Hillocks Primary Academy Pupil Premium Strategy Statement 2023-24

Executive Principal	Lucy Spacey
Principal	Claire Gledhill
Chair of Governors	Susan Beasley



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	Hillocks Primary Academy
Number of pupils in school	304
Proportion (%) of pupil premium eligible pupils	2022-23 - 45.8%
	2023-24 – 52%
Academic year/years that our current pupil premium strategy	2021-2024
plan covers (3-year plans are recommended)	
Date this statement was published	September 2022
Date on which it will be reviewed	July 2023
Statement authorised by	Claire Gledhill
	Principal
Pupil premium lead	Claire Gledhill
	Pupil Premium Lead
Governor / Trustee lead	Henry Reader

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	2023-2024 - £194,970
Recovery premium funding allocation this academic year	£18,790
Pupil premium funding carried forward from previous years (enter	£ 0
£0 if not applicable)	
Total budget for this academic year	£190,530
If your school is an academy in a trust that pools this funding,	
state the amount available to your school this academic year	

Part A: Pupil premium strategy plan

Statement of intent

At Hillocks Primary Academy, we are committed to raising the attainment of pupils who are eligible for Pupil Premium, providing them with fair and equal opportunities to achieve and excel in all areas of the curriculum by focusing on the following objectives:

- 1. Developing reading skills with an emphasis on phonics in EYFS and KS1, and reading fluency & comprehension strategies in KS2.
- 2. Raising attainment in mathematics through the effective implementation of the mathematics curriculum
- 3. Improving the attendance of FSM6 children and reducing persistent absence.
- 4. The progress of vulnerable pupils is accelerated through the effective use of formative data to ensure that ALL pupils are challenged and where appropriate targeted interventions are taking place using QFT (Quality First Teaching).
- 5. To systematically address the gaps in learning linked to pupils' skills and knowledge in literacy, through the implementation of the curriculum across EYFS (Early Years Foundation Stage), KS1 (Key Stage 1) & Y3.
- 6. To ensure that all PP (Pupil Premium) pupils receive additional support to reduce their specific barriers to learning.

Whilst these objectives form a key part of our strategy, they are in no part exhaustive. We will monitor the progress of all pupil premium children rigorously by:

- tracking their attainment at frequent intervals and adjusting strategies and interventions in response to data.
- ensuring that all staff understand and accept that they are responsible for tracking the data of our Pupil Premium children.
- providing relevant CPD to ensure that staff are confident to respond quickly to this data.

Our strategy is based on the tiered approach, and we will meet these objectives by:

- providing high quality CPD for all staff.
- ensuring quality first teaching is central to our strategy.
- following the in-depth analysis of data, the delivery of appropriate and agreed intervention where necessary.
- providing access for PP children to resources and experiences that will enrich their lives and broaden their aspirations.

Our strategy aims to equip our Pupil Premium children with the skills to achieve their aspirational outcomes regardless of their starting points. By focusing on reading, our children will be well equipped for the challenges of a rich, knowledge-based curriculum. Our focus on attendance will help reduce the attainment gap by ensuring children are accessing all aspects of the curriculum.

Challenges

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

Challenge	Detail of challenge
number	
1	EYFS Outcomes
	On entry to Reception class on average 80% of our disadvantaged pupils arrive
	below age-related expectations compared to 50% of other pupils, particularly in
	Communication and Language. This is a key area of challenge.
	EYFS data for 2020-2021 highlighted a significant gap between FSM6 and non-
	FSM6 achieving GLD, compounded by Covid-19 lockdowns and partial school clo-
	sures
	EYFS data for 2021-2022 shows there is a gap between FSM6 and non-FSM6
	achieving GLD, but this gap is less than in the previous year.
2	Closing the gap over time
	Internal and external (where available) assessments indicate that progress for WB
	FSM boys / FSM / FSM6 did not lead to a closing of the gap in attainment outcomes
	in reading, writing and maths between disadvantaged and non-disadvantaged be-
	tween EYFS in 2018-19 through to end of KS1 (2020-21). These children are now
	in Y3 cohort (2021-22), Y4 (2022-23), Yr5 (2023-24).
	Internal and external assessments show that there was a widening of the gap be-
	tween FSM6 pupils and non-FSM6 pupils between EYFS in 2020 and the end of
	KS1 (2021-2022) in reading, writing and maths.
	In reading and writing the gap between FSM6 and non-FSM6 is broadly similar to
	the LA figures. In maths there is a significant gap between FSM6 and non-FSM6.
	Progress of FSM6 was significantly below the LA average for each of reading, writ-
	ing and maths
3	Phonics outcomes
	Assessments, observations, and discussions with pupils suggest disadvantaged
	pupils have greater difficulties with phonics than their peers. This negatively im-
	pacts their development as readers. 45% of Pupil premium children in Y1 passed the PST in 2022 compared with 55% of all pupils.
	and 1 of in 2022 dompared with 00% of all pupils.

4 SEND outcomes

Our assessments and observations indicate that the education and wellbeing of many of our SEND disadvantaged pupils have been impacted by partial school closures to a greater extent than for other pupils. This has resulted in significant knowledge gaps, for example, due to a lack of first-hand quality first teaching and additional adult support leading to pupils falling further behind age-related expectations, especially in maths.

5 KS1 outcomes

Assessments and observations indicate that the education of many of our disadvantaged pupils, impacted by whole and partial school closures, has been greater than for other pupils, particularly in the youngest year groups. The end of KS1 data for reading, writing and maths indicates that outcomes for pupils at the expected standard and for those working at greater depth within the expected standard were in the bottom 20% of schools who returned their data for 2020-21 in the Nottinghamshire LEA. Underperformance of pupils in the WB FSM Boys, together with FSM and FSM6 children at the end of KS1, would appear to account for much of this shortfall. Data for the end of EYFS from 2019 shows the same anomalies in pupils' outcomes for the same groups (WB FSM Boys, FSM and FSM6), which indicates that this issue has not been resolved and further work is required in this area for children currently in Year 3.

