

# 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	Oakwood Park Grammar School
Number of pupils in school	1115
Proportion (%) of pupil premium eligible pupils	6.1%
Academic year/years that our current pupil premium strategy plan covers ( <b>3 year plans are recommended</b> )	2021-2024
Date this statement was published	December 2021
Date on which it will be reviewed	December 2022
Statement authorised by	Mr K W Moody
Pupil premium lead	Mrs S Craig Deputy Head Teacher
Governor / Trustee lead	Mrs S Razey, Chair of Governors

## Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£53,480
Recovery premium funding allocation this academic year	£7975
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£22,406
<b>Total budget for this academic year</b> If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£83,861

# Part A: Pupil premium strategy plan

## Statement of intent

We believe that the most important function of the school is to maintain an environment in which every member of the school can enjoy an exceptional learning experience. There must be total consistency in the quality of education that everyone (irrespective of gender, race or culture or economic background) experiences.

The focus of our pupil premium strategy is to support disadvantaged pupils in achieving high academic achievement across our curriculum and in line with the expectations of a grammar school. We will take a broad view of what it means to be 'disadvantaged' and commit to working with all vulnerable students rather than those solely identified as in receipt of the pupil premium. This may include those working with Early Help or those who are Young Carers for example.

High-quality teaching is the focus of our approach, rather than additional bolt-on strategies outside of school hours. It is high quality teaching and learning which is proven to have the most impact on closing the attainment gap amongst disadvantaged pupils.

The Pupil Premium Strategy plan correlates with the wider school plans for educational recovery in the aftermath of the pandemic, such as the Catch-Up Premium statement (available on the school website).

Our strategy intends to achieve an individualised approach to addressing barriers to learning and emotional support, at an early stage, rather than providing access to generic support and focusing on pupils nearing their end-of-key-stage assessments. The school commits to making decisions based on data and diagnostic assessment, rather than assumptions.

[Supporting the attainment of Disadvantaged Pupils - DFE](#)

## Challenges

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

Challenge number	Detail of challenge
1	<p>The attainment of disadvantaged pupils in 2021 at the end of Key Stage 4 highlights a gap in outcomes. This is out of trend in terms of the performance of disadvantaged pupils at KS4 in this school. Disadvantaged pupils performed better in English than Mathematics.</p> <p>This reinforces our observations that long periods of remote learning in lockdown have affected the education and well-being of disadvantaged pupils within our school significantly. Ensuring high quality teaching and learning will best support closing this gap.</p>
2	<p>Assessment of the new Year 7 intake suggests that 21% of the year group have literacy standards lower than that which we would consider as normal for the nature of our intake. Using CAT4 scores to achieve retrospective KS2 scores also</p>

	<p>suggests that 60 students (38%) have scaled scores of less than 110. Disadvantaged pupils are present within these statistics.</p> <p>Our observations and pilot of EXACT testing suggest that there is a similar pattern in other year groups. Monitoring, formative and summative assessment and thorough gap analysis completed by staff has revealed meant this gap for some has widened.</p>
3	<p>Our assessments, observations and discussions with pupils and families have identified increasing social and emotional issues, such as anxiety, EBSA, low self-esteem and low levels of resilience. Pupils and parents require support with this.</p> <p>In the period between the return to school post lockdown (March 2021) to Term 1 of the 2021-22, the school has seen a significant increase in the number of pupils presenting with social, emotional and mental health needs. This is affecting the progress and attainment of some pupils in the school.</p>
4	<p>Our ongoing observations suggest no overtly common themes or trends amongst the needs of our disadvantaged pupils. Material deprivation, SEMH, lower levels of literacy and distance required to travel are some of the issues facing our disadvantaged pupils.</p> <p>Therefore, this requires the school to take an approach which is highly personalised and specific to each disadvantaged pupil.</p>
5	<p>OPGS pupils have traditionally benefitted greatly from a rich offer of extra-curricular and enrichment activities, which have been unable to take place as a result of school closure and restrictions.</p> <p>We believe this offer is crucial to the full development of our pupils and must ensure that this programme is re-established with purpose and inclusivity. In turn, this must be supported by our IAG provision and opportunities to enhance and make into reality the aspirations of pupils.</p>

## 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
Improved attainment and progress of disadvantaged pupils at GCSE.	<ul style="list-style-type: none"> <li>The attainment and progress of disadvantaged pupils will return to being inline with the whole cohort (currently an attainment score of 67.01 but aspiring to 7.0)</li> <li>Disadvantaged pupils will be well prepared for their examinations as a result of high-quality teaching and learning and assessment, which allows teachers to accurately determine where to take learners next.</li> <li>Formative assessment strategies are embedded in all lessons, allowing for highly focused and targeted feedback, so that pupils know how to improve and act on this guidance.</li> </ul>

