

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	Bishop's Hatfield Girls' School
Number of pupils in school (Years 7-11)	734
Proportion (%) of pupil premium eligible pupils	18.34% (135 pupils)
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	1 year
Date this statement was published	January 2022
Date on which it will be reviewed	September 2022
Statement authorised by	Alf Wood
Pupil premium lead	M.Jackson, Assistant Head Teacher and H.Pandya, Assistant Head Teacher
Governor / Trustee lead	Andrew North

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£130,100
Recovery premium funding allocation this academic year	£19,575
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	£149,675

Part A: Pupil premium strategy plan

Statement of intent

At Bishop's Hatfield Girls' School we seek to maximise achievement for all by using this funding to ensure equity for all of our pupils. As part of our school aim, to ensure that our pupils "Achieve their potential and enjoy the journey" this funding is spent ensuring that those eligible benefit from educational resources, pastoral support and enriching extra-curricular activities. Pupil Premium students should be able to develop all aspects of the Bishop's 360 curriculum, with ambitious intent to develop their knowledge, skills and character. This ambition applies to pupils of all abilities and backgrounds.

This academic year we are going to be conducting a vigorous approach to evaluating the impact of Pupil Premium spending to ensure that it is being used in the most effective way. We will do this by analysing public examination results, internal assessment, attendance, behaviour and formal and informal staff/pupil feedback.

Pupil Premium students are a key priority for our School Improvement Plan and this has been cascaded down into Faculty Improvement Plans to ensure a consistent approach by all staff, under the following areas:

- Quality of Education; Teachers adapt teaching in response to available information to ensure that all pupils access the curriculum and make progress, with an increased focus on Pupil premium pupils.
- Behaviour & Attitudes; The school values are celebrated and upheld across the whole school community and the attendance of Pupil Premium pupils increases.
- Personal Development; Pupil Premium pupils are able to meet the challenges of remote learning and of returning to school and feel included and empowered in the school community, having the confidence to fulfil their potential.
- Leadership & Management; Pupil Premium students will be a priority in all leadership and management decisions. Statistics will be monitored for Pupil Premium students throughout the academic year to enable strategic planning.

This statement of intent should be read in conjunction with the following school policies Copies of which are available on the school website:

- Attendance Policy
- Behaviour for Learning Policy
- Careers Education Policy
- Disability Equality Policy
- Equality Policy
- Literacy Policy
- Marking Policy
- More Able Learners Policy
- Race Equality Policy
- Teaching and Learning Policy

Challenges

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

Challenge number	Detail of challenge
1	Internal and external data (where possible) indicate a growing gap between PP and non PP
2	Our assessments and observations indicate parental disengagement as a key challenge
3	Our attendance data over the last 2 academic years indicate disrupted education due to absence as a key challenge
4	Staff feedback comments on a lack of opportunities to enhance cultural capital as a challenge
5	Attendance rates for Pupil Premium students is lower than for non-Pupil Premium students

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
Teachers adapt teaching in response to available information to ensure that all pupils access the curriculum and make progress, with an increased focus on Pupil Premium pupils.	Termly quality assurance processes, lesson observation feedback, pupil voice and assessment data will indicate that teaching is effective in working towards intended outcomes.
The school values are celebrated and upheld across the whole school community	Participation in enrichment opportunities shows consistent pupil premium attendance. Behaviour records, awards and prizes, show Pupil Premium students participate in leadership roles within the school and achievement is recognised.
The attendance of Pupil Premium pupils increases.	Pupil Premium students attendance data shows improved attendance, working towards the whole school target.
Pupil Premium pupils show improvement in attainment and feel included and empowered in the school community, having the confidence to fulfil their potential.	Termly internal and external assessment data, report data, teacher feedback all show improved attainment for Pupil Premium students.

<p>Pupil Premium students will be a priority in all leadership and management decisions. Statistics will be monitored for Pupil Premium students throughout the academic year to enable strategic planning.</p>	<p>Pupil Premium students are shown as a high priority in teaching and learning meeting minutes and agendas, reviews of internal performance and data tracking, School Improvement and Faculty Improvement Plans, Governors Curriculum & Standards Committee meeting minutes.</p>
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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: £ 100,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Additional sets in Maths, English and Science KS4	The gains from smaller class sizes are likely to come from the increased flexibility for organising learners and the quality and quantity of feedback the pupils receive, including verbal	1, 3
Learning Support Assistant time	LSA's will be used for one to one lesson support. The importance of: the key adult, knowing the students and sharing key insights for individual students with school staff, as well as improving the intangibles, such as a student's sense of belonging" are all highlighted in Narrowing the Attainment Gap, Daniel Sobel. Extra-curricular enrichment activities are important contributors in developing students' cultural and social capital.	1, 3, 4
Withdrawal and in-class support from specialist Learning Support teachers	Specialised teaching that will be lead by staff that are experts in supporting pupils with different needs	1, 3
Additional staff training and development for example Maths Mastery programme and peer coaching.	Maths Mastery programme has been shown to benefit Pupil Premium students. Peer coaching of staff will enable staff to share strategies to support PP students. Whole staff training on use of metacognition and questioning has been shown by EEF to have a significant impact on pupil progress.	1, 2, 3, 4
Access to digital resources which will allow pupils to self regulate learning and work towards filling gaps in learning.	We have identified digital resources which have been shown to support progress of Pupil Premium students these include Complete Maths, Active Learn, My Maths	1, 2, 3, 5

