

Parmiter's School Pupil Premium Strategy Statement 2022-23



This statement details our school's use of pupil premium funding to help improve the attainment of our disadvantaged students. 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.

Detail	Data
School name	Parmiter's School
Number of students in school	Years 7-11: 1061 Years 12 & 13: 374
Proportion (%) of pupil premium eligible students (Years 7-11)	9.5%
Academic year/years that our strategy plan covers	2022-23 (rolling strategy: ongoing review with update published annually)
Date this statement was published	October 2022, republished January 2023
Date on which it will be reviewed	Reviewed termly in conjunction with School Development Plan.
Statement authorised by	Mr M Jones, Headmaster
Pupil premium lead	Ms G Absalom, Assistant Headteacher
Governor/Trustee lead	Mr J Hubbard
Pupil premium funding allocation this academic year	£108,441
Recovery premium funding allocation this academic year	£11,599
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year	£120,040

Part A: Pupil premium strategy plan: Statement of intent

Our intention is that all Parmiterians, irrespective of their background or the challenges they face, make strong progress and achieve their potential. We want all students to want to come to school, be their best and be confident, independent, successful learners. The focus of our pupil premium strategy is to support disadvantaged students to achieve these goals and provide them with a range of opportunities which prepare them for the next stage of their education. All members of staff and the governing body accept responsibility for our vulnerable students and are committed to meeting their pastoral, social and academic needs within a caring and nurturing environment.

In order to be highly successful in improving progress and achievement for **all** children, the staff at Parmiter's School:

- Never confuse eligibility for Pupil Premium with low academic ability, and focus on supporting our disadvantaged students to achieve the highest levels, with understanding of how disadvantage impacts learning and broader school experiences.
- Use diagnostic assessment to thoroughly analyse which students are underachieving, particularly in English and Mathematics, and deliver relevant, timely interventions.
- Draw on research evidence (such as the EEF Toolkit) and evidence from our own and others' experiences to allocate the funding to the activities that were most likely to have significant impact on improving achievement.
- Are very clear about the importance of ensuring that all day-to-day teaching meets the needs of each learner, rather than relying on interventions to compensate for teaching that is less than good. Quality First Teaching is paramount as this is proven to have the greatest impact on closing the disadvantage attainment gap.
- Allocate specialist teachers to teach intervention groups to improve core subjects.
- Use achievement data frequently to check whether interventions or strategies are working and make adjustments accordingly, rather than using the data retrospectively to see if something has worked.
- Make sure that support staff, particularly teaching assistants, are highly trained and understand their role in helping students achieve.

- Systematically focus on giving students clear, useful feedback about their work, and ways that they could improve it.
- Ensure that the Senior Leadership Team and Governing Body has a clear overview of how the funding is being allocated and the difference it is making to the outcomes for students.
- Ensure that they know which students are eligible for Pupil Premium, so that they can take responsibility for accelerating their progress. This also applies to teaching assistants.
- Recognise that other students not eligible for Pupil Premium, will be experiencing disadvantage and make appropriate provision for them too.
- Provide well-targeted support to improve attendance, behaviour or links with families where these were barriers to a student's learning.
- Provide excellent careers education to support all learners at each transition point
- Encourage participation in extra-curricular and enrichment activities, including the promotion of leadership roles within the school

Challenges

This details the key challenges to achievement that we have identified among our disadvantaged students. These are in no particular order.

Challenge	Detail of challenge
1	<p>Pupil Premium status coupled with other needs, for example: SEND, SPLD, SEMH, CP, CLA</p> <ul style="list-style-type: none"> ● 25% of our disadvantaged cohort are also on our SEND register. ● Between 20 and 25% of our disadvantaged students begin their secondary education with low KS2 attainment. ● Our diagnostic literacy screening at the start of the year shows that our disadvantaged cohort are, on average, more than one year behind their non-disadvantaged peers.
2	<p>Lower cultural capital</p> <ul style="list-style-type: none"> ● Our observations and student surveys show that this group of students are not all attending clubs/activities out of school; are not taken to theatre, museums, etc; have a lack of books at home and are not engaged in, or have low engagement with, enrichment activities. ● Some families alert us to their financial difficulties which makes it easier to facilitate/implement support.
3	<p>Attendance</p> <ul style="list-style-type: none"> ● Our FSM (inc. Ever6) gap is currently 6%. Our assessments and observations indicate that absenteeism is negatively impacting disadvantaged pupils' progress.
4	<p>Pastoral intervention</p> <ul style="list-style-type: none"> ● For example, some of our families require additional help, including social, emotional and mental health support. Numbers of diagnosed mental health conditions are rising. These challenges particularly affect disadvantaged students.

