

## St. Michael's: Pupil premium strategy statement 2021/22 – 2023/24

- Reviewed 2021/22 objectives – 26/7/2022
- Reviewed 2022/23 objectives – 20/7/2023
- Reviewed 2023/24 objectives -
- Amendments made at the end of 2021/22 are in **red**
- Amendments made at the end of 2022/23 are in **purple**

### School overview

Detail	Data
School name	St. Michael's C of E, Handsworth
Number of pupils in school	October 2021 – 163 October 2022 – 170 September 2023 188 (at the time of writing)
Proportion (%) of pupil premium eligible pupils	October 2021 – 99/163 or 61% October 2022 – 107/170 or 63% September 2023 -94/188 or 50% (at the time of writing)
Academic year/years that our current pupil premium strategy plan covers ( <b>3 year plans are recommended</b> )	2021/22 – 2023/24
Date this statement was first published	1/12/2021
Date of first review	1/7/2022
Date of second review	26/7/2023
Date of third review	
Statement authorised by	Phil Hynan
Pupil premium lead	Phil Hynan
Governor / Trustee lead	Paulette Osborne

### Funding overview

Detail	Amount
Pupil premium funding allocation 2021/22	£121, 263
Pupil premium funding allocation 2022/23	£130,190
Pupil premium funding allocation 2023/24	£133,133
Recovery premium funding allocation 2021/22	£15,515
Recovery premium funding allocation 2022/23	£15,515
Recovery premium funding allocation 2023/24	£13,340
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	2022/23 - £0

	2020/21 <ul style="list-style-type: none"> <li>• Covid Premium £2,335</li> <li>• Pupil Premium £12,675</li> </ul> 2019/20 <ul style="list-style-type: none"> <li>• Pupil Premium £37,895</li> </ul>
Pupil premium funding carried forward from 2021/22	£56,100
Pupil premium funding carried forward from 2022/23	£0
Total budget for 2021/22	£ 189,683
Total budget for 2022/23	£ 186, 290
Total budget for 2023/24	£146,473

## Part A: Pupil premium strategy plan

### Statement of intent

#### Context

In 2011-2012 the Government introduced the Pupil Premium Grant (PPG), which is additional to the main school funding. Schools are held accountable for how they spend the PPG to support pupils who receive this extra funding. For the current academic year (2021-2022) primary schools will receive a sum of £1345 for any child who had been in receipt of free school meals (FSM) any time during the last 6 years. Additionally, children who have been in care (LAC) are supported by a grant of £2345. Numbers eligible for support may change through the year but funding does not necessarily change. The Department for Education states that: "schools, head teachers and teachers will decide how to use the pupil premium allocation, as they are best placed to assess what additional provision should be made for individual pupils."

#### Statement of Intent

At St. Michael's, we believe that a happy, safe child is a successful one. We aim to ensure that every child leaves St. Michael's as a well-rounded, confident and responsible individual who aspires to achieve their full potential. This is best summarised by our school vision:

*For all pupils to fulfil their God-given talents and to aspire to achieve a university education.*

We aim to do this through creating a school environment which is not only positive, safe and stimulating, but also promotes the importance of respect and inclusion. Our broad and balanced curriculum provides the foundations for lifelong learning by developing creative, resilient, aspirational learners ready to meet the challenges of today and tomorrow. We intend to equip our pupils with the skills and mindset to thrive and then take on the world.

At St. Michael's, we all accept responsibility for 'socially disadvantaged' pupils and are committed to meeting their pastoral, social and academic needs within a caring environment. The targeted and strategic use of pupil premium and recovery premium funding will support us in achieving our vision. For disadvantage pupils the challenges faced in achieving these aims are greater. We look to the best evidence available when making decisions about using Pupil Premium funding to overcome challenges.

The challenges are varied and there is no 'one size fits all', so we provide a varied range of support for our pupils depending on the need. Pupil premium funding enables us to provide additional educational support to improve progress and raise the attainment of pupils in receipt of pupil premium as well as narrowing any gaps between these pupils and those who are not in receipt of pupils premium funding. Pupil premium funding also enables the school to address wider issues that may be a barrier to academic achievement for example, through the use of pastoral support.