Assessments and observations indicate that the education of some of our disadvantaged children continues to be impacted by the effect of whole and partial school closures.

The 2022 end of KS1 data for reading and writing indicates that outcomes for pupils working at the expected standard and the greater depth standard were in the bottom 40% of schools in Nottinghamshire. Outcomes in maths were in the bottom 20% for the expected standard and in the bottom 40% for the greater depth standard. WBFSM boys, together with FSM and FSM6 children would again appear to account for much of the shortfall, particularly in reading and writing.

6 Social, Emotional & Mental Health

Our assessments, observations and discussions with pupils and families have identified social and emotional issues for many pupils, notably due to a lack of access to support from external agencies and educational enrichment opportunities during school closure. These challenges particularly affect disadvantaged pupils, including their attainment.

	Teacher referrals for support have markedly increased during and after the pan-
	demic. 66 pupils currently require additional support with social and emotional
	needs and are receiving small group interventions.
7	KS2 Outcomes 2020,2021 our assessments and observations indicate that the attainment (%) and progress for disadvantaged pupils in reading (KS2 -2.0. FSM -1.8. FSM6 -3.0) & maths (KS2 -3.0, FSM -2.5, FSM6 -2.7) for 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. 2021-2022 In 2021,2022, assessments indicate that attainment and progress for disadvantaged pupils continues to be impacted by the effect of partial and full school closures. KS2 Reading attainment (expected standard): All pupils 51%, FSM6 pupils 45% KS2 Reading Progress All pupils -2.5, FSM6 -4.8%
	KS2 Writing attainment: All pupils 60.5%, FSM6 Pupils 50% KS2 writing progress: All Pupils –0.6, FSM6 pupils –2.0 KS2 Maths Attainment: All Pupils 65.1%, FSM6 pupils 50% KS2 Maths progress: All pupils –0.8, FSM6 pupils –3.0
8	<u>Attendance</u>
	Our attendance data for 2020-21 indicates that attendance among disadvantaged pupils was 93.09%.
	23.5% of disadvantaged pupils have been 'persistently absent' (May 2021) com-
	pared to 16.5% nationally. A considerable proportion of these families have had
	recent social care involvement.
	Attendance data for 2021,2022 indicates that the attendance of disadvantaged pu-
	pils was 90.32%
	38.89% of disadvantaged pupils have been persistently absent

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
EYFS Outcomes	There is an upward trend in GLD outcomes
Improved outcomes in Early Years – CLL (speak-	for disadvantaged pupils closer to district av-
ing), reading, writing and maths and understand-	erages.
ing of the world.	

Closing the gap over time At-	KS2 reading, writing and maths outcomes in
tainment and progress for disadvantaged pupils	2024/25 show that more than 45% of disad-
between key stages shows a closing of the	vantaged pupils met the expected standard
achievement gap.	(an increase from 22.9% at GLD at the end of
	EYFS)
	Pupil voice and ongoing work scrutiny
	demonstrates that children can articulate
	their learning journey.
Phonics outcomes	KS1 phonics outcomes in 2024/25 show that
Improved phonics attainment for disadvantaged	more than 70% of disadvantaged pupils have
pupils in year 1 & year 2 retakes.	met the expected standard.
SEND out-	Assessments and observations indicate sig-
<u>comes</u> The gap	nificantly improved use of language among
for attainment for disadvantaged pupils with SEND	disadvantaged pupils. This is evident when
moves closer to that for non-disadvantaged pupils.	triangulated with other sources of evidence,
	including engagement in lessons, book scru-
	tiny, pupil voice and ongoing formative as-
	sessment.
KS1 outcomes Im-	KS1 reading, writing and maths outcomes in
proved reading, writing and maths attainment for	2024/25 show that more than 70% of disad-
disadvantaged pupils at the end of KS1.	vantaged pupils have met the expected
	standard.
Social, Emotional & Mental	Sustained elevated levels of wellbeing from
Health To achieve and sustain	2024/25 demonstrated by:
improved wellbeing for all pupils in our school, par-	qualitative data from student voice,
ticularly our disadvantaged pupils.	student and parent surveys and teacher
	observations to show the impact addi-
	tional support provided to children and
	their families has had to reduce barriers
	to learning.
	an increase in participation in enrich-
	ment activities, particularly among disad-
	vantaged pupils
Attendance To achieve and sustain improved at-	Sustained high attendance from 2024/25
tendance for all pupils, particularly our disadvan-	demonstrated by:
taged pupils	the overall attendance rate for all pu-
	pils being no more less than the national
	average and the attendance gap between

disadvantaged pupils and their non-dis-
advantaged peers is minimal.
The percentage of all pupils who are persis-
tently absent being below national average
and that there is no significant difference be-
tween disadvantaged and non-disadvan-
taged pupils.

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: £ 98,970

Activity	Evidence that supports this ap-	Challenge
	proach	number(s)
		addressed
Maths QFT development	Mastery Learning in maths, through the	1, 2, 4, 5, 7,
Enhancement of our maths teaching	implementation of the Power Maths	8
and curriculum planning in line with	scheme:	
DfE (Department for Education) and	'The impact of mastery learning ap-	
EEF guidance.	proaches is an additional five months	
CPD provided by Maths leads to en-	progress, on average, over the course of	
sure that expert mastery materials are	a year.'	
used well to improve teaching staff's	https://educationendowmentfounda-	
curricular and pedagogical under-	tion.org.uk/education-evidence/teaching-	
standing leading to improved con-	learning-toolkit/mastery-learning	
sistency in QFT.		
We will fund teacher & the maths sub-	Mathematics Problem Solving – Meta-	
ject leaders' release time to embed	analysis Effect size: 1.16	
key elements of guidance in school	https://www.visiblelearningmetax.com/in-	
and to access Maths Hub resources	fluences/view/mathematics prob-	
and CPD (including Teaching for Mas-	<u>lem_solving</u>	
tery training & Mastering Number		
Training).	Manipulatives in Maths – Meta-analysis	
Funding for high-quality mastery re-	Effect size 0.39	
sources/materials, including the		

