

Hearsall Community Academy - Pupil premium strategy statement

School overview

Detail	Data
School name	Hearsall Community Academy
Pupils in school	110 pupil premium pupils of 455 on roll
Proportion of disadvantaged pupils	26%
Academic year or years covered by statement	2023-2026
Publish date	31 st December 2023
Review date	December 2024
Statement authorised by	Claire Jones, Headteacher
Pupil premium lead	Claire Jones, Disadvantaged Champion
Governor lead	Dilesha Chima, Premiums Governor

Funding Overview

Detail	Amount
Pupil premium funding allocation this academic year (published by ESFA and updated in September 2024)	£176,120
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
3 x LAC/PLAC @ £2750	£8,250
Total budget for this academic year	£184,370

[Part A: Pupil premium strategy plan](#)

Statement of Intent

Inspire Education Trust priorities:

Our priority is for every pupil to make good progress and achieve their full potential achieving high attainment in line with peers regardless of the social inequalities that disadvantaged children overcome on a daily basis. Our intention is for every child to have the skills and mindset to overcome challenges and barriers to live life to the full as a child growing up in Coventry and Warwickshire and achieve individually.

Hearsall is a large two form entry primary school in Earlsdon in Coventry. It serves a diverse community with families from 53 countries (32% EAL). A number of children live in poverty and begin at Hearsall significantly lower than national expectations, especially in early language skills. There is a clear, strong understanding by all staff of the multiple barriers facing disadvantaged pupils. Together with the highly effective pastoral support, we aim to support our disadvantaged pupils through the following key aims and objectives:

- Quality first teaching and feedback to narrow the attainment gap between disadvantaged and all other pupils nationally and within our own school's data
- Pupil Premium children should make or exceed national progress data
- For all our disadvantaged pupils to be supported academically, mentally, emotionally and socially so they can access a full curriculum and thrive and achieve every day at school alongside their peers

Key objectives:

- Research based evidence to inform best classroom practise including interventions, appropriate challenge and support, engagement and relationships
- A comprehensive CPD programme for all classroom practitioners
- Priority marking and/or feedback as standard to support accelerated progress
- Data analysis of all vulnerable groups evidenced through robust termly pupil progress meetings
- All barriers for pupil premium children identified including; FSM, SEND, EAL, gender, pastoral, safeguarding, attendance, ethnicity, GLD, end of KS1 data and Phonic Screening Check
- Positive parental engagement through a variety of mediums; regular meetings, drop ins, workshops, online support, Family Liaison Worker
- Rigorous monitoring of attendance of individual children/families using DfE guidance to ensure good attendance for all pupils reducing persistent absenteeism, lateness and unauthorised absences
- High levels of pastoral support and training to maintain high expectations of behaviour, reduce suspensions and develop good learning behaviours in all through appropriate support and alongside external professionals
- Rigorous monitoring including; termly pupil progress meetings, pupil voice, case study, pupil/parental questionnaire and 1:1 parent conversations/catch ups
 - Effective implementation of interventions with analysis of impact on progress and attainment
 - Enrichment strategies to improve the daily lived experience of all disadvantaged children including financial support for trips, residentials, co-curricular clubs, Inspire Challenge Awards holistic approach to homework for every year group and free Breakfast Club for FSM children
 - Accountability through robust performance management for all teaching and support staff
 - Relational Behaviour Policy that encompasses a trauma based approach rooted in neuroscience
 - Identification and planning for the complex needs of families in receipt of Free School Meals, Pupil Premium funding and families who require school support and/or families who do not have recourse to public funding.
 - Disadvantaged Champion in all Inspire schools

