



Pupil Premium Strategy Statement for William Farr Church of England Comprehensive School 2024/25-2027/28

This statement details our school's use of pupil premium (and recovery premium) funding to help improve the attainment of our disadvantaged pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the effect that last year's spending of pupil premium had within our school.

School overview

Detail	Data
School name	William Farr C of E Comprehensive School
Number of pupils in school	1479
Proportion (%) of pupil premium eligible pupils	20.6%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2024/25 to 2027/2028
Date this statement was published	December 2024
Date on which it will be reviewed	October 2025
Statement authorised by	Grant Edgar, Headteacher
Pupil premium lead	Nick Muir, Assistant Headteacher
Governor / Trustee lead	Ian Green

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£206850
Recovery premium funding allocation this academic year	£57132
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	£263982



Part A: Pupil premium strategy plan

Statement of intent

William Farr (C of E) Comprehensive School's vision is to provide all members of the school community with the opportunities to engage with 'life in all its fullness' (John 10:10) through the highest quality of education, encouragement and endeavour. We are committed to striving for excellence and ensuring that all students are known, valued and can achieve.

Our intention is that all students, irrespective of their background or the challenges they face, 'engage with 'life in all its fullness', make good progress, achieve high attainment across the curriculum and move onto the next phase of education or training in line with students' high aspirations.

Our philosophy of 'a rising tide lifts all ships' coupled with high expectations for every student underpin the strategy. Through high quality teaching, a nurturing care and guidance system and a personalised approach to meet students' individual needs as required, children will thrive, succeed and fulfil their potential, both academically and socially.

We engage in a range of strategies. We provide a broad and balanced curriculum which makes an exceptional contribution to students' outcomes so that children are engaged and achieve well. Key interventions and approaches are adopted on a whole school level and are not restricted to students eligible for the Pupil Premium. All staff take responsibility for disadvantaged students' outcomes and raise expectations of what they can achieve. We understand that Pupil Premium is a universal term and there are groups of students who fall under Pupil Premium with different needs. We are clear that for Previously Looked after Children, Looked after Children and for Service students, the funding is not designed to support economic disadvantage and, like the main Pupil Premium (Free school Meals), is not designed to be a personal budget for an individual child and is to be used to support wider school initiatives. Students eligible for Pupil Premium benefit from this approach.

We have made use of a range of research, such as the Education Endowment Foundation and The Sutton Trust together with our knowledge of internal student information. The 3-tiered model is applied – teaching strategies, targeted academic support and wider strategies.

External references

DfE's catch-up premium guidance; EEF COVID-19 support guide for schools; EEF Teaching and Learning Toolkit; EEF Promising Projects; EEF Improving Literacy in Secondary Schools Guidance report; The EEF Guide to the Pupil Premium.



Challenges

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

Challenge number	Detail of challenge
1	Our assessments and observations suggest that where Literacy skills are not secure, and in particular, reading and writing skills, meaning is impeded. In addition, students' presentational skills have been highlighted as an issue following the pandemic. We know that students who are encouraged to take pride in their work will also take more care in their writing and are therefore more accurate in their communication.
2	Our assessments and observations show that students' vocabulary could be more ambitious. This links to developing students' cultural capital through a strong reading culture in the school.
3	Our observations and discussions with students and families reveal a significant degree of anxiety around sitting examinations. We will need to prepare students effectively by provided supported experiential opportunities.
4	Through students and family engagement, we have identified social and emotional issues for students such as anxiety and low self-esteem. These challenges particularly affect disadvantaged students, including their attainment and ambitions for their future. Bespoke support together with instilling a renewed sense of belonging to the wider school community will be important.
5	Our attendance data in the academic year 2023/2024 shows that attendance for disadvantaged students is 90% whilst attendance for non-disadvantaged students is 96%.



