

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	Birkenhead Park School
Number of pupils in school	735
Proportion (%) of pupil premium eligible pupils	71%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2020/21 to 2023/2024
Date this statement was published	01/12/2021
Date on which it will be reviewed	31/12/2022
Statement authorised by	Helen Johnson Headteacher
Pupil premium lead	Peter Mee Deputy Headteacher
Governor / Trustee lead	Mike Kilbride CEO

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£425,930.00
Recovery premium funding allocation this academic year	£65,830
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	£491,760.00

Part A: Pupil premium strategy plan

Statement of intent

The Birkenhead Park School serves an area of Wirral where the level of social deprivation is in the 10% most deprived areas of the country. The school is a smaller than average sized secondary school, operating within a selective Local Authority. There are 735 students on roll, with more boys than girls (56%/44%). Student numbers joining the school in Year 7 are increasing each year: Year 7: 144 / Year 8: 161 / Year 9: 152 / Year 10: 144 / Year 11: 134

The proportion of disadvantaged students is very high (71%). The school currently has 20 Looked After Children on roll. Most students are of White British heritage. Few students come from minority ethnic backgrounds or speak English as an additional language (10%), although this number is increasing. The proportion of SEND students is high and more than double the national average. The prior attainment for students on entry is significantly below the national average.

Student mobility is very high. During the 2020-21 academic year, 84 students permanently joined or left the school across all year groups. 23% of the Year 11 cohort in 2020-2021 did not start the school in Year 7, with 5% of them joining the school in KS4. This profile is similar across all year groups.

The 2019 SSAT Educational Outcomes database ranks BPS as having the 17th highest proportion of disadvantaged students in England when all 3158 secondary schools are filtered for (i) 60% or more disadvantaged students and (ii) fewer than 30% EAL students.

Pupil Premium Promise: Quality First Teaching

We understand the importance of ensuring that all teaching meets the needs of each learner, rather than relying on intervention to compensate. Therefore, we develop teacher talent by investing in practice and coaching. We practice key techniques collectively as a staff through a robustly designed CPD programme and engineer more tailored practice during one-to-one collaborative coaching sessions by our Teacher Educators.

Our pedagogical approach to improving learning is underpinned by a clear focus on responsive teaching and high quality questioning. We have thought carefully about what barriers to learning our students are experiencing, and how to remove or, at least, minimize them. For example, we have entered into a two-year programme with the Ambition Institute, whose sole focus is on improving outcomes for schools in challenging circumstances. As a member of The Ambition Institute, we ensure that our implementation of strategies is not only based upon effective research and the science of learning, but is fully evaluated for effectiveness.

Relentless routines

We are a community who celebrate diversity and unique individuality. We insist on good learning habits with the highest of expectations for all, regardless of background, faith or ability. We have very clear values of Positivity, Ambition, Resilience and Thoughtfulness; students are clear that they have to be ready to learn. Our uniform is smart and students are expected to wear it with pride. There is an emphasis on strong attention to detail. During lessons, students are expected to answer questions directed to them, answer in full sentences, and remain focused at all times.

Success for All-Raising Aspirations and Broadening Experiences

Our students live in the most deprived areas of Wirral. The school's values of Positivity, Ambition, Resilience and Thoughtfulness are lived out on a daily basis by staff and students. Our priority is to raise aspirations, encourage young people to have a growth mindset, and to progress onto higher education. Our dedicated Careers programme is focused on exposing our students to post-16 destinations, including Universities and the programmes they offer. We are determined to ensure that students become confident enough to believe they can achieve in line with their peers across the country.

The spending of Pupil Premium Funding has been partly influenced by external research; such as the EEF Guide to the Pupil Premium and the DfE study into effective use of Pupil Premium Funding. This research outlines effective methods that support improved Pupil Premium achievement.

This year, we have implemented a complete overhaul of the PPF plan to ensure it has maximum impact upon raising the achievement and attainment of the community we serve at The Birkenhead Park School. We implement a tiered approach to Pupil Premium spending and have identified barriers to students' achievement bespoke to our school:

1. Teaching and Learning
2. Targeted academic support
3. Wider strategies

We feel this will further refine our strategic approach in accelerating the pace of improvement in the progress of Pupil Premium students in all year groups. We also do not confuse eligibility for the Pupil Premium with low ability, and thus focus on supporting our disadvantaged students to achieve the highest levels.

