

## Pupil premium strategy statement – Woolenwick Junior School

This statement details our school's use of pupil premium 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 outcomes for disadvantaged pupils last academic year.

### School overview

| Detail                                                                                                                                                                           | Data               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Number of pupils in school                                                                                                                                                       | 236                |
| Proportion (%) of pupil premium eligible pupils                                                                                                                                  | 23.3%              |
| Academic year/years that our current pupil premium strategy plan covers ( <b>3-year plans are recommended – you must still publish an updated statement each academic year</b> ) | 2025-2028 (year 1) |
| Date this statement was published                                                                                                                                                | January 2025       |
| Date on which it will be reviewed                                                                                                                                                | July 2025          |
| Statement authorised by                                                                                                                                                          | Richard Pallant    |
| Pupil premium lead                                                                                                                                                               | Alice Williams     |
| Governor / Trustee lead                                                                                                                                                          | Laura Burt         |

### Funding overview

| Detail                                                                                                                                                                             | Amount  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| Pupil premium funding allocation this academic year                                                                                                                                | £91,220 |
| Pupil premium funding carried forward from previous years<br>(enter £0 if not applicable)                                                                                          | £7540   |
| <b>Total budget for this academic year</b><br><i>If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year</i> | £98,760 |

# Part A: Pupil premium strategy plan

## Statement of intent

At Woolenwick Juniors, our goal is to ensure all pupils make progress, regardless of their background or the challenges they face, make good progress, both academically and socially, and achieve well across the curriculum. Our goal is to ensure that our disadvantaged pupils' progress is in line, or exceeding those who are not disadvantaged. One of our goals is to ensure all children are exposed to different aspects of life, the world and the society in which they live. We strive to close the cultural capital gap through our memory making curriculum and enriching opportunities to ensure all children, irrespective of their status, can be equipped with the same opportunities and experiences to provide them in good stead for their next stage of education and future employment.

The main focus of our strategy is to ensure all pupils have access to high-quality teaching, using up to date pedagogical strategies, as well as participation in extra-curricular events. We will strive to ensure all teachers are supported to keep improving which will benefit all pupils but especially those identified as socio-economically disadvantaged. Inclusive practice is the beating heart of our delivery, with those disadvantaged children at the forefront. This has the greatest impact on closing the disadvantage gap as well as benefiting all pupils within the lesson. Our growth mind set approach teaches and guides children to tackle challenges head on and to become resilient, and ultimately successful as well as equipping and teaching our children Social emotional literacy. We want our children to love learning and to become lifelong learners through our curriculum and constant need to evolve and improve our practice.

Continuous professional development (CPD) of all staff is of paramount importance to improve the standards of all pupils as well as the disadvantaged. Our CPD is targeted and aligned throughout our school development plan which aims to improve standards. Our development to understand the pupils within our setting is of extreme importance. We can identify that many children have other needs which are more complex and may benefit from pastoral work.

Our strategy will continue to consider where additional support is required for pupils whose education and wellbeing were impacted by outside influences. Our inclusion team work with

Our approach will be responsive to common challenges and individual needs, rooted in robust diagnostic assessment, not assumptions about the impact of disadvantage. The approaches we have adopted complement each other to help pupils excel.

To ensure they are effective we will:

- ensure disadvantaged pupils are challenged, but accessible, in the work that they're set
- close the attainment gap between
- act early to intervene at the point need is identified
- adopt a whole school approach in which all staff take responsibility for disadvantaged pupils' outcomes and raise expectations of what they can achieve.

## Challenges

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

| Challenge number | Detail of challenge                                                                                                                                                                                                                                                                                                                                                                                                               |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                | <u>Attainment gap between PP pupils and non PP pupils</u><br><u>Maths gap</u><br>Internal and external assessments indicate that maths attainment among disadvantaged pupils is significantly below that of non-disadvantaged pupils.<br><u>Reading and Writing gap</u><br>Assessments, observations, and discussions with pupils suggest disadvantaged pupils generally have greater difficulties with reading than their peers. |
| 2                | <u>SEND</u><br>We have an overlap of PP pupils with SEND currently which must be catered for in the classroom for them to make progress.                                                                                                                                                                                                                                                                                          |
| 3                | <u>Parental engagement</u><br>Leaders to identify ways to ensure there are ample opportunities for parents to engage with the school community and with learning at home.                                                                                                                                                                                                                                                         |
| 4                | <u>Health and wellbeing</u><br>Leaders to support children and families to be able to make healthy lifestyle choices to improve attainment, progress and SEMH needs.                                                                                                                                                                                                                                                              |