We also recognise that not all pupils receiving pupil premium funding face the same levels of disadvantage and that many pupils who experience disadvantage are not in receipt of pupil premium funding. There are a number of other, additional ways in which the school may identify a child as being disadvantaged or in need of additional support in their social, pastoral or academic school life and the school takes seriously its duty of care to all pupils where this may apply. We recognise that we therefore have a responsibility to all pupils to support them to achieve their potential at school, irrespective of whether or not they are classed, by receipt of pupil premium, as disadvantaged.

## Challenges

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

Challenge number	Detail of challenge
1	<p>There are a high number of children that require additional support in their learning, particularly in the first instance, core subjects. Children have fallen further behind due to Covid / national lockdowns and there are significant gaps within the core curriculum.</p> <p>The SEMH needs of pupils remains a priority.</p>
2	<p>ECT or RQT teachers, whose professional development was impacted significantly by the pandemic, require intensive support in order to develop their practice. Currently, 42% of teaching staff are in the first year of their teaching career.</p> <p>1 out of 7 teachers = ECT; 3 out of 7 teachers are in the first 3 years of their career. The development and improvement of teaching and learning remains a priority as the school continues to improve on its 2021 requires improvement judgement. National data in 2022 and 2023 provides evidence of the continued improvement in this area.</p>
3	<p>The number of children who face barriers to learning is significant. Demand for mentoring is very high. A greater number of families are facing financial hardship and have dealt with extremely difficult personal, emotional challenges. Parents are increasingly reliant on school for high levels of pastoral support. Safeguarding and child protection concerns are high.</p> <p>The pastoral needs of families remain a priority for school leaders. Families need a wide range of support, from advocacy to food and clothing. The cost of living crisis and poverty are real challenges for many in Handsworth. As a school, we aim to provide holistic support for our families.</p>
4	<p>Attendance has been affected by the pandemic and requires consistent and rigorous monitoring to improve levels against national average.</p> <p>Attendance continues to be a priority. Pupil mobility is significantly high, the % of pupils taking term-time holidays is a challenge, and the % of pupils classed as persistently absent remains a focus for school leaders.</p>

## Intended outcomes

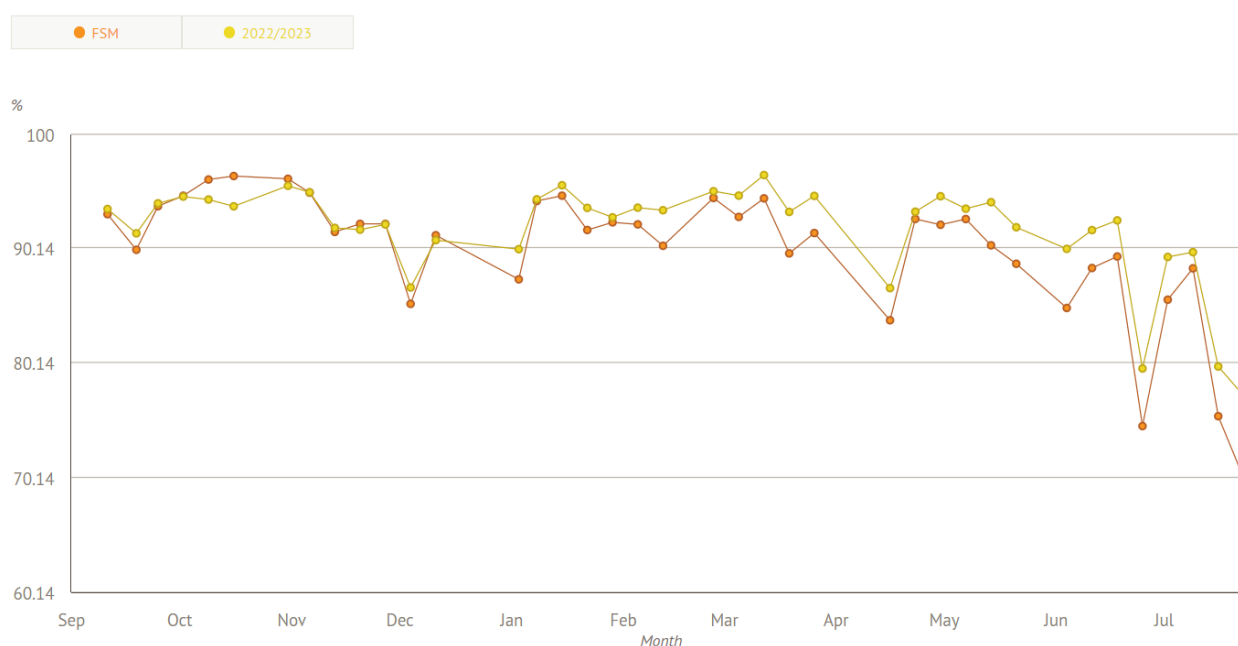
This explains the outcomes we are aiming for **by the end of our current strategy plan**, and how we will measure whether they have been achieved.