Power Maths/White Rose texts books,	https://www.visiblelearningmetax.com/in-	
manipulatives to implement the pro-	fluences/view/manipulative materi-	
gram of study and the NCETM prioriti-	als on math	
sation materials to plan learning that		
accelerates progress for all learners.		
Early reading & phonics	Phonics approaches have a convincing	1,2, 3, 5, 8
All teachers of phonics will have ac-	evidence base that indicates a positive im-	
cess to the Ruth Miskin Portal training	pact on the accuracy of word reading	
pathways to ensure quality first teach-	(though not necessarily comprehension),	
ing of early reading in all groups.	particularly for disadvantaged pupils:	
Leadership time will be allocated for	Phonics Toolkit Strand Education En-	
the phonics lead, including phonics de-	dowment Foundation EEF	
velopment days provided by RWI spe-		
cialists.	Evidence from EEF suggests that phon-	
Learning walks and the use of IRIS will	ics:	
ensure that there is the systematic &	Phonics sign most for very low cost based on every adminisher £ £ £ £ £ £ (a) (a) (a) (a) (a) (a) (b)	
consistently high-quality delivery of		
RWI phonics programme to ensure	Improving Literacy at ks1:	
that children make rapid progress and	https://d2tic4wvo1iusb.cloud-	
swift intervention is put in place as	front.net/quidance-reports/literacy-ks-	
soon as a child falls behind.	1/Improving Literacy in KS1 Recom-	
Systems are in place to ensure a sys-	mendations Poster.pdf	
tematic and robust approach to as-	mondations i octor.par	
sessment which informs planning and	Use of IRIS video technology to reflect on	
interventions leading to improved pro-	teaching practice.	
gress that may otherwise fall behind.	Video Review of Lessons. John Hattie	
	meta-analysis Effect size 0.88	
All adults will teach vocabulary explic-	https://www.visiblelearningmetax.com/in-	
itly across the curriculum and model	fluences/view/micro-teaching~video re-	
oracy skills. Teachers build in regular	view of lessons	
opportunities for children to express		
themselves verbally through the cur-		
riculum so that they have increased		
confidence and oracy skills.		
Effective use of data to close gaps		1,2,3,4,5,7,8
o Annual PiXL membership and	Standardised tests can provide reliable	
Trust-wide assessment calendar	insights into the specific strengths and	

Training for staff to ensure assessments are interpreted and administered correctly. Dedicated time for our Raising Standards Lead to coach teachers on effective use of assessment data.

- data is used to inform progress meetings and planning for specific groups of vulnerable learners.
- All teaching staff are fully aware of pupil premium children in their classes / phases. Collaborative data discussions take place termly focused on the needs of PP pupils. (Achievement Teams/coaching)
- Phase leaders have a good understanding of the outcomes of PP/FSM pupils within phase and support their team to improve outcomes and progress for these pupils through regular data meetings (Achievement Team).
- Data is shared across each teaching phase (Achievement Teams) so that all teaching staff are aware of gaps in learning for PP children and what the next steps for each child are both for QFT and for targeted interventions outside the classroom.
- Data is used formatively to ensure that ALL learners are challenged and targeted intervention, through QFT, accelerates the progress of vulnerable pupils.

weaknesses of each pupil to help ensure they receive the correct additional support through interventions or teacher instruction.

https://d2tic4wvo1iusb.cloudfront.net/documents/guidance-for-teachers/pupil-pre-PIXL summative and formative mium/EEF-Gathering-and-Interpreting-Data-Summary.pdf https://d2tic4wvo1iusb.cloudfront.net/documents/guidance-for-teachers/pupil-premium/EEF-Diagnostic-Assessment-Tool.pdf

> A tiered approach to Pupil Premium spending.

https://educationendowmentfoundation.org.uk/public/files/Publications/Pupil Premium Guidance iPDF.pdf **Direct Instruction**

https://www.visiblelearningmetax.com/influences/view/direct instruction John Hattie meta-analysis Effect size 1.46

https://www.visiblelearningmetax.com/influences/view/teacher estimates of achievement

Teacher Feedback to improve pupil learning

https://educationendowmentfoundation.org.uk/education-evidence/guidancereports/feedback

John Hattie meta-analysis: testing. https://www.visiblelearningmetax.com/influences/view/effects of testing

- All teaching staff to receive
 CPD on use of Data Dashboard
 and use of PiXL tools to identify
 and target gaps in pupils' learning
 through QFT and targeted interventions.
- CPD of AFL strategies, i.e., questioning and retrieval, feedback, use of QLA data, progress discussion, use of PIXL PLCs for intervention.
- Star Reader programme used to assess pupils reading attainment and progress.

Early Years

Phonics & Reading:

CPD received by EY staff so that they can provide support to pupils individually and in small groups to improve literacy skills using Launchpad to Literacy. JPD with other schools in the Trust to support the implementation of LPtL in the setting Investment in CPD for teachers and TAs, development days for leaders and investment in RWI resources to implement the program with fidelity. TA deployment to accelerate the progress of PP pupils with phonic knowledge. Investment in high quality books and daily reading sessions as well as a vocabulary-rich environment and opportunities to talk are maximised to improve pupils understanding and comprehension.

