve the issue of low social mobility, it can make a significant contribution to improving the life outcomes of disadvantaged children.

The introduction of the Pupil Premium in 2011 provided schools with additional funding for disadvantaged pupils with the aim of improving their academic achievement and narrowing the attainment gap between them and their peers. Although the schooling system in Kent is performing generally well, gaps in educational achievement for pupils supported by the Pupil Premium - such as children in receipt of free school meals and Looked After Children - remain too wide.

KCC, as a champion and advocate for all children, young people and families in Kent, aims to ensure that there is high quality support to improve the life prospects of vulnerable pupils in the County. The Pupil Premium Select Committee has been set up to investigate the impacts of the Pupil Premium, and to inform policies aimed at narrowing the attainment gap and at helping disadvantaged children and young people achieve the educational and life outcomes they deserve.

2. Select Committee

2.1 Membership

The Chairman of the Select Committee was Mrs Lesley Game. Other members of the Committee were Mrs Clair Bell, Mr Andy Booth, Mrs Penny Cole, Mrs Trudy Dean, Ms Sarah Hamilton, Mr James McInroy, Dr Lauren Sullivan and Mr Mike Whiting. Mr Whiting stood down from the Committee in December 2017 due to his new appointment as Cabinet Member for Planning, Highways, Transport and Waste.

2.2 Terms of Reference

The final terms of reference were:

1. To contextualise the Pupil Premium and to identify the groups of vulnerable learners who are currently supported by the Pupil Premium in Kent.
2. To assess the extent to which the Pupil Premium is currently effective in closing the attainment gap between disadvantaged pupils and their peers in Kent.
3. To identify best practice interventions and strategies where the Pupil Premium has been used successfully to narrow the attainment gap between vulnerable learners and their peers.
4. To recommend initiatives and strategies to improve the effectiveness of the Pupil Premium in raising the educational achievement of disadvantaged learners and in narrowing the attainment gap in Kent.

2.3 Evidence

The Pupil Premium Select Committee held 25 hearing sessions with a wide range of witnesses, including representatives of nurseries and of Kent primary and secondary schools, the Education Endowment Foundation, other local authorities, as well as a number of senior KCC officers.

The Committee also made one visit to local children in care, four visits to local primary and secondary schools, and one visit to the Sacred Heart Catholic School in London – the 2017 National Pupil Premium Award (Secondary) winner. Finally, the Committee received written evidence from a variety of sources, including the Kent Association of Headteachers.

A list of the witnesses who provided oral and written evidence, as well as details of the visits, are in Appendix 1.

2.4 *Timescale*

The Select Committee conducted a programme of hearings and visits in September 2017 and in January 2018. It reconvened in February 2018 to make recommendations, before producing its report. The report is planned to be considered by a meeting of Full Council on 12 July 2018.

3. **The Report**

3.1 The key themes of the report's 10 recommendations include:

- Ensuring that Pupil Premium best practice at many Kent schools continues to be encouraged and shared across all Kent schools and Early Years providers.
- Carrying out an in-depth investigation into the reasons behind the under-registration of children eligible for Free School Meals and Pupil Premium funding, and into interventions that will promote Free School Meal registrations and Pupil Premium take-up.
- Informing the Secretary of State for Education that the Committee supports the recommendation of the Social Mobility Commission's report that Early Years Pupil Premium funding should be doubled, funded by either a re-distribution of Primary Pupil Premium or from elsewhere within the DfE budget.
- Carrying out a pilot in Kent to determine the extent to which increasing the Early Years Pupil Premium funding rate would have a positive impact on narrowing the attainment gap.
- Working with other local authorities that place children in care in Kent schools to ensure that consideration is given to the appropriateness of the placements, taking into account whether adequate support is in place for the Pupil Premium Plus to be spent effectively.
- Continuing to promote better information sharing between Kent Early Years providers, primary and secondary schools in order to facilitate a smoother transition for disadvantaged children.
- Explore opportunities to support and promote additional speech and language provision in pre-school settings.

3.2 The executive summary of the report is attached in Appendix 2. To obtain a copy of the full report please contact the report's authors (details below). The full report can be accessed via the link below

http://www.kent.gov.uk/_data/assets/pdf_file/0017/82043/Pupil-Premium-report.pdf

4. Conclusion

4.1 I welcome the report and would like to congratulate the Select Committee on completing this piece of work.

4.2 I would also like to thank all the witnesses who gave evidence to the Select Committee, and the officers who supported it.

4.3 Mrs Lesley Game - the Chairman of the Select Committee - Mrs Trudy Dean and Dr Lauren Sullivan will present the report to Cabinet, and the Committee would welcome your comments.