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
+ Progress 8 Attainment 8 % Grade 5+ in English and Maths	2024/25 outcomes demonstrate that disadvantaged students achieve at least as well as non-disadvantaged students
Improved attendance for disadvantaged students	To be in line with non-disadvantaged students
Improved reading, writing and presentation skills among disadvantaged students in KS3	Recognised by teachers through engagement in lessons and through the Quality Assurance process, in particular, book scrutiny
To achieve and sustain improved wellbeing for all students, including those who are disadvantaged	Sustained high levels of wellbeing demonstrated by qualitative data from student voice, student and parent surveys and teacher observations



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)

Activity	Evidence that supports this approach	Challenge number(s) addressed
Embed quality pedagogy to improve students' Literacy Skills	'By attending to the literary demands of their subjects, teachers increase their pupils' chances of success in their subjects...Literacy is key to academic success across the curriculum as well as a crucial life skill for success in learners' future endeavours. Young people who leave school without good literacy skills are held back at every stage of life.' <i>EEF Improving Literacy in Secondary Schools Guidance report</i>	1, 2
Consistent approach to embedding literacy across the curriculum		1, 2
Further develop a reading culture, including the use of the Library		2
Low stakes testing and low threat knowledge checks across the curriculum to improve knowledge of gaps and celebrate success	Pupil assessment and feedback – 'subject-specific assessments might be used to identify particular areas where pupils have forgotten or misunderstood key concepts' (p4) 'Effective intervention follows assessment, which can be used to ensure that support is well-targeted and to monitor pupil progress' (p5) <i>EEF COVID-19 Support Guide for Schools</i>	2
Additional Curriculum time in Year 7 Core subjects (6 hours per core subject) + 3 hours additional teaching in Maths in Year 8	Reducing class size – 'Moderate impact for high cost, based on moderate evidence + 3-month impact' <i>EEF Teaching and Learning Toolkit</i>	2,3
Pupil Premium SLT Lead	A requirement to have a lead on PP in school	All
To support with school's recruitment ethos of appointing teachers who are subject specialists	High quality teaching is the key determiner for student success, therefore appointing specialist teachers remains a priority	2,3
Development of CPD Model – repurposed meeting time to prioritise	High quality discussions on successful pedagogy underpin high quality teaching	1, 2, 3



sharing effective practice across the school		
CPD – The Key	Increased knowledge and expertise regarding supporting disadvantaged students	All
SEND Provision Map	Underpins support for doubly disadvantaged students	3
Power BI tool	Identify PP students in need of intervention	4,5

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

Activity	Evidence that supports this approach	Challenge number(s) addressed
English and Maths Intervention	Evidence from Education Endowment Foundation – Teaching and Learning Toolkit: - Individualised instruction = + 4 Months One-to-one tuition = +5 months Metacognition & self-regulation = +7 Months Small group tuition = +4 Months	3
English 1-1 Tutoring (School led tutoring)	Evidence from Education Endowment Foundation – Teaching and Learning Toolkit: - One-to-one tuition = +5 months	1, 2, 3
Strengthen Study Support programme with specialist provision	Teaching Assistant Interventions - 'Moderate impact for very low cost based on moderate evidence +4 months' <i>EEF Teaching and Learning Toolkit</i>	3
National Tutoring Programme – 3:1 x 10 Tutoring sessions in maths, English, science, geography, MFL, history Year 11 students, some of whom are PP students (Using	Evidence from Education Endowment Foundation – Teaching and Learning Toolkit: - Small group tuition = +4 Months	1, 2, 3



Recovery Premium Funding)		
School Led Tutoring Programme – 3 ‘drop down’ days working with students in Maths and English, totally 15 hours (using Recovery Premium Funding)	Evidence from Education Endowment Foundation – Teaching and Learning Toolkit: - Individualised instruction = + 4 Months Metacognition & self-regulation = +7 Months Small group tuition = +4 Months	1, 2, 3
Study Skills support for Year 11 – Maximise (using Recovery Premium Funding)	Metacognition and self-regulation – ‘high impact for very low cost, based on extensive evidence’ + 7 months	3, 4
On-line SEND Assessment to identify students for ‘Freshstart’ – Phonics based intervention	Phonics – ‘Moderate impact for very low cost, based on extensive evidence + 1-month impact.’ <i>EEF Teaching and Learning Toolkit</i>	3

