Pupil premium strategy statement

This statement details our school's use of pupil premium (and recovery premium for the 2022 to 2023 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	Pilgrim Academy
Number of pupils in school	259 (including nursery)
Proportion (%) of pupil premium eligible pupils	38.3%
Academic year/years that our current pupil premium strategy plan covers (3-year plans are recommended)	2021/2022 to 2024/2025
Date this statement was published	December 2023
Date on which it will be reviewed	December 2024
Statement authorised by	Rachel Clarke, Principal
Pupil premium lead	Rachel Clarke, Principal
Governor / Trustee lead	Melanie Portlock Staff Governor

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£121,080
Recovery premium funding	£13,056
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0.00
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	£134,136

Part A: Pupil premium strategy plan

Statement of intent

Our intention is that all pupils, irrespective of their background or the challenges they face, make good progress and achieve high attainment across all subject areas. The focus of our pupil premium strategy is to support disadvantaged pupils to achieve that goal, including progress for those who are already high attainers.

We work collectively as a team to identify potential barriers to learning for our disadvantaged pupils and how we can address learning needs, as individual teachers and support staff, as well as collectively as a school.

We will consider the challenges faced by vulnerable pupils, such as those who have a social worker and those who have any other identified needs. The activity we have outlined in this statement is also intended to support their needs, regardless of whether they are disadvantaged or not.

High-quality teaching is at the heart of our approach, with a focus on areas in which disadvantaged pupils require the most support. This is proven to have the greatest impact on closing the disadvantage attainment gap and at the same time will benefit the non-disadvantaged pupils in our school. Implicit in the intended outcomes detailed below, is the intention that non-disadvantaged pupils' attainment will be sustained and improved alongside progress for their disadvantaged peers.

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 in the work that they're set
- 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

Our curriculum is organised to provide all pupils with the skills and knowledge to achieve success in life. Our aims are to:

- Inspire and challenge all learners to aspire to high achievement;
- Provide a broad and balanced education for all students;
- Ensure students' knowledge is fully developed to support their social, moral, spiritual and cultural awareness to promote diversity and key values;
- Develop students who are tolerant, respectful and understanding;
- Provide equal opportunities for all students, with high expectations for every

Challenges

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

Challenge number	Detail of challenge
1	A large number of pupils start school with reading, comprehension, oral language and communication skills that are below and well below average.
2	Outcomes for disadvantaged pupils have traditionally been lower than their peers in reading, writing and mathematics; however, in 2023, there were some pleasing successes, in terms of improving attainment for disadvantaged pupils and the narrowing of gaps in reading and writing and reading, writing and maths (combined).
3	Readiness to learn, motivation, resilience and confidence barriers for disadvantaged children could have a detrimental effect on their academic progress; many pupils have significant SEMH needs. The number of pupils with SEMH has increased significantly over the last 18 months.
4	A number of the disadvantaged pupils have special educational needs and a number of the disadvantaged pupils are vulnerable, and receive support from external agencies for a variety of reasons.
5	Parental support and low aspiration, outlined by the local context of the academy. In September 2019, North East Lincolnshire was ranked 16/324 areas (1 being the worst), when ranked across unhealthiness; crime; economic poor health and unqualified population. The academy is in the highest deprivation quintile band.
6	Attendance for disadvantaged pupils is lower than their peers; this is an on-going challenge, both for disadvantaged children and their peers, though there was some improvement in 2023.
7	The impact of Covid-19 is still real and having a negative impact on pupils who may have had to isolate for short or extended periods of time. This has had a significant impact on learning. This could be enhanced for some, due to a lack of technology which could have made home learning more challenging. Despite catch-up and tutoring, this is an ongoing issue as we constantly work hard to close the gaps.