5. Recommendations

5.1 The Select committee be thanked for its work and for producing a relevant and balanced document.

5.2 The witnesses and others who provided evidence and made valuable contributions to the Select Committee be thanked.

5.3 Cabinet's comments on the report and its recommendations be welcomed.

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Appendix 1

Evidence

Oral Evidence

The list includes a summary of the key topics discussed in each session.

Monday 6th November 2017

- **Linda Pickles, Principal Adviser for Primary School Improvement, and Celia Buxton, Principal Adviser for Secondary, PRUs and Special Schools, Kent County Council**
 - Overview of Pupil Premium: its purpose, who is eligible, who is responsible
 - The attainment gap in Kent
 - The Kent toolkit and examples of interventions used
 - Challenges, including teacher recruitment and retention

- **Roger Gough, Cabinet Member for Children, Young People & Education, and Shellina Prendergast, Deputy Cabinet Member for Children, Young People & Education, Kent County Council**
 - FSM as eligibility criteria
 - Early Years Pupil Premium
 - Key messages from research
 - The Kent toolkit

Friday 10th November 2017

- **Tony Doran, Headteacher, Virtual School Kent**
 - The responsibilities of KCC in relation to Children in Care
 - Children in Care from other Local Authorities
 - Other areas of need: Early Years, SEN and Post-16

- **Patrick Leeson, Corporate Director Children, Young People & Education, Kent County Council**
 - KCC and school responsibilities for Pupil Premium
 - FSM as eligibility criteria
 - Kent's Strategy for Vulnerable Learners

- **Steve Ackerley, Senior Improvement Advisor, Children, Young People & Education, Kent County Council**
 - Pupil Premium spending in Special Schools
 - Children with SEN
 - Evidence-based interventions

Monday 13th November 2017

- **Tim Woolmer and Debra Exall, Kent County Council, with Angela Maxted, Headteacher, Cheriton Primary School, Folkestone, and Deby Day, Headteacher, Guston C of E Primary School, Dover**
 - Overview of the Service Pupil Premium
 - Issues that face Service children
 - Barriers in schools with few Service children
 - Views on what KCC can do
- **James Turner, Deputy CEO, Education Endowment Foundation**
 - Roles and responsibilities of the Education Endowment Foundation
 - The EEF toolkit
 - Transition from primary to secondary school
 - Early Years
 - Opportunities and challenges and what KCC can do

Friday 17th November 2017

- **Simon O'Keefe, Principal, Stour Academy Trust**
 - Overview of the Stour Academy Trust and its Pupil Premium allocation and strategy
 - Early Years
 - Recruitment
 - Opportunities and challenges and what KCC can do
- **Richard Hawkins, Headteacher, Green Park Community Primary School**
 - Overview of Pupil Premium in Green Park, and the school's strategy for spending it
 - Best practice interventions
 - How they encourage parents to apply for FSM
- **Sue Nicholson, Executive Headteacher, The Brent Primary School**
 - Overview of Pupil Premium in The Brent School, and the school's strategy for spending it
 - Best practice interventions

Monday 20th November 2017

- **Stephen Mellors, School Effectiveness Partner, and Carole Farrer, School Effectiveness Partner, Essex County Council**
 - Roles and responsibilities of Essex CC in relation to Pupil Premium and Pupil Premium Plus
 - Essex toolkit
 - Best practice and how to promote it
- **Carl Roberts, Headmaster of The Malling School**
 - Overview of Pupil Premium in The Malling School, and the school's strategy for spending it
 - FSM as eligibility criteria
 - Best practice interventions
- **Rosemary Hafeez, Associate Director for School Standards and Performance, Achieving for Children, Richmond upon Thames Borough Council**
 - Roles and responsibilities of SPARK
 - Overview of the attainment gap in Kingston and Richmond
 - Interventions and strategies
 - Virtual School

Tuesday 21st November 2017

- **Ashley Crittenden, Headteacher, West Borough Primary School**
 - Overview of West Borough including the on-site nursery, and how Pupil Premium/ Early Years Pupil Premium is spent
 - Strategies used
 - Increasing take-up of FSM
- **Viki Butler and James Brooke, Vice Principals, The Canterbury Academy, Canterbury**
 - Overview of Pupil Premium in The Canterbury Academy
 - Best practice interventions and strategies
- **Sue Beauchamp, Head Teacher, Two Bridges PRU, serving Tonbridge, Tunbridge Wells and South Sevenoaks**
 - Roles and responsibilities of the PRU, along with its strategy for spending the Pupil Premium
 - Best practice interventions

Thursday 23rd November 2017

- **Linda Pickles, Principal Adviser for Primary School Improvement, Kent County Council**
 - Session to discuss and clarify any issues

