

Pupil premium strategy statement - Glade Hill Primary School

This statement details our school's use of pupil premium and recovery premium for the 2022 to 2023 academic year to improve outcomes for 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	Glade Hill Primary School
Number of pupils in school	428 (396+32 F1)
Proportion (%) of pupil premium eligible pupils	40.4%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2021.22 2022.23 2023.24
Date this statement was published	December 2022
Date on which it will be reviewed	December 2023
Statement authorised by	Anna Stapleton (Headteacher) Governing Body (5/12/22)
Pupil premium lead	Rachel Want (Deputy Headteacher)
Governor / Trustee lead	Nicola Anderson

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£186,975
Recovery premium funding allocation this academic year	£20,300
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	£207,275

Part A: Pupil premium strategy plan

Statement of intent

At Glade Hill Primary School our ultimate objectives for our disadvantaged pupils are to raise aspirations, make good progress in all subject areas, reach their full academic potential and overcome barriers.

We believe that being ambitious for our pupils and providing high quality learning and teaching are the most important factors in reaching our aims. We intend for our disadvantaged pupils to access quality first teaching to equip them with the skills and knowledge required to be successful both academically and in later life. We plan teaching and learning to ensure those who have gaps in skills and understanding are prioritised for intervention so they can keep up and where necessary catch up. Robust assessment systems and pupil progress reviews are in place to ensure pupils are identified and key teaching and learning strategies are quickly and effectively employed. We identify high attaining pupil premium children and target them to achieve the higher standards of attainment by ensuring they make good progress and raise their aspirations.

We use our pupil premium funding to address barriers in pupil achievement and personal and social development. Some of the barriers are addressed through our curriculum drivers so therefore providing a high-quality curriculum with quality first teaching and learning, alongside adaptive teaching, is a core part of our strategy. (See Curriculum Statement).

*At Glade Hill we are Golden and we Sparkle. We strive to ensure pupils from disadvantaged backgrounds have the skills to be Golden citizens alongside developing the learning attributes of **Self-motivation**, being **Polite**, **Ambition**, **Resilience**, **Kindness**, being a good **Learner** and being **Enthusiastic**. **SPARKLE***

Our objectives are in line with the school improvement plan and focus on the key challenges to achievement for our disadvantaged pupils. We acknowledge that nationally children from disadvantaged backgrounds have been most affected by the pandemic and our school data (summer 21) is in line with these findings. We therefore ensure that our pupil premium children are prioritised in our keep up and catch-up plans. We have a school focus on giving children the best start, and aim for all children to develop key reading and maths skills and develop their understanding by the time they leave KS1.

Our school improvement priorities are summarised as follows

- *To review current policy and improve provision to raise attainment in writing across the school.*
- *To develop assessment strategies across the curriculum to ensure pupils secure key learning milestones through quality first teaching and purposeful and timely interventions*
- *To raise attendance levels across the school, reducing the absence rates and supporting persistent absentees to attend school more regularly.*

At Glade Hill we will also use the grant for other vulnerable pupils who are not eligible for the funding but may require additional support due to other factors such as being part of a large family or having a social worker.

We believe that knowledge is gained from rich experiences so we also use some of our funding to ensure pupils from disadvantaged backgrounds can access these experiences and opportunities.

IDACI

Glade Hill Primary & Nursery School is located within the City of Nottingham. Nottingham ranks 6th out of the 317 districts in England of Income Deprivation Affecting Children (ID 2019: IDACI, Rank of Average Score).

Pupils attending Glade Hill have an average IDACI deprivation score of 0.305 (based on residence). This means that 30.5% of pupils may be experiencing family income deprivation in comparison with 29.9% of pupils for Nottingham overall and 15% Nationally.