Number: Early excellence CPD:

'On average, oral language approached have a high impact on pupil progress outcomes of 6 months additional progress.' Impact in Early years (+7 months) is particularly effective.

https://educationendowmentfoundation.org.uk/education-evidence/teachinglearning-toolkit/oral-language-interventions 1,3.6,8

Power Maths/White Rose Mastery pro-		
gramme consistently high-quality deliv-		
ery leads to improved outcomes and		
increased number sense.		
The curriculum offers rich opportunities		
to develop pupils' understanding of the		
world (people and communities and		
the world)		
Writing: CPD for teachers about early		
writing progression. Opportunities to		
develop fine motor skills within the		
setting as part of CP. Daily RWI		
sessions with a focused writing		
progression task. Enhancements		
made within the setting to encourage		
reluctant writers.		
Termly data informed discussions	Collective teacher efficacy.	1,2,3,4,5,7,8
about PP attainment and progress	https://www.visiblelearningmetax.com/in-	
and teaching interventions and strate-	fluences/view/collective teacher effi-	
gies to accelerate progress.	cacy	
All data discussion meetings		
will have a focus on PP children;		
teachers will be asked what they		
are doing to accelerate the pro-		
gress of PP children		
Training for identified staff to		
ensure assessments are inter-		
preted accurately		
Development of a Coaching Cham-		1,2,3,4,5,6,7
pion & coaching CPD received by	Effective teacher coaching leads to con-	
more staff throughout school.		
Coaching champion will be	ditions that underpin school improvement	
1	https://www.visiblelearningmetax.com/in-	
trained to implement coaching		
trained to implement coaching strategies as a key method for	https://www.visiblelearningmetax.com/in-	

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

Budgeted cost: £ 62,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Reading Interven-	Education Endowment Fund Toolkit	1, 2, 3
tions Pupils identified for reading interventions receive group/1:1 reading. Teachers and TAs (teaching assistants) using Running records to identify gaps in knowledge and develop comprehension. From Year 2, VIPERs is used with small groups to develop	Reading comprehension strategies Very large inspect for very low cost based on extensive evidence Teaching Assistant Interventions Moderate impact for moderate cost based on moderate evidence Improving literacy at Ks2 Guidance Report:	
reading comprehension skills.		
Purchase of	'On average, oral language approached have a high	1,2,4
Launchpad to Liter- acy programme	impact on pupil progress outcomes of 6 months additional progress.' Impact in Early years (+7 months) is particularly effec-	
	https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/oral-language-interventions Oral language interventions can have a positive impact on pupils' language skills. Approaches that focus on speaking, listening and a combination of the two show positive impacts on attainment:	

Laurahnad ta Litaraay	Oral language interventions FFF (advection and av	
	Oral language interventions EEF (educationendow-	
	mentfoundation.org.uk)	
children's oral language		
development in EYFS		
Phonics Programme	Evidence from EEF suggests that phonics	1,2,4
& additional interven-	Phonics High impact for very low cost based on very extensive evidence £ £ £ £ £ £ A A A A A 15	
tion		
The Read, Write Inc.	Improving Literacy at ks1:	
programme is used		
systematically to teach	https://d2tic4wvo1iusb.cloudfront.net/guidance-re-	
phonics in EYFS and	ports/literacy-ks-1/Improving Literacy in KS1 Recom-	
KS1.	mendations Poster.pdf	
Where children did not		
pass the PST in Year		
2, they will receive		
phonics intervention in		
KS2		
Additional individual		
and small group inter-		
ventions to accelerate		
progress and ensure		
that majority of pupils		
do not fall behind,		
keeping pace with the		
programme.		
Targeted mathemat-	Mastery Learning in maths, through the implementation	1,5,7
ics interventions	of the Power Maths scheme:	
Maths is taught daily	'The impact of mastery learning approaches is an addi-	
using the Power	tional five months progress, on average, over the	
Maths/White Rose Pro-	course of a year.'	
gramme and NCETM	https://educationendowmentfoundation.org.uk/educa-	
prioritisation materials	tion-evidence/teaching-learning-toolkit/mastery-learn-	
Teachers in KS1 have	<u>ing</u>	
access to CPD focused	Deliberate Practice. Effect size 0.79.	
on developing mastery	https://www.visiblelearningmetax.com/influ-	
approaches (Mastering	ences/view/deliberate practice	
Number Programme)		

Practical resources for	Improving Mathematics in Early Years and KS1	
the teaching of maths	https://d2tic4wvo1iusb.cloudfront.net/guidance-re-	
are available to allow	ports/improving-mathematics-in-the-early-years-and-	
deepened understand-	key-stage-1/EEF_Maths_EY_KS1_Guidance_Re-	
ing of mathematical	port.pdf	
concepts and to pro-		
mote mathematical		
thinking.		
TTRS is used to de-		
velop pupils' fluency		
related to multiplication		
and division in Year3 &		
Year4.		
NCETM prioritisation		
materials are used to		
address gaps in pupils'		
knowledge.		

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

Budgeted cost: £ 34,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Nurture provision devel-	Both targeted interventions and universal ap-	4,6, 8
<u>opment</u>	proaches can have positive overall effects:	
	EEF Behaviour interventions	
Further development of Nur-		
ture for pastoral and SEND	Effectiveness of ELSA (Emotional Literacy Sup-	
purposes. Introduction of	port Assistant) in schools:	
two Bases from autumn 2	ELSA report	
onwards (2023-24)		

Magic breakfast provided for		
all pupils daily ensures that		
pupils that might not other-		
wise eat breakfast are ready		
to learn.		
Pastoral Support	Parental Expectations John Hattie's meta-analy-	4,6, 8
The pastoral team & SEND	sis effect size 0.7	
leader work to identify vul-	https://www.visiblelearningmetax.com/influ-	
nerable pupils such as	ences/view/parental expectations	
those requiring CP, CHIN,		
EHAFs and early help gain	Parental Involvement John Hattie's meta-analysis	
the specialist support re-	effect size 0.42	
quired to keep them	https://www.visiblelearningmetax.com/influ-	
safe, Vulnerable families	ences/view/parental involvement	
receive the support required		
to ensure the well-being of		
our pupils and to improve		
their outcomes. 80 PP pu-		
pils / their families are cur-		
rently receiving support on		
levels 2/3/4 of the pathway		
to provision.		
SEND Provision	Both targeted interventions and universal ap-	4, 6, 8
Robust system for monitor-	proaches can have positive overall effects:	
ing effectiveness of provi-	EEF Behaviour interventions	
sion for SEND pupils and		
pupils with a behaviour sup-		
port plan. A considerable		
proportion of these pupils		
will be disadvantaged, in-		
cluding those who are high		
attainers.		
SENDCO and Behaviour		
lead time		
Continuation of the Take 5	Take Five was initially designed to help students	4, 8
Resilience Program	reduce stress and have greater capacity in	

