

Pupil premium strategy statement

This statement details our school's use of pupil premium (and recovery premium for the 2021 to 2022 academic year) funding to help improve the attainment of our disadvantaged pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the effect that last year's spending of pupil premium had within our school.

School overview

Detail	Data
School name	William Perkin C of E High School
Number of pupils in school	1377
Proportion (%) of pupil premium eligible pupils	18%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2021/2022 to 2024/2025
Date this statement was published	December 2021
Date on which it will be reviewed	July 2021
Statement authorised by	Amy Newman, Headteacher
Pupil premium lead	Emily Waspe, Deputy Headteacher and Rae Dear, Head of Intervention & Inclusion
Governor / Trustee lead	L George and S Khan (safeguarding governors)

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£232,000
Recovery premium funding allocation this academic year	£29,580
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£261,580

Part A: Pupil premium strategy plan

Statement of intent

Our intention is that all pupils, irrespective of their background or the challenges they face, make good progress and achieve high attainment across the curriculum, particularly in EBacc subjects.

The focus of our pupil premium strategy is to support disadvantaged pupils to achieve that goal, including progress for those who are already high attainers. We will consider the challenges faced by vulnerable pupils, such as those who have a social worker and young carers. The activity we have outlined in this statement is also intended to support their needs, regardless of whether they are disadvantaged or not.

High-quality teaching is at the heart of our approach, with a focus on areas in which disadvantaged pupils require the most support. This is proven to have the greatest impact on closing the disadvantage attainment gap and at the same time will benefit the non-disadvantaged pupils in our school. Implicit in the intended outcomes detailed below, is the intention that non-disadvantaged pupils' attainment will be sustained and improved alongside progress for their disadvantaged peers.

Our strategy is also integral to wider school plans for education recovery, notably in its targeted support through the National Tutoring Programme for pupils whose education has been worst affected, including non-disadvantaged pupils.

Our approach will be responsive to common challenges and individual needs, rooted in robust diagnostic assessment, not assumptions about the impact of disadvantage. The approaches we have adopted complement each other to help pupils excel. To ensure they are effective we will:

- ensure disadvantaged pupils are challenged in the work that they're set
- act early to intervene at the point need is identified
- adopt a whole school approach in which all staff take responsibility for disadvantaged pupils' outcomes and raise expectations of what they can achieve

Challenges

This details the key challenges to achievement that we have identified among our disadvantaged pupils.

Challenge number	Detail of challenge
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1	<p>The maths attainment of disadvantaged pupils is generally lower than that of their peers and teacher diagnostic assessments suggest that many pupils particularly struggle with problem solving tasks.</p> <p>External assessments have shown that this gap widens to up to 0.6 of a GCSE grade during pupils' time at our school.</p>
2	<p>Assessments, observations and discussion with KS3 pupils indicate that disadvantaged pupils generally have lower levels of reading comprehension than peers. Many disadvantaged pupils also struggle with extended writing tasks and structuring their language effectively to express their ideas. This impacts their progress in all subjects.</p> <p>On entry to year 7 for last year's Y11 cohort, 25% of our disadvantaged pupils arrive below age-related expectations compared to 23% of their peers.</p> <p>External assessments show that this gap widened to 0.3 of a GCSE grade during pupils' time at our school.</p>
3	<p>Our assessments, observations and discussions with pupils and families suggest that the education and wellbeing of many of our disadvantaged pupils have been impacted by partial school closures to a greater extent than for other pupils. These findings are backed up by several national studies. Internal monitoring systems during lockdown showed a correlation between disadvantage and lack of engagement with remote learning. This was exacerbated by lack of study facilities at home.</p> <p>This has resulted in significant knowledge gaps resulting in pupils falling further behind age-related expectations, especially in maths and science.</p>
4	<p>Our observations suggest many lower attaining disadvantaged pupils lack metacognitive / self-regulation strategies when faced with challenging tasks, notably in their monitoring and evaluation of their answers. This is indicated across the curriculum, particularly maths and science.</p> <p>This is exacerbated by lack of study facilities and sometimes lack of an effective academic support network at home.</p>
5	<p>Our assessments (including the annual student survey), observations and discussions with pupils and families have identified social and emotional issues for many pupils, such as anxiety, depression (diagnosed by medical professionals) and low self-esteem. This is partly driven by concern about catching up lost learning and exams/future prospects, and the lack of enrichment opportunities due to the pandemic. These challenges particularly affect disadvantaged pupils, including their attainment.</p> <p>During the pandemic, teacher referrals for support for disadvantaged pupils increased. 143 pupils (93 of whom are disadvantaged) currently require additional support with social and emotional needs and are currently receiving individual or small group interventions.</p>

6	<p>Our attendance data over the last X years indicates that attendance among disadvantaged pupils has been between X - Y% lower than for non-disadvantaged pupils.</p> <p>X - Y% of disadvantaged pupils have been 'persistently absent' compared to X - Y% of their peers during that period. Our assessments and observations indicate that absenteeism is negatively impacting disadvantaged pupils' progress.</p>
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Intended outcomes

This explains the outcomes we are aiming for **by the end of our current strategy plan**, and how we will measure whether they have been achieved.