Challenges

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

Challenge number	Detail of challenge
1	<p>Weak language and communication skills; increased speech & language difficulties exacerbated by Covid, reading not valued or supported and poor standard English. For some children, reading for pleasure is not embedded.</p> <p>Children enter Reception below age related expectations with many who have English as an additional language. Children often do not demonstrate any knowledge of early nursery rhymes, an ability to speak in sentences and any awareness of phonic sounds.</p> <p>Oracy remains a significant focus throughout the Trust and school across all year groups with teachers recognising the need to implement teaching strategies to enhance oracy opportunities. Teachers have received further training on oracy and creating opportunities for talk in the classroom. Poor language skills continue to impact on writing standards and attainment across the school. An oracy tracker and curriculum toolkit has been introduced to raise standards in Oracy across the school.</p>
2	<p>Phonics screening shows that in Year 1 75% of disadvantaged pupils passed the PSC (78% for all pupils). At Reception baseline in September 2024, Literacy was the lowest area (38%) on track for GLD. In KS1, end of summer 24, data showed 68% of disadvantaged pupils were at ARE in Reading and 68% for KS2. Early reading is established through RWInc phonics but not enough disadvantaged children make accelerated progress. Following external reviews, it was agreed to implement full fidelity to the RWInc programme. This, coupled with individual tutoring will support accelerated progress of the lowest pupils to at least meet national and LA expected standards.</p>
3	<p>Writing continues to be a significant area of focus. Year 6 attainment improved by 12% in writing overall in 23/24 compared to the previous year but only 40% of disadvantaged children met the expected end of KS2 standard. Similarly, at the end of KS1 only 25% of disadvantaged pupils made ARE and only 50% of disadvantaged pupils at the end of KS2. Baseline data for Reception in autumn 2024 shows only 38% on target for Literacy. Clearer sequence for learning in English has been addressed and medium-term plans demonstrate clear sequencing and a new approach to unit overviews and children's understanding has been implemented. Additional training should address any gaps in pedagogy. Spelling has been identified as an area of concern which can hold children back from making progress in writing. A scheme is now embedded to ensure clear focus and rapid progress and an impact on writing outcomes. Writing remains a focus due to high transience, EAL and SEND.</p>
4	<p>Maths has been identified as an area to focus on; there are an increasing number of children who are disadvantaged pupils (26%) and EAL (32%) combined with high transience (60% stability IDSR: 2024). Leaders need to be confident that pupils are developing in early maths and concept of number. Maths talk is being implemented in 24/25 to ensure high quality maths talk is reflected in lessons to rapidly build knowledge and support both disadvantaged SEND and EAL to understand maths. Maths mastery in EYFS is implemented to support progress.</p>
5	<p>Attendance and punctuality continue to be a focus across the school, particularly for disadvantaged families. For some families there are significant barriers to overcome persistent absenteeism despite a range of measures being introduced to support families and enforce punitive measures. Over the last year, attendance has been consistently just below national levels (overall 93%). Disadvantaged families make up approximately 24% (down from 60% in 23/24) of families with persistent absenteeism. A number of strategies are being implemented with support from the Pastoral Team including the creation of a Family Liaison Officer role to ensure the social and emotional needs of disadvantaged pupils and families are met to encourage and support good attendance at school.</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
<p>High quality early language intervention (Wellcomm) supports progress for EYFS pupils and GLD is in line with national data.</p> <p>Increased oracy and reading for pleasure across the school impacts on reading and writing outcomes.</p>	<ul style="list-style-type: none"> ● Wellcomm language intervention provides high level support to targeted pupils. Parent workshops and high expectations of standard English ensure that children meet age related expectations in communication and language (GLD to meet or exceed national and local authority outcomes). ● RWInc tutoring and intervention will target focus children for rapid progress in reading, end of Year 1 in 2024/25 target is 78% and Year 2 cumulative 88%. ● Increased focus on Oracy across the school demonstrates an impact on reading and writing attainment through breadth and depth of age and stage appropriate vocabulary. Increased reading attainment at both key stages. ● Reading for pleasure is widespread and impacts on pupil reading attainment. Engagement in; reading at home through parental engagement in reading diaries, pupil voice, incentives, rewards. ● End of year target for 2024/25 KS2 is 56% (24% GD) for all pupils taking into account high levels of SEND (Y6 28% SEND) and transience (matched pupils 56%).
<p>Pupils are in line or better than the national Phonic Screening Check data. High quality phonics teaching impacts on reading outcomes in Year 1 and end of KS1 (Y2)</p>	<ul style="list-style-type: none"> ● Consistent high-quality phonics teaching ensures pupils make at least expected progress in RWInc and, for those at risk of falling behind, accelerated progress. ● Phonics Screening Check results are just below national and local authority expectations. End of autumn phonics screening data shows gaps between disadvantaged pupils and their peers in the phonics screening check results (excluding SEND pupils). Increased interventions will support rapid progress. ● Children are supported in reading through high quality RWInc sessions which facilitate accelerated progress for target pupils to make at least expected national and local authority attainment in KS1 reading. ● All pupils across KS2 who did not pass the phonics screening check have daily phonics sessions to support rapid reading development and accelerated progress in reading to meet or exceed national and local authority data for KS2 reading.
<p>Pupils make at least expected progress in writing across the school. Writing outcomes are in line or better than national.</p>	<ul style="list-style-type: none"> ● Writing shows significant increase to meet or exceed national and local authority outcomes for GLD, end of KS1 and KS2. ● Writing standardisation and moderation demonstrates the impact of high quality CPD for teachers. Increased pedagogy results in accelerated progress for the most disadvantaged and those working significantly below. ● Children make at least expected progress or better in writing. ● Literacy in Early Years meets at least national GLD expectations. ● Disadvantaged pupils receive priority feedback and marking and gaps between them and their peers close as a result of quality first teaching. ● Unit overview identifies personal target, new and revised learning and supports pupils to articulate their learning at all levels. ● Pupil voice identifies the children feel well supported in their learning and can identify their strengths and development points in writing. ● Gaps between disadvantaged and peers is diminished in line with local and national standards.
<p>Maths attainment</p>	<ul style="list-style-type: none"> ● Careful planning and high-quality provision and lessons impact on maths