Over four terms sustainably	school, with peers, and at home. That core re-	
embed the Take Five at	mains, and has evolved to also assist students	
School Whole School Resili-	(and staff) with: Academic achievement, feeling	
ence Program	safe and well, self-behaviour and personal devel-	
	opment	
CPD for the implementation	Take Five benefits	
of the 'Take 5' intervention		
leads to improvements in		
pupils' well-being seen		
through improved attend-		
ance, ability to self-regulate		
and preparing pupils for		
learning.		
Improvements in Attend-	Embedding principles of good practice set out in	8
ance	the DfE's <u>Improving School Attendance</u> advice.	
Inclusion team to ensure		
there are robust systems of		
intervention to improve at-		
tendance and reduce per-		
sistent absenteeism among		
PP pupils.		
Pastoral Team provide sup-		
port to families where ap-		
propriate. The pastoral team		
& SEND leader work to		
identify pupils and families		
who require Early Help sup-		
port through external agen-		
cies and the implementation		
of graduated response.		
Building Cultural Capital	EEF reports that SEL interventions have an identi-	
through access to off-site	fiable and valuable impact on attitudes to learning	
visits and experiences	and social relationships in school.	
	https://educationendowmentfoundation.org.uk/ed-	
	ucation-evidence/guidance-reports/primary-sel	

All pupils access educa-		
tional visits linked to the cur-		
riculum to consolidate their		
knowledge and understand-		
ing, increase curiosity and		
levels of engagement and		
build upon their existing cul-		
tural capital.		
Contingency fund for	Based on our experiences and those of similar	1,2,3,4,5,6,7,8
acute issues	schools to ours, we have identified a need to set	
	a small amount of funding aside to respond	
Poverty proofing ensures	quickly to needs that have not yet been identi-	
that access to resources,	fied.	
such as uniform, are not a	https://www.gov.uk/government/publica-	
barrier to learning.	tions/school-attendance/framework-for-secur-	
	ing-full-attendance-actions-for-schools-and-	
	local-authorities	

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

Total budgeted cost: £171,740

This details the impact that our pupil premium activity had on pupils in the 2022 to 2023 academic year.

Outcome	Evaluation of Impact	Next Steps
Improved out- comes in Early Years – CLL (speaking), read-	GLD Outcomes 2022-2023 - Overall GLD 48.6% EYFS data for 2022-2023 highlighted a significant gap between FSM and non FSM. FSM (18) 33% vs Non FSM (17) 64.7% - difference of	Investment in CPD, Development Days for leaders and teachers provided by RWInc.
ing, writing and maths and un- derstanding of the world.	31.4%. FSM6 (11) 45.5% vs NonFSM6 (24) 50%. EYFS data for 2022-2023 shows a 4.5% gap.	Ensuring the rigour of daily RWInc sessions which include EYFS from the earliest point in the year. Using Making a Strong Start and LPtL in the EarlyYears

