

Wood Green Academy Pupil Premium Strategy Statement 2022/23

This statement details our school's use of pupil premium and recovery 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	1543
Proportion (%) of pupil premium eligible pupils	34%
Academic year/years that our current pupil premium strategy plan covers	2020-2021 2021-2022 2022-2023
Date this statement was published	September 2022
Date on which it will be reviewed	September 2023
Statement authorised by	Mr J Topham/Mr J Clarke/Mr Hesslegrave
Pupil premium lead	Mrs S Taylor
Governor / Trustee lead	Mrs N Ahmed

Funding Overview

Detail	Amount
Pupil premium funding allocation this academic year	£392,030
Recovery premium funding allocation this academic year	£114,816
Pupil premium (and recovery premium) funding carried forward from previous years	£0
Total budget for this academic year	£506,846

Part A: Pupil Premium Strategy Plan

Statement of Intent

When making decisions about how pupil premium and recovery funding is used at Wood Green Academy, we recognise the importance of considering the context of the school and the consequent challenges faced. In collaboration with research conducted by the Education Endowment Fund, we draw on our experiences of best practice in order to diagnose our pupils' needs, so as to implement effective strategies that are continuously monitored and evaluated. Common barriers to learning for disadvantaged pupils include below expected levels of Literacy and Numeracy, weaker communication and language skills, more frequent behaviour difficulties and attendance issues, a lack of ICT resources at home, low cultural capital and low self-esteem and aspirations. However, we understand that individual barriers can vary significantly and that there isn't a universal approach to supporting disadvantaged pupils. Consequently, we implement an extensive range of interventions, from personalised provisions based on specific pupil needs to wider comprehensive approaches. We are committed to ensuring that all pupils at Wood Green Academy experience equal opportunities by deconstructing any barriers that mitigate success. All staff have high expectations of what all our pupils can achieve. Our key principles are quality first teaching and CPD, targeted intervention to fill specific identified gaps in learning and whole school strategies that support our ethos of "I Can, I Will" and well-being.

Demography and School Context

Wood Green Academy is a secondary school and sixth form provider in the Wednesbury North ward of the Sandwell local authority district. In 2019, the surrounding LSOA (i.e. neighbourhood) was ranked 7,107 out of 32,844 LSOAs in England, where 1 is the most deprived. This LSOA is therefore amongst the 30% most deprived neighbourhoods in the country. Using the Index of Multiple Deprivation rank of average summary measure, Sandwell local authority has observed an increase in deprivation between the two most recent data releases, with the authority ranked as the 8th most deprived in the country (2019) down from 12th in 2015. In addition, the Income Deprivation Affecting Children Index (IDACI) score for the borough in 2019 (0.263) was significantly higher than the national average of 0.221. 24% of pupils on roll are currently entitled to Free School Meals, with 34% of pupils recognised as eligible for Pupil Premium. The proportion of disadvantaged pupils attending Wood Green Academy has demonstrated consistent growth over recent years, with a substantial increase in the number of pupils claiming Free School Meals since the beginning of the pandemic. This year's figure of pupils entitled to the benefit represents an increase by 52% compared to the figure seen at Wood Green Academy only five years ago (2017/18 academic year).

Ultimate Objectives

- To raise the progress and attainment of all disadvantaged pupils.
- To narrow the attainment and progress gaps between our disadvantaged and non-disadvantaged pupils.
- To ensure access to the curriculum for disadvantaged pupils by intervening to raise achievement.
- To recover gaps in knowledge as a result of lost learning due to the pandemic.
- To reduce the number of attendance and behaviour issues demonstrated by disadvantaged pupils.

- To improve life choices and chances for disadvantaged pupils by raising aspirations and supporting next steps into education, training and employment.
- To restore lost cultural capital experiences that support pupil learning and application.

Achieving Objectives

In order to ensure that we achieve our objectives, we integrate a tiered infrastructure within our approach to spending Pupil Premium. We recognise the importance of quality teaching in raising the attainment of all pupils. By investing in professional development, recruitment and retention, we ensure that we continue to attract the best staff to support our pupils to realise their potential. Internal and external evidence consistently demonstrates the positive impact of targeted academic support. Consequently, we invest in additional academic intervention to expand the knowledge and skills that our pupils develop in class. We partner both methods with wider strategies designed to support our pupils' social, emotional and cultural development. From the provision of counselling in order to improve emotional health and well-being, to financial assistance with the cost of educational and residential visits, our comprehensive approaches act as effective tools to promote and instil the characteristics required for our pupils to obtain both academic and holistic success.

