

Pupil premium strategy statement

This report should be read in conjunction with the school's multi-year report also found published

School overview

Detail	Data
School name	Birchwood High School
Number of pupils in school	1450
Proportion (%) of pupil premium eligible pupils	12.6%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2020-22
Date this statement was published	December 2021
Date on which it will be reviewed	October 2022
Statement authorised by	Governing Body
Pupil premium lead	Mr Rob Herbert
Governor / Trustee lead	Mrs Ruth Crowland

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£167,590
Recovery premium funding allocation this academic year (Catch-Up and Legacy from 20-21 underspend)	£93,301 £28,009
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£76,818
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	£365,781

Part A: Pupil premium strategy plan

Statement of intent

Birchwood High School is proud of its comprehensive ethos. We enrol students each year from the local area of Bishop's Stortford and the surrounding villages regardless of ability or socio-economic background. As a school community, we are committed to ensuring that we provide Disadvantaged Students (DA) with additional academic and pastoral support.

The impact of Covid-19 on the academic year 2020 21 should not be underestimated. Nationally, it has been reported that students from poorer families struggled with regards to on-line learning at home. At Birchwood, the emerging data for the Autumn Term is complex, with gaps appearing with DA students, SEND students and also those from non-disadvantaged students. We have, therefore, developed a joint strategy which aims to tackle underachievement as a result of Covid-19 lockdown alongside socio-economic deprivation.

In terms of a joint strategy, it has already become apparent that we have some students who are Disadvantaged and who have made good progress during lockdown (A) and some Non-Disadvantaged students who have fallen behind (B) with the greatest priority being to target Disadvantaged Students who have fallen behind (C).

By combining PP funding and Catch-Up funding we can improve the leverage and target students most in need of additional help.

We have applied the EEF Pupil Premium Guidance Document (2020) and the recommendations to prioritise high quality classroom teaching in the first instance supported by targeted 1:1 academic support and then wider strategies to support PP students in terms of additional resources, extra-curricular engagement and personal wellbeing (see intended outcomes below)

Challenges

This details the key challenges to achievement that we have identified among our disadvantaged pupils. For further details, refer to Page 7 of the multi-year report.

Challenge number	Detail of challenge
1	Some Pupil premium students' academic progress has been significantly affected by the Covid pandemic
2	In particular, PP students with low ability or SEND found it difficult to learn remotely

3	Sone non-PP students also were negatively affected with noticeable difficulties in terms of isolation and mental health
4	Therefore, the 'gaps' the school has worked hard on over the last 5 years have widened according to data gathering and teacher assessments
5	Literacy concerns are a particular issue with reading and writing skills negatively affected
6	Parental engagement has become more difficult over the last 2 years – particularly for some PP families

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.

The school has adopted a 3-tier strategy following EEF recommendations – further details can be seen in the Multi-Year Plan pp 14-19

Intended outcome	Success criteria
1. High Quality Teaching	<ul style="list-style-type: none"> • Attendance & Behaviour focus aims to reduce the %PA students and tackle the small number of students with behavioural concerns using Trauma Perceptive Practice (TPP) support • Literacy focus to help boost reading and writing levels • Development Fund for Faculties to support catch-up in the classroom • Ensuring students have remote access to Homework tasks and resources • All teaching staff to complete a 'Teacher Walkthrus' to sharpen pedagogy and personalisation • Supply Cost to cover teachers / protect staff as required to help address workload issues and allow for time to plan effective lessons and personalisation • Alternative Education Provision provided for small number of Year 11 students who may benefit from part-time vocational education at FE College
2. Targeted academic support	<ul style="list-style-type: none"> • Summer School planned for August 2022 to target Year 6-7 students following the success of the 2021 Summer School • TLC Online to provide 1:1 remote tutoring to provide English, Maths and Science additional support • School Led Tutoring (Government initiative in all faculties) to provide small group teaching and mentoring • To improve capacity for supporting the growing number of EHCP students • Additional resources provided to support complex PP students with EHCPs or medical concerns

