

## 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	Oasters School
Number of pupils in school	128
Proportion (%) of pupil premium eligible pupils	84%
Academic year/years that our current pupil premium strategy plan covers ( <b>3 year plans are recommended</b> )	2021/22 to 2023/24
Date this statement was published	November 2021
Date on which it will be reviewed	Review annually
Statement authorised by	Lyndsey Brown (Headteacher)
Pupil premium lead	Catherine Williams
Governor / Trustee lead	Sue Mawson

### Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£65,000 (expected in Apr22)
Recovery premium funding allocation this academic year	£18,850
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£123,733
<b>Total budget for this academic year</b> <i>(This figure includes the LAC funding for our 23 learners in Care. Some of their spend is driven by their PEP)</i>	£207,583

# Part A: Pupil premium strategy plan

## Statement of intent

Our aim is to use our pupil premium in a creative, flexible way that will support positive outcomes for our disadvantaged learners. While socio-economic factors are not necessarily the primary barrier our learners face, we do recognise that disadvantage can be a factor that separates them from their peers, particularly in respect to:

- Achievement and academic outcomes
- Personal development
- Behaviour and attitudes
- Employability
- Social opportunities

We believe the way to tackle disadvantage is through quality first teaching offering a well-planned and sequenced curriculum that is based in a deep understanding of pedagogy and assessment but at the same time reflects a broad and balanced curriculum, but also with a keen focus on equipping learners with the knowledge and cultural capital they need to succeed in life.

Because our approach is to focus on excellent teaching for disadvantaged learners, we fully expect progress will occur for their non-disadvantaged peers simply because the whole school interventions we will put in place which will, in turn, raise the standards for all children. Our curriculum will be well sequenced, building on what children know and can do, towards cumulatively sufficient knowledge and skills they need for future learning. Our pupil premium is well placed to support resources needed to support those who have experienced lost learning and indeed lost skills due to disrupted learning experiences.

Our strategy has at its heart, the development of reading and literacy skills, particularly for those who have not yet mastered synthetic phonics. The love of books and reading is a key driver for the strategy because we know that without the rich vocabulary necessary for success, those vocabulary deficits widen and with that opportunities reduce.

Our strategy provides learners with bespoke or targeted support to develop essential independent skills and includes access to valuable careers advice and guidance alongside work experience so that they can take advantage of opportunities, responsibilities and experiences later in life.

We acknowledge the difficulties learners have experienced during the pandemic and so education recovery is key. To ensure we support the evident gaps we will engage with the National Tutoring Programme for those who need particular support for catch up.

Additionally, our strategy has a real focus on the recovery of continued mental health difficulties. We understand that many of our learner's experience mental health difficulties, in terms of challenging behaviour that affects learning, and we understand they need support to aid their recovery. Early adverse childhood experiences and loss can also lead to residual difficulties. Our aim is to help children and young people move into positive emotional and relational health, which in turn has a positive impact on behaviour and learning.

Rooted in this is a school that at its heart is *Trauma Informed* providing a safe environment for children and young people to flourish and achieve their personal and academic potential. We are a fully inclusive school that is constantly seeking out the most influential and up to date research that underpins our *Trauma Informed* practice to aid emotional healing and wellbeing.

We are committed to this because we know that this empathic approach works, and that continued mental health problems negatively impact on social, psychological and physical health.

Therefore, our pupil premium will also support a number of therapeutic approaches to sit alongside quality first teaching to address the needs of the whole child. Based on this complete understanding of the needs of our learners, with formal and informal assessments in place, we can be sure that we offer them the relevant skills and experiences they require to be prepared for adulthood.

## Challenges

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

Challenge number	Detail of challenge
1	Achievement on entry generally is significantly well below expected levels, the majority of our Year 7 learners arrive working at Primary Year 2 levels. Research shows that barriers to learning for children and young people with complex needs vary, overall academic progress tends to be lower for those disadvantaged than their peers. The same to be said of vocabulary deficits which also impacts on language acquisition and comprehension.
2	Social and emotional challenges that are long term and complex resulting in mental health disturbance and overall mental health and well-being. The provision of therapeutic interventions, critical for long term healing, are necessary in order to better prepare learners for learning in the classroom. Learners need support to help develop resilience, self-esteem and confidence.