meets or exceeds national or local authority outcomes.	<p>outcomes for disadvantaged pupils.</p> <ul style="list-style-type: none"> Enhanced and continuous provision support the development of early maths concepts through a practical approach. Maths is seamlessly interwoven into the indoor and outdoor environment to ensure pupils make rapid progress from their own starting points. CPD for all staff ensures high quality planning and delivery. Early Maths activities are supported through a child led approach and through specific adult led learning. GLD in maths and Maths attainment at the end of KS2 is in line or exceeds national thresholds
Persistent absenteeism reduces significantly to below national expectations	<ul style="list-style-type: none"> Attendance is significantly improved to be in line or better than national and local authority expectations through a range of interventions/strategies. Persistent absenteeism and lateness are minimised and pupil attainment is impacted due to increased attendance rates. Persistent absenteeism reduced by 11% in 23/24 from 32% in 22/23. Attendance will remain a focus and continue on an upwards trajectory meeting national expected percentages. Clear procedures and punitive measures are put in place when thresholds are met. Phone calls letters, home visits, fixed penalty notices and court action from the local authority will be used in conjunction with a supportive approach to ensure good attendance from all pupils. Free school meal breakfast club impacts significantly on the most disadvantaged families resulting in children in school, on time, every day. Relational behaviour approach supports pupils' mental wellbeing and pupil support plans and profiles identify barriers to overcome.

Activity in this academic year: Teaching (i.e. CPD, recruitment and retention)

Budgeted cost: £78,658

Activity	Evidence that supports this approach	Challenge number(s) addressed
Strategic Lead for Disadvantaged to focus on raising attainment for pupil premium children through monitoring and interventions	<p>Headteacher is Disadvantaged Champion for the school along with being the Strategic Lead for Pupil Premium across the Trust;</p> <p>Release time to support teachers, leaders and to deliver CPD to ECTs, and monitoring alongside senior leaders. Coaching and supporting staff (teachers and support) with teaching and learning strategies to continue to raise attainment. Interventions to support accelerated progress and upskilling governors to provide appropriate challenge for all leaders.</p> <p>Working closely with the Pastoral Team to ensure the most vulnerable families are well supported. Thrive is used consistently and effectively across the school to support children's social and emotional wellbeing. Children's wellbeing has a direct impact on their attainment.</p>	1,2
RWInc daily lessons	EEF Reading Comprehension Strategies (+6m).	1,2