Challenges

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

Challenge number	Detail of challenge
1	High levels of deprivation – IDACI score of 0.263
2	Low levels of Literacy (KS2) on entry to Year 7
3	Low levels of Numeracy (KS2) on entry to Year 7
4	Lost learning due to the pandemic
5	Attendance and punctuality issues
6	More frequent behaviour difficulties
7	Low levels of self-esteem and career aspirations
8	Lower cultural capital

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
To increase the attainment of disadvantaged pupils.	A narrowing of the internal Attainment 8 gap between disadvantaged and non-disadvantaged pupils. An increase in the Attainment 8 scores compared to previous year's disadvantaged cohorts.
To increase the progress of disadvantaged pupils.	A narrowing of the Progress 8 gap between disadvantaged and non-disadvantaged pupils. An increase in the Progress 8 scores compared to previous year's disadvantaged cohorts.
To increase the proportion of disadvantaged pupils achieving a Grade 5+ in GCSE English & Maths.	An increase in the proportion of disadvantaged pupils achieving Grade 5+ in English & Maths compared to previous year's disadvantaged cohorts and a narrowing in the proportion of pupils achieving this compared to the non-disadvantaged pupil cohort.
To improve the attendance of disadvantaged pupils.	A narrowing of the internal attendance gap between disadvantaged and non-disadvantaged pupils, aiming for the 97% Academy target.
To recover the damage caused by lost learning as a result of the pandemic.	Disadvantaged pupils achieve attainment and progress scores in line with internal school performance data prior to COVID-19.
For all disadvantaged pupils to achieve successful outcomes, increasing their options of higher education post-16.	An increase in the number of disadvantaged pupils enrolling in Wood Green Academy's Sixth Form. An increase in the number of disadvantaged pupils enrolling in their first choice course at other educational providers post-16.
To increase the extra-curricular opportunities available for disadvantaged students to develop cultural capital and character.	Every disadvantaged pupil is given the opportunity to participate in an extra-curricular activity, including Challenge Days 2023.

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: £141,464

Activity	Evidence that supports this approach	Challenge number(s) addressed
Contribution towards additional Maths teaching post.	<p>“Reducing class sizes has a positive impact of +2 months progress. International research evidence suggests that reducing class size can have positive impacts on pupil outcomes when implemented with socioeconomically disadvantaged pupil populations.” (Teaching and Learning Toolkit, 2021) Surplus staffing is used not only to reduce class sizes, but to provide in-class support and interventions for disadvantaged pupils. Internal data demonstrates a consistent improvement in the performance of disadvantaged pupils across the core subjects at GCSE.</p>	1, 2, 3, 4, 6 & 7.
Contribution towards additional English teaching post.		
Contribution towards additional Science teaching post.		
Contribution towards staff CPD programme.	<p>“Research tells us that high quality teaching can narrow the disadvantage gap.” (Teaching and Learning Toolkit, 2021) “Feedback studies tend to show high effects on learning. However, there are a wide range of effects and some studies show that feedback can have negative effects and make things worse. There is evidence to suggest that feedback involving metacognitive and self-regulatory approaches may have a greater impact on disadvantaged pupils and lower prior attainers than other pupils.” (Teaching and Learning Toolkit, 2021) By investing in an effective professional development programme for our staff, we ensure that they have the opportunity and are motivated to build their knowledge, develop techniques and embed these into their practice thus improving the outcomes for all of our pupils.</p>	2, 3, 4 & 7.

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

Budgeted cost: £114,844

Activity	Evidence that supports this approach	Challenge number(s) addressed
Contribution towards Academic Coaches and an Academic Mentor.	“Evidence indicates that one to one tuition can be effective, providing approximately five additional months’ progress on average. Evidence also suggests tuition should be additional to, but explicitly linked with, normal teaching, and that teachers should monitor progress to ensure the tutoring is beneficial.” (Teaching and Learning Toolkit, 2021) Our Academic Coaches provide both targeted KS4 and KS3 in-class support and 1:1/small group tuition for our disadvantaged pupils. Teaching staff work in collaboration with the coaches in order to construct and deliver effective supplementary academic provision, thus developing pupils’ knowledge, skills and understanding in addition to closing gaps in curriculum content. Our Academic Mentor will support KS3 disadvantaged pupils by delivering phonics provision to assist the development of reading skills.	1, 2, 3, 4 & 7.
Contribution towards School-Led Tuition programme.	“Evidence indicates that one to one tuition can be effective, providing approximately five additional months’ progress on average.” (Teaching and Learning Toolkit, 2021) In response to the School-Led Tuition programme launched by the DfE, we have developed an internal Tutoring Bank consisting of our own highly skilled and qualified staff. Pupils across all key stages will be targeted with intensive 1:1/small group tuition after school and during the school holidays, recovering gaps in their knowledge and reinforcing their existing skills and understanding.	1, 2, 3, 4 & 7.
Contribution towards National Tutoring Programme (NTP).	“Evidence indicates that one to one tuition can be effective, providing approximately five additional months’ progress on average.” (Teaching and Learning Toolkit, 2021) The National Tutoring Programme allows schools to access subsidised targeted academic support in specific subject areas via its extensive collection of accredited tuition providers. This option allows us to integrate additional online tutoring for our pupils, building on the face-to-face support that we will deliver via our School-Led Tuition approach.	1, 2, 3, 4 & 7.
Contribution towards Revision Classes and materials.	“Greater impact can be achieved when summer schools are intensive, well-resourced, and involve small group or one to one teaching by trained and experienced teachers.	1, 2, 3, 4 & 7.