Challenges

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

Challenge number	Detail of challenge
1	On intake, two thirds of Year 7 students arrive at BPS with a reading age below their chronological age. 115 (25%) students in KS3 are in Stanines 1 or 2, with a reading age of 5-7 years old. Many of our students do not have access to books at home.
2	BPS students have a 'word gap', or a vocabulary that is below age-related expectations and this poses significant problems for them in accessing the secondary curriculum. The impact of partial school closures has also affected disadvantaged students to a greater extent than for others.
3	232 BPS students are identified as SEND, 177 of these are also PP, this poses significant problems for them accessing the secondary curriculum.

4	The chaotic homes of some PP students do not support the structure and norms of school life. Their lifestyles, especially sleep, diet routines, and parental support means that some are at risk of poorer attendance and not succeeding in line with their peers. This is even more evident post Covid-19.
5	Students' confidence and self-reliance as learners throughout school can prevent them from building and deepening their knowledge base. This has resulted in significant knowledge gaps resulting in pupils falling further behind age-related expectations. Complex home situations and a lack of resources for some disadvantaged students can limit learning at home. The impact of partial school closures has also affected disadvantaged students to a great extent than for others.
6	Students are at risk of either not fully accessing or fully embracing the wider cultural and literate curriculum offer.
7	PP student's expectations, intentions and aspirations for the future are often not as high as their peers or as high as they should be and are therefore at risk of more limited career and destination options, often through a lack of understanding or confidence.

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
Majority of students have improved reading ages, sentence and paragraph comprehension – NGRT testing through GL Assessment	Measurable increase in reading fluency and closing the gap between students reading age and chronological age. Students demonstrate engagement with reading over a period of time through Big Read, Reading challenges, English curriculum and across subjects. Students will have specialist input to support students with the weakest levels of literacy which allows them to demonstrate sustained progress. They can apply their new knowledge, range of experiences and vocabulary into their written work. Teachers have recognised this improvement through engagement in lessons and book scrutiny.
All students develop strong literacy skills, Pupil premium students' cultural capital deepens and use of spoken language, including high level, rich vocabulary, increases.	Students' reading ages match or exceed their chronological age by the end of Y9. Students will have made rapid progress in securing knowledge and understanding of phonics. Students will have secured a greater knowledge and understanding of vocabulary, grammar and comprehension and closed the gap in their reading and vocabulary. Student feedback is positive, confirming enjoyment of reading and increased confidence. Improved staff confidence in supporting literacy development across the curriculum.

	<p>Students can use vocabulary in a wide range of contexts. Teachers have recognised this improvement through engagement in lessons and book scrutiny.</p> <p>Staff have high standards of written and spoken language.</p>
<p>Improve the quality of Teaching and Learning through an effective CPD programme based on:</p> <ul style="list-style-type: none"> -Retrieval practice -Modelling -Responsive teaching <p>Improved progress for PP students.</p> <p>PP students, monitored at each assessment point, perform in line with national averages for P8 measure and the Basics.</p>	<p>Evidence of improved teaching practice through instructional coaching programme.</p> <p>Evidence of “catch up” and progress in identified areas of lost learning.</p> <p>Improved student outcomes - Progress 8 -0.2 or better.</p> <p>All teachers will buy in to developing their practice with other peers. All teachers will be confident in their knowledge of and champion the T&L aims of the school.</p> <p>Students will be able to demonstrate a secure subject knowledge in all areas of the curriculum.</p> <p>Students will have misconceptions and understanding addressed immediately in every lesson. Staff will routinely plan for this rather than react to it.</p> <p>Students will confidently be able to apply new knowledge independently without the need for repeated instructions and minimal scaffolding. They will self-regulate.</p>
<p>Implement a successful CPD programme to develop consistently high standards of teaching</p>	<p>Cohort of middle and senior leaders undertake NPQ qualifications to support their professional development and the implementation of improvement plans.</p> <p>Lead practitioners successful in improving the quality of teaching and learning for teachers and ECTs.</p> <p>Evidence of improved teaching over time</p> <ul style="list-style-type: none"> • Evidence of improved teaching practice through instructional coaching programme • Evidence of “catch up” and progress in identified areas of lost learning • Improved student outcomes - Progress 8 -0.2 or better
<p>Implement strategies to ensure high quality provision for SEND/PP students to enable them to achieve well</p>	<p>Improved outcomes for students with SEND</p> <p>Individual plans are understood and used by teachers</p> <p>Seating plans support teacher planning</p> <p>Curriculums are adapted to support the learning needs of the students</p> <p>High quality teaching for SEND/PP students due to CPD programme</p> <p>Strong attendance and engagement of SEND students with wider curriculum opportunities</p>
<p>Projected P8 scores for PP</p>	<p>Assessment data shows that the performance of disadvantaged students is improving across cohorts and subjects.</p>