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

Budgeted cost: £ 15,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Booster Clubs (Staffing)	Explicitly teaching strategies to help plan, monitor and evaluate specific aspects of learning are effective in raising individual pupil attainment	1, 3
Tutoring interventions		1, 3, 4
Learning Resources (text books, revision guides, art kit etc)	Identified need for some PP students to ensure that they have the resources they need when these are not provided at home	1, 3, 5
Reading and literacy interventions	Reading tests (NGRT reading tests) used to identify age related ability, this information will then be used to identify Pupil Premium students who require targeted academic intervention (Herts for Learning reading fluency programme)	1, 3, 4
Provision of Chromebooks	Staff have noticed lower levels of engagement from Pupil Premium students when learning is set online, many pupils have no access to computers or laptops at home and work from mobile devices. Chromebook loans allow pupils to continue to engage and taking ownership with learning.	1,2, 3

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

Budgeted cost: £ 15,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Pastoral team time	The importance of: the key adult, knowing the students and sharing key insights for individual students with school staff, as well as improving the intangibles, such as a student's sense of belonging" are all highlighted in	1,2,3

	Narrowing the Attainment Gap, Daniel Sobel.	
Counselling and mentoring service	Support for students in their self-management of emotions	2, 3, 5
Trips and Travel Assistance	This evidence relates particularly to arts participation and references its intrinsic value, which should be considered beyond maths or English outcomes, and to improve academic attainment it is important to identify the link between the chosen enrichment activity/intervention and the outcomes you want to improve. The enrichment and curriculum linked trips and off-site visits are important in developing students' cultural and social capital.	2, 4,
School Breakfasts	PP students may start the day without breakfast and this impacts on their ability to concentrate in lessons.	3, 5
School Uniform	Where a uniform is in place it is important to consider how to support families who are not able to afford uniform. We will provide free or subsidised uniform and we have a stock of second hand uniform that can be issued on a day-to-day basis where pupils attend without correct uniform.	2, 5
Staff mentoring programme	A Pupil Premium Working Group of all staff members to focus on the attainment of PP pupils and information to be circulated regularly to subject staff pertaining to the PP pupils on roll. Past experience has shown this to be highly effective in maintaining motivation of students.	1,2,3,4,5

Total budgeted cost: £130,000

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.

Due to COVID-19, performance measures have not been published for 2020 to 2021.

The Pupil Premium Plan for 2020-21 included the following. For each we have evaluated the extent to which there were successful impacts.

Plan	Impact
A holistic approach to the monitoring of all PP pupils in all year groups to ensure that they are prioritised in our planning and assessment	PP students were monitored carefully over the year and given high priority. During national lockdown they were prioritised to attend school on site
A whole school focus on SEND PP pupils as a demographic who need more support to achieve their potential	Attainment of SEND PP pupils continues to be an area for development
Improved focus on current Year 11 PP pupils in terms of attendance, progress and attainment by the end of the academic year	Use of CAGs in 2021 makes assessment of impact unreliable. Attendance of PP students remains below that of non-PP students
A Pupil Premium Working Group of all staff members to focus on the attainment of PP pupils and information to be circulated regularly to subject staff pertaining to the PP pupils on roll	Working group established and PP students allocated a staff mentor. This has been highly effective in highlighting individual needs and maintaining individual monitoring of PP students.
Increased focus on FSM/PP pupils in terms of attendance and therefore access to their learning	Attendance of this group continues to be an area for development
A more open approach to pupils <u>and</u> their parents in terms of what Pupil Premium funding means and how this can benefit their daughters in and out of school	High levels of parental contact, especially during lockdown. Lack of support and resources at home identified by staff as an ongoing barrier to PP attainment.
Provision of ICT equipment for Key Stage 4 pupils to ensure that they can still access education in the event of a	Chromebooks allocated to all PP students in KS4. This enabled them to access remote learning and they have

lockdown and to support them in independent learning	kept these chromebooks for use at home throughout their GCSE courses.
Additional careers guidance interviews for PP pupils in Years 10 and 11 (via Youth Connexions)	Pupil Premium students were given the opportunity to access additional careers interviews, this opportunity was taken by many students and insured that they made well informed decisions in relation to progression
Provision of breakfast surgeries during Year 11 GCSE examinations	Breakfast surgeries were regularly attended throughout the academic year by Pupil Premium students, they proved to be an excellent opportunity for extra academic support from teachers

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
National Tutoring Programme	Brilliant Club TLC Live