

Pupil Premium Strategy Statement 2021 - 2024

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

It outlines our pupil premium strategy and how we intend to spend the funding in this academic year.

School overview

Detail	Data
School name	The Winstanley School
Number of pupils in school	617 inc SHINE Centre Year 7 - 49 students; Year 8 - 56 students; Year 9 - 56 students; Year 10 - 50 students; Year 11 - 48 students
Proportion (%) of pupil premium eligible pupils	42.1%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	3 years
Date this statement was published	December 2021
Date on which it will be reviewed	September 2024 (<i>internal</i>) (<i>external PP review to be completed before end of 2022</i>)
Statement authorised by	Mr Dave Bennett
Pupil premium lead	Miss Kimberley Harris
Governor / Trustee lead	Mr Steve Reeves

Part A: Pupil Premium Strategy Plan

Statement of intent

"..transform the valley of trouble into the gateway of hope."

All of our PP students will SHINE brighter than they thought they could. All of our PP students will access the curriculum, be literate and express their views. All will have a variety of opportunities, belong to our community, be encouraged to be a leader and be successful in a number of different ways.

1. Current attainment (prior data)						
	Pupils eligible for PP 2018 (Figures are adjusted P8)	Pupils not eligible for PP 2018 figures	Pupils eligible for PP 2019 (Figures are adjusted P8)	Pupils not eligible for PP 2019 figures	Pupils eligible for PP 2020 (Figures are adjusted P8)	Pupils not eligible for PP 2020 figures
Attainment 8	30.35	43.55	31.06	40.20	38.26	47.52
% achieving 9-4 in English and Maths	31.9	60.8	22.6	56.7%	42.9	62.5
Progress 8 score average (* = not confirmed)	-1.088	-0.523	-0.637	-0.601	-0.27	+0.14
English Progress	-1.107	-0.429	-0.758	-0.964	+0.12	+0.32
Maths Progress	-0.785	-0.449	-0.387	-0.360	-0.45	-0.03

Challenges

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

Challenge number	Detail of challenge
1	Pupil Premium students underperform. PP students make less progress than other attaining students across the whole school.
2	Gaps in Learning. Many PP students need to catch up in core subjects: English, Maths and Science.
3	Behaviour for Learning. For a small number of PP students behaviour for learning presents a challenge in accessing the curriculum.
4	Low Literacy Levels. PP students arrive in Year 7 with weak literacy levels (including speaking and listening); low levels of literacy therefore delays their progress overall.
5	Low attendance rates. Attendance rates for PP are below the target of 95% for all students which mean they fall behind. PP students are more likely to be PA.
6	Parental engagement. PP parents have more barriers which prevent effective engagement.
7	Lack of access to social experiences. Evidence of fixed mindset in our PP students which leads to a lack of aspirations and underachievement.
8	Lack of world knowledge and awareness. Lack of access to a wide variety of experiences can limit understanding and access to the curriculum.

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
PP students across KS3/4 have increased level of progress.	PP students are making as much progress as non PP students across the key stages.
PP students catch up and match outcomes for other students nationally in GCSE especially in English, Maths and Science.	<p>PP students at The Winstanley School do at least as well as students nationally in English, Maths and Science.</p> <p>PP students also show expected and more than expected progress in non core subjects.</p>
Behaviour for learning issues across the school are addressed and managed.	<p>Improved progress for targeted students and fewer behaviour issues recorded for PP students.</p> <p>Reduced FTE, IE and On Calls for PP students.</p>
PP students in Year 7 and 8 develop functional literacy skills (including Speaking and Listening)	<p>Students eligible for PP make more progress by the end of the year than other pupils so that at least 50% reach their aspirational target.</p> <p>PP students show improved reading ages / higher level of engagement in reading at KS3.</p>
Increased attendance for PP.	<p>Attendance of PP students increases to 95% or above.</p> <p>Persistent absence (PA) for PP students declines.</p>
Increased prevalence of a growth mindset in PP students.	<p>Number of PP students choosing Level 3 courses at Post 16.</p> <p>Number of PP NEETS continues to decline.</p>
Increased exposure to / participation in a variety of new experiences to broaden minds and facilitate increased access to the curriculum.	All Pupil Premium students take part in at least one educational visit and one extra-curricular club.