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

Activity	Evidence that supports this approach	Challenge number(s) addressed
Embed and develop the targeted support and outreach work regarding attendance	Important for students’ wellbeing and academic progress to attend school Legal requirement for students on roll to attend school	5
Embed and develop the targeted support and outreach work regarding careers and aspirations	Aspiration Intervention – research sites ‘very low or no impact (0 months) for moderate cost’, this is based on ‘limited evidence’. It is our view that, as part of a range of measures, this action can have a positive impact	5
Development of Student Hub to support vulnerable students	To meet the unique social and emotional challenges some students are facing	2, 4, 5
Additional Student Wellbeing support (using Recovery Premium Funding)	To meet the unique social and emotional challenges some students are facing	3,4
Target setting process reviewed and changed to raise aspiration of student potential and progress	Aspiration Intervention – research sites ‘very low or no impact (0 months) for moderate cost’, this is based on ‘limited evidence’. It is our view that, as part of a range of measures, this action can have a positive impact	5



Uniform support for Years 7-10	Although research impact is 'unclear', we believe, from feedback received from students and families, that this support is important in terms of inclusion	5
Trips/visits/ extra curricular clubs/Dof E support for Years 7-11	Evidence from Education Endowment Foundation - The Guide to Pupil Premium: A tiered approach To Spending In 2023/24 PP students accessed an educational visit, trip or internal event on 669 occasions	5
Music Lessons and instrument hire available for Years 7-9	Arts Participation – 'Moderate impact for very low cost based on moderate evidence +3 months' <i>EEF Teaching and Learning Toolkit</i>	5
Breakfast for students in receipt of FSM	We believe this support is important in adequately equipping students for their learning	All



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 2023 to 2024 academic year.

Desired outcome	Impact
For PP+SEND students	<ul style="list-style-type: none"> Phonics based programme, Literacy support and Study Support continued online during school closure Teaching Assistant support through 'breakout' rooms in small groups
Supporting students with EBSA	<ul style="list-style-type: none"> Maths and English Intervention programme for students with gaps in learning Curriculum support in hub Enhanced support from EWO Use of Lincolnshire EBSA (Emotionally based school avoidance) Pathway to support students
Develop Quality First Teaching	<ul style="list-style-type: none"> Modifications made to individual subjects Departments identified and focused on essential knowledge for success Changes to the sequencing of topics as some topics were more difficult to deliver remotely Revisiting, overlearning and embedding key concepts More opportunities introduced to assess where students are at in their progress (low stakes testing)
Develop school approach to the NTP in line with conditions of grant	<ul style="list-style-type: none"> Research completed Planned programme and tuition

Results from **2023-24**

Disadvantaged pupil performance overview

Progress 8 PP students	+0.16 (2022/23 +0.14)
Ebacc entry	5 PP students entered, all gained grade 4+
Attainment 8 PP	46.99 (2022/23 45.5)



Percentage of PP:	
Grade 5 English and maths	29.5%
Grade 4 English and maths	63.6%
NEET	1.7% (2022/23 3%)

Externally provided programmes

Programme (Academic year 2024/25)	Provider
Study Skills Programme – Y11	Maximise
Motivational Speaker – Y8-13	David Hyner
Resilience and wellbeing workshop Y7-10,12	The Message Trust

Service pupil premium funding (optional)

Measure	Details
How did you spend your service pupil premium allocation last academic year?	<p>Funding contributes to core subject support and is deployed in a targeted way as necessary.</p> <p>Support is available to access a wide range of extra-curricular clubs</p> <p>Service students have had trips to Lincoln and BG colleges</p>
What was the impact of that spending on service pupil premium eligible pupils?	<p>In English and maths, outcomes were higher for service students than non-service students.</p> <p>44% of all service children accessed a trip or visit on 2023/24</p> <p>21% of service students did Duke of Edinburgh Bronze award</p>