<p>Improved literacy levels of disadvantaged pupils, as well as those who have been identified as needing support in the aftermath of remote learning</p>	<ul style="list-style-type: none"> <li>• Appointing a Whole School Literacy Co-ordinator to work alongside departments, to ensure strategies which focus on disciplinary literacy and reading are embedded</li> <li>• Further develop the use of the school library so that pupils become active readings and literacy levels improve</li> <li>• Student Development Services continue to co-ordinate the Bedrock strategy to support pupil literacy levels</li> </ul>
<p>Oakwood Park Grammar School has greater capacity to support pupils, and the families of those pupils, who are identified as needing support as a result of social, emotional and mental health issues</p>	<ul style="list-style-type: none"> <li>• Appoint a School Counsellor to ensure that we are able to offer a more efficient action to those pupils needing an intervention</li> <li>• Appoint a Family Liaison Offer to work with families who are experiencing difficulties in the aftermath of school closure and the pandemic</li> <li>• Evidence of cases of welfare and safeguarding concerns, which have been managed effectively by the school</li> <li>• Pupils are better supported and able to engage with the curriculum, leading to disadvantaged pupils making expected progress</li> </ul>
<p>Directors of Study consistently become 'experts' in their year groups and disadvantaged pupils, leading to highly personalised support and interventions. Their work to be overseen by the Deputy Head Teachers.</p>	<ul style="list-style-type: none"> <li>• Directors of Study complete the Pupil Premium Support Plans as a response to monitoring and determine, where necessary, appropriate interventions and support</li> <li>• The potential impact of lack of financial resources on learning is mitigated, as the Director of Study becomes the 'champion' for the disadvantaged pupils in their year groups, and work with the family to ensure the best learning experience possible</li> <li>• The Director of Study works with the Form Tutor to become consistent and recognised points of contact between the family and the school, ensuring consistency and purposeful relationships are developed</li> </ul>
<p>The extra-curricular, enrichment and IAG programmes deepen and enhance the learning experience of disadvantaged pupils, offering a range of opportunities which aid the developing cultural and social capital of our pupils</p>	<ul style="list-style-type: none"> <li>• A varied programme of extra-curricular clubs on offer – the attendance of disadvantaged pupils is closely monitored by Directors of Study</li> <li>• An Enrichment Day programme which engages and enthuses our learners is evidenced through pupil and staff feedback</li> <li>• Our Information, Advice and Guidance programme ensures that pupils receive highly specialised careers advice, and engage in a curriculum which supports</li> </ul>

	<p>them in embracing their potential so that they take informed and appropriate next steps in their learning journeys.</p> <ul style="list-style-type: none"> <li>• No disadvantaged pupils leave school as NEETs</li> </ul>
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## 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: £20,000

Activity	Evidence that supports this approach	Challenge number(s) addressed	Impact (review Dec 2022)
Embedding the OPGS Big 6 Raising the bar on Literacy Stretch and Challenge for all learners High Quality Questioning A culture of improvement – Mastery High quality feedback Student response to feedback - DIRT	Ensuring an effective teacher is in front of every class, and that every teacher is supported to keep improving, is the key ingredient of a successful school and should rightly be a top priority for pupil premium spending.  Research shows that a focus on Mastery and Feedback, which in turn require high quality formative assessment, will be support in closing gaps which have emerged amongst learners.	1, 2 & 4	
Whole School Focus on Assessment and Feedback		1, 2 & 4	
Development of a Reading across the Curriculum strategy and focus on Disciplinary Literacy	Evidence from the EEF shows that improving literacy levels across the curriculum will make a significant contribution to the raising of attainment amongst learners.	1, 2 & 4	
Subject Lead Dashboards – Focusing on Mastery		1, 2 & 4	
Teaching and Learning Forums	<a href="#">Mastery Learning - EEF</a> (+5 months) <a href="#">Feedback - EEF</a> (+6 months) <a href="#">Improving Literacy in Secondary Schools - EEF</a>	1, 2 & 4	

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

Budgeted cost: £30,000

Activity	Evidence that supports this approach	Challenge number(s) addressed	Impact (review Dec 2022)
Small Group Tutoring	<p>As a means of providing specialised support to pupils who have been identified as most needing support in Mathematics, OPGS is working with the National Tutoring Programme to provide small group and 1-2-1 tuition to pupils.</p> <p><a href="#">Small Group Tuition - EEF</a> (+4 months)</p>	1 & 4	
Supervised Study and Structured Interventions	<p>Programmes that extend the school day and have a clear structure and are linked explicitly to the curriculum can have a positive impact on progress.</p> <p>Tailored academic support, and the creation of an environment in which disadvantaged pupils can remain in school to complete work is a key approach to supporting these learners.</p> <p><a href="#">Extending School Time - EEF</a> (+3 months)</p> <p><a href="#">Homework - EEF</a> (+5 months)</p>	1 & 4	
GCSEPod	<p>We have provided all Year 11 and Year 10 pupils with free access to GCSEPod, as a means of supporting revision at home. It will also be used more specifically when working with Year 11 pupils in need of academic mentoring. Evidence suggests a +0.7 gain progress points compared to non-users.</p> <p><a href="#">GCSEPod</a></p>	1 & 4	
CAT4 Testing, Exact Testing and Bedrock	<p>Carrying out the CAT4 has ensured the school has a good understanding of cohorts</p>	1, 2, 3 & 4	