<p>Students in all year groups will demonstrate closing of the gap towards 0.</p>	<ul style="list-style-type: none"> • Barriers to learning are identified for disadvantaged students and appropriate interventions and support are put into place. • Key performance indicators show that the differences between the performance of disadvantaged and none disadvantaged students, including those with higher prior attainment, are diminishing. This includes: <ul style="list-style-type: none"> ▪ Progress 8 ▪ Attainment 8 ▪ Basics Measure (Strong and standard) ▪ Ebacc Measure (Strong and standard)
<p>Measurable increase in the attendance of PP post Covid-19</p>	<p>Average attendance of disadvantaged pupils is more in line with non-disadvantaged students and School targets.</p> <ul style="list-style-type: none"> • Attendance of disadvantaged students is closer to National Average. • Persistent absenteeism is reduced for disadvantaged pupils in comparison to previous years • Safeguarding and Attendance Team support identified students, cohort to reflect patterns identified regular attendance updates
<p>Students are fully aware of the full range of career opportunities open to them. They take full advantage of all opportunities, information, and outside agency career advice in order to make informed decisions and take advantage of all opportunities post-16. No students are NEET</p>	<p>All disadvantaged students move on to a suitable destination Post 16 with none being NEET.</p> <ul style="list-style-type: none"> • Post 16 destinations for the upper disadvantaged cohort are in line with School targets. Increased numbers of disadvantaged students go on to the sixth form and then to university. • Internal behaviour, data and attendance records show good engagement for disadvantaged students • Figures for parental attendance at school events reflects improvement. Positive student and parent voice. • Disadvantaged students' attendance at enrichment sessions is in line with other students.

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)

Approximate budgeted cost: £ 200,000.00

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Implement whole-school T&L improvement plan to develop 3 identified areas, supporting knowledge acquisition over time:</p> <ul style="list-style-type: none"> • Retrieval Practice • Modelling • Responsive Teaching 	<p>Evidence confirms that a focus on improving quality first teaching has the biggest impact on improving outcomes for all students.</p> <p>We have identified the key strategies that will have the greatest impact on improving the quality of teaching and will seek to embed these successfully into teachers' practice</p>	1,2,3,4,5,6,7
<p>We will fund professional development and instructional coaching focussed on:</p> <ul style="list-style-type: none"> - Teaching and Learning - SEND - Literacy <p>Implement schedule of weekly CPD sessions and T&L briefings aligned to identified whole school areas for improvement</p>	<p>We want to develop teachers' content knowledge and pedagogy to embed strong practice across the school.</p> <p>We want to provide time and opportunities for staff to "practice" so that they build confidence and expertise over time.</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 improved student outcomes.</p>	1,2,3,4,5,6,7
<p>Cohort of middle and senior leaders undertake NPQ qualifications to support their professional development and the implementation of improvement plans</p>	<p>We want to recruit and retain the best teachers for our students.</p>	1,2,3,4,5,6,7
<p>Implement daily Big Read programme in Year 7, 8 and 9 tutor time</p>	<p>Reading for pleasure has a significant role in helping to reduce the word gap and improve reading ages for all students.</p>	1,2,3,5,6