Activity in this academic year

Activity	Evidence that supports this approach	Evidence of implementation	Challenge number(s) addressed
<p>Excellent Learning and Teaching for all.</p>	<p>EEF toolkit and Sir John Dunford make clear that the most important factor in raising achievement for all students is the quality of Teaching and Learning. The Sutton trust states: <i>'For PP students the difference between a good teacher and a bad teacher is a whole year's learning.'</i></p> <p>EEF Guide to The Pupil Premium adds: <i>"Good teaching is the most important lever schools have to improve outcomes for disadvantaged pupils."</i></p> <p><i>"Teaching to the top has been a long standing principle of effective teaching from my perspective. If you crack it, you crack most other things too; the bar is raised for everyone."</i> Tom Sherrington</p> <p><i>"It's all about the teaching. Leaders have to know what great teaching is like and how to improve it."</i> Coulson in Blatchford (2020).</p>	<p>On-going CPD of staff.</p> <p>Observation cycles.</p> <p>Collaboration within MAT and outside of the MAT (Prof Pathways; Research Projects; XMAT meetings etc)</p> <p>Peer observation within MAT and outside of the MAT.</p> <p>Role of Lead Practitioners / SLT.</p> <p>Real Life Curriculum (over 50% PP).</p> <p>AM Briefings.</p> <p>QA Process.</p> <p>Authentic Experiences - making classroom learning relevant.</p> <p>Parents Eve.</p> <p>Challenge Partners.</p> <p>IQM.</p>	<p>1, 2, 4, 6, 7, 8</p>
<p>High quality, regular feedback.</p>	<p>EEF Toolkit some research suggested: <i>'an impact of half of a GCSE grade per student per subject is achievable, which would be in line with the wider evidence about feedback.'</i></p>	<p>On-going CPD of staff.</p> <p>Examples:</p>	<p>1, 2, 4, 6</p>

		<p>X MAT</p> <p>Strategic planning</p> <p>Briefings</p> <p>Learning Walks – linked to QA</p> <p>The Winstanley Way for L+T</p> <p>Regular monitoring through observation and work scrutiny (whole school policy)</p> <p>Real Life Curriculum (over 50% PP) - Parent Showcase</p> <p>Parents Evenings / Parental Outreach Sessions.</p> <p>Challenge Partners.</p> <p>IQM.</p>	
<p>Improve whole school literacy through the use of the Accelerated Reader programme, embedded reading strategies, and a whole school approach to oracy across the curriculum.</p>	<p>The aim is to make sure that all pupils are reading to improve their literacy levels. The use of this enables us to track a pupils reading log and their progress. Research from ‘Closing the Gap’ has heavily influenced our focus on literacy as a whole school.</p> <p>Hart and Risley (2003) famously found that children from lower socio-economic households have a word gap compared to those who live in professional households. Crucially, they also found that the number of words a child heard varied significantly depending on the household’s socio-economic status. On average, children from families on welfare heard approximately 616 words per hour, while those from working class families heard approximately 1251. Children from professional families exceeded both,</p>	<p>Training of tutors and English teachers re AR (Briefings and INSET).</p> <p>Year 8 / 10 Reading Academy.</p> <p>10 for 10 - Reading Club.</p> <p>AR - Monitor tests taken by pupils; build in a rewards policy.</p> <p>Include parents through work in English (letters and discussion at Parents’ Evenings).</p> <p>Build in reading challenges and competitions (Dept / House Competitions).</p>	<p>1, 2, 4, 6, 7</p>

	<p>hearing approximately 2153 words per hour. This gap means that some pupils will start their school having heard 30 million fewer words than other children their age.</p> <p><i>“We place a particular focus on developing pupils’ vocabulary, as vocabulary knowledge is a predictor of achievement and is often related to socio-economic status.”</i> Dixons Kings Academy. EEF Guide to the Pupil Premium.</p> <p><i>“Left unchallenged, this and a narrower vocabulary remain a barrier for many throughout the primary years.”</i> Dixons Kings Academy. EEF Guide to the Pupil Premium.</p> <p><i>“The language gap is the disadvantage gap; tackling it is the closest you can come to a golden ticket”</i> Marc Rowland</p> <p><i>“When we are safe and when we are well we have the freedom to talk. For those who often struggle with reading and writing, talking and debating the ideas and the knowledge first is also the perfect strategy to make the writing flow.”</i> Hyman in Blatchford 2020.</p>	<p>Ensure library and Depts have a good range of books for different interests (Library Services / Wheeler Books).</p> <p>Year 7 Library Visits.</p> <p>Oracy unit in SHINE tutor programme - ‘Talking Points’.</p> <p>Read, write, ink programme in some English lessons.</p> <p>No Pens Day.</p> <p>Real Life Curriculum (over 50% PP).</p> <p>Oracy Roadshow.</p> <p>Listening Ladders and ‘Talking Point’ prompt cards to enable embedded practice of effective S and L.</p> <p>Oracy Professional Pathway: cross - curricular as well as XMAT.</p>	
<p>PP students have quality personalised support in all subjects and all year groups.</p>	<p>John Dunford speaks about the need for ‘Forensic Personalisation’. This is especially true for PP students. Middle Leaders, Teachers, Tutors and behaviour and attendance support need to work together to ensure that the individual needs of each PP student are met. EEF Toolkit some research suggested: <i>‘an impact of half of a GCSE grade per student per subject is achievable, which would be in line with the wider evidence about feedback.’</i></p> <p><i>“Know every child. Knowing a child enables a response that can work for that child.”</i> Coulson in Blatchford (2020).</p> <p><i>“Inclusion is as much about adapting the school to the child as it is about adapting the child to the school. Settings are most effective when they embed inclusive and effective</i></p>	<p>Raising Standards Leader, L & T SLT, HODs and PP Champion will oversee this.</p> <p>Year 11 Mentoring.</p> <p>Layered Coaching (every child has a champion).</p> <p>SEND.</p> <p>LABS Meetings.</p> <p>Real Life Curriculum (over 50% PP).</p>	<p>1, 2, 3, 4, 5, 6</p>