	For FSM6 pupils attaining a good level of development the gap between FSM6 and Non-FSM6 has reduced since 2022.	to prepare pupils and accelerate their progress
	For FSM pupils attaining a good level of development the gap between FSM and Non-FSM has increased since 2022.	Partnership work with the Early Years leader at WPA:Curriculum Development; LPtL effective im- plementation; High quality con-
	FSM outcomes by ELG CLL (speaking) 83%	tinuous provision.
	Reading 50% Writing 44.4%	
	Maths Number 44.4%	
	Numerical Patterns 50%	
Attainment and progress for disadvantaged pupils between key stages shows a	2022-23 KS2 Progress Outcomes Reading Progress Reading overall -1.8 FSM (20) -3.2 vs Non FSM (22) -0.5 (significant difference)	Focus on QFT, teacher development across all key stages & investment in high quality, research informed curriculum material.
closing of the achievement gap.	WB FSM Boys (10) -3.1 vs Non WB FSM Boys (7) -5.4 FSM6 (21)-2.9 vs Non FSM6 (21) -0.7 (significant difference) Writing Progress overall 0.1	Robust focus on Formative assessment, effective use of PIXL assessments and therapies, Star Reader assessment information
	FSM (20) 0.5 vs Non FSM (22) -0.2 WB FSM Boys (10) 0.6 vs Non WB FSM Boys (7) -4.3	and development of retrieval techniques to support children remembering more.
	FSM6 (21) 0.2 vs Non FSM6 (21) 0.1 FSM & FSM6 pupils' outcomes were better in writing. Maths Progress overall -0.1	Development of teachers' knowledge of PP, the specific needs of the pupils in their class
	FSM (20) -1.4 vs Non FSM (22) 1.0 (significant difference) WB FSM Boys (10) 0.6 vs Non WB FSM Boys	and the formative use of data to close gaps in learning.
	(7) -5.9 FSM6 (21) -1.0 vs Non FSM6 (21) 0.8 (significant difference)	
Improved phonics attainment for disadvantaged	Phonics 2022-23 In 2022-23 Year 1 phonics testing results were as follows:	Investment in CPD, Develop- ment Days for leaders and teachers provided by RWInc.
pupils in year 1 & year 2 retakes.	FSM (21) 66.7% vs NonFSM(18) 72.2% - gap of 5.5% - Closing of the gap on the previous last two years. FSM6 (19) 68.4% vs Non FSM6 (22) 63.6% - FSM6 pupils closed the gap and outcomes were greater than those of Non-FSM. Outcomes at the end of Year 2 (+resits) show that the gap is closing between FSM6 & Non FSM6. FSM6 – 78.9% vs Non FSM6 85.7%	Ensuring the rigour of daily RWInc sessions which include EYFS from the earliest point in the year. Using Making a Strong Start and LPtL in the EarlyYears to prepare pupils and accelerate their progress.
		Ensuring targeted catch up interventions for pupils in LKS2 who have gaps in knowledge.
The gap for at- tainment for dis- advantaged pu- pils with SEND moves closer to	Progress of SEND children was significantly below the LA average for each of reading, writing and maths Reading SEN (13) -28.4% (Sch vs LA) Maths SEN (13) -9.7 (Sch vs LA)	Further develop the role of the class teacher in promoting the progress and adaptation of the curriculum for pupils with SEND
that for non-dis- advantaged pu- pils.	Writing SEN (13) -8.2 (Sch vs LA) Writing SEN (13) -9.1 (Sch vs LA)	Focus on QFT, teacher development across all key stages & investment in high quality, research informed curriculum material.
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Improved reading, writing and maths attainment for disadvantaged pupils at the end of KS1.	KS1 outcomes 2022-23 Reading: FSM (22) 40.9% vs Non FSM (18) 61.1% WB FSM Boys(8) 37.5% vs Non WB FSM Boys (3) 33.3% FSM6 (19) 36.8% vs Non FSM6 (21) 61.9% There was a significant gap between FSM6 pupils and non-FSM pupils with their reading. Writing: FSM (22) 31.8% vs Non FSM (18) 61.1% WB FSM Boys(8)12.5% vs Non WB FSM Boys (3) 33.3% FSM6 (19) 31.6% vs Non FSM6(21) 57.1% There was a significant gap between FSM6 pupils and non-FSM pupils with their writing. Maths: FSM (22) 54.5% % vs Non FSM 6 (18) 61.1% WB FSM Boys (8) 75% vs Non WB FSM	Robust focus on Formative assessment, use of PIXL assessments and therapies, and targeted b-squared targets used to support children's learning. Development of teachers' knowledge of PP, the specific needs of the pupils in their class and the formative use of data to close gaps in learning. Focus on QFT, teacher development across all key stages & investment in high quality, research informed curriculum material. Robust focus on Formative assessment, use of PIXL assessments and therapies, Star Reader assessment information and retrieval techniques to support children's learning. Development of teachers' knowledge of PP, the specific needs of the pupils in their class and the formative use of data to close gaps in learning.
	Boys(33.3%) - WB FSM Boys outcomes were greater than FSM6 (19) 52.6% vs Non FSM6 (21) 61.9% There was a gap between FSM6 pupils and non-FSM pupils with maths outcomes.	
Improved reading, writing and maths attainment & progress for disadvantaged pupils at the end of KS2.	2022-2023 Reading Attainment Reading overall 58.1% FSM (21) 38.1% vs Non FSM (22) 77.3% (significant difference 39.2%) WB FSM Boys (10) 30% vs Non WB FSM Boys (7) 57.1% FSM6 (22) 40.9% vs Non FSM6 21) 76.2% (significant difference of 35.3%)	Increasing teaching staff's knowledge of pupil premium spend, of who these pupils are in their classes through CPD. Using data/assessment formatively to inform teaching will be Objective 1 on the AIP with a robust focus on PP outcomes and progress, particularly in reading & maths. QA by leaders will focus on the
	Writing Attainment overall 67.4% FSM (21) 52.4% vs Non FSM (22) 81.8% (significant difference 29.4%) WB FSM Boys (10) 30% vs Non WB FSM Boys (7) 71.4% FSM6 (22) 54.5% vs Non FSM6 (21) 81% (significant difference 26.5%)	PP pupils who are vulnerable not to reach age-related attainment.
	Maths Attainment overall 55.8% FSM (21) 33.3% vs Non FSM (22) 77.3% (significant difference 44%)	

	WB FSM Boys (10)30% vs Non W	B FSM Boys	
	(7) 42.9%	,	
	FSM6 (22) 36.4% vs Non FSM6 21) 76.2% (sig-	
	nificant difference of 39.8%)		
	,		
	Combined overall 46.5%		
	FSM (21) 23.8% vs Non FSM (22) (
	WB FSM Boys (10) 20% vs Non W	/B FSM Boys	
	(7) 42.9%		
	FSM6 (22)27.3% vs Non FSM6 (21) 66.7%	
To achieve and	The Niveture previous is established	d and no	Fruith on investment in the devel
	The Nurture provision is established		Further investment in the devel-
sustain improved wellbeing for all	vides effective short and long term meaning that children are better pla		opment and expansion of the nurture team and the profes-
pupils in our			sional development of teaching
school, particu-	the learning in class. ELSA, SEMH interventions ensure our most vulne		assistants. Increased robustness
	have access to a wealth of resource		of assessment information to in-
larly our disad- vantaged pu-			form the use of intervention.
pils.	ble them to come to school ready to	ieaiii	norm the use of intervention.
piio.			Support brokered from the
			SEND academies in the Trust to
			strengthen provision.
			Widening support for families
			through our family support advi-
			sor's role and involvement of ex-
			ternal agencies & community of-
			fer.
To achieve and	Attendance 2022-23		See academy AIP
sustain improved		END of SUM 2 2023	
attendance for all	Number of Pupils on roll minus Nursery - under	270	Robust processes around at-
pupils, particu-	Number of pupils on roll plus Nursery + under 5' Overall Whole Academy Attendance	92.31%	tendance will be introduced and
larly our disad-	Total School Attendance Excluding Under 5's	90.76%	improving attendance for all pu-
vantaged pupils	FS2	92.52%	pils, in particular our vulnerable
	FS2 minus Under 5's	92.83%	groups, will be objective 2 on the
	Year 1	89.68%	academy's AIP.
	Year 2	89.51%	Dejajne avverances of all states
	Year 3	92.27%	Raising awareness of all stake-
	Year 4 Year 5	94.24% 93.29%	holders of the importance of
	Year 6	94.24%	good attendance and lost learn-
	Total PA rate minus nursery minus Under 5's	72 - 26.66%	ing through weekly assemblies, emails to teachers, information
	FSM PA % minus under 5's	45 - 32.14%	to parents on newsletters, tar-
	FSM Average Attendance	91.44%	geted attendance meetings to
	Pupil Premium % minus under 5's	144-53.33%	raise the profile and build a posi-
	PP Average Attendance	91.51%	tive culture holding stakeholders
	Pupil Premium PA % SEND PA % minus under 5's	45 - 31.25% 23 - 28.39%	to account.
	SEND Average Attendance	91.16%	to about it.
	LAC PA %	0	
	LAC Average Attendance	N/A	
	EAL PA % minus under 5's	22 - 29.72%	
	EAL Average Attendance	91.65%	
	Attendance % by Gender - Male	144 - 92.02%	
	Attendance % by Gender - Female Lates - including Under 5's + F1 - cumalative	126- 92.63%	
	No of pupils who were 100% attendance per we	219	
	PP PA was 31.25%		
	FSM ave. Attendance was 91.44%		
	FSM PA (minus under 5) was 32.14	1%	
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This details the impact that our pupil premium activity had on pupils in the 2021 to 2022 academic year.

