

Pupil Premium End of Year Review
June 2024

Teaching

At St. Mary's we are committed to ensuring that all children live 'life in all its fullness.' This means combining a rigorous academic education with a rounded approach to character development. To ensure that disadvantaged children, and all other children, flourish academically, we have a relentless focus on teaching and learning. We are always looking for ways to support and train teachers so that the children in their care receive lessons of the highest quality. We support teachers in a number of ways so that they can ensure that all children flourish.

The first way in which we support teachers is through our highly effective Continuous Professional Development programme (CPD). Each week, teachers are trained by expert practitioners and taught ways to improve outcomes in their classrooms. In addition to these sessions, members of the Senior Leadership Team (SLT) often teach model lessons which are observed by teachers. At the heart of our CPD programme this year has been the 8-step lesson. The 8-step lesson was developed by expert teachers at the trust and provides a set of steps which should be taken in each and every lesson. Training on the component steps has taken place throughout the year. As a result of the continuous focus on this, the quality of teaching at St. Mary's has grown even stronger, which, in turn, means outcomes for all children are improving.

As well as our CPD model, we have invested heavily in instructional coaching. We have further developed our tri-part coaching model. Coaches work with a teacher for three days. On day one, the coach teaches the entire lesson; on day two, the coach and the coachee team teach; on day three, the coachee teaches the whole lesson. Coaches demonstrate the myriad skills and practices which must be employed to maximize outcomes. At the end of each session, coaches provide coachees with bespoke development points and targets.

We are dedicated to providing ECTs with the very best training so that they are able to teach outstanding lessons. Each ECT has a mentor with whom they regularly meet. Mentors share best practice, provide feedback and development points, and ensure that ECTs have all that they need to teach outstanding lessons so that all children make outstanding progress and PP children catch up.

Assessment

Formative and summative assessment are crucial to effective provision. Without effective assessment, teachers cannot be certain what children know, what they have learned and, by implication, what they need to learn next. For this reason, effective assessment for learning (AFL) is at the heart of our plans, and each and every lesson. Lessons are planned by the most experienced teachers and they always ensure that within each lesson there are clear

AFL questions which are carefully chosen so that teachers receive clear, unambiguous feedback about the childrens' understanding, and what may need to be retaught, or revisited. Live marking, a key feature of our 8-step lesson framework, takes place in every lesson. This is a vital part of what we do to support disadvantaged children. If misconceptions are left uncorrected, they hinder future learning and can severely affect the likelihood that all children make outstanding progress. Teachers at St. Mary's assess childrens' work throughout each lesson so that they can provide immediate feedback and development points for each child.

Targeted Support

At St. Mary's we are vigilant about setting up targeted interventions to support children. Wherever there is a need, we act quickly to set up an intervention to support children in a timely fashion. We effectively identify the needs of children and then map provision accordingly. This means that provision is bespoke and highly effective and that children can catch up with their peers.

In addition to in school interventions, we offer a fully funded Saturday School and Saturday Achievement School. These are a key part of the way in which we make sure that all children are at Age Related Expectations (ARE) at the end of the academic year. Furthermore, we also ensure that Saturday Achievement School and Saturday Plus are exciting and fun events at which we also offer enriching activities.

Wider Experiences

Through our Young Transformers programme we provide children with life-changing experiences which allow them to grow and transform themselves. Throughout the school year, we arrange enriching experiences to develop childrens' confidence and creativity; their sense of community and caring; and their understanding of community. All children benefit from these experiences, but especially disadvantaged children for whom the development of cultural capital is so important. Through trips, guest visitors and exciting events we ensure that all children live life in all its fullness.