## 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>1. Attainment gap</u> <ul style="list-style-type: none"><li>- Standards in maths attainment are raised between PPG pupils</li><li>- Standards in reading and writing are raised between PPG pupils</li></ul> | <ul style="list-style-type: none"><li>- High-quality teaching where all needs are being catered for</li><li>- Differentiation evident in all areas of curium to ensure all pupils can access the learning</li><li>- Smaller class sizes to accelerate progress</li><li>- Consistent learning environments to minimise cognitive overload for pupils</li><li>- Visuals displayed through all areas of teaching to minimise cognitive overload and to spark long term memory</li></ul> |

|                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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|                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>- Carefully planned interventions and boosters used to accelerate progress. Children are differentiated based on individual needs of children.</li> <li>- 2 lead teachers are part of Maths Hub work which delivers a mastery approach</li> <li>- Consistency within the reading approach used</li> </ul>                                                                                                                                                                                      |
| <p>2. <u>SEND</u></p> <ul style="list-style-type: none"> <li>- Accelerated progress through high-quality teaching and targeted provision will close the gap between PP pupils with SEND needs</li> </ul>                           | <ul style="list-style-type: none"> <li>- Support plans are used with SMART targets. Targets analysed by SENCO to ensure target is appropriate and relevant.</li> <li>- Small steps training within maths to ensure teachers are starting at the most appropriate point</li> <li>- Visuals used, especially communication in print</li> <li>- Advice and guidance received and acted upon and implemented effectively which is evidenced in learning walks, support plans and classroom practice</li> </ul>                            |
| <p>3. <u>Parental engagement</u></p> <ul style="list-style-type: none"> <li>- All parents to feel part of the school community and participate in the wider school community</li> </ul>                                            | <ul style="list-style-type: none"> <li>- Many events planned to ensure check ins with parents and opportunity to collect feedback</li> <li>- Maximise opportunity for parents to come to school: open afternoons, parent consultations, sports day, carol concerts, coffee mornings.</li> <li>- Class dojo used consistently with most parents. Chat feature is used to communicate swiftly and effectively. Leaders and teachers respond well to any concerns raised.</li> <li>- Leaders are visible to parents everyday.</li> </ul> |
| <p>4. <u>Health and well-being</u></p> <ul style="list-style-type: none"> <li>-Children have to have their basic needs met in order to reach their full potential and make good progress in all areas of the curriculum</li> </ul> | <ul style="list-style-type: none"> <li>- Improved attention for children in class as they have the right nutrients</li> <li>- Pupils have a greater understanding of the importance of their health and wellbeing and how to lead a healthy lifestyle</li> <li>- Pastoral lead communicates with key families to ensure importance of health and wellbeing of themselves and their children</li> <li>- To continue to improve the quality of social and emotional (SEL) learning.</li> </ul>                                          |

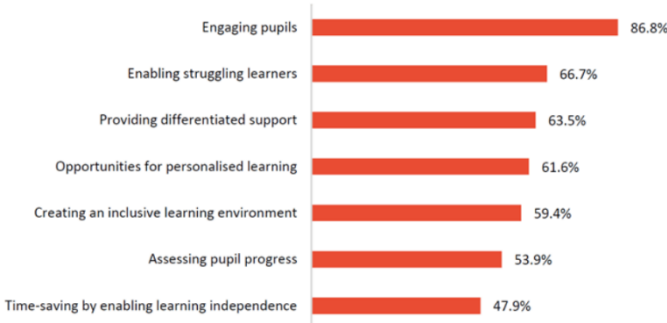
## Activity in this academic year

This details how we intend to spend our pupil premium funding **this academic year** to address the challenges listed above.

### Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £ 50, 776

| Activity                                                                                                                                                                                                                                                                                                                                           | Evidence that supports this approach                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Challenge number(s) addressed |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Ongoing training opportunities for staff to ensure the teaching is high-quality where all pupils' needs are met.<br>English TLA will conduct staff meetings and learning walks which provides leaders with up to date pedagogy and action plans to improve teachers' practice.<br>2 staff members attend and participate with the local Maths Hub. | Supporting high quality teaching is pivotal in improving children's outcomes. Indeed, research tells us that high quality teaching can narrow the disadvantage gap. (EEF)<br><br>Good teaching is the most important lever schools have to improve outcomes for disadvantaged pupils. (EEF)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1, 2                          |
| Professional Development in Mastery-Based Teaching Approaches throughout training sessions. We will increase the skill of teachers in delivering mastery based sessions in maths, focusing particularly on disadvantaged children to close the gap. Increase the adeptness of teachers in delivering mastery-based instruction, particularly in    | The Education Endowment Foundation (EEF) suggests that mastery learning can, on average, lead to an additional five months' progress over a school year.<br><br>"Coaching around the core principles of mastery, time to observe principles in action, time to plan mastery into curriculum. All of this has developed my pedagogical understanding and improved the standard of my teaching. I would therefore recommend the Maths Hub work group to others". School participating on Primary Teaching for Mastery Developing Programme. (Maths Hub)<br><br>The DfE non-statutory guidance has been produced in conjunction with the National Centre for Excellence in the Teaching of Mathematics, drawing on evidence-based approaches:<br><a href="#">Mathematics guidance: key stages 1 and 2</a><br><br>The EEF guidance is based on a range of the best available evidence:<br><a href="#">Improving Mathematics in Key Stages 2 and 3</a> | 1, 2                          |

| those subjects with observable attainment gaps.                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|------------|-----------------|-------|------------------------------|-------|----------------------------------|-------|-----------------------------------------|-------|--------------------------------------------|-------|--------------------------|-------|-----------------------------------------------|-------|------|
| Introduction of technology to break down barriers for struggling learners- clicker and voice-typing to be used for children with barriers to writing.                                                                                                             | <p>The National Literacy Trust evidenced the use of technology (including Clicker and voice typing) and have shown the key ways they felt technology could positively impact on pupil's literacy learning.</p> <p>Main benefits of using technology to support literacy</p>  <table><thead><tr><th>Benefit</th><th>Percentage</th></tr></thead><tbody><tr><td>Engaging pupils</td><td>86.8%</td></tr><tr><td>Enabling struggling learners</td><td>66.7%</td></tr><tr><td>Providing differentiated support</td><td>63.5%</td></tr><tr><td>Opportunities for personalised learning</td><td>61.6%</td></tr><tr><td>Creating an inclusive learning environment</td><td>59.4%</td></tr><tr><td>Assessing pupil progress</td><td>53.9%</td></tr><tr><td>Time-saving by enabling learning independence</td><td>47.9%</td></tr></tbody></table> <p>Various success stories within this can be accessed through <a href="https://cricksoft.com/success-story/clicker-success-in-aberdeenshire/">https://cricksoft.com/success-story/clicker-success-in-aberdeenshire/</a></p> | Benefit | Percentage | Engaging pupils | 86.8% | Enabling struggling learners | 66.7% | Providing differentiated support | 63.5% | Opportunities for personalised learning | 61.6% | Creating an inclusive learning environment | 59.4% | Assessing pupil progress | 53.9% | Time-saving by enabling learning independence | 47.9% | 1, 2 |
| Benefit                                                                                                                                                                                                                                                           | Percentage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| Engaging pupils                                                                                                                                                                                                                                                   | 86.8%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| Enabling struggling learners                                                                                                                                                                                                                                      | 66.7%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| Providing differentiated support                                                                                                                                                                                                                                  | 63.5%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| Opportunities for personalised learning                                                                                                                                                                                                                           | 61.6%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| Creating an inclusive learning environment                                                                                                                                                                                                                        | 59.4%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| Assessing pupil progress                                                                                                                                                                                                                                          | 53.9%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| Time-saving by enabling learning independence                                                                                                                                                                                                                     | 47.9%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| To strategically deploy teaching assistants to support all pupils directly within the classroom, focusing their efforts on feedback and to specific attainment gap areas.                                                                                         | <p>TAs help ease workload and stress, reduce classroom disruption and allow teachers more time to teach (EEF)</p> <p>Teachers are largely positive about the contribution of TAs in classrooms, reporting that increased attention and support for learning for those pupils who struggle most has a direct impact on their learning, and an indirect effect on the learning of the rest of the class. (EEF)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1, 2    |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| To deploy teaching staff strategically through the use of smaller sized groups                                                                                                                                                                                    | <p>EEF: Overall, evidence shows that small group tuition is effective and, as a rule of thumb, the smaller the group the better. Some studies suggest that greater feedback from the teacher, more sustained engagement in smaller groups, or work which is more closely matched to learners' needs explains this impact.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |         |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |
| Embedding dialogic activities across the school curriculum. These can support pupils to articulate key ideas, consolidate understanding and extend vocabulary. We will purchase relevant resources (Voice 21) and fund ongoing teacher training and release time. | <p>There is a strong evidence base that suggests oral language interventions, including dialogic activities such as high-quality classroom discussion, are inexpensive to implement with high impacts on reading:</p> <p><a href="#">Oral language interventions   Teaching and Learning Toolkit   EEF</a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1, 2    |            |                 |       |                              |       |                                  |       |                                         |       |                                            |       |                          |       |                                               |       |      |