Monday 15th January 2018

- **Steve Ward, Deputy Head Teacher, Oasis Academy Isle of Sheppey**
 - Overview of the Academy's Pupil Premium funding, how it is spent and variations between the two school sites
 - Challenges (including aspirations, increasing eligibility, parental engagement, teacher recruitment and retention)
- **Paul Luxmoore, CEO, Coastal Academies Trust**
 - Overview of Trust's Pupil Premium funding
 - Views on problems with Pupil Premium
 - Challenges

Monday 22nd January 2018

- **Matt Dunkley, new Corporate Director for Children, Young People & Education, Kent County Council**
 - Revised Strategy for Vulnerable Learners
 - Attendance
 - FSM as eligibility criteria
 - What KCC has done and what more can it do
- **Deborah Stanley, Headteacher, Maidstone Grammar School for Girls**
 - Overview of school's Pupil Premium Strategy and how it is spent
 - Transition from primary to secondary school
 - What more KCC can do

Monday 29th January 2018

- **Alex Gamby, Head of Early Years and Childcare, and Sue Smith, Early Years and Childcare Equalities and Inclusion Manager, Kent County Council**
 - Role of Early Years and Childcare team
 - Early Years Pupil Premium

- **Julie Miles, Manager, Discovery Day Nursery, Maidstone, and Christine Robinson, Early Years and Childcare Equality and Inclusion Adviser, KCC**
 - Overview of Discovery Day Nursery
 - Early Years Pupil Premium

- **Chris Millins, Manager, Manor Road Pre-School, Tunbridge Wells, and Barbara Hall, Early Years and Childcare Equality and Inclusion Adviser, KCC**
 - Overview of Manor Road Pre-School
 - Early Years Pupil Premium

Thursday 1st February 2018

- **Celia Buxton, Principal Adviser for Secondary, PRUs and Special schools, Kent County Council**
 - Final session to discuss and clarify any issues

Written Evidence

- Anonymous, parent of adopted child in receipt of Pupil Premium
- Tony Doran, Virtual School Headteacher, KCC
- Caroline Hallett, Director of Strategy and Development, Imago Community - young carers and Pupil Premium
- Emma Hickling, Executive Headteacher, Kingswood, Ulcombe C of E, Leeds and Broomfield C of E Primary Schools Federation (KULB) – GRT pupils
- Sally Lees, Chair of Kent Association of Headteachers
- Carl Roberts, Headteacher, The Malling School – selective system

Visits

Thursday 9th November 2017

- Fulston Manor Academy
- The Oaks Infant School
- Queenborough Primary School

Thursday 16th November 2017

- Infozone Youth Club

Wednesday 17th January 2018

- St Mary's Church of England Voluntary Aided Primary

Thursday 25th January 2018

- Sacred Heart Secondary School and Sixth Form, Camberwell

Appendix 2

The Pupil Premium Select Committee Report

1. Executive Summary

1.1. Committee Membership

1.1.1. The Committee consisted of nine elected Members of Kent County Council (KCC): seven members of the Conservative Party, one member of the Labour Party and one member of the Liberal Democrat Party.

1.1.2. The Chairman of the Select Committee was Mrs Lesley Game. Other members of the Committee were Mrs Clair Bell, Mr Andy Booth, Mrs Penny Cole, Mrs Trudy Dean, Ms Sarah Hamilton, Mr James McInroy, Dr Lauren Sullivan and Mr Mike Whiting. Mr Whiting stood down from the Committee in December 2017 due to his new appointment as Cabinet Member for Planning, Highways, Transport and Waste.

1.2. Scene Setting

- 1.2.1. One of the key ambitions of KCC is that Kent should be a place where families thrive and where all children and young people develop well and are equipped for achievement in life.
- 1.2.2. Education is the greatest opportunity young people have to achieve life-long benefits but at present the life chances of some are greater than those of others, as social and economic conditions determine more than ever a child's success in the education system and labour market.
- 1.2.3. Although the school system alone cannot solve the problem of low social mobility, it can make a significant contribution to improving the life chances of disadvantaged children.
- 1.2.4. The introduction of the Pupil Premium in 2011 provided schools with additional funding for disadvantaged pupils with the aim of improving their academic achievement and narrowing the attainment gap between them and their peers. Although the school system in Kent is performing generally well, gaps in educational achievement for pupils supported by the Pupil Premium - such as children in receipt of free school meals (FSM) and looked-after children (LAC) - remain too wide.
- 1.2.5. KCC, as a champion and advocate for all children, young people and families in Kent, aims to ensure that there is high quality support to improve the life prospects of vulnerable pupils in the County. The Pupil Premium Select Committee was set up to investigate the impact of the Pupil Premium, and to inform policies aimed at narrowing the attainment gap and at helping disadvantaged children and young people to achieve the educational and life outcomes they deserve.