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
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All pupils will have access to high quality teaching, including targeted interventions, and a well sequenced and broad curriculum will be offered across all key stages.	Outcomes for pupils are strong across all key stages for all pupils; All pupils make, at least, good progress from their start of year baseline points; Teaching is of a high quality, as measured through outcomes and general monitoring of lessons and the quality of work; A full plan of interventions has ensured additional support has been put in place and has had an impact. Additional support, through catch-up funding, has supported identified individuals and has had an impact. A full CPD programme is in place offering a wide range of opportunities to further improve the quality of teaching.
Disadvantaged pupils gain cultural capital, through the curriculum, helping them to expand their knowledge and skills, enhance their talents, create wider and new interests; preparing them for next educational phase and life after school.	The curriculum is broad and exciting and gives opportunities for all pupils to experience a full range of subjects on a weekly basis; A full programme of after school clubs is in place, which are well attended by pupils, including disadvantaged pupils; A wider enrichment programme is available for all pupils, including educational visits; external visitors and leadership opportunities; Pupils are exposed to potential employment opportunities, both locally and nationally to broaden their horizons; enthuse and engage and give them a goal to strive towards.
Improved oral language skills and vocabulary among disadvantaged pupils, especially for younger pupils when they enter the school in Early Years and through KS1.	Assessments and observations indicate significantly improved oral language among all pupils, including disadvantaged pupils. This is evident when triangulated with other sources of evidence, including engagement in lessons, book scrutiny and ongoing formative assessment.
Improved reading attainment and progress among disadvantaged pupils.	KS2 reading outcomes in 2024/25 show that attainment and progress for disadvantaged pupils is 'at least' as high as their peers.
Improved maths attainment and progress or disadvantaged pupils at the end of KS2.	KS2 maths outcomes in 2024/25 show that attainment and progress for disadvantaged pupils is 'at least' as high as their peers.

To achieve and sustain improved wellbeing for all pupils in our school, ensuring all SEMH needs are identified and addressed, particularly for our disadvantaged pupils.

Sustained high levels of wellbeing from 2024/25 demonstrated by:

- qualitative data from student voice, student and parent surveys and teacher observations
- a reduction in the number of children requiring additional support, both internally and externally
- a significant increase in participation in enrichment activities, particularly among disadvantaged pupils

To achieve and sustain improved attendance for all pupils, particularly our disadvantaged pupils.

Sustained high attendance from 2024/25 demonstrated by:

- the overall absence rate for all pupils being no more than 4.5%, and the attendance gap between disadvantaged pupils and their non-disadvantaged peers being reduced to less than 1%.
- the percentage of all pupils who are persistently absent being below 13%, based on historical figures, with the gap narrowed between disadvantaged pupils and their peers.

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: £80,481.60

Activity	Evidence that supports this approach	Challenge number(s) addressed
Continue to use resources for a DfE validated Systematic, Synthetic Phonics programme to secure stronger phonics teaching for all pupils – ensure training is in place for all staff, including liaising with the company to monitor any updates.	Phonics has a positive impact overall (+5 months) with very extensive evidence and is an important component in the development of early reading skills, particularly for children from disadvantaged backgrounds. https://	1, 2, 7
	educationendowmentfoundati on.org.uk/education-evidence/ teaching-learning-toolkit/ phonics	
Purchase of standardised diagnostic assessments, including investment in Testbase - training for staff to ensure assessments are interpreted and administered correctly.	Standardised tests can provide reliable insights into the specific strengths and weaknesses of each pupil to help ensure they receive the correct additional support through interventions or teacher instruction: Standardised tests Assessing and Monitoring Pupil Progress Education Endowment Foundation EEF	1, 2, 7
Invest in high quality CPD, including the National College and the NPQ programme to support teachers and curriculum leaders across all aspects of the curriculum to improve outcomes for disadvantaged pupils and their peers.	Generally, to provide staff with the tools to enhance best practice across a wide spec- trum of areas to improve out- comes for all pupils.	1, 2, 7

Regularly re-visit provision and investment for reading, including on-line programmes and physical books, and resources for updating the new library with engaging and wide-ranging materials.	Effective diagnosis of reading difficulties is important in identifying possible solutions, particularly for older struggling readers. Pupils can struggle with decoding words, understanding the structure of the language used, or understanding particular vocabulary, which may be subject-specific. https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/reading-comprehension-strategies	1, 2, 5, 7
Review the current staffing structure and timetable to explore the best use of human resources for delivery of the curriculum and to enhance CPD opportunities, including reviewing how senior leaders are deployed.	To allow senior leaders time to further develop key areas such as curriculum and to provide support for subject leaders to carry out their roles effectively to ensure high quality provision for the children.	