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

Budgeted cost: £ 26,730

| Activity                                                                                                                                                                                                                         | Evidence that supports this approach                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Challenge number(s) addressed |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Targeted English and Maths Interventions to be implemented, structured, evidence-based interventions to directly address identified gaps. This includes HfL Fluency project, The Code, early maths skills, Forward with Phonics. | Education Endowment Foundation: 'reading fluently provides us with the building blocks not just for academic success, but for fulfilling careers and rewarding lives.'                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 ,2                          |
| Teaching Assistants are used strategically to deliver interventions to pupils as well as up to date training                                                                                                                     | <p>4 months of progress if deployed correctly.</p> <ol style="list-style-type: none"> <li>1. Teaching assistants can provide a large positive impact on learner outcomes, however, how they are deployed is key.</li> <li>2. The high average impact hides a large variation between the different approaches to teaching assistant deployment. Targeted deployment, where teaching assistants are trained to deliver an intervention to small groups or individuals has a higher impact, whereas deployment of teaching assistants in everyday classroom environments has not been shown to have a positive impact on learner outcomes.</li> <li>3. Access to high quality teaching is the most important lever schools have to improve outcomes for their pupils. It is particularly important to ensure that when pupils are receiving support from a teaching assistant, this supplements teaching but does not reduce the amount of high-quality interactions they have with their classroom teacher both in and out-of-class.</li> <li>4. Investing in professional development for teaching assistants to deliver structured interventions can be a cost-effective approach to improving learner outcomes due to the large difference in efficacy between different deployments of teaching assistants.</li> </ol> | 1 ,2                          |

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| <p>School Leaders to attend Hertfordshire Conferences, effectively implement guidance and provide relevant in house training for teachers and support staff:</p> <ul style="list-style-type: none"> <li>• National Primary English Conference: 6<sup>th</sup> Feb 2025)</li> <li>• The 2025 National Disadvantaged Conference: 28<sup>th</sup> Jan 2025</li> <li>• SEND conference: (13<sup>th</sup> Feb 2025)</li> </ul> |  | 1,2 |

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

Budgeted cost: £22,650

| Activity                                                                                                                                         | Evidence that supports this approach                                                                                                                                                                                                                                 | Challenge number(s) addressed |
|--------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Support children to be healthy by offering free milk and daily fruit to ensure that they are in the best position to be able to focus and learn. | <p>Research links improved nutrition to better concentration and academic performance.</p> <p>Maslow Hierarchy of needs: Needs lower down in the hierarchy (including food, warmth and rest) must be satisfied before individuals can attend to needs higher up.</p> | 1, 3,4                        |
| Provide regular opportunities for parents to engage with our school community. For example through coffee mornings,                              | EEF: Parental engagement has a positive impact on average of 4 months' additional progress. It is crucial to consider how to engage with all parents to avoid widening attainment gaps                                                                               | 1, 2, 3, 4                    |