Intended outcome	Success criteria
Improved attainment among disadvantaged pupils across the curriculum at the end of KS4, with a focus on EBacc subjects.	<p>By the end of our current plan in 2024/25, the % of disadvantaged pupils entering the English Baccalaureate (EBacc) will continue to be in line with that for non-disadvantaged students. In 2020/21 this figure was 86.4% for disadvantaged students and 85.9% for all students.</p> <p>2024/25 KS4 outcomes demonstrate that disadvantaged pupils achieve:</p> <ul style="list-style-type: none"> • % achieving En & Maths is in top FFT 5% for PP students • an average Attainment 8 score in line with non-disadvantaged pupils (for example, in 2020/2021 this would have been 6.2) • Attainment 8 score is in the top FFT 5% for PP students • EBacc average point score in line with non-disadvantaged pupils • % of disadvantaged students entering EBAC is in line with whole school
Improved reading comprehension among disadvantaged pupils across KS3.	Internal December and end-of-year assessments in reading comprehension demonstrate improved comprehension skills among disadvantaged pupils and a smaller disparity between the scores of disadvantaged pupils and their non-disadvantaged peers. Teachers should also have recognised this improvement through engagement in lessons and book scrutiny.
Improved writing among disadvantaged pupils across KS3.	Internal December and end-of-year assessments in writing demonstrate improved skills among disadvantaged pupils and a smaller disparity between the scores of disadvantaged pupils and their non-disadvantaged peers. Teachers should also have recognised this improvement through engagement in lessons and book scrutiny.

<p>Improved metacognitive and self-regulatory skills among disadvantaged pupils across all subjects.</p>	<p>Teacher reports and class observations suggest disadvantaged pupils are more able to monitor and regulate their own learning. This finding is supported by prep and homework completion rates across all classes and subjects as well as students' participation in and understanding of the Retention & Recall (metacognitive) strategies taught and practised through the pastoral self-review programme.</p>
<p>To achieve and sustain improved wellbeing for all pupils, including those who are disadvantaged.</p>	<p>Sustained high levels of wellbeing from 2024/25 demonstrated by:</p> <ul style="list-style-type: none"> • qualitative data from student voice, student and parent surveys and teacher observations. • an increase in participation in extra-curricular activities, particularly among disadvantaged pupils.
<p>To achieve and sustain improved attendance for all pupils, particularly our disadvantaged pupils.</p>	<p>Sustained high attendance from 2024/25 demonstrated by:</p> <ul style="list-style-type: none"> • the overall absence rate for all pupils being no more than 5%, and the attendance gap between disadvantaged pupils and their non-disadvantaged peers being reduced to be negligible. • the percentage of all pupils who are persistently absent being below 8% and the figure among disadvantaged pupils being no more than 5% lower than their peers.

Activity in this academic year

This details how we intend to spend our pupil premium (and recovery premium funding) **this academic year** to address the challenges listed above.

Teaching (for example, CPD, recruitment and retention)

Budgeted cost: **£95, 000**

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Refresh of standardised diagnostic assessments. Training will be provided for key staff to ensure assessments are interpreted correctly.</p>	<p>Standardised tests can provide reliable insights into the specific strengths and weaknesses of each pupil to help ensure they receive the correct additional support through interventions or teacher instruction: Standardised tests Assessing and Monitoring Pupil Progress Education Endowment Foundation EEF</p>	1 2
<p>Developing metacognitive and self-regulation skills in all pupils. This will involve ongoing teacher training and support.</p>	<p>Teaching metacognitive strategies to pupils can be an inexpensive method to help pupils become more independent learners. There is particularly strong evidence that it can have a positive impact on maths attainment: Metacognition and self-regulation Toolkit Strand Education Endowment Foundation EEF</p>	4
<p>Enhancement of our maths teaching and curriculum planning in line with DfE KS3 and EEF guidance. We will fund additional maths groups, including intervention support groups where necessary, and teacher release time to embed key elements of the guidance in school, and to access Maths Hub resources and CPD offers (including Teaching for Mastery training).</p>	<p>The DfE non-statutory KS3 guidance has been produced in conjunction with the National Centre for Excellence in the Teaching of Mathematics, drawing on evidence-based approaches: Teaching mathematics at key stage 3 - GOV.UK (www.gov.uk) To teach maths well, teachers need to assess pupils' prior knowledge and understanding effectively, employ manipulatives and representations, teach problem solving strategies, and help pupils to develop more complex mental models:</p>	1 3

