



Manor Primary School

Pupil Premium Strategy Statement

This statement details our school's use of pupil premium (and recovery premium for the 2021 to 2022 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	Manor Primary
Number of pupils in school	632
Proportion (%) of pupil premium eligible pupils	190 (30%)
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2022/2023 – 2024/2025
Date this statement was published	September 2022
Date on which it will be reviewed	September 2023
Statement authorised by	Julie Mills, headteacher
Pupil premium lead	Jess Newell, Assistant headteacher
Governor / Trustee lead	David Coles

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£263,150
Recovery premium funding allocation this academic year	£0
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
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	£263,150

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Part A: Pupil premium strategy plan

Statement of intent

Our mission at Manor is to create a culture of belonging, where all children are the beating heart of all that we do, they are our motivation and we are their champions. We commit to nurturing and equipping our children with self-belief, knowledge and skills to find their wings and fly.

Our vision is to create extraordinary learning, for all our children to be proud of their achievements, develop resilience and grow as learners so that they can discover their place in the world, where the possibilities are endless!

Our intention at Manor Primary is that every child, regardless of their background or start point shall flourish, academically, personally and socially and that all pupils will make excellent progress to reach their full potential irrespective of any barriers that they may encounter. 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.

High-quality first wave 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. We will ensure that staff will have the knowledge of their pupils that is necessary to help them overcome potential barriers

The use of the Pupil Premium Funding will be used in a variety of ways to improve outcomes for vulnerable pupils. The strategies adopted will be based on the best available research and evidence at the time and will also help to ensure that outcomes for children who are not disadvantaged continue to be sustained or improved.

The funding will help us achieve the following goals:

- Sustained, high quality first teaching for all pupils.
- An enriching and varied, high quality curriculum is in place and accessible to all pupils

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- Targeted interventions are delivered by skilled and knowledgeable staff for children identified as needing additional support to access the curriculum successfully
- All children are able to access trip, visits, residential, clubs and wider opportunities that exist throughout the school
- Disadvantaged children are supported to access opportunities beyond their school experience in the wider community.

Challenges

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

Challenge number	Detail of challenge
1	<u>Under Developed Oracy Skills</u> - Assessments, observations, and discussions with pupils indicate under-developed oral language skills, lower word acquisition and vocabulary gaps among many disadvantaged children. This is evident in Nursery and Reception and in general, are more prevalent among our disadvantaged pupils than their peers, thus slowing down reading progress in subsequent years
2	<u>More Able learners</u> - High ability children, who are eligible for pupil premium, make less progress than non-disadvantaged high ability pupils across the school and this prevents sustained high achievement in Key Stage 2.
3	<u>Maths focus</u> - Assessments and observations indicate that the education and wellbeing of many of our disadvantaged pupils have been impacted by partial school closures to a greater extent than for other pupils. These findings are supported by national studies. This has resulted in significant knowledge gaps leading to pupils falling further behind age-related expectations, especially in maths.
4	<u>Technology</u> - Some disadvantaged families do not have access to technology that would enable high quality remote learning and access to learning beyond the school day.
5	<u>Attainment and Progress</u> - For some disadvantaged children across the school, attainment is below that of their peers in reading, writing and maths and they need quality first teaching and additional small group intervention to make rapid and sustained rates of progress in order to at least achieve ARE by the time they leave.

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6	Well being - Some disadvantaged children across the school lack confidence and self-belief which impacts on their wellbeing and learning as they move through the school.
7	Attendance - Attendance rates for pupils eligible for PP are 92.72% (below the target for all children nationally of 96% and our school at 97%) This reduces their school hours and causes them to not make the rapid and sustained progress they need to as they move through our school.
8	Wider Opportunities - Some disadvantaged children do not access wider opportunities outside school to the same frequency as their non-disadvantaged peers.