	<p>It does appear to be an advantage to have teachers who are known to the pupils (typically +4 months overall).” “The average impact of approaches involving extending school time is about an additional three months’ progress over the course of a year. The average impact is influenced by the targeted use of before and after school programmes, which have higher impacts on average. The impact is also slightly lower when school time is extended in secondary school.” (Teaching and Learning Toolkit, 2021) We will invest in an intensive revision programme, designed to target pupils with small group support, as well as revision conferences and master classes. The programme will enable staff to close gaps in knowledge and understanding, preparing pupils to achieve success in their exams. Revision materials will be acquired in order to support staff to deliver high quality teaching across their respective subject course and to support pupils to ‘catch-up’ through effective independent learning and revision.</p>	
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Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £250,570

Activity	Evidence that supports this approach	Challenge number(s) addressed
Contribution towards the Director of Closing the Gap post (PP SLT Lead). Contribution towards PP Achievement Support Manager.	<p>“Research has found that disadvantaged pupils have been worst affected by partial school closures, and that the attainment gap has grown as a result of national lockdowns. The economic impact of Covid-19 has also led to higher numbers of pupils qualifying for pupil premium. It is therefore more important than ever that school strategies focus on support for disadvantaged pupils.” (EEF Guidance, 2021) By investing in roles that lead on the effective management of Pupil Premium, we ensure that our approaches are consistent. Department staff are able to diagnose the challenges and needs of our pupils and with the use of strong evidence, effectively implement our Pupil Premium strategy in alignment with whole-school development plans and existing practices.</p>	1-7.
Contribution towards Student Support Managers. Contribution towards Welfare Manager. Contribution towards Counselling programme.	<p>“Evidence suggests that children from disadvantaged backgrounds have, on average, weaker Social Emotional Learning skills at all ages than their more affluent peers. These skills are likely to influence a range of outcomes for pupils: lower SEL skills</p>	1, 4, 5, 6 & 7.

	<p>are linked with poorer mental health and lower academic attainment.”</p> <p>“SEL interventions in education are shown to improve SEL skills and are therefore likely to support disadvantaged pupils to understand and engage in healthy relationships with peers and emotional self-regulation, both of which may subsequently increase academic attainment.” (Teaching and Learning Toolkit, 2021) By investing in a consistent infrastructure of pastoral staff and expanding our counselling and mentoring programmes, our pupils have continuous access to social and emotional support, which in turn results in better academic outcomes. Our aim is also to increase parental engagement amongst our disadvantaged families.</p>	
Contribution towards Attendance Manager.	<p>“Well-designed school communications can be effective for improving attainment and a range of other outcomes, such as attendance.” Our internal data demonstrates a clear correlation between lesser attendance and lower attainment 8 scores. By entrenching a consistent whole-school level of attendance expectation, we are able to identify barriers to adhering to them and implementing combative interventions as a result.</p>	1, 2, 4 & 6.
Contribution towards Attendance incentives.		
Breakfast Club.		
Contribution towards alternative provision.	<p>“The average impact of behaviour interventions is four additional months’ progress over the course of a year. Evidence suggests that, on average, behaviour interventions can produce moderate improvements in academic performance along with a decrease in problematic behaviours.” (Teaching and Learning Toolkit, 2021) We utilise a consistent whole-school behaviour model, designed to minimise poor behaviour in order to accelerate student progress. Furthermore, “Evidence suggests that programmes delivered over two-to-six months seem to produce more long-lasting results.” The Pupil Premium department implements termly behaviour incentives, designed to tackle persistent issues amongst disadvantaged pupils. By recognising and rewarding improvement, pupils are able to identify the value of good pupil conduct, inspiring them to convert short-term positive changes into long-term behaviour habits.</p>	4, 6 & 7.
Contribution towards Behaviour incentives.		