Intended outcome	Success criteria	End of 2021/22 Update			
Improve outcomes against ARE in all year groups in Reading, Writing and Maths	Increased ARE compared to 20/21 and the last nationally published set of data (2019)	Measure	2019	2022	Diff
		EYFS GLD	63%	57%	-6
		Year 1 Phonics	51%	71%	+20
		KS1 Reading EXS	69%	62%	-7
		KS1 Writing EXS	62%	62%	-
		KS1 Maths EXS	72%	56%	-16

		<table><tr><td>KS2 Reading EXS</td><td>50%</td><td>72%</td><td><b>+22</b></td></tr><tr><td>KS2 Writing EXS</td><td>57%</td><td>72%</td><td><b>+15</b></td></tr><tr><td>KS2 Maths EXS</td><td>57%</td><td>76%</td><td><b>+15</b></td></tr><tr><td>KS2 GPS EXS</td><td>63%</td><td>84%</td><td><b>+21</b></td></tr><tr><td>KS2 Combined EXS</td><td>57%</td><td>68%</td><td><b>+11</b></td></tr><tr><td>KS2 Reading GDS</td><td>13%</td><td>28%</td><td><b>+15</b></td></tr><tr><td>KS2 Writing GDS</td><td>10%</td><td>16%</td><td><b>+6</b></td></tr><tr><td>KS2 Maths GDS</td><td>27%</td><td>36%</td><td><b>+9</b></td></tr><tr><td>KS2 GPS GDS</td><td>30%</td><td>60%</td><td><b>+30</b></td></tr><tr><td>KS2 Combined GDS</td><td>11%</td><td>8%</td><td><b>-3</b></td></tr><tr><td colspan="4"><b>All KS2 results are above national averages</b></td></tr></table>	KS2 Reading EXS	50%	72%	<b>+22</b>	KS2 Writing EXS	57%	72%	<b>+15</b>	KS2 Maths EXS	57%	76%	<b>+15</b>	KS2 GPS EXS	63%	84%	<b>+21</b>	KS2 Combined EXS	57%	68%	<b>+11</b>	KS2 Reading GDS	13%	28%	<b>+15</b>	KS2 Writing GDS	10%	16%	<b>+6</b>	KS2 Maths GDS	27%	36%	<b>+9</b>	KS2 GPS GDS	30%	60%	<b>+30</b>	KS2 Combined GDS	11%	8%	<b>-3</b>	<b>All KS2 results are above national averages</b>			
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Narrow the gap between disadvantaged and other pupils in KS1 and KS2 outcomes	Gap is narrowed	<p>FSM / Non-FSM Attainment Gaps</p> <p>Year 1 Reading +21%; Writing +16%; Maths +38%</p> <p>Year 2 Reading -12%; Writing -7%; Maths +2%</p> <p>Year 3 Reading -31%; Writing -31%; Maths -24%</p> <p>Year 4 Reading +37%; Writing +21%; Maths +15%</p> <p>Year 5 Reading +32%; Writing +30%; Maths +11%</p> <p>Year 6 Reading -29%; Writing -38%; Maths -38%</p> <p>Average - Reading +18%; Writing -7%; Maths +4%</p> <p>Reading is the strongest subject for FSM pupils; writing is the weakest subject for FSM pupils</p>																																												
Increase % of disadvantaged pupils achieving GDS at the end of KS2	Increased % of disadvantaged pupils achieving GDS																																													
Narrow the gap between disadvantaged pupils and other pupils in Y1 phonics and Y2 retakes	Gap is narrowed	<p>PP = 15 out of 18 passed; 83%</p> <p>Non-PP = 5 out of 8 passed; 63%</p> <p>20% difference in favour of PP pupils</p>																																												
Improve attendance for disadvantaged pupils across school so that it is in line with national for all pupils 96%	Attendance at National Average	<p>All pupils = 93%</p> <p>PP Pupils = 92.4%</p> <p>No-PP Pupils = 92%</p>																																												

