

Pupil premium strategy statement

This statement details our school's use of pupil premium (and recovery premium for the 2022-2023 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	Thomas Hardy School
Number of pupils in school	2099
Proportion (%) of pupil premium eligible pupils	11.6%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	3
Date this statement was published	September 2022
Date on which it will be reviewed	September 2023
Statement authorised by	N Rutherford
Pupil premium lead	C Noble
Governor / Trustee lead	J Stoker

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£262,010
Recovery premium funding allocation this academic year	£73,416
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	£335,426

Part A: Pupil premium strategy plan

Statement of intent

There is a significant difference in the achievements of students who are eligible for pupil premium support and those who are not.

Our ultimate objectives are to reduce this achievement gap and to increase the attainment, motivation and aspirations of pupil premium students. We ensure that high quality teaching and learning underpins everything we do in order to meet the needs of all students.

Our intentions are thus to:

- Ensure all students receive quality first teaching in every lesson*
- Close the attainment gap between pupil premium students and their peers,*
- Provide targeted academic support for students who are not making the expected progress*
- Address non-academic barriers to attainment such as attendance, behaviour, well-being and cultural capital*
- Ensure that the Pupil Premium Grant reaches the pupils who need it most, with a recognition that not all students who are socially disadvantaged are registered or qualify for free school meals.*

Challenges

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

Challenge number	Detail of challenge
1	Attendance
2	Student wellbeing and mental health
3	Access to curriculum resources, and educational materials
4	Aspirations and motivation

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
Decrease the long-term absence for pupil premium students	Aim to improve pupil premium attendance in school from below 90% to back in line with pre-pandemic levels and at least above 90% by 2024.
Improve progress for pupil premium students	Pupil premium students to consistently achieve in line with non-pupil premium students nationally.
Improve post 16 options including careers provision and support	Ensure there are no students who are NEET (not in education, employment or training) at post 16 level.
Ensure pupil premium students feel confident, happy and safe in school	Positive information and feedback through 1:1 conversations and group sessions led by deputy college leaders and engagement with tutors through tutorials.

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

Budgeted cost: £ 65,121

Activity	Evidence that supports this approach	Challenge number(s) addressed
Quality first teaching (including new structure for learning walks)	<p>The EEF (Education Endowment Foundation) repeatedly point out that ‘quality first teaching’ helps every child, including those who are pupil premium.</p> <p>Specifically, the EEF report that high quality individual feedback is extremely effective, alongside developing effective metacognition in the classroom.</p> <p>There is strong evidence that “what happens in the classroom makes the biggest difference, good teaching for all pupils has a particular benefit for disadvantaged students” (EEF Attainment Gap Report 2018).</p>	1, 4
Offering broad curriculum including ‘skills for life’ option in year 10 and 11 (maximum group size 10 students)	The EEF report that small group tuition has a significant impact on attainment and that a tailored curriculum focused on skills can increase outcomes by up to 6 months.	1
Literacy Specialist Teacher who will run small group and 1:1 teaching with students who have been identified by assessments (including the NGRT) as having literacy needs.	The EEF report that the improvement in reading comprehension can have a high impact for moderate cost when money is invested, with 6-month average progress for a given intervention.	1,4

Targeted academic support

Budgeted cost: £ 128,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p><i>Deputy Year Leaders working in a mentoring role with pupil premium students in each year group. Deputy year leaders regularly track the progress of the pupil premium students in their respective year (including attendance, behaviour, rewards, academic progress), and use this tracking system to identify students needing additional intervention or support.</i></p> <p><i>Deputy college leaders also provide a crucial link with parents.</i></p>	<p>OFSTED Report 2014-</p> <p>This report (using case study evidence) stated that success was found when staff used their broad knowledge of pupils and their families to identify potential barriers to individual pupils attaining their goals and realised when talented pupils might not fulfil their potential in a particular subject or skill because of a lack of opportunities outside of school, or a lack of family finances. The report stated that success was achieved when it was recognised that pupils were at risk of underachieving because of particular circumstance.</p> <p>In terms of parental engagement, the EEF's research states that effective parental engagement can have an impact of 4 months on progress. They mention that it is important to consider how school communications can be tailored and that in particular, personalised messages about learning can promote positive interactions.</p>	<p>1,2,3,4</p>
<p><i>Tutoring through core subjects including English and Maths (tutors sourced through subject areas).</i></p>	<p>The EEF report that one to one tuition can have a moderate impact when there are short, regular sessions (30 minutes 3 times a week recommended). The report suggests that maximum impact is achieved when the sessions run for 6-12 weeks.</p> <p>In the OFSTED report 2014, it suggests that the most effective tutoring was where students were taught by well-qualified specialist teachers, or well-trained and highly-competent teaching assistants, depending on the skills being taught.</p>	<p>1,4</p>