Continue to invest in materials and training to support the teaching of mathematics, including testing materials and resources to support bar modelling, through the White Rose programme and Third Space learning.	Enable pupils to develop a rich network of mathematical knowledge Emphasise the many connections between mathematical facts, procedures, and concepts. Ensure that pupils develop fluent recall of facts. Teach pupils to understand procedures. Teach pupils to consciously choose between mathematical strategies. Build on pupils' informal understanding of sharing and proportionality to introduce procedures. Teach pupils that fractions and decimals extend the number system beyond whole numbers. Teach pupils to recognise and use mathematical structure. https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/maths-ks-2-3	1, 2, 5, 7
Continue to monitor and review the new feedback and marking policy to ensure all pupils receive high quality feedback in order for them to make rapid progress in their learning, with an emphasis on quality verbal feedback.	Different methods of feedback delivery can be effective and feedback should not be limited exclusively to written marking. Studies of verbal feedback show slightly higher impacts overall (+7 months). Written marking may play one part of an effective feedback strategy – but it is crucial to monitor impacts on staff workload. https://educationendowment-foundation.org.uk/educationevidence/teaching-learning-toolkit/feedback	1, 2, 3, 4, 7

Purchase materials and resources across curriculum subjects to support the delivery of the wider curriculum to help motivate and engage pupils, with particular focus on certain areas such as Design & Technology, Music and RE to support delivery of the curriculum.	Generally, to support pupil engagement and invest in wider talents to raise general outcomes and support literacy and numeracy through all subjects.	1, 2, 3, 4, 7
Linked to the above, provide quality CPD, both internally and externally to support staff with the delivery of the curriculum, particularly, in relation to sequencing and embedding secure knowledge across subject areas.	Support children with cultural capital, ensuring they have deep knowledge in different areas and are able to retrieve knowledge for various purposes.	1, 2, 3, 4, 7
Support staff through CPD to emphasise the importance of metacognition and self-regulation approaches to teaching and learning.	The potential impact of metacognition and self-regulation approaches is high (+7 months additional progress), although it can be difficult to realise this impact in practice as such methods require pupils to take greater responsibility for their learning and develop their understanding of what is required to succeed. https://educationendowmentfoundation.org.uk/educationevidence/teaching-learning-toolkit/metacognition-and-self-regulation	1, 2, 3, 4, 7
Invest in time for middle leaders with particular responsibilities for key areas such as English, Mathematics and Teaching and Learning to research and support staff with relevant strategies. In addition, invest in time for wider subject leaders to monitor their subjects – this will include working with senior leaders and CPD to help them assess learning and progression across their subject areas.	Generally, to support monitoring of teaching, marking and feedback and to support teachers with training to raise outcomes in reading, writing and mathematics and across the wider curriculum subjects.	1, 2, 7

Review and monitor the current assessment systems, including add-ons, to help identify gaps in learning, especially for disadvantaged pupils. Explore other assessment systems, and where necessary, invest other systems, especially in relation to early Years and the wider curriculum subject areas. FFT no longer used.	Use assessment to build on pupils' existing knowledge and understanding Assessment should be used not only to track pupils' learning but also to provide teachers with information about what pupils do and do not know. This should inform the planning of future lessons and the focus of targeted support.	1, 2, 4, 6, 7	
	https:// educationendowmentfoundati on.org.uk/education-evidence/ guidance-reports/maths- ks-2-3		

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

Budgeted cost: **£40,240.80**

Activity	Evidence that supports this approach	Challenge number(s) addressed
Continue to invest in programmes such to improve listening, narrative and vocabulary skills for disadvantaged pupils and their peers,	On average, oral language approaches have a high impact on pupil outcomes of 6 months' additional progress.	1, 2, 4, 7
who have relatively low spoken language skills. Nuffield Early Learning Intervention used, as an example.	https:// educationendowmentfoundati on.org.uk/education-evidence/ teaching-learning-toolkit/oral- language-interventions	

Additional phonics sessions targeted at disadvantaged pupils who require further phonics support. Regular monitoring and screening to track progress and provide additional support, where necessary.	Phonics has a positive impact overall (+5 months) with very extensive evidence and is an important component in the development of early reading skills, particularly for children from disadvantaged backgrounds. https:// educationendowmentfoundati on.org.uk/education-evidence/ teaching-learning-toolkit/ phonics	1, 2, 6, 7
Explore further options for using the National Tutoring Programme to provide a blend of tuition and schoolled tutoring for pupils whose education has been most impacted by the pandemic. A significant proportion of the pupils who receive tutoring will be disadvantaged, including those who are high attainers. Provision so far, has varied in its quality and impact so any use will be carefully selected.	Tuition targeted at specific needs and knowledge gaps can be an effective method to support low attaining pupils or those falling behind, both one-to-one: One to one tuition EEF (educationendowmentfoundation.org.uk) And in small groups: Small group tuition Toolkit Strand Education Endowment Foundation EEF	1, 2, 3, 4, 6, 7