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| open afternoons, communication with our family liaison worker.                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |            |
| <p>Social and emotional learning approaches will be continue to be embedded into routine educational practices and supported by professional development and training for staff. Pastoral Lead to organise and lead.</p> <p>Mental Health lead and Layla to conduct staff meetings, well-being sessions and anxiety support for pupils.</p> | <p>There is extensive evidence associating childhood social and emotional skills with improved outcomes at school and in later life (e.g., improved academic performance, attitudes, behaviour and relationships with peers):</p> <p><a href="#">Improving Social and Emotional Learning in Primary Schools   EEF</a></p> <p>Improving Social and Emotional Learning in Primary Schools reviews the best available research to offer school leaders six practical recommendations to support good SEL for all children. It stresses this is especially important for children from disadvantaged backgrounds and other vulnerable groups, who, on average, have weaker SEL skills at all ages than their better-off classmates.</p> | 1, 2, 3, 4 |
| Experienced Family Liaison Worker offers support for all families to support them with parenting and well being; including support with attendance.                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1, 2, 3, 4 |

**Total budgeted cost: £ 98,760**

## Part B: Review of the previous academic year

### Outcomes for disadvantaged pupils

We have reviewed our strategy plan and made changes to how we intend to use some of our budgets on the next 3 year plan. Some challenges remain present which will be addressing and focusing on more actions to move forward certain challenges like the attainment gap between PP pupils and non-PP pupils.

We have analysed the performance of our school's disadvantaged pupils during the previous academic year, drawing on national assessment data and our own internal summative and formative assessments.

To help us gauge the performance of our disadvantaged pupils we compared their end of KS2 results to those for disadvantaged and non-disadvantaged pupils at national and local level and to results achieved by our non-disadvantaged pupils (though we know that pupils included in the performance data will have experienced some disruption due to Covid-19 earlier in their schooling, which will have affected individual pupils and schools differently).

The data demonstrates that maths shows a particular gap which will be addressed in the next three year strategic plan. Carefully deploying adults and careful consideration on professional development needs to be in place.

We have also drawn on school data and observations to assess wider issues impacting disadvantaged pupils' performance, including attendance, behaviour and wellbeing. The data demonstrated that ongoing work with the FLW needs to continue due to positive response it has had last year on disadvantaged pupils. In addition, we need to implement strategies to help support pupils' Social and emotional literacy, which will feature in our next 3 year strategy.

| Outcome                                                                                                                                 | Data |
|-----------------------------------------------------------------------------------------------------------------------------------------|------|
| <p>Non-PP children in reading achieving EXS-GDS at the end of KS2</p> <p>PP children in reading achieving EXS-GDS at the end of KS2</p> |      |
| <p>Non-PP children in writing achieving EXS-GDS at the end of KS2</p> <p>PP children in writing achieving EXS-GDS at the end of KS2</p> |      |
| <p>Non-PP children in maths achieving EXS-GDS at the end of KS2</p> <p>PP children in maths achieving EXS-GDS at the end of KS2</p>     |      |

| Measure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Detail                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| <p>To raise the standards of teaching and learning across the school, improving outcomes for disadvantaged pupils. This will include high quality training and support for teachers to ensure learning opportunities are engaging and relevant for all pupils. Key vocabulary will be mapped out carefully and taught explicitly to support all groups of learners. It will cater for children with less life experiences by using visual aids, multi-media, props and appropriate scaffold.</p> | <p>Targeted staff training throughout the year to raise standards of teaching and learning: eg. Effective teaching of spellings and phonics (TLA), Using manipulatives to support maths teaching and learning, Supporting children with SEN including SMART targets for support plans, autism friendly classrooms, writing and maths moderation (termly). Clear monitoring schedule including lesson observations, learning environment visits, regular pupil voice, book looks etc with constructive feedback to support all adults. There has been a significant improvement in quality of teaching and learning seen during lesson observations.</p> <p>Vocabulary: Communication in Print has been purchased and implemented. It is present in all classrooms to support learning environment and as scaffolds to support learners. Key vocabulary is mapped out in all subjects and is referenced on medium term plans and knowledge organisers. Knowledge harvests are used at the start of all teaching units to informally assess the starting point of all pupils to ensure that teachers are planning and adapting to support progress for all, no matter the start point. Extensive range of trips and visitors to enhance the curriculum eg. Egyptian Day, Ancient Greeks, Mayans, Verulamium, Celtic Harmony</p> <p>Physical resources used across the curriculum to support learning eg. compasses, globes, artefacts, bead strings Texts have been chosen carefully in English and across the curriculum, to</p> |