Contribution towards external trips/visits (including Residentials).	<p>“The average impact of arts participation on other areas of academic learning appears to be positive but moderate, about an additional three months' progress.” “Wider benefits such as more positive attitudes to learning and increased well-being have also consistently been reported.” (Teaching and Learning Toolkit, 2021) The Pupil Premium department will continue to provide the necessary support to ensure that all disadvantaged pupils have access to the same opportunities as non-disadvantaged pupils. We value experiences that broaden cultural capital and are driven to utilise these as a mechanism to recover missed experiences (due to COVID), which in turn act as a springboard for learning and progress. We want all disadvantaged pupils to engage fully in Challenge Days 2023.</p>	1-8.
Contribution towards Extra-Curricular provision.		
Contribution towards Student Leadership Programme.	<p>“Some studies have shown that most young people already have high aspirations, suggesting that much underachievement results not from low aspiration but from a gap between aspirations and the knowledge, skills, and characteristics required to achieve them.” (Teaching and Learning Toolkit, 2021) We will continue to invest in rounded Student Leadership, Step Up 4 Life and Form Tutor Programmes in order to develop the knowledge, skills and attributes that pupils require to manage their lives, now and in the future. We are determined to ensure that our pupils are equipped to make informed decisions regarding their post-16 pathways, supporting them on their route to success. We will also fully support disadvantaged pupils with engaging in aspirational work experience placements.</p>	4-8
Contribution towards Form Tutor Programme		
Contribution towards Learning Hub.	<p>“Homework has a positive impact on average (+5 months), particularly with pupils in secondary schools.”</p> <p>“Pupils eligible for free school meals typically receive additional benefits from homework. However, surveys in England suggest that pupils from disadvantaged backgrounds are less likely to have a quiet working space, are less likely to have access to a device suitable for learning or a stable internet connection and may receive less parental support to complete homework and develop effective learning habits. These difficulties may increase the gap in attainment for</p>	1, 2, 3, 4 & 7.
Contribution towards ICT equipment.		
Contribution towards online learning platforms.		

	<p>disadvantaged pupils.” (Teaching and Learning Toolkit, 2021) Our Learning Hub provides an accessible positive working space for our disadvantaged pupils. Pupils benefit from access to academic support as well as the IT resources required to complete homework/independent study. We continue to support disadvantaged pupils without an adequate ICT device at home. Disadvantaged pupils continue to be targeted with online learning tasks, where periods of additional independent study are recognised and rewarded. We are developing a new online learning plan to support disadvantaged pupils in every curriculum subject. Pupils will get personalised learning feedback and teachers will be able to track progress in order to inform future teaching and learning strategies, as well as gaps in knowledge.</p>	
<p>Contribution towards Music Tuition SLA.</p>	<p>“The average impact of arts participation on other areas of academic learning appears to be positive but moderate, about an additional three months' progress.” “Wider benefits such as more positive attitudes to learning and increased well-being have also consistently been reported.” (Teaching and Learning Toolkit, 2021) At Wood Green, we understand the intrinsic value of teaching pupils creative and performance skills and ensuring disadvantaged pupils access a rich and stimulating arts education. We have therefore invested resource into our Music Tuition SLA, ensuring that every disadvantaged pupil on roll has the opportunity to learn a musical instrument, which is often subject to financial barriers for pupils from deprived backgrounds.</p>	<p>1, 7, 8.</p>

Total budgeted cost: £506,846

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils in the 2021 to 2022 academic year.

<u>KS4 Disadvantaged Pupil Performance Data (Summer 2022)</u>		
Pupil Cohort	Attainment 8	English & Maths Grade 5+
Pupil Premium (PP)	44.30	43.01%
Non-Pupil Premium	50.23	55.28%
Free School Meals (FSM)	41.86	42.19%
Non-Free School Meals	50.15	53.68%

**Performance data from the Summer 2022 examination season.*

- Attainment 8 gap between disadvantaged and non-disadvantaged pupils decreased by 1.6 points.
- 52.69% of disadvantaged pupils achieved Grade 5+ in English.
- 47.31% of disadvantaged pupils achieved Grade 5+ in Maths.
- 11.83% of disadvantaged pupils achieved Grade 7+ in English.
- 15.05% of disadvantaged pupils achieved Grade 7+ in Maths.
- 15 subjects offered in the KS4 curriculum package saw at least 50% of its disadvantaged student cohort achieve a Grade 5 or above.
- 8 subjects offered in the KS4 curriculum package saw at least 25% of its disadvantaged student cohort achieve a Grade 5 or above.
- 24 disadvantaged pupils progressed to studying Level 3 courses at Wood Green Academy's Sixth Form (increase of 30% compared to 2021).

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

Service pupil premium funding (optional)

For schools that receive this funding, you may wish to provide the following information:

Measure	Details
How did you spend your service pupil premium allocation last academic year?	
What was the impact of that spending on service pupil premium eligible pupils?	

Further information (optional)

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