Investment in additional staffing, particularly to support identified pupils, including disadvantaged pupils, with SEMH barriers to learning. In addition, investment in widening the safeguarding and pastoral team to support identified children.	Evidence suggests that children from disadvantaged backgrounds have, on average, weaker SEL skills at all ages than their more affluent peers. These skills are likely to influence a range of outcomes for pupils: lower SEL skills are linked with poorer mental health and lower academic attainment. 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. https://educationendowment-foundation.org.uk/educationevidence/teaching-learning-toolkit/social-and-emotional-learning	1, 2, 3, 4, 6, 7
A full programme of interventions to support disadvantaged pupils and their peers to enhance the teaching in the classroom, with a focus on academic catch-up, as well as addressing any other additional needs. Review provision mapping system using SIMs.	Small group tuition has an average impact of four months' additional progress over the course of a year. https://educationendowment-foundation.org.uk/educationevidence/teaching-learning-toolkit/small-group-tuition	1, 2, 3, 4, 6, 7
Investment in external agencies such as Fortis to provide play therapy for disadvantaged pupils to address individual needs to support their wellbeing and consequently enhance their learning.	Generally, we find that pupils who have support from such services are better prepared for learning.	1, 2, 3, 4, 6, 7
Invest in CPD for support staff, both internally and externally, to ensure quality provision is in place for the delivery of small group interventions.	Generally, to ensure the delivery of quality intervention programmes for pupils to improve outcomes.	1, 2, 7

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

Budgeted cost: **£13,413.60**

Activity	Evidence that supports this approach	Challenge number(s) addressed
Continued investment in an EWO to support improved attendance for disadvantaged pupils, including targeted strategies to support individual families.	Better attendance will naturally lead to better outcomes due to consistency and regularity of learning.	5, 6, 7
Linked to the above, investment in a new role of pastoral Support Assistant to support children/families with attendance concerns. In addition, change in responsibility for attendance amongst the senior leadership team to afford more time to the role.	Better attendance will naturally lead to better outcomes due to consistency and regularity of learning.	5, 6, 7
Alongside this, invest time from admin support to assist and make attendance a higher priority.		
Linked to both of the above, review and update the policies and procedures for improving attendance and punctuality and invest in weekly meetings with the wider team to make this area an even higher priority.	Better attendance will naturally lead to better outcomes due to consistency and regularity of learning.	5, 6, 7

Investment in a wide range of support packages for staff to deliver enriching PSHE sessions to support well-being and other aspects of health.	Although SEL interventions are almost always perceived to improve emotional or attitudinal outcomes, not all interventions are equally effective at raising attainment. Improvements appear more likely when SEL approaches are embedded into routine educational practices and supported by professional development and training for staff. In addition, the implementation of the programme and the degree to which teachers are committed to the approach appear to be important. https://educationendowmentfoundation.org.uk/educationevidence/teaching-learning-toolkit/social-and-emotional-learning	3, 6, 7
In conjunction with the Sports Premium funding, ensure there is a vast array of opportunities for disadvantaged pupils to improve their health and fitness and be involved in a very wide range of sporting opportunities.	There is a small positive impact of physical activity on academic attainment (+1 month). While this evidence summary focuses on the link between physical activity and academic performance, it is crucial to ensure that pupils access to high quality physical activity for the other benefits and opportunities it provides. https://educationendowmentfoundation.org.uk/educationevidence/teaching-learning-toolkit/physical-activity	3, 4, 5,