	<i>leadership in both their vision and their day- to- day actions.” Gilbert in Blandford 2019.</i>	<p>Analysis meetings after tracking for KS4/KS3 with Raising Standards Leader.</p> <p>PP Champion will work with HOYs / Attendance Officer after each tracking.</p> <p>PP Champion to ensure that it is a standing agenda item on every ML meeting.</p>	
Use the Gatsby Benchmarks to ensure all PP students have high quality careers education.	Clear evidence from the Gatsby Benchmarks that strategies it contains ensures that students are much less likely to be NEET at the end of school.	<p>Careers Leader (BRU) has worked with our Enterprise Adviser and Careers Adviser (EGI) to organise a comprehensive careers programme across the five years of school which will benefit all students but especially PP students. PP priority for all careers meetings etc.</p> <ul style="list-style-type: none"> - University trips - Open Days - SHINE Brighter events - Careers Fair - CV Writing Workshops - Mock Interviews - Skills Workshops - Sessions to support PS16 - Guest Speakers <p>SHINE Centre: college transition / collaborative work; work experience.</p>	1, 3, 6, 7, 8

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

Activity	Evidence that supports this approach	Evidence of implementation	Challenge number(s) addressed
Raise performance of Year 10 and 11 students in English and Maths.	EEF toolkit states that the: <i>'evidence indicates that one to one tuition can be effective, on average accelerating learning by approximately five additional months' progress.'</i>	<p>English and Maths will organise who is given tuition based on 'most need'. PP students will be given priority.</p> <p>English and Maths Academic Coach to work with PP students in the first instance.</p> <p>Class teacher tracking to inform intervention and reflect on impact.</p>	1, 2, 4, 6
Raise performance of KS3 students in English and Maths.	EEF toolkit states that the: <i>'evidence indicates that one to one tuition can be effective, on average accelerating learning by approximately five additional months' progress.'</i>	<p>English and Maths will organise who is given tuition based on 'most need'. PP students will be given priority.</p> <p>English and Maths Academic Coach to work with PP students in the first instance.</p> <p>KS3 intervention tutor working with KS3 to boost performance in English and Maths.</p> <p>GL assessments to inform intervention and reflect on impact.</p> <p>Class teacher tracking to inform intervention and reflect on impact.</p>	1, 2, 4, 6

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

Activity	Evidence that supports this approach	Evidence of implementation	Challenge number(s) addressed
Behaviour for learning issues across the school are addressed and managed.	<p>The EEF toolkit finds mentoring less effective than many other interventions. Our own evidence from 2020-21 would suggest that our mentoring system has considerable impact and so we will continue to use it.</p> <p><i>“You have to acknowledge misinterpreting pupil behaviour - requires leaders with great sensitivity, both with children and helping colleagues develop more refined approaches with different children.”</i> Coulson in Blatchford (2020).</p>	<p>Assistant Head will ensure that it is a regular agenda item on every SLT meeting.</p> <p>Parents’ evenings and meetings - extra intervention / parental communication.</p> <p>SLT / HOYs / mentors / PP Champion will meet regularly with students; especially PP students they are assigned to.</p> <p>Progress will be monitored regularly.</p> <p>MVP.</p> <p>LABS.</p> <p>Layered Coaching (every child has a champion).</p> <p>Nurture.</p> <p>Support from external agencies.</p>	1, 3, 6
Increase attendance rates for PP students and decrease PA in PP students.	<p>The support ensures that they are able to get to school</p> <p>The NFER briefing on raising performance of PP student’s states: <i>‘more successful schools set up rapid response systems to address poor attendance. This includes staff contacting home immediately when a pupil fails to arrive on time. If the problem persists, staff work with families to address any barriers they face in getting their children to school.’</i></p>	<p>Assistant Head to work with PP Champion to lead HOYs and Attendance Officer to ensure that attendance strategies are implemented.</p> <p>Tutors to monitor PP students’ attendance closely and liaise with the attendance manager over any concerns.</p> <p>Tutor competitions; attendance charts on all walls; certificates in assembly; letters home with attendance contract; assemblies; tutor time intervention; home visits; liaison with School Inclusion Team.</p>	1, 2, 4, 5, 6