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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <p>have better representation of our pupils. (Diversity conference attended autumn 2021) Use of advisors to support the teaching of English and Maths.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <p>Fully develop foundation subjects so that all pupils benefit from an effective curriculum and achieve well as a result. Support for middle managers to ensure that all documentation for foundation subjects is complete to ensure clarity and consistency. Teaching will consist of the right balance of subject knowledge and explicit skills. Curriculum intent will be clear in all subjects and we will implement effective monitoring systems in all subjects.</p> | <p>Regular monitoring of foundation subjects during staff training time with specific foci. Digital books now created in practical subjects to show learning journey and monitor coverage/progression. All curriculum documentation up to date and current – also reflective of current cohorts. Key skills clearly identified on plans. These are recorded in children's books and referred to regularly. Regular subject leadership time during the school day to cater for regular pupil voice. Validation of broad and balanced curriculum from external visitors eg. Ofsted music visit, HIP visit art, governor link visits, pupil voice</p> |
| <p>Improve reading fluency and comprehension of children, by following a Herts for Learning 'Reading Fluency Project. An 8 week intervention program for targeted pupils, using "strategies of modelled expert reading and echo reading, alongside challenging text selection, for pupils to make dramatic progress</p>                                                                                                                                                     | <p>Progress in an 8 week period:<br/>Improvement of more than 8 months in reading accuracy: Year 3: 67% Year 5: 50% Improvement of more than 6 months in reading comprehension: Year 3: 50% Year 5: 88%</p>                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <p>Ensure that staff are setting SMART targets for children with support plans and are supported in delivering intervention to those children to help them meet these targets.</p>                                                                                                                                                                                                                                                                                          | <p>% of targets achieved on support plans has risen each term.</p> <p>Termly staff meetings (3 per year) to engage and support staff in ensuring targets are SMART and individual. With Smarter targets, intervention is more relevant and therefore more successful. Training for teaching assistants in delivering specific interventions Tracking systems introduced to log progress against targets – these support adults to</p>                                                                                                                                                                                                              |

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|                                                                                                                                                                                                         | <p>record intervention and identify barriers to meeting the targets early Individual readers identified for regular support in both reading fluency and phonics</p> <p>Successful transition to a new phonics program (The Code) to support children with their early reading</p>                                                                                                                                                                                                                                                                                           |
| <p>In UKS2, deploy teaching staff effectively to best meet the needs of individuals, particularly in English and maths, by splitting into a third teaching group for these lessons.</p>                 | <p>Reduced group sizes enables more individual, targeted support. Year 6 is split into three equal sized groups of 20 pupils, all groups are taught by a qualified teacher. In Year 3, Year 4 and Year 5, groups of 10 children are identified each term and taught in a small group by an HLTA. Opportunities to boost self esteem of more vulnerable individuals. In smaller groups, children, who are reluctant to speak up in whole class situations, have benefited from small groups and we have seen their confidence grow, as well as their progress improving.</p> |
| <p>Support children to be healthy by offering free milk and daily fruit to ensure that they are in the best position to be able to focus and learn.</p>                                                 | <p>High uptake of fruit and milk provision, accessible to all.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p>Better engagement of PP pupils in wider school opportunities. This includes participation in extra curriculum opportunities, engagement in home learning resources such as 'Time Table Rockstar'</p> | <p>Wide range of school extra curriculum opportunities – nearly all of which are free of charge and so accessible to all. There is a large uptake of our clubs and most PPG pupils are involved in at least one (90% in autumn term 2023). Table tennis, trampoline and dance, in particular, have been very popular.</p>                                                                                                                                                                                                                                                   |
| <p>Provide regular opportunities for parents to engage with our school community. For example through coffee mornings, open afternoons, communication with our family liaison worker.</p>               | <p>Termly open afternoons for all year groups were well received by parents: 'Amazing afternoon. So lovely to see my child getting involved as he has never been picked to say anything. He enjoyed it lots, the whole open afternoon was just amazing.' 'Having felt disconnected with</p>                                                                                                                                                                                                                                                                                 |

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|  | <p>the school during the pandemic, the open afternoons have helped me to feel back in touch with my child's learning.' Termly communication on progress and attainment (parent consultations or via written report). Termly coffee mornings, led by SLT. Some parents are contacted directly and encouraged to attend, particularly if we know they don't always read written communications from school. Introduced Class Dojo which offers all parents visual images of their children's learning.</p> |
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