Challenges

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

Challenge number	Detail of challenge
1	Low starting points in EYFS. Entry data shows that the % of pupils with a good level of entry (GLE) into F2 is currently 38% and only 29% of PP enter F2 with a GLE. Approximately only 2/3 of the pupils who start in F2 attend our nursery and pupils have a range of experiences when they start F2. This makes early intervention challenging. The attainment gap is therefore present when the pupils first start school.
2	KS1 and KS2 Attainment –

	<p>Retention of key knowledge and understanding has an impact on attainment and progress. Early reading, phonics and maths programmes alongside key interventions are planned to ensure children master the basic skills by the time they leave KS1.</p> <p>The proportion of disadvantaged pupils achieving the expected standard in reading, writing and maths following the pandemic reduced and the gap between non-disadvantaged and disadvantaged pupils in core subjects post pandemic widened. This is particularly the case for the current Y3/4/5 pupils.</p>
3	<p>Communication, speech and language. There has been an increase in pupils who attend the setting that are from disadvantaged backgrounds and a number of children have speech, language and communication difficulties</p>
4	<p>Attendance - Analyses of data identifies some pupil premium families with low attendance and persistent absence. Prior to the pandemic the attendance of disadvantaged pupils had improved since the employment of the school's attendance officer and this is therefore a proven impactful pupil premium grant strategy which we will continue to target identified families.</p>
5	<p>Some children lack resilience and aspiration. Internal monitoring such as lesson observations, learning walks and pupil voice has found some pupils avoid challenges, problem-solving and lack vision for their future. This prevents them from fulfilling their potential within the opportunities provided by the curriculum. Many children have limited life experiences, which has prevented them developing an in-depth knowledge of the wider world.</p>
6	<p>Mental health – Some children and families are facing mental health difficulties which are a barrier to learning. Although this is not widespread across all children, it is essential that timely support for those who need it must be in place.</p>

Intended outcomes – 3 Year Plan

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
<p>To close the gap between disadvantaged pupils in the school and other pupils Nationally in all subjects, by accelerating the progress of all pupils.</p>	<ul style="list-style-type: none"> • School data shows year on year improvement at closing the gap between disadvantaged pupils (DP) and other pupils nationally in all year groups, subjects and subjects combined. • The in-school gap between non-disadvantaged and disadvantaged pupil in school is closed • DP make good and better than good progress in all subjects resulting in +ve progress scores in KS2. • Average standardised scores increase in all subjects and are closer to National other pupils • DPs at Glade Hill perform better than other DPs Nationally – Like for Like comparison • DPs achieve their FFT Estimates
<p>Improve the quality of teaching and learning for all pupils in the school and to specifically raise</p>	<ul style="list-style-type: none"> • Teaching and learning is developed through quality CPD. Evidenced through monitoring • Teachers reflect and improve practice supported by the Senior Leadership Team

<p>standards for disadvantaged pupils</p>	<ul style="list-style-type: none"> • Behaviour for learning is outstanding, children are motivated to succeed, have higher aspirations and demonstrate improved resilience • Pupils learn more and remember more through quality first teaching • Pupils who are under attaining and /or are making slow progress are quickly identified and intervention improves outcomes • Feedback and marking has a direct impact on standards • Children develop knowledge and skills through a well-planned, taught and developed curriculum and learning sequence
<p>To improve outcomes for disadvantaged pupils in reading particularly low / SEN/D and those with multiple barriers to learning</p>	<ul style="list-style-type: none"> • The Little Wandle phonics scheme is implemented and impactful • The % of pupils achieving the phonics standard in Y1 and Y2 is in line with National other pupils • All DPs who attain the phonics standard in Y1 achieve the expected standard in reading in Y2 • The % of DPs achieving the expected standard in Y2 and Y6 is closer to National for all pupils and is above like for like National comparisons • The % of DPs achieving the expected standard in reading in EYFS will be in line with National • All DPs without additional barriers reach age related standards in reading in all year groups. • DPs identified as being of higher ability achieve GDS in reading in Y2 & Y6 • Average standardised scores in reading increase in all year groups in National tests and internal NTS assessments
<p>To improve outcomes for disadvantaged pupils in Maths</p>	<ul style="list-style-type: none"> • The mastering number scheme is fully embedded and impactful. • The % of DPs achieving the expected standard in Y2 and Y6 is closer to National for all pupils and is above like for like National comparisons • The % of DPs achieving the expected standard in maths in EYFS will be in line with National • All DPs without additional barriers reach age related standards in maths in all year groups. • DPs identified as being of higher ability achieve GDS in Maths in Y2 & Y6 • Average standardised scores in maths increase in all year groups in National tests and internal NTS assessments
<p>To improve outcomes for disadvantaged pupils in Writing</p>	<ul style="list-style-type: none"> • The % of DPs achieving the expected standard in Y2 and Y6 is closer to National for all pupils and is above like for like National comparisons • The % of DPs achieving the expected standard in writing in EYFS will be in line National • All DPs without additional barriers reach age related standards in writing in all year groups. • DPs identified as being of higher ability achieve GDS in writing in Y2 & Y6