<p>Challenge fixed mindsets and raise aspirations.</p>	<p>Little research has been done in the UK to establish the success of this approach. However, a Stanford University study of students in Chile showed: <i>‘Growth mindset tempers the effects of poverty on academic achievement.’</i></p> <p><i>“Belief that all can succeed - the mark of a great leader is how far they can persuade colleagues that outcomes can be different from what currently looks likely.”</i> Coulson in Blatchford (2020).</p>	<p><u>SHINE Character and Culture Programme:</u></p> <p>Whole school events: #helloyellow; BHM; Remembrance; Anti Bullying; Holocaust; Stephen Lawrence; Online Safety Week; National Sports Week and LGBTQ (Pride).</p> <p>Assemblies for all at the beginning of the year. Re-visit through the year.</p> <p>Raise aspirations specifically for year 11 through ‘Raising Achievement Assemblies’, ‘Maximising Potential’ Talks.</p> <p>‘Talking Points’ across KS3 and KS4.</p> <p>Outside speakers.</p> <p>Variety of career events for all years.</p> <p>SHINE Brighter events.</p> <p>KS4 Careers Interviews (PP a priority).</p> <p>University visits / workshops in school; trips and wider curriculum offer.</p> <p>MVP.</p> <p>Student Governing Body.</p> <p>Leicester Citizens.</p> <p>Curriculum coverage (RSE Audit).</p>	<p>1, 3, 4, 5, 6, 7, 8</p>
<p>All PP students have access to a wide variety of experiences.</p>	<p>Research hasn’t been undertaken on all types of educational visits, however the EEF toolkit does consider outdoor education visits and states: <i>‘Overall, studies of adventure learning interventions consistently show positive benefits on academic</i></p>	<p>Assistant Head and Pupil Premium Champion will decide on the level of subsidy on visits and a central spreadsheet will be kept to monitor student access.</p>	<p>1, 3, 7, 8</p>

	<p><i>learning, and wider outcomes such as self-confidence.</i> Our own evidence suggests that students taking part in visits and extra-curricular activities improve their learning skills and also increase their motivation in school.</p>	<p>Raise aspirations specifically for year 11 through 'Raising Achievement Assemblies', 'Maximising Potential' Talks.</p> <p>'Talking Points' across KS3 and KS4.</p> <p>Outside speakers.</p> <p>Variety of career events for all years.</p> <p>KS4 Careers Interviews (PP a priority).</p> <p>University visits; trips and wider curriculum offer.</p> <p>MVP.</p> <p>Student Governing Body.</p> <p>Leicester Citizens.</p> <p>Big Get Together.</p> <p>Radio Leicester.</p> <p>Curriculum coverage (RSE Audit). SHINE Centre: AP (alpacas etc); theatre trips; sports trips; experiential learning; outdoor education etc.</p>	
<p>All PP students have the resources needed to succeed.</p>	<p>PP students in previous years have made clear how important it is that they are given resources to enable them to achieve.</p>	<p>PP Champion will work with the Assistant Head to monitor this to ensure that all students have access to the resources they need.</p> <p>PP Champion to have a central database.</p> <p>Letters home to parents explaining support on offer; section on all trip letters regarding support we can offer.</p>	<p>1, 3, 6, 7, 8</p>

		<p>LABS - triage to see what support can be offered (internal and external).</p> <p>SHINE Centre: sportswear; uniform; chromebooks.</p>	
<p>Parental engagement of PP students is strengthened.</p>	<p>The association between parental involvement and a child's academic success is well established.</p>	<p>Parents Eve - personalised contact (tutor; PP champion).</p> <p>Use of Social Media.</p> <p>Rewards System.</p> <p>ADHD Parental Support Group.</p> <p>Parental Meetings.</p>	<p>6</p>