Intended outcome	Success criteria	End of 2022/23 Update			
Improve outcomes against ARE in all year groups in Reading, Writing and Maths	Increased ARE compared to 20/21 and the last nationally published set of data (2019)	Measure	2022	2023	Diff
		EYFS GLD	57%	63%	+6
		Year 1 Phonics	71%	76%	+5
		KS1 Reading EXS	62%	68%	+6
		KS1 Writing EXS	62%	61%	-1
		KS1 Maths EXS	56%	68%	+12%
		KS2 Reading EXS	72%	68%	-4
		KS2 Writing EXS	72%	74%	+2
		KS2 Maths EXS	76%	81%	+5
		KS2 GPS EXS	84%	90%	+6
		KS2 Combined EXS	68%	65%	-3
		KS2 Reading GDS	28%	26%	-2
		KS2 Writing GDS	16%	6%	-10
		KS2 Maths GDS	36%	36%	-
		KS2 GPS GDS	60%	42%	-18
		KS2 Combined GDS	8%	6%	-2
		All KS2 EXS results are broadly above national averages			
Narrow the gap between disadvantaged and other pupils in KS1 and KS2 outcomes	Gap is narrowed	FSM vs. All Pupils Attainment Gaps  Year 1 Reading +9%; Writing +12%; Maths +9%  Year 2 Reading +6%; Writing +8%; Maths 0%  Year 3 Reading -16%; Writing -16%; Maths -12%  Year 4 Reading -10%; Writing -7%; Maths -14%  Year 5 Reading +10%; Writing +5%; Maths +9%  Year 6 Reading 0%; Writing +5%; Maths +3%			
Narrow the gap between disadvantaged pupils and other pupils in Y1 phonics and Y2 retakes	Gap is narrowed	Year 1 All pupils <ul style="list-style-type: none"> <li>76% achieved a score of 32 or more</li> <li>Average score of 33.4</li> </ul> Year 1 PP Pupils <ul style="list-style-type: none"> <li>71% achieve a score of 32 or more</li> <li>Average score of 34</li> </ul>			

		<p>Year 2 All pupils</p> <ul style="list-style-type: none"> <li>76% achieved a score of 32 or more</li> <li>Average score of 29</li> </ul> <p>Year 2 PP Pupils</p> <ul style="list-style-type: none"> <li>67% achieve a score of 32 or more</li> <li>Average score of 25</li> </ul>
Improve attendance for disadvantaged pupils across school so that it is in line with national for all pupils 96%	Attendance at National Average	See graph below



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

Budgeted cost 2021/22: £47,506

Budgeted cost 2022/23: £46,147

Budgeted cost 2023/24: £35,000

Action (set 2021/22)	Evidence that supports this approach	Challenge number(s) addressed	2022/23 Update	2023/24 Update
Provide all staff with a coach so that expert teachers can be developed.	Embedding the pedagogical research and teachings delivered via Ambition Institute and St. Michael's CPD.	1, 2	% of DHT salary allocated to PP funding	% of DHT salary allocated to PP funding
Staff to receive 1:1 support during PPA/ECT time in order to develop their pedagogical	The quality of our teaching practice is arguably the greatest lever at our disposal for improving the life chances of the young	1, 2	% of DHT salary allocated to PP funding	% of DHT salary allocated to PP funding