<i>Homework Club running each day in school led by Teaching Assistants and targeted</i>	The EEF suggests that for many pupil premium students, the provision of space and resources for them to complete work can have tangible benefits. The EEF also reports that the deployment of Teaching Assistants is pivotal to improving progress, and the most effective way is where they are delivering intervention to small groups or individuals.	1
<i>Provision of materials and learning resources for pupil premium students</i>	The EEF report that the provision of digital technology has a moderate impact on progress. The Sutton Trust reported that in the first week of the January 2021 lockdown, just 10% of teacher's overall report that all their students have adequate access to a device for remote learning. While 17% report that more than 1 in 5 of their students don't have such access.	1
<i>Funding for educational trips and visits (100% where the visit is compulsory, and 25% where there is an academic value linked to the curriculum).</i>	Government documentation suggests that the pupil premium funding should be spent on helping to ensure that all students can access educational trips and visits in order to ensure they have equitable access to the curriculum as their non-pupil premium peers and also to help boost their aspirations.	4
<i>Music Tuition and alternative provision to support curriculum</i>	The EEF report that Arts participation approaches can have a positive impact on other parts of the curriculum, and beyond this, participation in the Arts can be extremely valuable to young people and should be seen separately from improving outcomes in English and Maths given the validity of other outcomes it provides.	4,3
<i>Reading Plus-reading programme used to provide targeted reading and comprehension support to Year 9 and 10 students who are identified as having issues with literacy.</i>	The EEF state that computer-based approaches to improving comprehension can be successful, particularly when the success of reading comprehension approaches is based on the provision of reading materials which are suitable for the level of need of the student (which the Reading Plus programme provides).	1, 4
<i>Alternative Provision and blended curriculums- funding</i>	The EEF's evidence based on outdoor learning is limited, but the support that alternative provision such as that of 'Future	2,3,4

<i>accessed in order for students to attend alternative provision where appropriate (such as Rylands Farm).</i>	Roots' provide is to ensure that young people gain life skills in an environment outside of school and absolutely have a role to play in the social and emotional regulation of our young people, which the EEF state can have a moderate impact on outcomes and progress for students.	
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Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £ 142,305

Activity	Evidence that supports this approach	Challenge number(s) addressed
<i>Appointment of data manager with particular emphasis on pupil premium tracking</i>	<p>OFSTED report on pupil premium 2014- Good attendance – staff, teachers, parents, carers and pupils understand the causal link between attendance and achievement. Attendance levels for all disadvantaged pupils are checked and acted upon. Systems are in place to make early identification of issue and need.</p> <p>OFSTED 2014 state that successful schools used their tracking data intelligently to analyse the underachievement of individual pupils but then went beyond this to analyse any patterns in underachievement in the school as a whole.</p>	2
<i>Guidance Leaders-linked with each of our 3 year groups-taking on safeguarding lead and supporting student welfare and well-being.</i>	The EEF report on social and emotional learning and it has been identified that this has an identifiable and valuable impact on attitudes to learning and social relationships in school. Effective social and emotional learning can lead to 4 months average progress on attainment.	3
<i>Communication groups established to build resilience amongst year 9 students- led by SEND team and Guidance Leaders</i>	The EEF report on social and emotional learning and it has been identified that this has an identifiable and valuable impact on attitudes to learning and social relationships in school. Effective social and emotional learning can lead to 4 months average progress on attainment. The key part of these groups is that they will provide a proactive attempt in supporting student wellbeing.	3,4

<i>Online 'school cloud' facility for subject specific parents evenings in order to boost parent attendance</i>	The EEF report that Improving parental engagement can have a moderate impact on progress. The EEF note that developing effective parental engagement to improve children's attainment is challenging, but the use of technology can support this.	3
<i>Careers Leader & careers provision and departmental careers support</i>	OFSTED (Pupil Premium report 2014) comment on success where careers advice and experiences are carefully mapped and recorded for all disadvantaged pupils. These pupils are provided with the best work experience places.	4
<i>Attendance Outreach Manager- tracking student attendance and working to engage young people and parents in order to improve their attendance.</i>	The National Foundation for Educational Research (2019) reports that on average, the association between being absent from school and KS4 outcomes is worse for disadvantaged pupils than their more affluent peers. The difference is small but statistically significant. For example, if a disadvantaged pupil missed six weeks of school at KS4, their P8 score would be predicted to be an additional 0.05 lower than a more affluent pupil with the same absence rate. It is therefore critical that we are able to track attendance and target students efficiently.	2
<i>Transition summer school for year 9 students based on developing confidence, self esteem and resilience.</i>	The EEF reports specifically on academic based summer schools where the impact is questionable, but the impact of summer schools which run 'wider activity-based programmes' on confidence is noted.	2,3,4
<i>Boosting aspirations- Involvement in the 'Russell Group' during the summer term with a focus on most able pupil premium students.</i>	The EEF reports on focusing interventions based on exposing them to opportunities, particularly those based on higher education which can lead to increased aspirations for students.	4