Intended outcomes

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

Intended outcome	Success criteria
A narrowing of the attainment and engagement gap between our vulnerable students and their non-vulnerable peers.	<ul style="list-style-type: none"> ● Measurable through increased academic outcomes and Attitude to Learning grades. A8 scores of our disadvantaged students to exceed the national average for all students. ● Sustained provision of small group and 1:1 for eligible students leading to improved AtL grades and outcomes at KS4.
High levels of motivation and aspirations for all PP students.	<ul style="list-style-type: none"> ● Greater participation in extra-curricular activities and development of HOPP/LEAP/CLIMB/SHINE/REACH programme, led by heads of key stage. ● Post-16 progression, increased retention to our Sixth Form. ● Bespoke careers advice for all students to support the above
All PP students have all resources necessary for learning, including chromebook.	<ul style="list-style-type: none"> ● No/minimal consequences for lack of equipment recorded through SIMS. ● Homework completed on time and to a high standard. ● Improved Attitude to Learning grades.
Sustain improved well-being for all students, including those who are disadvantaged	<ul style="list-style-type: none"> ● Greater participation in extra-curricular activities, particularly amongst disadvantaged students ● Positive response to student voice, student and parent surveys - along with qualitative and anecdotal feedback from teaching staff, including pastoral teams.

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. We are taking a tiered approach as recommended by the EEF guidance.

Teaching:

Budgeted cost: £ 60,000

Quality First Teaching is a real strength of the school and an area in which the school has invested heavily, and will continue to do so; as a consequence there is a strong and stable teaching staff. Low staff turnover gives further continuity for all students, which is particularly helpful for disadvantaged students who are able to build trusting relationships with their teachers. Subjects are taught by highly qualified subject specialists.

Activity	Evidence that supports this approach	Challenge number(s) addressed
Raising staff awareness via technology, e.g. seating plan software tied to SIMS.	<i>EEF T&L toolkit</i> : Within-class attainment grouping (as one potential strategy) gives moderate impacts for very low costs, based on limited evidence.	all
New staff induction & on-going CPD	<i>EEF's Pupil Premium Guidance</i> (June 2019) stresses the need for support for early careers teachers to ensure they are effective when teaching all students.	all
Access to National College courses.	<i>EEF's Pupil Premium Guidance</i> (June 2019) advises that professional development and training is a top priority to ensure high quality teaching.	all
In-house updates and training for all staff, including Governing body	As above.	all

<p>CAT and diagnostic Literacy screening for Year 7 (all).</p> <p>Rescreening for identified students in Years 8 and 9. Interventions as required.</p>	<p>'The transition between phases of education – notably early years to primary, and primary to secondary – is a risk-point for vulnerable learners. Schools need to diagnose pupils' needs as soon as possible in order to put in place effective support to help those falling behind to catch up.' (<i>Attainment Gap Report, 2018, EEF</i>)</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 (<i>EEF</i>).</p>	<p>1</p>
<p>Extra science set for Years 10 & 11</p>	<p>'International research evidence suggests that reducing class size can have positive impacts on pupil outcomes when implemented with socioeconomically disadvantaged pupil populations.' (<i>Teaching & Learning Toolkit, EEF</i>)</p>	

Targeted academic support

Budgeted cost: £ 35,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>1:1 and small group tuition with qualified teacher - focus on core subjects.</p>	<p>'Targeted small group and one-to-one interventions have the potential for the largest immediate impact on attainment.' (<i>EEF Attainment Gap Report, 2018</i>).</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 and in small groups (<i>One to One tuition, EEF</i>)</p> <p><i>EEF T&L toolkit</i>: Moderate impact for moderate-high cost, based on extensive evidence.</p>	<p>1</p>