understanding and skills.	people in our care (Hattie, 2015). Its effectiveness can unlock both the personal and academic potential of all our students which supports our centralised mission, vision and values to secure the priorities for our students.			
All staff to receive coaching each half-term focused on a succinct development goal.		1, 2	% of DHT salary allocated to PP funding	% of DHT salary allocated to PP funding
Develop a comprehensive CPD programme to develop staff knowledge in the five-part model, Rosenshine's Principles of Instruction and other key pedagogical work.	Expert practice requires teachers to have developed a depth of knowledge, an understanding of children and how they behave and learn as well as knowledge of curriculum, assessment and pedagogy. This knowledge, developed over time, allows them to build fluency and automation through repeated practice and to refine and develop their practice through feedback and reflection.	1, 2	% of DHT salary allocated to PP funding	% of DHT salary allocated to PP funding
To provide training to SLT through engagement in the Ambition MA Expert Teaching	Teachers can specialise in leading teaching (bringing evidence-based teaching and learning into the classroom), behaviour management or teacher development in their school. (Ambition)	1, 2	Not a target in 2022/23	Not a target in 2023/24
Early career teachers to receive a comprehensive CPD package through BDMAT training programme.	The Early Career Teacher (ECT) Programme is a comprehensive training portfolio to support all early career teachers from newly qualified to the fifth year of teaching. It builds on from Initial Teacher Training, and provides developmental opportunities for ECTs to continually improve classroom practice through a blend of face-to-face training, which can be attended in person or virtually, reading, reflection, action research and observing learning and teaching. The programme is informed by national and international research and innovative local practice to enable ECTs to show real impact in improving outcomes for young people.	1, 2	% of DHT salary allocated to PP funding  % of PP funding allocated to the cost of CPD	% of DHT salary allocated to PP funding  % of PP funding allocated to the cost of CPD



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

Budgeted cost 2021/22: £69,279

Budgeted cost 2022/23: £72,218

Budgeted cost 2023/24: £92,527

Action (set 2021/22)	Evidence that supports this approach	Challenge number(s) addressed	2022/23 Update	2023/24 Update
Due to the educational and well-being impact COVID-19 has had, and the high proportion of pupil premium and SEND pupils in EYFS, an additional teaching assistant will work in reception.	Reducing class size appears to result in around three months' additional progress for pupils, on average. Intuitively, it seems obvious that reducing the number of pupils in a class will improve the quality of teaching and learning, for example by increasing the amount of high-quality feedback or one to one attention learners receive. However, overall, the evidence does not show particularly large or clear effects until class size is reduced substantially to fewer than 20 or even 15 pupils. (EEF)	1, 3	Additional teaching assistant to work across Year 1 and Year 2 in 2022/23; this same teaching assistant worked with pupils when they were in EYFS in 2021/22	Same as 2022/23.
Due to the educational and well-being impact COVID-19 has had, there will be an additional adult deployed in year 1 and 2 for the teaching of phonics	EEF Teaching and Learning Toolkit states, "Phonics approaches have been consistently found to be effective in supporting younger readers to master the basics of reading, with an average impact of an additional four months' progress."	1, 3	5 members of staff allocated to daily phonics interventions; between 150 and 300 minutes per week, per staff member	Same as 2022/23
Due to the educational and well-being impact COVID-19 has had, we are redeploying a teaching assistant as a learning mentor. Pupils will have access to	New study finds "significantly lower achievement", with a "large and concerning gap" for disadvantaged pupils. (EEF)  The pandemic has had a devastating impact on many of the young people we heard from – some told us that they	1, 3, 4	This continues to be a priority; SEMH needs our main barrier to learning; PP funding also allocated towards the cost of therapeutic support via a trained counsellor, support for families from outside agencies (e.g. Newbigin Community Trust, Nishkam Health Centre, Legacy West Midlands); nurture farm; fortnightly visit to Barnes Close (countryside SEMH retreat); monthly visits to	Same as 2022/23

mentoring and support for the SEMH needs.	are deeply anxious, have started self-harming again, are having panic attacks, or are losing motivation and hope for the future. We know that some young people will be dealing with multiple pressures, especially those who have been bereaved or experienced other trauma during this time. (Young Minds)		Coleshill Farm; hire of minibus from Nishkam / Newbigin / Legacy WM / HAOS; subsidised transport; subsidised entrance to educational visits	
Due to the high needs and gaps in learning in Years 5 and 6, a teaching assistant will deliver targeted interventions to pupils in maths, reading and writing.	The EEF and John Hattie all cite evidence that small group interventions with high quality teaching all have a significant impact on children's learning especially when there is a focus on core and subject-specific vocabulary, phonics and phonemic awareness and comprehension skills. We want to ensure that a higher proportion of Pupil Premium pupils achieve the expected or higher standard at the end of the year and/or make accelerated progress to diminish differences and believe that carefully targeted interventions will address this	1, 3	Teaching assistant moved to Year 2 in 2022/23; five additional teaching assistants used to give daily phonics interventions; one additional teaching assistant used to deliver daily intervention to EAL pupils	Focus in 2023/24 has moved to reading and specifically the lowest 20% of readers across Year 2 to 5.  Teaching assistant has been redeployed as a reading intervention champion, with her time spent delivering 1:1 reading and phonic interventions daily.
Due to the SEMH and academic needs post-lockdown, SENCO will lead targeted interventions for FSM pupils.		1, 3, 4	Mentoring; therapeutic support from a trained counsellor; nurture farm; fortnightly visit to Barnes Close (countryside SEMH retreat); monthly visits to Coleshill Farm; hire of minibus from Nishkam / Newbigin / Legacy WM / HAOS; subsidised transport; subsidised entrance to educational visits	Same as 2022/23