Implement planned reading opportunities across all subjects, in lessons and through homework.	Many of our students do not have access to books at home and we need to provide access to a range of texts that would otherwise be unavailable	1,2,3,5,6
Appoint two new posts to lead targeted teaching and intervention: • Lead Practitioner Literacy (KS1/2 trained) • Literacy Support Tutor	We need to provide targeted teaching and interventions that meet the specific needs of this cohort of students to help them access the secondary curriculum	1,2,3,5,6
Provide training for teaching staff to enable effective support in lessons for students with low reading ages.	We must do all that we can so that any literacy barriers do not undermine their enjoyment of school, their academic outcomes, their sense of wellbeing and their future employment prospects	1,2,3,5,6
Implement staff development programme to train teachers in explicit vocabulary teaching through Frayer model	Many BPS students have a 'word gap', or a vocabulary that is below age-related expectations and this poses significant problems for them in accessing the secondary curriculum.	1,2,3,5,6
Implement staff development programme to ensure high standards for spelling, punctuation and grammar in classroom interactions with students	In order to expect high standards from students, we need to ensure that all staff are confident in role modelling high standards of written and spoken language.	1,2,3,5,6

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

Approximate budgeted cost: £141,760.00

Activity	Evidence that supports this approach	Challenge number(s) addressed
Implement individual plans to provide teaching staff with high quality information about SEND students	Teachers of students with SEND/PP will be focussed on learning more about the individual profiles of their students and maximising the effectiveness of their teaching – EEF	1,2,3,4,5,6
Implement a staff development programme which focusses on:-	We need to use TAs to help students develop independent learning skills and manage their own learning – EEF recommendation. We must ensure TAs are	1,2,3,4,5,6

<ul style="list-style-type: none"> • understanding the needs of SEND/PP students • planning high quality teaching for SEND/PP students within the framework of whole school T& L strategies 	<p>fully prepared for their role in the classroom – EEF recommendation</p> <p>TAs should be trained in the use of specific pedagogy so that they understand the principles of the approach and the techniques required to apply it – EEF guidance</p>	
<p>Implement a programme of extra-curricular activities targeted to SEND/PP students.</p>	<p>We should promote positive relationships, active engagement, and wellbeing for all students – EEF recommendation</p>	<p>1,2,3,4,5,6,7</p>
<p>Dedicated Team to continually provide CEIAG advice, maintain and increase the motivation and aspiration of PP students. This includes AHT /Student Engagement Coordinator/Career Connect Advisor.</p>	<p>A proportion of PP students are at risk of choosing destinations post 16 which do not fully match their capabilities.</p> <p>A proportion of PP students are at risk of not performing in line with their capability due to historical lower expectations of themselves. This limits their choices post 16.</p>	<p>4,5,6,7</p>
<p>Engaging with the National Tutoring Programme to provide a blend of part and school led tuition for students whose education 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.</p>	<p>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:</p> <p>One to one tuition EEF (educationendowmentfoundation.org.uk)</p> <p>And in small groups:</p> <p>Small group tuition Toolkit Strand Education Endowment Foundation EEF</p> <p>Evidence shows that tutoring can boost progress by up to 5 months.</p>	<p>1,2,3,4,5,6,7</p>

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

Approximate budgeted cost: £150,000.00

Activity	Evidence that supports this approach	Challenge number(s) addressed
Provide a full programme of CEIAG in accordance with statutory guidance	Given the school's context, we need to develop ambition, aspiration and resilience in our students so that they are able to make positive choices about their next steps.	4,5,6,7
Deliver full programme of extra-curricular activities, monitoring attendance and engagement across groups.	Our curriculum needs to go beyond the academic to provide a range of wider opportunities that BPS students cannot otherwise access.	4,5,6,7
Implement carefully sequenced sex and relationships education programme in accordance with statutory guidance and best practice, including specialist training for teaching staff.	We need to make sure all staff and students understand what is acceptable behaviour and what should not be tolerated.	4,5,6,7
Establish small-scale, on-site provision for students whose behaviour is a barrier to learning in mainstream classes.	We must do all we can to support students to engage positively with the curriculum, complete their secondary education and achieve success	1,2,3,4,5,6,7
Appropriate pastoral staffing to ensure that all students are ready to learn and that potential barriers to learning are removed. Significant funding is directed to the Pastoral team given the school's unique context.	<p>PP student's attendance and PA and is not yet in line with students nationally highlighting the additional barriers PP students face.</p> <p>PP students are at risk of not always having equipment or as ready to face the daily school challenges. This, over time can lead to inequality of experience and lower rates of progress than all students nationally.</p> <p>A number of our PP students experience social, emotional and mental health issues which can affect their concentration and work rate.</p>	4,5,6,7
Dedicated Team to develop the extracurricular	All disadvantaged students should fully access an ambitious curriculum which meets their needs.	4,5,6,7