Outcome	Evaluation of Impact	Next Steps
Improved outcomes in	The proportion of disadvantaged children achieving	Implement
Early Years – CLL	a good level of development at the end of EYFS	Launchpad to liter-
(speaking), reading,	was above the Local Authority average in 2022. The	acy
writing and maths and	gap between the proportion of disadvantaged chil-	
understanding of the	dren and non-disadvantaged children achieving	
world.	GLD is in line with the gap both locally and nation-	
	ally.	
	83.9% of the cohort achieved the expected level in	
	CLL	
	87.5% achieved the speaking early learning goal	
	Literacy was the limiting factor in the achievement	
	of GLD	
Attainment and pro-	R FSM6 40.9% / Non-FSM6 57%	Improving attainment
gress for disadvan-	W FSM6 50% / NonFSM6 71%	in reading will be the
taged pupils between	M FSM6 50% / Non-FSM6 81%	main focus for the
key stages shows a		academy in
closing of the achieve-	In reading and writing the gap between FSM6 and	2022,2023.
ment gap.	Non FSM6 is broadly similar to the LA figures. In	
	maths there is a significant gap between FSM6 and	
	Non-FSM6.	
	Progress of FSM6 was significantly below the LA	
	average for each of reading, writing and maths	
Improved phonics at-	55% of year 1 pupils passed the phonics screening	Continue with the rig-
tainment for disadvan-	check.	orous implementation
taged pupils in year 1	45% of FSM6 children passed. If children who ar-	of the RWI scheme.
& year 2 retakes.	rived at Hillocks after the May half term are re-	Ensure any staff new
	moved from the data, the figures are 58% and 50%	to the teaching of
	respectively.	phonics receive the
	Of 45% of children who didn't pass the check, only	relevant CPD
	12% had achieved GLD at the end of EYFS.	Highly skilled KS1 TA
	Of the 55% of children who passed, a quarter of	moving to lower KS2
	them didn't achieve GLD at the end of EYFS.	to enhance the phon-
	No children passed the recheck.	ics provision for those
	Internal data shows that the cohort made significant	who didn't pass the
	progress from January 21 following the provision of	PSC in Y2.

	high quality CPD for staff and the implementation of	
	a more rigorous approach to RWInc	
The gap for attain-	One SEND pupil in Y6 achieved the expected	Further develop the
ment for disadvan-	standard in reading and writing; 2 achieved it in	role of the class
taged pupils with	maths.	teacher in promoting
SEND moves closer	Progress of SEND children was significantly below	the progress and ad-
to that for non-disad-	the LA average for each of reading, writing and	aptation of the curric-
vantaged pupils.	maths	ulum for pupils with
		SEND
Improved reading,	58% of children achieved the expected standard in	Reading will be a fo-
writing and maths at-	each of reading, writing and maths at the end of	cus throughout the
tainment for disadvan-	KS1	academy for
taged pupils at the	40% of FSM6 children achieved the expected	2022,2023
end of KS1.	standard in reading and writing. 50% achieved the	The mastering num-
	expected standard in maths.	ber programme will
	The monitoring of progress following the restrictions	continue in KS1
	caused by the pandemic indicate that the NCETM	
	mastering number programme supported the clos-	
	ing of learning gaps for this cohort.	
To achieve and sus-	The Nurture provision is established and provides	Continue with this ap-
tain improved wellbe-	effective short and long term support meaning that	proach and widen
ing for all pupils in our	children are better placed to access the learning in	support for families
school, particularly our	class.	through our family
disadvantaged pu-	ELSA, SEMH and wellbeing interventions ensure	support
pils.	our most vulnerable pupils have access to a wealth	
	of resources which enable them to come to school	
	ready to learn	
To achieve and sus-	Whole school attendance 90.92%	2022,2023 Focus on
tain improved attend-	FSM6 attendance 90.32%	improving attendance
ance for all pupils,	Persistent absenteeism among FSM6 chil-	and reducing persis-
particularly our disad-	dren 38.89%	tent absence for all
vantaged pupils		pupils
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Outcomes for disadvantaged pupils in 2020,2021

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

Due to COVID-19, performance measures have not been published for 2020 to 2021, and 2020 to 2021 results will not be used to hold schools to account. Given this, please point to any other pupil evaluations undertaken during the 2020 to 2021 academic year, for example, standardised teacher administered tests or diagnostic assessments such as rubrics or scales.