3	Mental health disturbance that are long term and complex are barriers to progress. Offering beyond the expected, learners will have access to a wide, rich set of experiences including opportunities that develop talents and interests to help develop character and interest in the wider community to enrich the cultural capital necessary for future adulthood and participation in the world of work and community.
4	Chronologically functioning well below the age-related expectations, in our early Autumn data capture, 50% of our learners were functioning below Primary Year 5, so the focus on reading and literacy is a key challenge to address gaps in comprehension, vocabulary and reading. Early reading skills, particularly phonics, will be tackled so that learners can access more complex texts.
5	Social deprivation: 58% of our learners are entitled to free school meals, far greater than the national average, and Bradford is ranked in the top 5 most deprived Local Authorities. Long-term poverty and low future aspirations so ensuring learners access a highly aspirational offer and ambition, no learner will access a reduced curriculum or an offer less than what all parents/carers expect of their school. Access to high quality employer engagement is key to this ambition so that disadvantaged learners are not further disadvantaged in a high pressured marketplace. Ensuring learners are work ready plays a vital role in reducing social deprivation.
6	Impact of Covid-19 on gaps in learning and mental health deterioration have been evident in assessment tasks that demonstrate gaps. This means engagement with targeted and bespoke support such as through 1-1 tutoring addresses gaps and lost learning.

## 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
Improve numeracy and literacy skills, relative to starting points as identified by baseline assessments.	Improved performance as demonstrated by our annual assessment and by the end of the strategy in 2024.  An increased number of learners enjoying literacy for the love of it, demonstrated by the evident love of reading and subsequent improved vocabulary and comprehension skills.  An improvement of GCSE outcomes.
Improved vocabulary and language and communication skills so that learners can access more challenging text with more complex terminology.	Outcomes at each assessment stage improving with GCSE grades at end of KS4 showing improvement from predicted grades at baseline.
Improvements in mental health and well being	Learners benefitted from a wide variety of experiential learning and opportunities for personal development that builds on greater participation in community based activities. Incidences of mental health crisis reduced, with learners knowing how, who or what to access to keep themselves safe.
Learners able to access post 16 destinations with confidence gainfully becoming employed, in further education or training.	By the end of our strategy all leavers will have experienced high quality work experience, high quality careers guidance and access to college or training providers in the same numbers as 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: £26,350

Activity	Evidence that supports this approach	Challenge number(s) addressed
Assertive Mentoring	Learners have detailed progress trackers in place so that teachers can identify gaps quickly and address strategies before they move on. For many, recounting basic skills and earlier learning is beneficial so that teachers are certain that what is learnt is remembered. The resource ensures that learners make progress in that they know more, remember more and are able to do more because of the application of skills and knowledge is secure.	1
Maths and English CPD	Research informs us that the most motivated and skilled teachers access continued professional development. Evidence tells us that teachers own pedagogical knowledge within specific subjects has a significant impact on learner outcomes.	1
Teaching & Learning Responsibility Payments	Teaching teams with specific, identified responsibilities and accountability make for clearer understanding of pathways that support learning. By constantly building and developing teaching staff consistently translates into improvements in the teaching of the curriculum.	1

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

Budgeted cost: £39,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
1:1 and small group tuition in the Literacy & Numeracy Workshop	Small group interventions are known to impact significantly on individual progress. In the last academic year, those learners having small group and 1:1 tuition made greater progress than they have in prior years, without this intervention. The impact of bespoke interventions will benefit those disadvantaged but also those who continue to be affected by the pandemic.	1,4,6
Reading strategy: Ruth Miskin	As a specific resource targeted at reading recovery and wider literacy skills, this aspect of the strategy will support the link between individual need and access to the wider curriculum.	1,4
Phonics Programme & Speech and Language Therapist	As above.	1,4