	<p>without KS2 data. Exact testing has also led to intervention in necessary areas. This has supported in identifying personalised barriers to learning. Bedrock is one example of an intervention coming from these diagnostic assessments. Evidence suggests users can improve their word knowledge by four times.</p> <p><a href="#">Bedrock - Impact</a></p>		
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## Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £35,000

Activity	Evidence that supports this approach	Challenge number(s) addressed	Impact (review Dec 2022)
Director of Study Dashboards and PP Individualised Support Plans	<p>Data from the NGA Spotlight on Disadvantage (2018) study suggests that schools need to adopt a more holistic outlook when deciding on pupil premium spending. This means that in the pupil premium spending strategy, teaching and learning initiatives should be accompanied by more pastoral initiatives which are often better at addressing the specific barriers to educational achievement which hold back pupil premium pupils. In our school these include material deprivation, access to technology, SEMH and travel distance to school.</p> <p><a href="#">NGA Spotlight on Disadvantage (Practical Insight 2)</a></p>	4	
Mentoring	<p>EEF evidence suggests that mentoring can have an impact on attainment. It is recognised that the positive impacts of mentoring cease when the mentoring stops, and as such plans enacted will be carefully planned and sustained.</p> <p><a href="#">Mentoring - EEF</a></p>	4	

<p>Appoint a Family Liaison Officer to support on ensuring effective parental engagement and support</p>	<p>EEF evidence suggests effective parental engagement can add up to 4 months in terms of progress. OPGS will commit to approaches which encourage parents to support their children and improve attendance, but also to supporting families in crisis through the creation of a Family Liaison Officer post within the school.</p> <p><a href="#">Parental Engagement - EEF</a></p>	<p>3 &amp; 4</p>	
<p>Enrichment, Extension and IAG</p>	<p>OPGS's own evidence and observations inform that high quality extra-curricular opportunities and enrichment, alongside skilled and relevant IAG are essential to developing rounded, aspirational young people. Our work in this area benefits all OPGS pupils.</p> <p><a href="#">Enrichment - EEF</a> (+3/4 Months)</p> <p><a href="#">Aspirations Interventions - EEF</a></p>	<p>4 &amp; 5</p>	
<p>Appointment of School Counsellor</p>	<p>Evidence suggests that by providing a high-quality counselling service to pupils experiencing a wide range of emotional problems, and support, guidance and advice to parents and carers, the school can have a positive impact in terms of reducing the psychological distress and improving the self-esteem of pupils.</p> <p><a href="#">Effectiveness of School Counselling Jan 2021</a></p>	<p>3 &amp; 4</p>	

**Total budgeted cost: £ 85,000**



## 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 2020 to 2021 academic year.

The 2020-21 Pupil Premium strategy had clear successes in terms of the impact on disadvantaged pupils. Despite the obvious barriers created by the pandemic, attendance at school of disadvantaged pupils remained high. There was a small gap between the attendance of disadvantaged pupils and non-disadvantaged pupils. The move to virtual Parents' Evenings was popular and ensured that we were able to maintain contact with the parents of disadvantaged pupils. We worked to provide the necessary IT equipment to ensure that learners were able to engage with remote learning. A connectivity survey ensured that we had a good sense of which of our pupils were disadvantaged that went beyond the qualifying criteria, and we were able to put support in place for these pupils. The school remained open to disadvantaged pupils during lockdown, and performance data shows the majority of these students were able to make progress as a result of the school remaining open for them.

The PPG continued to contribute towards equipment, uniform and resources, as well as contributing towards staffing costs. We now aim to develop our Director of Study role further, to ensure they lead on the highly personalised approach that we intend to take with our disadvantaged pupils. We also used the funding to contribute towards increasing capacity within our Student Development Services.

The pandemic meant that we were not in a position to deliver extra-curricular and enrichment activities to the standard of previous years. This meant that disadvantaged pupils, who would and have historically benefitted greatly from this offer, did not have the same experience as in other years. This accounts for the obvious presence of this in the 2021-2024 strategy statement. However, our IAG worked exceptionally well within the restrictions to ensure that pupils were able to have access to highly specialised advice and guidance in relation to taking their next steps on their journeys in education. The Year 9 Options programme and Year 11 IAG meetings to support Sixth Form applications were well received. We had no pupils leaving Year 11 as NEETs in 2021.

The attainment and progress of our disadvantaged pupils remains a priority. The pandemic has resulted in the emergence of a gap in the outcomes of Year 11 disadvantaged students that the school has not seen in recent years (Attainment scores: non-disadvantaged 67.01 - disadvantaged 61.47). We continue to monitor closely the performance data of students and scrutinise our internal data regarding the performance of groups. Along with highly personalised support for students requiring interventions, consistently high-quality teaching and learning, which raises the bar on literacy, and stretches and challenges all learners, informs our strategy to tackle the gap which has emerged.

## 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

## Further information (optional)

*Use this space to provide any further information about your pupil premium strategy. For example, about your strategy planning, or other activity that you are implementing to support disadvantaged pupils, that is not dependent on pupil premium or recovery premium funding.*