EYFS data for 2020-21 indicates that for those schools who have reported their data for this academic year in the Nottinghamshire LEA, outcomes for Early Years children were in the bottom 20%. Within this cohort, the groups who significantly underperformed were summer born, FSM and FSM6 children. In addition, boys underperformed in comparison to the girls in their cohort. It is highly likely that the performance of summer born children was further exacerbated by Covid-19 related school closures. The gap in performance for summer born children in comparison to their autumn born counterparts for 2020-21 was greater than for the same groupings in 2018-19. (i.e., 54.9% gap in 2020-21 vs 21.8% gap in 2018-19)

Closing the gap over time

Internal and external (where available) assessments indicate that progress for WB FSM boys / FSM / FSM6 in mathematics did not lead to a closing of the gap in attainment outcomes in reading, writing and maths between disadvantaged and non-disadvantaged between EYFS in 2018-19 through to end of KS1 (2020-21). These children are now in Y3 cohort (2021-22).

Phonics outcomes

Assessments, observations, and discussions with pupils suggest disadvantaged pupils have greater difficulties with phonics than their peers. This negatively impacts their development as readers.

SEND outcomes

Our assessments and observations indicate that the education and wellbeing of many of our SEND disadvantaged pupils have been impacted by partial school closures to a greater extent than for other pupils. This has resulted in significant knowledge gaps, for example, due to a lack of first-hand quality first teaching and additional adult support leading to pupils falling further behind age-related expectations, especially in maths.

KS1 outcomes

Assessments and observations indicate that the education of many of our disadvantaged pupils, impacted by whole and partial school closures, has been greater than for other pupils, particularly in the youngest year groups. The end of KS1 data for reading, writing and maths indicates that outcomes for pupils at the expected standard and for those working at greater depth within the expected standard were in the bottom 20% of schools who returned their data for 2020-21 in the Nottinghamshire LEA. Underperformance of pupils in the WB FSM Boys, together with FSM and FSM6 children at the end of KS1, would appear to account for much of this shortfall. Data for the end of EYFS from 2019 shows the same anomalies in pupils' outcomes for the same groups (WB FSM Boys, FSM and FSM6), However, a sizeable proportion of these children have SEND

(58.33%) and some of them receive additional funding. Their progress is now being tracked carefully using B-squared.

Pupil well-being

Our assessments, observations and discussions with pupils and families have identified social and emotional issues for many pupils, notably due to a lack of access to support from external agencies and educational enrichment opportunities during school closure. These challenges particularly affect disadvantaged pupils, including their attainment.

Teacher referrals for support have markedly increased during and after the pandemic. 66 pupils currently require additional support with social and emotional needs and are receiving small group interventions.

KS2 outcomes

Our assessments and observations indicate that the attainment (%) and progress for disadvantaged pupils in reading (KS2 -2.0. FSM -1.8. FSM6 -3.0) & maths (KS2 -3.0, FSM -2.5, FSM6 -2.7) for 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.

Vulnerable Pupil Group KS2 2020-21

52.4% (22) of the pupils in the cohort are eligible for free school meals in the last 6 years (FSM6). Of these 50% (11 pupils) achieved the required standard in Reading, Writing and Maths compared to 50% of pupils who are not eligible for FSM6. The FSM6 gap for Hillocks Primary Academy is 0%. Nottinghamshire's FSM6 gap is 25.4.

26.2% (11) of the pupils in the cohort have a Special Educational Need (SEN). 18.2% (2 pupils) achieved the required standard in Reading, Writing and Maths compared to 61.3% of pupils with no SEN. The SEN gap for Hillocks Primary Academy is 43.1%. Nottinghamshire's SEN gap is 52.7. 52.4% (22) of the pupils in the cohort are eligible for free school meals in the last 6 years or are children who are looked after (FSM6 & CLA). Of these 50% (11 pupils) achieved the required standard in Reading, Writing and Maths compared to 50% of pupils who are not eligible for FSM6 & CLA. The FSM6 & CLA gap for Hillocks Primary Academy is 0%. Nottinghamshire's FSM6 & CLA gap is 25.6.

		2018	2019	2020	2021
School	Non-FSM 6				50.0
		(0)	(0)	(0)	(10)
	FSM 6				50.0
		(0)	(0)	(0)	(11)
	FSM / Non-FSM GAP				0.0
	Non-FSM 6	70.5	69.1	72.1	70.5
		(269)	(278)	(110)	(185)
Ashfield District	FSM 6	49.4	42.5	49.3	46.8
		(239)	(277)	(112)	(190)
	FSM / Non-FSM GAP	21.2	26.6	22.8	23.7
LA	Non-FSM 6	70.7	70.6	76.4	73.0
		(4736)	(4878)	(1978)	(2433)
	FSM 6	48.1	48.0	55.6	47.6
		(1153)	(1156)	(528)	(555)
	FSM / Non-FSM GAP	22.6	22.6	20.8	25.4
National	Non-FSM 6	71.0	71.0	76.9	69.3
	FSM 6	51.0	52.0	58.4	48.5
	FSM / Non-FSM GAP	20.0	19.0	18.5	20.8

Figures represent percent of pupils attaining the measure GAP - percentage point difference between the groups (123) - number of pupils within the groups National figures are taken from NCER.

Externally provided programmes

Please include the names of any non-DfE programmes that you purchased in the previous academic year. This will help the Department for Education identify which ones are popular in England

Programme	Provider
GREAT Project – Y5/6 intervention programme	Equation Nottinghamshire
designed to promote healthy relationships.	
D.A.R.E. Drug awareness programme.	Life Skills Education Charity
Magic Breakfast	National Breakfast Programme

Service pupil premium funding (optional)

For schools that receive this funding, you may wish to provide the following information:

Measure	Details
How did you spend your service pupil premium	
allocation last academic year?	