

# Pupil premium strategy statement

## School overview

School name	The Mirfield Free Grammar and Mirfield College
Pupils in school	1123 (347 Mirfield College)
Proportion of disadvantaged pupils	19.4% (23.6% in Mirfield College)
Pupil premium allocation this academic year	£204,370 (£198,220 2019/20 actual £192,240)
Academic year or years covered by statement	Three-year plan 2019 - 2022
Publish date	November 2019
Interim Review publish date	November 2020
Review date	Autumn term yearly
Statement authorised by	Mrs S Berry (Principal)
Pupil premium lead	Mrs D Sykes (Inclusion Lead)
Governor lead	Miss A Bodurka

## Strategy aims for disadvantaged pupils

Aim	Target	Target date
To ensure Quality First Teaching (QFT) improves attainment	Achieve national average for attainment for all pupils	Sept 2022
To address social, emotional and mental health (SEMH) needs	To track each individual and measure the impact of the various strategies used	Sept 2022
To improve the percentage of Grade 5+ in English and mathematics	Achieve average English and mathematics 5+ scores for similar schools	Sept 2022
To improve attendance	Attendance in line with national average	Sept 2022
To ensure students can progress to their next step of education, employment or training	No NEETs, student and staff aspirations of their next step are appropriate to their abilities	Sept 2022

## Teaching priorities for current academic year

Measure	Activity
Priority 1	Wave 1 (Quality First Teaching) DS strategies embedded across school and College, tracked by Middle Leaders who utilise the QA procedures/ systems effectively to monitor DS progress, raise standards and impact positively on outcomes
Priority 2	Recruitment of strong/proven teachers in shortage subjects to ensure consistency and continuity
Barriers to learning these priorities address	Lack of subject specialists able to deliver Quality First Teaching (e.g. Physics)
Projected spending	£116,000

## Targeted academic support for current academic year

Measure	Activity
Priority 1	Primary School Teacher and HTLA to deliver Literacy, Numeracy Catch-up Programme, for low attaining DS students in Years 7, 8 and 9
Priority 2	Liaison with parents to improve parental engagement prior to and throughout Key Stages 3,4 and 5
Barriers to learning these priorities address	Prior underachievement at KS2, Social, Emotional and Mental Health (SEMH) issues and low aspirations in relation to progression to the next step. A lack of parental understanding of how to support their son/daughter educationally
Projected spending	£33,500

## Wider strategies for current academic year

Measure	Activity
Priority 1	Increase attendance figures
Priority 2	'Inclusive Support Programme' - provide relevant curriculum and bespoke support for underachieving students with specific needs (e.g. SEND, SEMH, Well-Being Support including counselling)
Barriers to learning these priorities address	Lack of parental and student understanding, engagement and aspiration
Projected spending	£54,870

## Monitoring and implementation

Area	Challenge	Mitigating action
Teaching	Recruiting and retaining strong teachers in shortage subjects.	Strong, positive, ethical Middle Leadership. Quality CPD, good teamwork, sharing of good practice. Teacher voice evidences staff wellbeing, work/life balance and appreciation.
Targeted academic support	Students making progress in Literacy and Numeracy. Parents engaging positively with school	Students feel safe in their learning environment, take risks with their learning, building resilience and becoming confident and become Key Stage 3 ready. Parents 'buy into' the Catch-up programme and feel able to support their child and the school. Liaison with the Marsden Junior School teachers re KS2 curriculum and delivery
Wider strategies	Engaging and supporting the children and families facing the most difficult challenges (SEND, SEMH)	SENCO and specialist staff building relationships with students/parents and early liaison with the feeder schools, prior to September start  Working with the Mirfield Community Hub on Parental Engagement Programme