Invest in a very full enrichment programme, including after school clubs and external visitors to widen interests; motive and discover and encourage new talents. Linked to this is investment in a specialist secondary PE teacher to co-ordinate and monitor the provision for sports.	There is some evidence that involvement in extra-curricular sporting activities may increase pupil attendance and retention. Generally, we feel that any engagement in such activities will help to build confidence and self-esteem to support learning and raise aspirations. https://educationendowmentfoundation.org.uk/educationevidence/teaching-learning-toolkit/physical-activity	3, 4,
Provide opportunities for pupils to experience knowledge of potential career outlets, locally, regionally and nationally through liaising with businesses and companies.	The existing wider evidence suggests that the relationship between aspirations and attainment is not straightforward. In general, approaches to raising aspirations have not translated into increased learning. Approaches linked to gains in attainment almost always have a significant academic component, suggesting that raising aspirations in isolation will not be effective.	3, 4, 5,
	However, we feel this is an area to focus on as part of our programme as there is not as tradition of higher education in our community.	
	https:// educationendowmentfoundation .org.uk/education-evidence/ teaching-learning-toolkit/ aspiration-interventions	

In conjunction with wider CPD and the behaviour policy and procedures, continue to monitor incidents of low level disruption and address through whole school initiatives and individual support, where relevant for identified pupils, including support from the new pastoral team.	Both targeted interventions and universal approaches have positive overall effects (+ 4 months). Schools should consider the appropriate combination of behaviour approaches to reduce overall disruption and provide tailored support where required.	3, 4, 6, 7
	https:// educationendowmentfoundation .org.uk/education-evidence/ teaching-learning-toolkit/ behaviour-interventions	

Total budgeted cost: £134,136

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 2022 to 2023 academic year.

The following summarises the attainment outcomes for Year 6 pupils, based on their SATs outcomes.

Key Stage 2 Outcomes (based on teacher assessment)

All pupils

Disadvantaged

pupils Non
disadvantaged pupils

% of pupils achieving the expected standard in reading, writing and mathematics 63% 50% 73.1%

% of pupils achieving the expected standard in reading 72% 65% 76.9% % of pupils achieving the expected standard in writing 76% 70% 80.8% % of pupils achieving the expected standard in mathematics 76% 65% 84.6% % of pupils achieving the expected standard in GPS 85% 75% 92.3% % of pupils achieving the higher standard in reading 21.7% 10% 30.8% % of pupils achieving the higher standard in writing 17.4% 10% 23.1% % of pupils achieving the higher standard in maths 15.2% 10% 19.2% % of pupils achieving the higher standard in GPS 28% 20% 34.6%

- There were 46 pupils in the cohort 43.5% were disadvantaged.
- Outcomes were generally, very pleasing for the 2022-23 KS2 cohort, and there were many improvements, relating to outcomes for disadvantaged pupils.
- Attainment improved from 2022 for disadvantaged pupils in reading, writing and maths (combined); reading and writing.
- The attainment gap for disadvantaged pupils narrowed in reading, writing and maths (combined); reading and writing.
- Progress for disadvantaged pupils was positive in Writing and Mathematics.

Reading, Writing and Mathematics (combined):

- 50% of disadvantaged pupils achieved the expected standard in reading, writing and mathematics. This was an improvement from 38.9% in 2022.
- The gap narrowed from -30.7% in 2022 to -23.1% in 2023.

Reading:

• 65% of disadvantaged pupils achieved the expected standard in reading. This was an improvement from 44.4% in 2022.

Externally provided programmes

Programme	Provider
Play Therapy	Fortis
SEMH support	Compass Go
Educational Psychologist	Applied Psychologies
Music tuition	MAPAS
Music resources	Charanga
Languages support resources	Language Angels
Reading resources	Reading Solutions (Reading Plus) Spelling Shed, Big Club
Phonics resources	Bug Club
Times Tables support	TT Rockstars
Spelling and Maths Shed resources	Ed Shed
Maths resources	Third Space Learning, White Rose, Manga High, Testbase
Maths tutoring	National Tutoring Programme
Reading tutoring	FFT Lightning Squad
Sports fixtures and programme	NE Lincs Sports Partnership

Service pupil premium funding (optional)

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)

In conjunction with other funding, general strategies to also enhance provision for all pupils, including disadvantaged pupils:

- Invest in time for curriculum leaders to improve provision and monitoring of their subject areas to further improve outcomes across the curriculum.
- Facilitate time for teachers to consider and identify individual barriers to learning and consequent learning needs for pupils to ensure strategies are put in place for individuals.
- Work collaboratively across the Trust to generate and share ideas and implement joint strategies to enhance learning.
- Ensure there are multiple opportunities to share and celebrate achievement with pupils and the wider Pilgrim Academy family through assemblies, social media and in person presentations.