<p>Reading Fluency Programme for Year 7.</p>	<p>Scales and rubrics can offer a framework to help measure pupils' level of achievement in areas such as reading fluency. By monitoring fluency levels, teachers can gauge pupil progress as well as the effectiveness of their teaching of reading fluency. (<i>Diagnostic Assessments, EEF</i>)</p> <p><i>EEF T&L toolkit</i>: Oral Language Interventions: Very high impact for very low cost based on extensive research.</p> <p>Acquiring disciplinary literacy is key for students as they learn new, more complex concepts in each subject (<i>Improving Literacy in Secondary Schools, EEF</i>)</p> <p>Reading comprehension, vocabulary and other literacy skills are heavily linked with attainment in maths and English (<i>Why Closing the Word Gap Matters: OLP, 2018</i>).</p>	<p>1, 2, 4</p>
<p>Additional revision classes outside of school day, e.g. Saturday sessions.</p>	<p>'Low attaining pupils particularly benefit from small group tuition' (<i>EEF T&L toolkit</i>).</p> <p>'Targeted small group and one-to-one interventions have the potential for the largest immediate impact on attainment.' (<i>EEF Attainment Gap Report, 2018</i>)</p> <p>'an advantage to have teachers who are known to pupils' (<i>EEF T&L toolkit</i>)</p>	<p>all</p>

Wider strategies

Budgeted cost: £28,980

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Interventions/activities that focus on attitude, study skills and behaviour for learning.</p>	<p>'Essential life skills (or 'character') are important in determining life chances and can be measured in a robust and comparable way.' (<i>Attainment Gap Report, 2018, EEF</i>)</p> <p>Summer Schools</p> <p><i>EEF T&L toolkit</i>: moderate impact for moderate cost based on limited evidence.</p>	<p>all</p>
<p>Activities to enrich students' cultural capital</p>	<p>For example: Mastery learning in Art, The Duke of Edinburgh Award Scheme, Year 7 team-building residential trip</p> <p><i>EET T&L toolkit</i>: high impact for very low cost based on limited evidence.</p>	<p>2, 4</p>

inc. schol trips and visits.		
Technology	<i>EEF T&L toolkit</i> : moderate impact for moderate cost, based on extensive evidence. Provision of chromebooks for no, or reduced, cost will enable all students to access the benefits that digital technology brings to teaching and learning.	all
Resources	Provision of all materials and resources required to access full curriculum.	all
External providers	<i>EEF T&L toolkit</i> : moderate impact for very low cost based on very limited evidence.	all
Contingency fund for acute issues.	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.	all

Total budgeted cost: £120,040

Part B: Review of outcomes in the previous academic year: this details the impact that our pupil premium activity had on students in the 2021 to 2022 academic year. This includes the premium for school-led tutoring.

Overview of Key Outcomes

- Small group and 1:1 tuition for vulnerable students. Qualified teacher employed for this purpose. Identified students in KS3 and KS4.
- As part of the above, 8 Year 11 students completed Functional Skills English at Level 2 with 7 passing. 'Nurture' groups in Maths and English (KS4) to enable students to work at a pace appropriate to their attainment level.
- After school and weekend revision sessions held for Year 11 students, including bespoke provision for the trial examinations. Students reported feeling far more confident about their examinations having attended these sessions.
- Our Looked After cohort in Year 11 received GCSE results that enabled them to progress to the next stage of their education. All passed the core subjects of English Language, Mathematics and Double Award Science.
- The wider Disadvantaged cohort also achieved some pleasing results, with all but two students passing English and Mathematics. This cohort achieved an average Attainment 8 grade of 4.99. Their P8 score, however, is disappointing (-0.49).
- The DfE has strongly discouraged comparison of a school's 2022 performance data with results in previous years however comparison with 2019 shows that the gap between our disadvantaged students and their non-disadvantaged peers has grown. The A8 grade for our disadvantaged cohort was in line with 2019 (4.9), whereas our non-disadvantaged A8 has risen (from 6.7 to 7.1).
- An increased number of PP students (8) were able to access instrumental lessons. This, in turn, provides those students with opportunities to perform with the large number of school music groups, leading to an increase in self-esteem.
- Implementation and analysis of new Attitude to Learning grades allowed key stage leads to implement appropriate interventions to ensure students were kept on track. Pastoral leads were asked to comment specifically on the vulnerable cohort as part of their overall analysis.
- In addition to rigorous tracking throughout the year, public examination results were scrutinised and specific advice given to vulnerable students regarding grade appeals. Funding was provided to cover the associated costs.
- Parents who historically had not attended on-site Parents' Evenings used the online provision to meet with their child's teachers. School Cloud's reporting system enabled us to centrally monitor and review appointments and attendance; pastoral leads were then able to follow-up on non-attendance in order to build relationships with families.