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: £ 80,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Recruitment of teacher + change in role of current teacher to deliver tutoring 2 days per week (some costs from NTP not PPG)	National Tutoring Programme One to one tuition EEF (educationendowmentfoundation.org.uk)	1 2 5
SLT / Phase leaders / Curriculum lead CPD support Teacher Review Days Monitoring and feedback of learning Performance appraisal / Coaching meetings Professional development for ECT	To improve the quality of teaching, learning and assessment so that all pupils make good or better progress. SLT/ Phase leaders lead CPD. This includes the development of the teaching writing and improved pedagogy with an emphasis on formative assessment. High percentage of pupils in school in receipt of PPG therefore improved teaching and learning for all should have a significant impact on disadvantaged pupils https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/effective-professional-development	1 2 5
English and Maths Specialists CPD sessions – Whole staff and individual Teachers / TAs <i>Nottingham Schools Trust CPD for subject leads</i> <i>The science of learning CPD programme</i>	As above. Specific CPD on Writing to improve pedagogy and moderation / assessment to identify next steps for pupils to accelerate their learning, raising attainment and close the widening writing attainment gap. Maths and English leads attend training and networks to support internal CPD Improve pedagogy	1 2 5

	https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/effective-professional-development	
Fluency reading project, inference project + Decodable reading Groups CPD for TAs and teachers	<p>All three strategies aim to improve the teaching of reading for individuals and therefore of benefit to those in receipt of the PPG. Proven strategies in school</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/effective-professional-development</p>	1 2 3 5
Little Wandle Phonics programme and training for all staff	<p>Early reading and writing is fundamental to raising standards across the school. A consistent approach will improve outcomes for pupils.</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/effective-professional-development</p> <p>Phonics EEF (educationendowmentfoundation.org.uk)</p>	1 2 3 5
FFT Lightning Squad – Purchase of online platform	<p>Scheme ran with external tutor and in school staff last year. More impactful with school staff so platform to be purchased for school use this year.</p> <p>School Tutoring Programme - Operam Education Group</p>	
Mastering number project (NCETM) CPD for TAs and teachers Project aimed at F2/Y1 and Y2 children	<p>Number fact fluency is a key area for pupil progress and has been a barrier to maths attainment particularly for low and middle prior attaining disadvantaged pupils. The project aims to ensure all pupils are fluent in additive facts by the end of KS1. The similar Nottingham city project is continually developed and used as intervention for PP children who are not fluent in KS2</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/effective-professional-development</p> <p>Mastering Number NCETM</p>	1 2 5
Full time SENCO teaching pupils with complex needs and	High proportion of disadvantaged pupils also have SEN/D. Improved teaching and learning for pupils	

<p>providing curriculum support and CPD for all staff to meet the needs of pupils with SEN/D</p>	<p>with multiple barriers is essential to improving outcomes</p> <p>Special Educational Needs in Mainstream Schools EEF (educationendowmentfoundation.org.uk)</p>	
<p>Maths Hub Programme for EYFS</p> <p>Two staff members assigned to the year-long project to improve pedagogy and intervention. Focus subject knowledge and mastery.</p>	<p>https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/effective-professional-development/</p>	<p>1 2 5 6</p>
<p>Purchase NTS tests and diagnostic QLA tool MARK</p> <p>Purchase of Shine intervention programme that provides tools for teaching the identified gaps with follow up assessment</p> <p>Training for staff to ensure assessments are interpreted and administered correctly.</p> <p>Purchase of online Ready to progress diagnostic tool to identify maths gaps and target provision</p>	<p>NTS standardised test alongside QLA to identify gaps in learning. Pupils are identified and reviewed at pupil progress meetings. Standardised testing alongside teacher assessments and AFL have ensured pupil data is accurate and diagnostic</p> <p>Ready to progress materials are used as part of the maths prioritisation curriculum so to use them for intervention means the children will have a consistent approach.</p> <p>Teaching mathematics in primary schools - GOV.UK (www.gov.uk)</p>	<p>2</p>