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
Improved vocabulary acquisition and language comprehension among disadvantaged pupils in Nursery and Reception.	Assessments and observations indicate significantly improved oral language among disadvantaged pupils. This is evident when triangulated with other sources of evidence, including engagement in lessons, book scrutiny and ongoing formative assessment.
Higher rates of progress across KS2 for high attaining pupils eligible for disadvantaged children.	KS2 maths outcomes in 2022/23 show that more than 90% of disadvantaged achieve GDS in reading, writing and mathematics.
Improved maths attainment for disadvantaged pupils at the end of KS2.	KS2 maths outcomes in 2022/23 show that more than 90% of disadvantaged pupils met the expected standard.
To ensure that all pupils have access to the technology needed for online learning.	All children can access online learning and engagement as their non-disadvantaged peers and can actively take part in any live streaming of lessons; access digital classroom to use intervention and homework resources.
Increased rates of progress for disadvantaged children whose attainment is below that of peers nationally.	Rates of progress for disadvantaged children whose attainment is below that of peers nationally so they at least meet age related expectations in reading,

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	writing and maths by the time they leave in year 6
To achieve and sustain improved wellbeing for all pupils in our school, particularly our disadvantaged pupils.	Sustained high levels of wellbeing from 2023/24 demonstrated by qualitative data from pupil voice, pupil and parent surveys and teacher observations
Increased attendance rates for pupils eligible for pupil premium.	Overall pupil premium attendance improves from 92.72% to 96% at least in line with all pupils nationally
Increased attendance and access for wider extra-curricular clubs for disadvantaged children.	The percentage of children attending extra-curricular clubs will increase and the gap will be closed between disadvantaged and that of their peers.

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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: £58,389

Activity	Evidence that supports this approach	Challenge number(s) addressed
Continue to use the language diagnostic/intervention strategy WellCom and give time to EYFS assistant headteacher to ensure that all EYFS staff are implementing this correctly and accurately to ensure maximum impact on early language acquisition.	There is a strong evidence base that suggests oral language interventions, including dialogic activities such as high quality classroom discussion, are inexpensive to implement with high impacts on reading. Oral language interventions Toolkit Strand Education Endowment Foundation EEF	1
All teachers/support staff to drive SIP key issues. EYFS AHT to work alongside Deputy to provide CPD for all staff within the EYFS setting to secure even better teaching for children in EYFS. Regular self-review of oracy across EYFS	Evidence informs us that quality first teaching is the most effective way to improve children's outcomes and can narrow the disadvantage gap. EEF Effective Professional Development	1
All teachers/support staff to have access to high quality CPD provided both internally and externally.	Continuous professional development will help further improve quality first teaching by improving pedagogy, subject knowledge and by providing information about current educational best practice.	2, 3, 5

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<p>Improve staff subject knowledge of how to achieve Depth of learning for all children Quality of feedback and marking is used to assess knowledge and understanding and addresses misconceptions and enables children to practice, consolidate and secure understanding of key concepts</p>	<p>EEF Effective Professional Development</p>	
<p>Develop the coaching culture within the whole school, where all staff have access to an internal or external coach. They will receive targeted coaching and mentoring interventions to help improve and sustain quality first teaching.</p>	<p>Research supported by pure coaching and EEF regarding closing the gap for teachers CPD and mental health and well-being. As a result staff feel more confident to sustain high quality first wave teaching.</p>	<p>2, 3, 5</p>
<p>All ECT'S to receive bespoke targeted support. Deputy to drive bespoke support with ECT's to drive standards of quality first wave teaching and learning.</p>	<p>Research taken from Ambition institute and other teaching providers supports schools with a new ECT/RQT programme of study over 2 years. Thus, supporting new teachers using smaller achievable steps into making long term goals of teaching as a career.</p>	<p>2, 3, 5</p>
<p>New staff to be provided with further training in the delivery of a validated Systematic Synthetic Phonics programme (Floppy Phonics) to secure stronger and more consistent</p>	<p>Phonics approaches have a strong evidence base that indicates a positive impact on the accuracy of word reading (though not necessarily comprehension), particularly for disadvantaged pupils: Phonics Toolkit Strand Education Endowment Foundation EEF</p>	<p>1, 5,</p>