- Purchase and implementation of new seating plan software linked to SIMS ensures staff have visibility of the needs of all learners in their classroom, allowing them to adapt teaching as necessary in order to secure the best outcomes for students.
- A pleasing number of extra-curricular activities were able to run this year, including residential opportunities. Support with costs was offered to encourage all students to participate. We are confident that the type of provision contributes to not only an improvement in academic outcomes, but also to improve the mental well-being of our students.

Externally provided programmes

Programme	Provider(s)
Weekly mentoring for students identified with low self-esteem and low resilience	Kick Mentoring Chessbrook outreach Family Support Worker
Study Skills Workshops	Elevate Education Street Style MADE Premier League Inspires
Access to online platform for all students and staff	Zumos
Morrisby Profile (careers)	Morrisby

Service pupil premium funding: we currently have one family eligible for this premium

Measure	Details
How did you spend your service pupil premium allocation last academic year?	To contribute towards purchase of Chromebooks (50%).
What was the impact of that spending on service pupil premium eligible pupils?	On-going. Access to lessons and resources via Google Classroom.

Further information

The progress and attainment of students eligible for pupil premium funding permeates our School Development Plan. Below are just some of the processes and strategies employed by staff at Parmiter's School to maximise progress and attainment for students eligible for pupil premium.

Data tracking - used rigorously across the whole school and identifies underachieving students. Subsequent interventions are then put in place. led by Heads of Year and Key Stage leads.

Profile of vulnerable students – the profile of disadvantaged students ensures stakeholders are aware of their needs and of the support that is available. Staff are made aware of the achievement data surrounding disadvantaged students and the responses that are possible. Seating plan software, connected to our management information system, ensures staff can quickly identify vulnerable learners.

Effective teaching and learning – all staff recognise and accept that the vast majority of students' progress comes out of Quality First Teaching and Learning on a day-to-day basis. Departmental curriculums are reviewed to ensure their intent, implementation and impact meets the needs of our most vulnerable students.

Literacy support – the development of strong literacy skills is a focus across Key Stage 3. Levels of progress and attainment are carefully tracked and monitored across the school. Students with low literacy levels are provided with additional support so that basic skills can be developed effectively. We aim for all students to be reading above their chronological age by the end of the key stage. Diagnostic screening identifies those who need the additional support.

Targeted support – tailored individual support is provided across the curriculum and arrangements are made for resources to be available for each student as needed. Staff take responsibility for determining the additional resources that students need in order to achieve well. Appropriate requests for resources are met quickly so that students can make the quickest possible progress.

The full range of educational experiences – support is given to ensure that all students have full access to high-quality educational experiences, such as residential courses, instrument tuition, Duke of Edinburgh Award Scheme, and competing in sporting events. All students are encouraged to engage in extracurricular events. Attendance is monitored.

Attendance – staff, teachers, parents, carers and students understand the causal link between attendance and achievement. Attendance levels for all disadvantaged students are checked and acted upon. Systems are in place to make early identification of issue and need. This is reported to governors on a termly basis.

All staff at Parmiter's School acknowledge that there is a need to continuously evaluate strategies and change them if they are not working for a particular group of children. Year on year successes do not necessarily mean doing the same thing year on year.

Glossary

A8: Attainment 8

CATs: Cognitive Ability Tests

CLA: Child Looked After

CP: Child Protection

DfE: Department for Education

EEF: Educational Endowment Foundation

FSM: Free School Meals

HOPP/LEAP/SHINE/CLIMB/REACH: our in-house focus groups (Y7-11 respectively)

P8: Progress 8

PP: Pupil Premium

SDP: School Development Plan

SATs: Standardised Assessment Tests

SpLD: Specific Learning Difference

SEMH: Social, Emotional, Mental Health

SEND: Special Educational Needs and Disability