Total budgeted cost: £ 335,426

Sources

<https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit>

<https://ifs.org.uk/publications/8714>

https://www.nfer.ac.uk/media/3338/being_present_the_power_of_attendance_and_stability_for_disadvantaged_pupils.pdf

<https://www.suttontrust.com/our-research/remote-learning-the-digital-divide/>

<https://www.gov.uk/government/publications/pupil-premium/pupil-premium>

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/483347/Ofsted_annual_report_education_and_skills.pdf

https://d2tic4wvo1iusb.cloudfront.net/documents/guidance/Cognitive_science_approaches_in_the_classroom_-_A_review_of_the_evidence.pdf

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 2021 to 2022 academic year.

Progress 8 data shows that for the year 2021/2022, pupil premium students achieved a progress 8 score of -0.7, compared to +0.2 for the whole cohort.

In 2020/2021 this score was 0.24 (compared to 0.65 for the whole cohort). It is worth noting that in this year, teacher assessed grades were used to provide outcomes for students.

Nationally, the most recent published progress 8 score was -0.44 (although this is expected to be lower this year), and the gap pupil premium students and non-pupil premium students was -0.57. As such, as a school, our pupil premium students are achieving on average better than nationally, but our aim is to decrease our gap further.

In year 11, out of our 74 PP students, 9 of them were students with SEND and 4 out of 5 of those with a progress 8 score of less than -2.25 were not attending school.

The use of tutoring was successful in boosting the outcomes of pupil premium students in their core subjects. In English, 4 tutors (sourced directly by the school) worked with 35 students in year 11 (80% of these were pupil premium). The majority of these students had 10 sessions of tutoring. 13 of this 35 improved their grade from their most recent prediction to final outcome, with 2 students improving their grade by at least 2. There was only 1 student whose grade decreased from latest prediction to outcome following tutoring, and this was linked to other factors (including their attendance to school). In Maths, 8 pupil premium students received tutoring between their march mock exam and the summer exams. 4 of these improved their grade by 1 and the remainder achieved the same grade as predicted.

The deputy college leaders work incredibly hard in a mentoring capacity with their pupil premium students (especially over lockdown when they were in regular contact with students and parents). At the end of year 11, 24 out of 74 pupil premium students have continued their study into the Thomas Hardy School 6th form.

Attendance figures for 2021-2022 show that for Pupil Premium students our attendance was 84.3% and for non-pupil premium 91.8%. It can be seen from the strategy statement that boosting attendance is one of our most important aims over the next 3 years. The appointment of our outreach attendance manager follows on from the recognition that this is such a significant challenge for us.

At the end of year 10, our current year 11 cohort were predicting a progress 8 score of -0.36 (compared to 0.09 for the whole cohort). The strategies above for this academic year will be put in place with the intention of narrowing this gap further before the end of the academic year.

During the academic year, we used 'School Cloud' as a portal for engagement at virtual parents evening. Parental engagement sat at 85% for these parents evenings, which is in line with attendance at our usual 'face to face' consultations.

12 students in our year 9 cohort were involved with 'The Brilliant Club'. This involved them working with a PHD student to boost their aspirations and improve their understanding of further education. 11 out of 12 students achieved at least a 2:1 in their final assignment, with students on average improving their written communication, subject knowledge and critical thinking by 21%. Students knowledge of studying at university increased by 37%.

As a school we recognised that students in year 9 had significant gaps in their literacy skills. We had 80 year 9 students on Reading Plus during the academic year; 27 have just 'graduated' so 34% have exceeded/are at or up to 1 year below their reading age. The remainder will continue engaging with the programme in to the next academic year.

Further information

The plan for the next 3 years is to look to involve and utilise the Wessex Multi Academy trust in our strategies to boost outcomes for pupil premium students, in particular for targets to overcome significant challenges such as attendance. A working group across the multi-academy trust has been set up where PP leads from all schools can work together to share ideas.

After evaluating the impact of the work on improving literacy for this academic year, this strategy will then be developed and adapted moving forward. will then look to develop this.