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phonics teaching for all children.		
Release time out of class for Maths and English lead practitioner to support across the school the teaching and learning of maths and English.	Continuous professional development will help further improve quality first teaching by improving pedagogy, subject knowledge and by providing information about current educational best practice. EEF Effective Professional Development	2, 3, 5
Release time out of class for all AHT's to drive school improvement issues and areas within phases and across the school.	Continuous professional development will help further improve quality first teaching by improving pedagogy, subject knowledge and by providing information about current educational best practice. EEF Effective Professional Development	2, 3, 5
Improve the quality of social and emotional learning through the continued use of the Skills Builder programme and PSHCE medium term planning.	Evidence from the EEF's Teaching and Learning Toolkit suggests that effective SEL can lead to learning gains of +4 months over the course of a year. Children from disadvantaged backgrounds have weaker social and emotional skills than non-disadvantaged backgrounds. Public Health England research found that effective social and emotional competencies are associated with greater health and wellbeing, and better achievement.	2, 3, 5, 6, 7
Review the quality of Maths across the school to ensure a greater percentage achieve GDS by the end of KS2. Enhancement of our maths teaching and curriculum planning in line with DfE and EEF guidance.	The DfE non-statutory guidance has been produced in conjunction with the National Centre for Excellence in the Teaching of Mathematics, drawing on evidence-based approaches: Maths_guidance_KS_1_and_2.pdf (publishing.service.gov.uk)	2, 6

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<p>fund teacher release time to embed key elements of guidance in school and to access Maths Hub resources and CPD (including Teaching for Mastery training).</p> <p>Ensure the percentage gap of high achievers at the end of KS1 is comparable with when they leave KS2.</p> <p>Ensure all children, including disadvantaged learners tackle reasoning and problem solving in Maths with confidence and resilience.</p>	<p>The EEF guidance is based on a range of the best available evidence: Improving Mathematics in Key Stages 2 and 3</p>	
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Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £171,503

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Support and target disadvantaged children at effective times during the school day to close the gaps of attainment and progress.</p>	<p>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)</p> <p>And in small groups: Small group tuition Toolkit Strand Education Endowment Foundation EEF</p>	<p>2, 3, 5</p>
<p>An additional phonics/reading intervention targeted at disadvantaged pupils who require</p>	<p>Phonics approaches have a strong evidence base indicating a positive impact on pupils, particularly from disadvantaged backgrounds. Targeted phonics interventions have been shown</p>	<p>1, 5, 6</p>

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<p>further phonics/reading support. This will be delivered by additional members of staff and our English lead practitioner who will also be released to monitor quality and impact.</p>	<p>to be more effective when delivered as regular sessions over a period up to 12 weeks: Phonics Toolkit Strand Education Endowment Foundation EEF</p>	
<p>Whole school training and additional CPD on strategies to support more able learners to make accelerated rates of progress, particularly disadvantaged pupils. This will focus on effective feedback to improve rates of progress.</p>	<p>Research shows that effective feedback is one of the key factors to help improve attainment done well, it supports pupil progress, building learning, addressing misunderstandings, and thereby closing the gap between where a pupil is and where the teacher wants them to be. EEF Feedback approaches and educational attainment in children and young people</p>	<p>2, 5</p>
<p>DHT and AHT to develop planning of intervention for disadvantaged children so individual needs are met and targeted specifically. Intervention is sequential and allows for progression supports provision mapping.</p>	<p>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</p>	<p>3, 5</p>