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

Budgeted cost: £80,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Counselling & Therapeutic Offer	We know that the challenges some of our learner's face are as a result of adverse childhood experiences and/or trauma and loss. Those lived experiences impact (and continue to impact) negatively upon academic attainment. Further, the impact of the pandemic has adversely affected attendance. The strategies we employ are steeped in evidence and research that our Trauma Informed Approaches are proven to help learners to be classroom ready. Our wider curriculum includes careful consideration of the need for experiential learning opportunities, not only to improve cultural capital, but to support mental health and well-being.	2,3,6
Peripatetic music lessons		2,3,6
Attendance incentive		5,
Outdoor Education/ Trips/ Residential/ Forest School/ Swimming/Therapies		2,3,5
Family Support (in addition to the Poverty Grant)		5

**Total budgeted cost: £145,350**

## 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.

Whilst the pandemic disrupted academic learning, in the traditional sense, we worked hard to ensure that all of our learners, if they were unable to be in school, had an electronic device (Chromebook) to access online learning, or a weekly work pack sent home. Online learning was a challenge for many of our learners, who do not have the self-discipline to focus and work for extended periods of time, without adult support. 14% of learners had regressed, losing at least 1 full year of learning, in the core subjects by November 2020. A much larger number had plateaued.

By July 2021, on average, 60% of learners had made strong or stronger progress, regaining some of the ground lost during the disruption to learning. However, our aim for all learners to make strong or stronger progress was not realised, due to the impact of Covid-19. We will continue to strive to improve progress and narrow the gap during the next 3 years.

The Covid-19 pandemic saw more of our families fall into emotional or financial crisis, including hunger, and the dedicated support by our Home School Liaison Officer, Pastoral Lead and wider staff team was invaluable, seeking out the necessary support for families as early as possible. Many learners returned to face-to-face learning requiring greater support with their wellbeing and mental health, some having become more vulnerable to domestic abuse, CSE, CE and risk taking behaviours whilst out of school.

During the spring and summer term we concentrated heavily on supporting our learners to improve their social and emotional and mental health wellbeing, enabling them to return to a position where they could focus on learning. This included re-training staff in order to increase our therapeutic offer, commissioning a counsellor to begin in September 2021 and offering a greater amount of 1:1 support, particularly in literacy and numeracy.

As soon as we were able, we re-introduced community based, experiential learning opportunities again, including Outdoor Education sessions, residential opportunities and Forest School. Peripatetic music lessons and cricket coaching continued throughout the pandemic. These opportunities have been key in re-building learner's self-esteem and improving their resilience and social skills following a very difficult year. We will continue with this programme throughout future academic years, as the visible signs of improvement and engagement in the learners are clear.

## 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
1:1 Tuition	Kip McGrath Tutoring Services
Motor Vehicle Mechanics course	JAMES project
Assertive Mentoring	Assertive Mentoring
AI Reader Analytics	Lexplore

## Service pupil premium funding (optional)

*For schools that receive this funding, you may wish to provide the following information:*

Measure	Details
How did you spend your service pupil premium allocation last academic year?	Zero received in 2020/21
What was the impact of that spending on service pupil premium eligible pupils?	N/A



## Further information (optional)

### **Additional activity:**

Our Pupil Premium Strategy will continue to be supported by activities not funded by the Pupil Premium or Recovery Premium grants. These include;

- Continuing to forge partnerships with external companies and colleges to offer opportunities to learners outside of school. Providing our learners with aspirations to achieve, be that through college courses or apprenticeships.
- Shifting the whole school focus to becoming a trauma informed school, embedding this practice throughout our curriculum and school environment, in order to better respond to our learner's needs and help them to achieve.

### **Planning, implementation and evaluation:**

The pandemic has shaped our future planning and use of Pupil Premium funding, confirming our knowledge that we must help our learners improve their social and emotional wellbeing in order to improve their learning outcomes. It has made us realise that, not only do we need to continue to provide small group and 1:1 learning, re-focussing on the basic principles of literacy and numeracy, including introducing Assertive Mentoring, we also need to use this funding to improve and increase our therapeutic offer in order to achieve the best outcomes for our learners.

We will continue to monitor progress on a termly basis, to understand the academic impact of this approach.