	<ul style="list-style-type: none"> • Improved access to on-line study resources (eg. GCSE Pod / A-Level Seneca) • To continue to employ two full time student counsellors and some outside agencies to provide in-house support for mental health • CATs tests for Year 7 to baseline literacy skills • Music lesson subsidies for PP students to ensure PP students are not financially penalised, supported by having Herts Music School on site.
3. Wider strategies	<ul style="list-style-type: none"> • Basic equipment & stationery supply for all DA students to ensure students are not disadvantaged in the classroom. • Annual inventory license to track extra-curricular involvement and safeguarding • Catering- breakfast for all PP students to ensure students have a nourishing start to the school day. • Curriculum-based trips with financial support for PP students • Funding to support Parent Workshops or On-Line Parent information • Rewards system costs for PP students covered • Transport subsidies & uniform support for PP students provided as required • Peer Mentoring with Sixth Form and Year 10 students supporting Year 7 and 8 students with reading recovery and empowerment coaching • Emotional training & support (ELSA training) as required for specific PP students

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: £ 160,912

Activity	Evidence that supports this approach	Challenge number(s) addressed
Attendance & Behaviour	To ensure students attend / to monitor Covid absence To advise HoYs and Staff with Outliers and Tier 3 students	1 6
Literacy focus	To improve quality of teaching	5

	To improve student outcomes through a coherent strategy of 'literacy for all' To improve outcomes of those students who are not considered 'secondary ready'	
PP CU Development Fund	Funding delegated to HoFs – and funding focused on Year 11 intervention in first instance. All HoF's met with RHT to talk through the best ways to use the funds.	1 2 4 6
SMHW	To continue with licence at present - this worked well during lockdown	1 2 4 6
All teaching staff to complete a 'Teacher Walkthrus'	Whole school CPD for all teachers	1 2 4 5
Staff CPD promoting T&L for all	October first information share, January update on best practice shared on staff website area. Resource costs	1 2 4 5
Supply Cost to cover teachers / protect staff PPA time for Catch-Up planning	Prioritises classroom teachers in terms of their PPE time to ensure lessons are personalised and differentiated	1 2 4
Alternative Education Provision	Review of planned usage and students being targeted requires reviewing RHT to explore a 'Birchwood alternative provision' alternative for the future.	1 6

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

Budgeted cost: £194,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Summer School to target Year 6-7 students	Summer School 2021 was extremely successful with 73% attendance and made a major difference to their start in September – so decision made to run this again in August 2022	1 2 3 4 6
TLC Online	Different Year groups introduced as the year progresses. Starting with Year 11	1 2 3

School Led Tutoring	To run over the course of the year and to plug as many gaps in learning as possible. Most faculties now delivering	1 2 3
The Birchwood Triage Panel	Potential cover cost for any lessons missed by a HoY or the Assistant Principal Action plans put together will have a cost implication. All other staff are non-teaching.	1 2 3 4 6
PLC Restructure	January appointment of new staff February / April completion of PLC changes to build SEND capacity	2
Additional resources / support for DA / SEND Wave 1 & 2 students	Maintain but separate review required here with SENCO and SLT line manager / SEND Governor	2
GCSE Pod	Maintain licence for increasing on-line resource access	1 2 3 4
Employment of two full time student counsellors	Continuation of existing provision to support students' mental health and equalities support	3
Support for students with Mental Health Concerns	General support for all students via website update & links Assemblies and PSHE	3
CATs tests for Year 7	To baseline incoming Year 7 students' literacy	5
Music lesson subsidies	To provide music lesson subsidies for PP students	3

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

Budgeted cost: £21,221

Activity	Evidence that supports this approach	Challenge number(s) addressed
Basic equipment & stationery	Already allocated in December – every FSM student received a full stationery pack	1 2 4
Trauma informed school	Planning to roll out to whole school to help address student behaviour concerns	1 3

Annual inventory license	Maintain – needs to be explored for use with after school clubs	2 3 4
Catering- breakfast	To provide PP students with a breakfast each day	1 6
Curriculum-based trips	To support PP students in terms of subsidies	1 2 3 4
Funding to support Parent Workshops or On-Line Parent information	Each HoY to run a parental engagement activity	6
Rewards	Maintain and review	1 2 6
Transport subsidies & uniform support	Maintain for Summer Term Review expenditure in July	1 2 3 4
Peer Mentoring	Training completed of mentors by welfare team – run over the course of the year.	3 5

Total budgeted cost: £376,133

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils in the 2020 to 2021 academic year.

The impact of Covid-19 on the academic year 2020 21 should not be underestimated. Nationally, it has been reported that students from poorer families struggled with regards to on-line learning at home.

The overall Progress 8 score for 2021 was +0.43 but for PP students it was -0.05, with a gap of 0.48 compared to 0.27 in 2020.

A full evaluation of impact for 2020-21 can be found in our multi-year report pp10-13

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 Scheme	TLC Live

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.