<p>impacts on rapid progress in reading for KS1 pupils</p>	<p>Research suggests that reading comprehension strategies are high impact on average (+6 months) when used alongside phonics and is a crucial component of early reading instruction. Identifying the appropriate text difficulty or level is key to provide sufficient challenge. Early diagnosis of reading difficulties can prevent readers struggling when they are older. Pupils who learn early skills in decoding, understanding structure of language or vocabulary and where these skills are explicitly taught, will be able to apply comprehension strategies to other reading tasks, context and subjects.</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/reading-comprehension-strategies</p> <p>KS1 RWInc with adult led session daily. TA/HLTA directed time daily. 3 x teachers and 6 x TAs lead daily sessions. 1 x leadership session per week release for RWInc Lead for assessment and grouping purposes ensuring children remain in the correct group ensuring appropriate challenge.</p>	
<p>RWInc phonics interventions</p>	<p>EEF Reading Comprehension Strategies (+6m).</p> <p><i>Research suggests that reading comprehension strategies are high impact on average (+6 months) when used alongside phonics and is a crucial component of early reading instruction. Identifying the appropriate text difficulty or level is key to provide sufficient challenge. Early diagnosis of reading difficulties can prevent readers struggling when they are older. Pupils who learn early skills in decoding, understanding structure of language or vocabulary and where these skills are explicitly taught, will be able to apply comprehension strategies to other reading tasks, context and subjects.</i></p> <p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/reading-comprehension-strategies</p> <p>KS1 RWInc tutoring with adult led session for target pupils. TA/HLTA directed time daily. 1 x teacher and 1 x TA trained in RWInc tutoring. 1 x leadership session per week release for Early Reading Lead for assessment and grouping purposes ensuring children remain in the correct group ensuring appropriate challenge.</p> <p>EEF Phonics (+5m) - <i>Phonics teaching has extensive evidence as a vital component of early reading skills particularly for children from a disadvantaged background. Phonics should be taught systematically and matched in terms of their phonic awareness of letter sounds and patterns including graphemes. It is suggested that phonics improves the accuracy of children's reading. Phonics has been found to be consistently effective in supporting younger readers to master the basics of reading.</i></p> <p>Daily RWInc sessions from Reception to Year 2. In addition, children who did not pass the phonics screening check or those arriving with no English will receive daily phonics support. RWInc development training release time. TA directed time daily to deliver in small groups.</p>	<p>1,2,3</p>
<p>Continual Professional Development</p>	<p>EEF guidance report on Effective Professional Development</p> <p><i>Research indicates that high quality teaching can narrow the disadvantage gap. The benefit of the new Early Career Framework,</i></p>	<p>1,2,3,4</p>

	<p><i>NQP programmes and effective training play a crucial role in improving classroom practice and pupil outcomes. Professional development needs to be well-designed, selected and implemented well. Key findings indicate to focus on mechanisms; the core building blocks that are observable, can be replicated and cannot be removed without making professional development less effective i.e. revisiting prior learning, goal setting, feedback and action planning. The research recommends that training should build knowledge, motivate staff, develop teaching techniques and embed good practice in the context of the school.</i></p>	
Trust Development Associate supporting teaching/learning development	<p>High quality Inspire Trust training programme following EEF principles. Planning support from T&L Trust Development Associate and training for TAs on effective implementation of interventions. Cover costs for training.</p> <p>EEF Guide – tiered approach with teaching as priority along with CPD.</p> <p>See research above on effective professional development.</p> <p>The tiered approach introduced by the EEF recommends high quality teaching for all as a priority, targeted academic support and wider strategies to support pupils within that academic year. By focusing on a small number of strategies, it is likely to make the biggest difference to pupil outcomes.</p> <p>EEF Tiered Approach</p> <p>Regular CPD opportunities to support quality first teaching, planning and feedback. CPD programme for Trust/school to ensure quality first teaching personalised for the school.</p> <p>Trust Development Associate support plus additional cover costs for teaching staff for CPD</p>	1,2,3,4

Targeted academic support (i.e. tutoring, 1:1 support, structured interventions)

Budgeted cost: £66,854

Activity	Evidence that supports this approach	Challenge number(s)
----------	--------------------------------------	---------------------