	KS2 KS3 Maths Guidance 2017.pdf (educationendowmentfoundation.org.uk)	
<p>Improving literacy in all subject areas in line with recommendations in the EEF Improving Literacy in Secondary Schools guidance.</p> <p>We will fund professional development and a school-wide instructional coaching focussed on each teacher's subject area.</p> <p>It will be rolled out first in English and the pastoral programme to help raise English attainment for disadvantaged pupils, followed by all subjects, each selecting the area of the literacy strategy that will be most impactful for their subject area.</p> <p>We will also fund additional literacy classes, in the timetable, for students with a reading age below 10 on entry.</p> <p>We will fund activities to encourage students to read for pleasure, such as book clubs for each key stage, Carnegie book club, and BookBuzz, as well as a termly Love Literacy week with events for students to partake in.</p> <p>We will maintain a subscription to the Sora reading app, enabling students to access audiobooks in and outside of school.</p>	<p>Acquiring disciplinary literacy is key for students as they learn new, more complex concepts in each subject: Improving Literacy in Secondary Schools</p> <p>Reading comprehension, vocabulary and other literacy skills are heavily linked with attainment in maths and English: word-gap.pdf (oup.com.cn)</p> <p>'Reading at the transition' https://d2tic4wvo1iusb.cloudfront.net/documents/guidance/EEF_Publications_EvidenceBrief_ReadingAtTheTransition.pdf</p> <p>Reading programmes for secondary schools https://d2tic4wvo1iusb.cloudfront.net/documents/guidance/Reading_Programmes_for_Secondary_Students_Evidence_Review.pdf</p>	<p>2 3</p>

We will fund the annual 'Speak Out ' competition to improve students' fluency and confidence in oracy.		
We will fund the provision of study support, including staffing, (study club) as a daily after school provision for students less able to access technology or support at home. This is staffed by a teacher and gives students access to laptops and school resources.	https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/extending-school-time <i>"Programmes that extend school time have a positive impact on average (but are expensive and may not be cost-effective for schools to implement.)"</i>	3 4
We will fund intervention and support booklets for all subjects (produced by teachers to ensure direct correlation with lessons), enabling students to undertake additional study outside of lessons to consolidate their learning.	Teaching metacognitive strategies to pupils can be an inexpensive method to help pupils become more independent learners.: Metacognition and self-regulation Toolkit Strand Education Endowment Foundation EEF	1 2 3 4

Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: **£31,580**

Activity	Evidence that supports this approach	Challenge number(s) addressed
Adopting a targeted reciprocal teaching programme as a reading intervention for disadvantaged pupils who need additional help to comprehend texts and address vocabulary gaps.	Reading comprehension strategies can have a positive impact on pupils' ability to understand a text, and this is particularly the case when interventions are delivered over a shorter timespan: Reading comprehension strategies Toolkit Strand Education Endowment Foundation EEF	2 3
Engaging with the National Tutoring Programme to provide a blend of tuition, mentoring and school-led tutoring for pupils whose education	Tuition targeted at specific needs and knowledge gaps can be an effective method to support low attaining pupils or those falling behind, both one-to-one: One to one tuition EEF (educationendowmentfoundation.org.uk)	3 4 5

has been most impacted by the pandemic. A significant proportion of the pupils who receive tutoring will be disadvantaged, including those who are high attainers.	And in small groups: Small group tuition Toolkit Strand Education Endowment Foundation EEF	
Funding for the Literacy Raising Achievement Cohort groups, following each internal assessment point. RAC cohort are provided with additional support to meet targets based on behaviour, attendance and progress. Reward trips, monitoring cards and support through small group reading activities. Y7-10	Acquiring disciplinary literacy is key for students as they learn new, more complex concepts in each subject: Improving Literacy in Secondary Schools	2 3 5
Funding for the Maths Raising Achievement Cohort groups, following each internal assessment point. RAC cohort are provided with additional support to meet targets based on behaviour, attendance and progress. Reward trips, monitoring cards and support through small group reading activities. Y11 only.		1 3 5

Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: **£135,000**

Activity	Evidence that supports this approach	Challenge number(s) addressed
Part funding of salary for the Head of Intervention and Inclusion (SLT position, running our Intervention and Inclusion base which is	https://educationendowmentfoundation.org.uk/public/files/Annual_Reports/EEF_Attainment_Gap_Report_2018_-_print.pdf	all

<p>in operation daily and caters for all vulnerable students, including PP, PLAC and LAC students)</p>	<p>“Targeted small group and one-to-one interventions have the potential for the largest immediate impact on attainment.”</p> <p>“Essential life skills (or ‘character’) are important in determining life chances and can be measured in a robust and comparable way”</p>	
<p>Part fund salary of Progress Intervention coordinator (wider SLT) – a new role introduced for 2021-22 with the remit of ensuring progress interventions are in place for all students, with a particular focus on disadvantaged cohorts (BCRB, PP) and/ or individuals</p>	<p>https://educationendowmentfoundation.org.uk/public/files/Annual_Reports/EEF_Attainment_Gap_Report_2018_-_print.pdf</p> <p>“Targeted small group and one-to-one interventions have the potential for the largest immediate impact on attainment.”</p> <p>“Essential life skills (or ‘character’) are important in determining life chances and can be measured in a robust and comparable way”</p>	all
<p>Funding the salary of a learning mentor with responsibility for vulnerable students, including PP students.</p> <p>The mentor provides a range of interventions for wellbeing, mental health and academic progress, particularly in literacy.</p> <p>The mentor also provides a pathways guidance programme for disadvantaged students not planning to continue on to A-level.</p>	<p>Mentoring methods research advocating a consistent point of contact for mentoring provision and social skills training</p> <p>https://youthendowmentfund.org.uk/toolkit</p> <p>https://youthendowmentfund.org.uk/toolkit/mentoring/</p> <p>https://youthendowmentfund.org.uk/toolkit/social-skills-training/</p> <p>https://youthendowmentfund.org.uk/wp-content/uploads/2021/03/YEF-IN-SIGHTS-BRIEF-Final.pdf</p>	all
<p>Training for lead mentor to provide PP mentoring programme for students requiring help with organisational skills, behaviour, self-regulation, CIAG and any subject-specific support required.</p>	<p>Mentoring methods research advocating a consistent point of contact for mentoring provision and social skills training</p> <p>https://youthendowmentfund.org.uk/toolkit</p> <p>https://youthendowmentfund.org.uk/toolkit/mentoring/</p>	4 5 6

<p>Funding courses on emotion coaching, and working 1:1 with vulnerable children.</p>	<p>https://youthendowmentfund.org.uk/toolkit/social-skills-training/</p> <p>https://youthendowmentfund.org.uk/wp-content/uploads/2021/03/YEF-IN-SIGHTS-BRIEF-Final.pdf</p>	
<p>2 counsellors are employed, one day a week each, and are particularly targeted towards those students who qualify for Pupil Premium and especially those who are looked after children.</p>	<p>Key findings from CCMH reports show that counselling services are effective in reducing mental health distress; depression and anxiety are the most common student concerns; and there has been an increasing trend in student uptake of counselling (CCMH, 2019)</p> <p>https://www.bacp.co.uk/news/news-from-bacp/2021/21-january-effectiveness-of-school-counselling-revealed-in-new-research/</p>	3 5
<p>Funding to allocate a period per week for 4 senior members of staff to hold a strategy meeting (Equality, Diversity, Achievement Group) focussed on disadvantaged students, in addition to weekly Vulnerable Group meetings with a regular item on PP students in the relevant year group.</p>		3 6
<p>Funding for 1:1 music tuition, for students who would not have access to this service otherwise (internal peripatetic lessons) available to all PP students.</p>		5
<p>Funding or part funding, or subsidised, for trips / residential trips available to all PP students.</p>		5

<p>Embedding principles of good practice set out in DfE's Improving School Attendance advice.</p> <p>Staff will get training and release time to develop and implement new procedures. Attendance/support officers will be appointed to improve attendance.</p> <p>Part funding for salary of additional member of administration team with responsibility for behaviour and attendance.</p>	<p>The DfE guidance has been informed by engagement with schools that have significantly reduced persistent absence levels.</p>	<p>6</p>
<p>Contingency fund for acute issues.</p>	<p>Based on our experiences and those of similar schools to ours, we have identified a need to set a small amount of funding aside to respond quickly to needs that have not yet been identified.</p>	<p>All</p>

Total budgeted cost: £261,580

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils in the 2020 to 2021 academic year.