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

Budgeted cost: £33,258

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Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Part time Office Admin worker employed to monitor pupils and follow up quickly on absences. First day response provision.</p> <p>Deputy to overview attendance of pupil groups and work in partnership with EWO to tackle attendance issues and persistent absence.</p> <p>Provide attendance reward system for whole school to raise aspirations.</p> <p>Develop and promote attendance across the school through assemblies and whole class love of learning.</p>	<p>Attendance of disadvantaged children improves overtime and is at least in line with national figures</p> <p>The DfE guidance has been informed by engagement with schools that have significantly reduced levels of absence and persistent absence.</p>	<p>1, 2, 3, 5, 6, 7,</p>
<p>Whole staff training on a consistent approach to behaviour management with the aim of developing our school ethos and improving behaviour across school.</p> <p>Identified teaching assistants to develop nurture to support all children including disadvantaged learners to self-regulate and develop socially and emotionally.</p>	<p>Both targeted interventions and universal approaches can have positive overall effects:</p> <p>Behaviour interventions EEF (educationendowmentfoundation.org.uk)</p> <p>There is extensive evidence associating childhood social and emotional skills with improved outcomes at school and in later in life (e.g., improved academic performance, attitudes, behaviour and relationships with peers):</p> <p>EEF_Social_and_Emotional_Learning.pdf (educationendowmentfoundation.org.uk)</p>	<p>6, 7</p>
<p>Contribute to extra-curricular opportunities (including ensuring all pupils are accessing additional sporting opportunities) at and</p>	<p>Extensive research evidence shows that education and health are closely linked. In promoting the wellbeing of children within schools, it has the potential to improve educational and health /wellbeing outcomes.</p>	<p>8, 6</p>

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school visits for disadvantaged/vulnerable children who would otherwise be unable to participate or access these opportunities.		
Ensure that all disadvantaged/vulnerable pupils children have access to technology to enable them to take part in home learning, extra-curricular learning and homework.	A report commissioned by the National Literacy Trust demonstrated the positive impact of access to technology has on accessing education as it can provide additional motivation, particularly for reluctant readers, mathematicians and writers.	2, 3, 4, 6, 8,

Total budgeted cost: £263,150

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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.

There is no statutory requirement to publish data for the year 2021-22, however this data is held in school and has been used in a variety of ways to improve outcomes for vulnerable pupils.

Despite the pandemic, disadvantaged learners across the school, in all year groups, achieved exceptionally well in 2021-22. The first-class curriculum at Manor and the consistent high-quality teaching and learning continues to ensure all disadvantaged learners exceed national expectations **for all children** in all key national assessment points.

Targeted intervention, 1:1 tuition and deployment of all Teaching Assistants and additional adults have been successful and significant for disadvantaged learners to make accelerated progress overtime. The use of additional Teaching Assistants has ensured disadvantaged learners within the classroom benefit from high quality personalised 1:1/small group interventions within a lesson, which is supported by strong first-wave teaching, enabling all disadvantaged learners to make accelerated progress.

Targeted 1:1 tuition had significant impact on all disadvantaged learners and as a result, make accelerated rates of progress in reading and phonics. Reading outcomes for all pupils, including disadvantaged learners were in the **top 20% of schools** nationally at KS1 and KS2.

Additionally, phonics and reading interventions, which were targeted at disadvantaged learners who require further phonics/reading support, was highly successful during 2021-2022. This led to disadvantaged learners exceeding national averages for **all pupils** once again.

Early language intervention and first wave teaching and support in EYFS was very successful in supporting our youngest children to close the vocabulary gap and impact on their speech and language. This enabled disadvantaged learners to exceed national averages for **all pupils**.

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Funding support for disadvantaged learners ensured that no disadvantaged learner missed out on vital educational visits which build and developed their cultural capital considerably, providing them with first-hand memorable learning experiences.

Extra-curricular learning opportunities have been available for all children and have been targeted for disadvantaged learners, taking their views into account, to ensure they can access the vast wider curriculum.

Providing disadvantaged learners with up-to-date technology was highly successful, supporting all disadvantaged learners to access high quality teaching and learning despite Covid absences. Alongside this, technology supported them to access wider curriculum opportunities, beyond the school day. As a result, disadvantaged learners could develop their learning significantly before and after school and could take advantage of flip learning opportunities which enhanced and accelerated rate of progress further.

Externally provided programmes

Programme	Provider
Careers 2030 – a range of different career options across the school.	Careers 2030
Cool Kids (aimed at building the motor skills of under achievers so that they can develop in physical activity)	NHS
Quick fire multiplication facts	TT Rockstars – online resource
Accelerated reader	Renaissance
Skills Builder	Skills Builder partnership
Education City – range of maths, English and science resources	Education city

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?	

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