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

Budgeted cost 2021/22: £3,901

Budgeted cost 2022/23: £16,225

Budgeted cost 2022/23: £18,956

Action (set 2021/22)	Evidence that supports this approach	Challenge number(s) addressed	2022/23 Update	2023/24 Update
Pupils to have free access to breakfast club.	Our updated evaluation found that supporting schools to run a free of charge, universal breakfast club before school delivered an average of 2 months' additional progress for pupils in Key Stage 1. Breakfast club schools also saw an improvement in pupil behaviour and attendance. (EEF)	3, 4	Continued in 2022/23	An additional member of staff deployed to allow for increased pupil numbers in attendance.
All pupil premium children in KS2 will be given the opportunity to learn a musical instrument and perform in front of an audience.	The EEF states that improved outcomes have been identified in English, mathematics and science through arts participation. Wider benefits such as more positive attitudes to learning and increased well-being have also consistently been reported.	3	Continued in 2022/23	Year 6 to receive peripatetic music lessons for the first time.
Employment of an office assistant on a 0.5 contract to release the office manager to provide targeted intervention and support re: attendance		4	Member of staff will work 0.5 daily in order to release the office manager, who will ensure the early identification and intervention of pupils with poor attendance, especially those at risk of being persistently absent.	Family support worker to take on responsibility for attendance. % of salary covered by PP funding.
Increase the hours of dinner supervisors in order to release teaching assistants to support in class, rather than covering dinner duty		1	Five teaching assistants currently act as dinner supervisors; by increasing the hours of the midday supervisors, three of the five teaching assistants will be able to support in class and ensure a clam transition from dinnertime to afternoon lessons	Discontinued in 2023/24

**Total budgeted cost 2021/22: £120,686**

**Total budgeted cost 2022/23: £130,190**

- £130,190 allocated to staffing
- £30,000 allocated to PP resources:
  - Subsidised transport
  - Subsidised educational visits
  - Subsidised school uniform
  - Subsidised PE kit
  - Food bank
  - Family support and outreach work
  - Minibus rental

**Total budgeted cost 2022/23: £146,473**

## Part B: Review of outcomes in 2022/23 academic year

### Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils in the 2022 to 2023 academic year.

See notes above in red (pages 6 and 7)
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### Externally provided programmes 2022/23

Programme	Provider
Letters and Sounds	Soundstart Phonics
Teach First	Leading Together
Church of England	NPQ Headship NPQ Leading Teaching NPQ Leading Behaviour and Culture

## Further information (optional)

How will we monitor and implement the strategy?

### 1. Teaching

- Careful planning of PLD and development.
- Rigorous monitoring cycle
- Senior Leaders timetabled to work 1:1 with identified staff
- Senior leaders to work with groups of staff to improve provision in all areas impacting upon pupil progress and outcomes: subject knowledge, planning, teaching, environment
- Pupil progress tracking and monitoring.
- IPG process and actions

### 2. Targeted support

- Designated staff to target specific individuals and groups.
- Precise planning for interventions
- Careful progress tracking to monitor the impact of interventions on disadvantaged pupils and other pupil groups.
- Investment in appropriate resources that support the delivery of interventions.
- Ongoing high quality PLD provided to staff which also includes targeted support from senior leaders

### 3. Wider strategies

- Senior leaders in school are all DSL trained and this training is maintained.
- The school has a pastoral team who work across the school with identified pupils and groups.
- All school staff receive extensive training in all aspects of safeguarding.
- A Pastoral hub launched to support parents with engaging in school-life and supporting their children's learning