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

Budgeted cost: £100,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
FFT Lightning Squad – Reading intervention 1:6 15 hour block tuition National Tuition partners	More impactful last year when ran by school staff instead of external tutor One to one tuition EEF (educationendowmentfoundation.org.uk)	1 2 3 5
Ready to progress Maths target groups – based on class assessments	One to one tuition EEF (educationendowmentfoundation.org.uk)	1 2 5
One to one and small group conferencing with Class teachers. Teachers to have ½ day non-class based for feedback and conferencing with pupils from own class	Impact reports from previous years show that class teacher conferencing and feedback time was the most significant in raising attainment. EEF Research Focus on writing conferencing to close the widening gap. https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/feedback One to one tuition EEF (educationendowmentfoundation.org.uk)	1 2 5
Targeted in class reading, writing, spelling, phonics and maths groups – Class teacher and TA led intervention groups Shine interventions	Teacher and TA led keep up and catch up groups are key to meeting the needs of disadvantaged pupils. The school has a wide range of abilities in each class and adapting teaching alongside support staff is a proven strategy. Targeted groups based on assessment information e.g. NTS and Shine are impactful strategies when raising attainment.	1 2 3 5
NELI - Speech and language assessment and Early Intervention	One of the key barriers to learning for our children is speech and language. We have tried to address this through TA led interventions for disadvantaged pupils but have not met the desired outcome. Training and focus on early intervention in EYFS should improve impact for those in receipt of the PPG	1 2 3 5

	Early Years Toolkit EEF (educationendowmentfoundation.org.uk) Communication and language	
3x per week or weekly one to one reading depending on need Includes switch on and precision teaching	To ensure children from disadvantaged backgrounds read on a one to one basis at least weekly regardless of ability and home support. Teaching Assistant Interventions EEF (educationendowmentfoundation.org.uk)	1 2 5
Focused Maths intervention and conferencing – Arithmetic, Shine and Fluency project	QLA shows many of the pupils from disadvantaged backgrounds lack in basic fluency skills and using inefficient methods. Teachers to teach the most vulnerable. Teaching and Learning Toolkit EEF (educationendowmentfoundation.org.uk)	1 2 5
After school one to one tuition / small group	Targeted one to one and small group support for identified disadvantaged pupils. Targeted phonics group for Y1/2# Top up of NTP grant https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/feedback One to one tuition EEF (educationendowmentfoundation.org.uk)	1 2 5
Breakfast club tuition	To extend the learning day for pupils from disadvantaged backgrounds. Teachers to plan work specific to pupils' areas of need Extending school time EEF (educationendowmentfoundation.org.uk)	1 2 5
Monitoring the impact of pupil premium spending, Assessments of pupils and intervention planning with teachers. Pupil progress meetings and teacher review days	To ensure spending targets actions with high impact. Outcomes are measured and provision is reviewed. Focused and improved intervention	1 2

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

Budgeted cost: £30,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Learning mentor 1 to 1 and small group behaviour support</p> <p>Break time and lunch time activity lead supporting behaviour and cooperative play</p>	<p>To provide specialist bespoke support for disadvantaged children experiencing social, emotional, behavioural or mental health needs. This enables these children to make progress in these areas, which in turn makes them more able to access the learning in the classroom for improved life chances.</p> <p>Social and emotional learning EEF (educationendowmentfoundation.org.uk)</p>	<p>1</p> <p>2</p> <p>5</p> <p>6</p>
<p>Mental Health support for families and children</p> <p>4 x Trained Mental Health First Aiders</p>	<p>To provide specialist bespoke support for disadvantaged children experiencing social, emotional, behavioural or mental health needs. This enables these children to make progress in these areas, which in turn makes them more able to access the learning in the classroom for improved life chances.</p> <p>Social and emotional learning EEF (educationendowmentfoundation.org.uk)</p>	<p>1</p> <p>2</p> <p>5</p> <p>6</p>
<p>ELSA – Increase the number of staffed trained to three</p> <p>Staff training and time for those trained to provide emotional support to pupils who need this intervention</p>	<p>Social and emotional learning EEF (educationendowmentfoundation.org.uk)</p>	<p>1</p> <p>2</p> <p>3</p> <p>5</p> <p>6</p>
<p>Attendance officer</p> <p>Headteacher</p> <p>Admin assistant</p> <p>Monitor and intervene to continue to improve attendance and punctuality</p>	<p>Update policy</p> <p>Prior to the pandemic, attendance rates for disadvantaged pupils improved with the strategies employed therefore these strategies will continue. Some additional strategies to be launched.</p> <p>Improving school attendance: support for schools and local authorities - GOV.UK (www.gov.uk)</p> <p>FFT Aspire Attendance Tracker - FFT</p>	<p>1</p> <p>2</p> <p>4</p>
<p>Funding for revision books, Homework supplies, PE kits, Home</p>	<p>To ensure pupils from low income families are fully equipped for school and are able to access further home learning</p>	<p>1</p> <p>2</p> <p>5</p>