programme This includes AHT and Student Engagement Coordinator	<p>We want every child to</p> <ul style="list-style-type: none"> • Attend an educational visit • Visit a museum or art Gallery • Take part in a weekly extra-curricular activity throughout their school journey. 	
Embedding principles of good practice set out in DfE's Improving School Attendance advice	The DfE guidance has been informed by engagement with schools that have significantly reduced persistent absence levels.	

Total budgeted cost: £491,760.00

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.

The academic year 2020-21 was severely affected by the Covid-19 pandemic.

Priority 1

Students will possess a rich vocabulary and will communicate confidently

Measurable increase in reading fluency and closing the gap between students reading age and chronological age. Students demonstrate engagement with reading over a period of time through Big Read project. They can apply their new knowledge, range of experiences and vocabulary into their written work.

September 2020 data showed:

10% of Year 7 and 20% of year 8 had a reading age of age 4-6 year old

40% of Year 7 and 45% of Year 8 had a reading age of a 9 year old or less

June 2021 data showed

Year 7

72% of students in Year 7 improved their reading ages

48% of year 7 moved into a higher stanine

Year 8

64% of students in Year 8 improved their reading age

38% of year 8 moved into a higher stanine

Priority 2

Students will possess a wide set of skills and attributes to enable them to succeed in all aspects of modern life, within and beyond school

Wider Curriculum opportunities are identified in Learning Programmes. For most of the academic year 2020-21 students were not able to participate in extracurricular activities due to the Covid-19 pandemic.

Priority 3

Teaching will inspire and engage all students to excel in their learning and results in improved outcomes

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

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 students, 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 quickly establishing Microsoft Teams for remote learning.

Headline Figures	ALL RESULTS 2020-21	Pupil Premium	Non Pupil Pre- mium	2019-2020 Gap	2020-2021 Gap
En & Ma Overall 5+	26%	19%	36%	10%	17%
* English 5+	40%	38%	44%	15%	6%
Maths 5+	33%	27%	42%	12%	15%
En & Ma Overall 4+	54%	49%	62%	12%	13%
* English 4+	64%	61%	68%	6%	7%
Maths 4+	63%	54%	76%	16%	22%
EBACC (25 stu- dents) 5+	9%	4%	16%	24%	12%
EBACC (25 stu- dents) 4+	16%	10%	26%	19%	16%
EBACC APS	3.14	2.8	3.66	0.79	0.86
No in Cohort	129	79	50		

The Covid-19 pandemic has impacted on students' ability to demonstrate that they can learn more, remember more, and deepen their knowledge base over time.

Priority 4

Attendance of PP students improves and is in line with national average for attendance.

It is difficult to measure on the strategy impacted PP attendance due to the severe impact of Covid-19, however, overall attendance in 2020/21 was lower than in the preceding year at 78.3%. At times when all students were expected to attend school, absence among disadvantaged students was 1.9% lower than their peers and persistent absence 8.6% higher. These gaps are larger than in previous years, which is why attendance is a focus of our current plan

Priority 5

An ethos of high expectations will be upheld by all staff and will underpin all aspects of school life

All Year 11 students accessed appropriate post 16 destinations.

Externally provided programmes

Please include the names of any non-DfE programmes that you purchased in the previous academic year. This will help the Department for Education identify which ones are popular in England

Programme	Provider

Further information

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:

- Ensure high standards of teaching across all subjects
- Ensure high quality provision for SEND students to enable them to achieve well
- Ensure high quality curriculum plans to support students' perception lost learning through the COVID pandemic
- Offer a wide range of high quality extra-curricular activities, disadvantaged students will be encouraged to attend.
- Provide targeted support from well-resourced safeguarding team to support students who are struggling to reintegrate post pandemic and with wellbeing issues.

Planning, implementation, and evaluation

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.