Our internal assessments during 2020/21 suggested that the performance of disadvantaged pupils was lower than in previous years in key areas of the curriculum.

The outcomes we aimed to achieve in our previous strategy by the end of 2020/21 were not fully realised.

Our assessment of the reasons for these outcomes points primarily to Covid-19 impact, which disrupted all of our subject areas to varying degrees. As evidenced in schools across the country, partial closure was most detrimental to our disadvantaged pupils, and they were not able to benefit from our pupil premium funded improvements to teaching and targeted interventions to the degree that we intended. The impact was mitigated by our resolution to maintain a high quality curriculum, including during periods of partial closure, which was aided by use of online resources and online lessons.

Although overall attendance in 2020/21 was lower than in the preceding years at 97.8%, it was higher than the national average. Attendance continues to be impacted at the start of 21/22, with an average of 94.4% currently, which is why attendance is one focus of our current plan.

Our assessments demonstrated that pupil behaviour, wellbeing and mental health were significantly impacted last year, primarily due to COVID-19-related issues. The impact was particularly acute for disadvantaged pupils. We used pupil premium funding to provide wellbeing support for all pupils and to part fund the setup of our Intervention and Inclusion centre, and targeted interventions where required. We are building on that approach in our new plan.

	PP students WP Summer 2021	Non PP WP Summer 2021	All students WP Summer 2021	FFT/ National comparison
Number of students	45	142	187	
% 4+ in English and Maths	95.1%	91.8%	92.7%	FFT % benchmark target for PP students: 100% FFT 20% benchmark target for PP students: %
% 5+ in English and Maths	75.6%	80.1%	77.6%	FFT 5% benchmark target for PP students: 78%

				FFT % benchmark target for PP students: %
% 4+ Maths	95.1%	93.8%	94.3%	
% 5+ Maths	82.9%	80.5%	81.3%	
% 4+ English Lang/Lit	97.6%	94.5%	95.3%	
% 5+ English Lang/Lit	82.9%	86.3%	84.9%	
EBacc Average Points Score	5.63	6.23	6.06	
% Achieving EBacc (grades 9-5)	58.5%	69.9%	65.6%	
Attainment 8	5.8	6.4	6.2	FFT 5% benchmark target for PP students: 57 FFT 20% benchmark target for PP students: 53
Progress 8 *				Not available in Summer 2021 due to covid-related exam arrangements
Progress 8 English *				
Progress 8 Maths *				

Externally provided programmes

Programme	Provider
Catch up tutoring in English, maths and science	MyTutor

Service pupil premium funding (optional)

Measure	Details

Further information (optional)

Additional activity

Our pupil premium strategy will be supplemented by additional activity that is not being funded by pupil premium or recovery premium. That will include:

- embedding more effective practice around feedback. [EEF evidence](#) demonstrates this has significant benefits for pupils, particularly disadvantaged pupils.
- ensuring pupils understand our 'catch-up' plan by providing information about the support they will receive (including targeted interventions listed above), how the curriculum will be delivered, and what is expected of them. This will help to address concerns around learning loss - one of the main drivers of pupil anxiety.
- utilising support from our local [Mental Health Support Team](#) and local behaviour hub, plus funding for CPD from the local authority's Wellbeing for Education Recovery budget, to support pupils with mild to moderate mental health and wellbeing issues, many of whom are disadvantaged.
- offering a wide range of high-quality extracurricular activities to boost wellbeing, behaviour, attendance, and aspiration. Activities (e.g., The Duke of Edinburgh's Award), will focus on building life skills such as confidence, resilience, and socialising. Disadvantaged pupils will be encouraged and supported to participate.

Planning, implementation, and evaluation

In planning our new pupil premium strategy, we evaluated why activity undertaken in previous years had not had the degree of impact that we had expected. We also commissioned a pupil premium review to get an external perspective.

We triangulated evidence from multiple sources of data including assessments, engagement in class book scrutiny, conversations with parents, students and teachers in order to identify the challenges faced by disadvantaged pupils. We also used the EEF's families of schools database to view the performance of disadvantaged pupils in school similar to ours and contacted schools with high-performing disadvantaged pupils to learn from their approach.

We looked at a number of reports and studies about effective use of pupil premium, the impact of disadvantage on education outcomes and how to address challenges to learning presented by socio-economic disadvantage. We also looked at a number of studies about the impact of the pandemic on disadvantaged pupils.

We used the [EEF's implementation guidance](#) to help us develop our strategy and will continue to use it through the implementation of our activities.

We have put a robust evaluation framework in place for the duration of our three-year approach and will adjust our plan over time to secure better outcomes for pupils.