		addressed
Wellcomm language intervention prioritises early language skills	<p>EEF Early Years Interventions (+5m)</p> <p><i>Research indicates that gaps between children from advantaged and disadvantaged backgrounds start to emerge at the earliest stages of learning. When children start school, those from the poorest backgrounds are estimated to be 19 months behind their most affluent peers in development of vocabulary.</i></p> <p>Oral Language Interventions EEF</p> <p>EYFS TA directed time to deliver following CPD and training programme. Early language intervention to ensure rapid progress in spoken and early language skills by end Reception. (1 x Grade 3 TA am £7,000)</p>	1
RWInc phonics interventions impacts on PSC and reading by the end of KS1	<p>EEF EYFS Interventions (+4m)/EEF Phonics (+5m)</p> <p><i>"There is extensive research demonstrating an attainment gap in the early years, the impact of this gap on later educational outcomes, and the value of high-quality early years provision for disadvantaged pupils. We also know a fair amount about the strategies which are most effective for young children notably improving communications and language. Director of Education at Nuffield Foundation"</i></p> <p>Phonics Toolkit Strand Education Endowment Foundation EEF</p> <p>TA directed time to deliver. RWInc tutoring for all target children who did not pass phonic screening check, small group tuition for blending and reading support.</p> <p>Early Reading Lead 1x am weekly release to manage groups, training, interventions and assessments.</p>	1,2
Fresh Start	<p>EEF Small Group Tuition (+4m)</p> <p><i>Small group tuition is most effective when targeted at pupils' specific needs. Research indicates that training provided to the staff that deliver small group support is likely to increase impact. Small group support can be effectively targeted at pupils from a disadvantaged background and is recommended as an effective strategy.</i></p> <p>Small group tuition Toolkit Strand Education Endowment Foundation EEF</p> <p>Small group writing intervention supporting UKS2 children working well below ARE. SEND TA delivering 3 x weekly sessions to support rapid progress. Laptop provided for pupils taking part in Fresh Start; £6,000</p>	3
Tuition/Intervention /Booster Groups	<p>EEF Tuition (Est. +5m).</p> <p><i>Small group tuition can be more cost effective to providing targeted support. Teaching Assistants are able to deliver one to one tuition when experienced, well-trained and supported.</i></p> <p>One to one tuition EEF (educationendowmentfoundation.org.uk)</p> <p>KS2 Booster groups supporting reading, grammar and maths in small intervention groups; Reading group, Grammar group and Maths group focused on upper KS2 during spring/summer term.</p>	1,2,3
HLTA small group tuition	<p>KS2 small group tuition from HLTA. EEF Small group tuition (Est. +4m). Reading and Maths intervention groups.</p>	1,2,3
Precision teaching and pre-teaching	<p>KS2 small group tuition from HLTA. EEF Small group tuition (Est. +4m). Reading, Spelling, HFW individual interventions.</p>	1,2,3

Wider strategies (i.e. attendance, behaviour, wellbeing)

Budgeted cost: £38,858

Activity	Evidence that supports this approach	Challenge number(s) addressed
Attendance support	EEF Parental Engagement (Est. +4m) LA attendance SLA hours purchased to support school with tackling persistent absenteeism. Strategies implemented to support reduction in PA,	5

	EHAC meetings with Attendance Officer will guide further actions. Family Liaison Officer works closely with families to support. Improving School Attendance	
Free School Meal Breakfast Club	EEF Social and Emotional Learning (Est. +4m) Free Breakfast Club offered to all FSM children to tackle persistent absenteeism, lateness, pupil self-regulation and prepare children for learning/interventions at the start of the day. FSM Breakfast Club	5
Parental Engagement	EEF Parental Engagement (Est. + 4m) including approaches to educate and upskill parents, supporting reading at home and intensive support for families in crisis. Pastoral Team supporting Coventry Family Learning, Family Liaison Officer working alongside families and those requiring crisis support. EEF Parental Engagement	5
Social and Emotional Learning	EEF Social and Emotional Learning (Est. +4m) including Thrive school ethos, Relational Behaviour Policy, Zones of Regulation supporting pupil self-regulation and multi-layered pastoral support approach in school; Thrive 1:1, small groups, Boomerang Mental Health Groups, Forest School, Art Therapy, Tea & Chat and Warhammer support groups. Behaviour interventions EEF (educationendowmentfoundation.org.uk)	5
Mental Health Yoga	Mental Health Yoga teacher recruited to upskill staff to support children with mental health, self-regulation, behaviour and mindfulness. All year groups to benefit from a 4 week programme each. EEF Social and Emotional Learning EEF Behaviour Interventions	5
Pastoral Team	EEF Social and Emotional Learning (Est. +4m) Working with individual children and families to support pupils' interaction with others and self-management of emotions. Breakfast Club provided at break time to support pupils identified as requiring additional support. EEF Social and Emotional Learning	5