1.3. Terms of Reference

- 1.3.1 To contextualise the Pupil Premium and to identify the groups of vulnerable learners who are currently supported by the Pupil Premium in Kent.
- 1.3.2 To assess the extent to which the Pupil Premium is currently effective in closing the attainment gap between disadvantaged pupils and their peers in Kent.
- 1.3.3 To identify best practice interventions and strategies where the Pupil Premium has been used successfully to narrow the attainment gap between vulnerable learners and their peers.
- 1.3.4 To recommend initiatives and strategies to improve the effectiveness of the Pupil Premium in raising the educational achievement of disadvantaged learners and in narrowing the attainment gap in Kent.

1.4. Scope

1.4.1. The complexity of this topic and the tight timetable for the review required a clear and focused approach. Key themes and aspects covered by the review are detailed below:

- 1. To contextualise the Pupil Premium and to identify the groups of vulnerable learners who are supported by the Pupil Premium in Kent.**
 - a. To define and contextualise the Pupil Premium, the Early Years Pupil Premium and the Pupil Premium Plus as school funding policies.
 - b. To identify the groups of vulnerable learners who are currently supported by the Pupil Premium in Kent.

- 2. To assess the extent to which the Pupil Premium is currently effective in closing the attainment gap between disadvantaged pupils and their peers in Kent.**
 - a. To examine how the Pupil Premium is allocated, and whether it is currently used to support the children in Kent who need it the most.
 - b. To assess the extent to which the Pupil Premium is closing the attainment gap between vulnerable learners and their peers in each academic Key Stage in Kent.

- 3. To identify best practice interventions and strategies where the Pupil Premium has been used successfully to narrow the attainment gap between vulnerable learners and their peers.**
 - a. To identify best practice examples of Kent primary and secondary schools that have successfully used the Pupil Premium to narrow the attainment gap between disadvantaged pupils and their peers.
 - b. To explore best practice interventions and strategies in other local authorities in England where the Pupil Premium is closing the attainment gap between vulnerable learners and their peers.

- 4. To recommend initiatives and strategies to improve the effectiveness of the Pupil Premium in raising the educational achievement of disadvantaged learners and in narrowing the attainment gap in Kent.**

1.5. Recommendations

Recommendation 1

KCC's Directorate for Children, Young People and Education should carry out an in-depth investigation into the reasons behind the under-registration of children eligible for Free School Meals and Pupil Premium funding, and into interventions that will promote Free School Meal registrations and Pupil Premium take-up.

Recommendation 2

Many Kent schools identify one school governor to act as champion for all children in receipt of any type of Pupil Premium. The Committee recommends that this good practice is shared by all Kent schools.

The governor should:

- be responsible for monitoring the allocation of Pupil Premium funding and its impact**
- raise awareness of this funding amongst the rest of the governing body**
- attend regular Pupil Premium training to keep up-to-date with policy developments in this area.**
- encourage better exchange of information between schools to promote a smoother transition.**

Recommendation 3

KCC's Early Help and Preventative Services team should increase the provision and presence of its services within local schools' premises by locating some of its operations within those settings.

Recommendation 4

KCC's Directorate for Children, Young People and Education should continue to actively promote better information sharing between Kent Early Years providers, primary and secondary schools in order to facilitate a smoother transition for disadvantaged children and to provide them with the academic and pastoral support that meets their specific needs.

Recommendation 5

KCC's Directorate for Children, Young People and Education should explore opportunities to support and promote additional speech and language provision in pre-school settings, including working with the NHS as a key partner and organisations in the voluntary sector.

Recommendation 6

KCC's Cabinet Member for Children, Young People and Education should write to the Secretary of State for Education to inform him that the Committee supports the recommendation of the Social Mobility Commission's report that Early Years Pupil Premium funding should be doubled, funded by either a re-distribution of Primary Pupil Premium or from elsewhere within the DfE budget.

Recommendation 7

KCC's Directorate for Children, Young People and Education should carry out a pilot to determine the extent to which increasing the Early Years Pupil Premium funding rate would have a positive impact on narrowing the attainment gap.

Recommendation 8

KCC's Corporate Director for Children, Education and Young people should work with other local authorities that place children in care in Kent schools to ensure that consideration is given to the appropriateness of the placements, taking into account whether adequate support is in place for the Pupil Premium Plus to be spent effectively.

Recommendation 9

KCC's Directorate for Children, Young People and Education should produce more concise versions of both the Kent Primary and Secondary Pupil Premium Toolkits. For the current cost of £240, each of these versions should be sold as part of a package that includes the full version as well as training for school leaders on how best to use them.

Recommendation 10

KCC's Directorate for Children, Young People and Education should ensure that Pupil Premium best practice at many Kent schools continues to be encouraged and shared across all Kent schools and Early Years providers. This best practice should be further promoted through the Kelsi website and through collaboration with the Kent Association of Headteachers.