learning packs Equipment Electronic Devices		
Funding for residential and other educational visits	To provide enrichment and develop speaking, listening and learning skills. School audit findings show many disadvantaged pupils have very little access to enrichment activities	3 5
Music Tuition	To provide enrichment School audit findings show many disadvantaged pupils have very little access to enrichment activities	5
Ice Skating	To provide enrichment School audit findings show many disadvantaged pupils have very little access to enrichment activities	5
After School Clubs- Targeting pupils' interests and talents	To provide enrichment School audit findings show many disadvantaged pupils have very little access to enrichment activities	5
Breakfast Club - Free meal places Breakfast – Free bagels for all pupils	To target learning To improve punctuality To provide breakfast for pupils who may not have a breakfast at home.	1 2 4 5

Total budgeted cost: £210,000

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.

We have analysed the performance of our school's disadvantaged pupils during the 2021/22 academic year using key stage 1 and 2 performance data, phonics check results and our own internal assessments.

Schools are not required to publish their 2022 key stage 2 results as DfE is not publishing this data. This is because statutory assessments returned for the first time since 2019, without adaptations, after disruption caused by the pandemic. This is a transitional arrangement for one year only, and DfE plans to publish key stage 2 school performance data for 2023.

COVID-19 had a significant impact on the education system and this disruption affected schools and pupils differently, and because of this, it is more difficult to interpret why the results are as they are using the data alone.

To help us gauge the performance of our disadvantaged pupils we compared our results to all pupils at a school and national level (although these comparisons are to be considered with caution given the caveats stated above). See below for data comparisons.

Pupil Premium Standards Analysis 2022 – % at Expected Standard

	National – All pupils	School – All pupils	School – Disadvantaged pupils
Y1 Phonics	75	69	67
KS1 Reading	67	56	42
KS1 Writing	58	53	38
KS1 Maths	68	59	54
KS2 RWM	59	57	50
KS2 Reading	74	70	69
KS2 Writing	69	60	50
KS2 Maths	71	70	69

Data from tests and assessments show that despite the disruption to education some aspects of the Pupil Premium Strategy have continued to impact particularly in reading and maths. Reading has been the main focus of our strategy over the last few years, including during the pandemic through our remote education strategy. The impact of the strategy on reading is also evidenced by 25% of pupil premium children achieving a greater depth standard in reading by the end of Y6.

Progress and attainment of the school's disadvantaged pupils in 2021/22 in other areas are below our expectations. This has been the case for KS1 pupils and for standards in writing. Our 22.23 strategy takes this into account and has been amended accordingly. Our analysis suggests that the reason for this is primarily the ongoing impact of COVID-19, although we also identified that some of the approaches, we used to boost outcomes for disadvantaged pupils had less impact than anticipated.

The attainment gap between our disadvantaged pupils and non-disadvantaged pupils has grown since the start of the pandemic. This is reflective of national figures and demonstrates the additional impact of COVID-19 on disadvantaged pupils.

Absence among disadvantaged pupils was 2.5% higher than non-disadvantaged pupils in 2021/22. Approximately a quarter of disadvantaged pupils attendance was below 90%. We have therefore continued to focus on raising the attendance of our disadvantaged pupils and specifically those with persistent absence in our current plan.

Our observations and assessments demonstrated that pupil behaviour improved last year, but challenges in relation to wellbeing and mental health remain significantly higher than before the pandemic. The impact on disadvantaged pupils has been particularly acute.

The analysis of other internal data suggests we are not at present on course to achieve the outcomes that we set out to achieve by 2023/24, as stated in the Intended Outcomes section above. We have reviewed our strategy plan and made changes to how we intend to use some of our budget this academic year, as set out in the Activity in This Academic Year section above.

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
The Lightning Squad	FFT

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?	N/A
What was the impact of that spending on service pupil premium eligible pupils?	N/A