Part B: Review of outcomes in the previous academic year

Review of 2023/24

Aim	Outcome
Weak language and communication skills	This has been a focus throughout the year. With significant transience (Stability on IDSR 61%), it remains an area of high priority to support pupils new to the school and new to English to settle and begin early reading skills through RWInc phonics. This year has seen successes in Year 1 and Year 2 for disadvantaged pupils. 75% of pupil premium children passed the Phonics Screening Check at Year 1 compared to 80% nationally for all children. In Year 2, only 4 children did not pass the Phonics Screening Check and none were Pupil Premium. Daily Supported Reader had limited success and the school moved to full fidelity to the RWInc programme. Oracy and pupil voice remains a high priority on the Academy Development Plan. In Reception, 90% of pupils passed their Communication and Language area of their GLD. This was a significant improvement on

	the previous year. Due to children coming in to the Early Years considerably below national expectations, this will remain a priority.
Writing	Writing remains a high priority for the school. During 23/24, 40% of pupil premium children made the expected attainment at the end of KS2. There were no greater depth disadvantaged writers. The school were moderated by the local authority and judgements confirmed alongside the previous year 6 teacher who was also an LA Moderator. Writing still remains below national expectations which is contributed to by the high levels of transience and 54% of the cohort joining in KS2 with ** pupils EAL. A range of interventions and catch up programmes are in place to support the lowest attaining children to make accelerated progress towards end of KS2 national expectations.
Maths	Maths has made an improvement over the year resulting in 68% of pupil premium children achieving the expected standard at the end of KS2 with 24% achieving Greater Depth. In Early Years, 71% of pupils achieved their GLD in Maths. This is testament to the high-quality provision within school, focus on arithmetic and Maths Mastery both in years 1 to 6 and Maths Mastery in Early Years. Leaders will keep Maths as a focus area due to the high levels of transience (60% stability IDSR: 2024). The MTC in Y4 had results that were higher than national including PP; Average score for Pupil Premium 20.7 (National all children 20.1) and Full Marks for Pupil Premium 47% (national all children 34%).
Attendance and Punctuality	During 23/24 there were significant improvements in attendance, in particular, persistent absence. PA reduced by 11% over the academic year compared to a reduction of 1.1% nationally. This is as a result of working alongside families, creating a Family Liaison Officer post to support families at risk of persistent absenteeism. Additional strategies are in place to support children and identify root causes of absence. Children are supported by the Pastoral Team along with parents and carers. This will remain as a focus due to transience and an ever-changing school population. (60% stability IDSR: 2024)

Disadvantaged pupil performance overview for last academic year (2023/24)

Measure	ARE	Greater Depth
Reading at KS2	68%	24%
Writing at KS2	40%	0%
Maths at KS2	52%	12%

Combined at KS2	24%	4%
Phonics at end of Year 1	75%	
Phonics at end of Year 2	73%	

Further information

Additional activity: Our pupil premium strategy will be supplemented by additional activity that is not being funded by pupil premium or recovery premium. That will include:

- Embedding more effective practice around challenge and feedback. [EEF evidence](#) demonstrates this has significant benefits for pupils, particularly disadvantaged pupils. Significant CPD will be implemented to further support teaching and learning.
- We will offer an enhanced range of high-quality co-curricular activities to boost wellbeing, behaviour, attendance, and childhood experience. Activities will focus on building life skills such as confidence, resilience, and socialising. Disadvantaged pupils will be encouraged and supported particularly to participate in the Inspire Challenge Awards, a bespoke holistic homework programme for each year group. Hearsall also offers the Inspire Challenge Awards as a homework and home/school liaison to give all children access to childhood experiences identified through National Trust 50 Things, DfE Activity Passport and closely matched to Inspire sequenced curriculum in History, Geography, Music, Art and D&T.

Planning, implementation, and evaluation

When planning our pupil premium strategy for 2023 to 2026, we identified through thorough monitoring and evaluation, a clear set of objectives to support disadvantaged pupils to move forward, make good progress and catch up to peers.

We triangulated evidence from data and pupil progress meetings, flipped monitoring book scrutinies, conversations with parents, pupil voice and teachers in order to identify the challenges faced by disadvantaged pupils. We also used the EEF's families of school's database to view the performance of disadvantaged pupils in schools similar to ours and schools with a wide demographic within our Trust to learn from their approach and strategies and share best practice.

We looked at a number of reports, studies and research papers about effective use of pupil premium, the impact of social disadvantage over time on educational outcomes and how to address challenges to learning as a result of socio-economic disadvantage. We also looked at studies about the impact of the pandemic on disadvantaged pupils and took into account research from the EEF, research from Sonia Blandford and the National College.

We used the [EEF's implementation guidance](#) to help us develop our strategy and the tiered approach to help us diagnose specific pupil needs and work out which activities and approaches are likely to work in our school. We have put a robust evaluation framework in place for the duration of our strategy to secure better outcomes for disadvantaged pupils and ensure they have every opportunity given to them to facilitate success, progress and

attainment.