This Pupil Premium Strategy Statement details Haybrook College’s plan for our use of pupil premium and recovery premium across the next 3 years, in order to enable improved outcomes for our most disadvantaged pupils.

This Strategy covers 2022-2023 to 2024-2025: it outlines the challenges our pupils face, our pupil premium strategy, how we intend to spend the funding during this 3-year plan and the effect that the last year’s spending had within Haybrook College.

## College overview

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| Detail | Data |
| College name | Haybrook College Trust |
| Number of pupils in Haybrook College | On roll Sep 24 – 142 pupils  PAN: 170 |
| Proportion (%) of pupil premium eligible pupils | 50% (72 pupils) |
| 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 | November 2024 |
| Date on which it will be reviewed | November 2025 |
| Statement authorised by | Jamie Rockman |
| Pupil premium lead | Carol Goodridge |
| Governor / Trustee lead |  |

**Funding overview**

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| **Detail** | **Amount** |
| Deprivation Pupil premium funding allocation this academic year (Sep 24 data) | £75,940 (**£1050** per pupil – x 72 pupils and **£340** per service child x1 pupil) |
| Pupil premium funding carried forward from previous years (enter £0 if not applicable) | £0 |
| **Total budget for this academic year** | £75,940 |

# Part A: Statement of intent

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| At Haybrook College (HBC), we aim to use our pupil premium funding to help us achieve and sustain positive outcomes for our disadvantaged pupils. Whilst not all our pupils at HBC receive pupil premium grants, we recognise that all our pupils are vulnerable and disadvantaged and therefore we take our responsibility seriously, to support all of them to achieve positive outcomes. We have high aspirations for all our pupils and support them to flourish, despite the disadvantages they experience. Our thorough knowledge of our pupils enables funding to be allocated effectively.  In addition, the disruption to school life caused by the COVID-19 pandemic from March 2020, continues to have a sustained negative impact on the learning and wellbeing of our pupils and their families. Compensating for the negative impact of the pandemic on the learning gap will require a sustained response of teachers and school leaders. We will use the ‘Menu of Approaches’ to give us the best chance of maximising the impact of the additional funding. All our pupils will require additional support to ensure they get the best possible outcomes.  The key principles of the strategy plan are based around the EEF’s PP guidance and recognise that with an effective strategy, HBC can make a significant difference to all pupils. When using the three-tiered approach to develop high quality teaching, targeted academic support (based on comprehensive assessment of need) and wider strategies that help to meet the need of our SEMH pupils, we can support our disadvantaged pupils to make both academic and social progress. Due to these complex SEMH needs, the implementation of our wider strategies that help pupils develop ‘readiness for learning’ are vital to securing academic success. Using information from the Education Endowment Foundation Toolkit, we have identified targeted evidence-based interventions that have been shown to have maximum impact as we recognise that due to the special needs and complex backgrounds of our pupils, many learn best in targeted interventions. Our planned spending of pupil premium will help us to close academic gaps, offer therapeutic intervention, support the development of personal skills and character, build resilience, and ensure high quality inclusive teaching. The focus is ambitious and aspirational for each pupil to; achieve their potential, make outstanding progress, close attainment gaps, achieve qualifications then lead them onto an appropriate post 16 pathway.  Although our strategy is focused on the needs of our most disadvantaged pupils, we are confident that it will benefit all pupils at HBC. |

## Challenges

Our pupils face complex and varied challenges, however detailed below are those key challenges we consider to be a continued barrier to achievement amongst our disadvantaged pupils.

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| Challenge number | Detail of challenge |
| 1 | **Challenging behaviour, emotional dysregulation and low levels of emotional literacy:** due to being an AP and special school for pupils with SEMH, all our pupils have long-standing difficulties managing their behaviours and emotions and this is often linked to wider low levels of emotional literacy. The level of need in this area significantly increased due to the impact of the pandemic and continues to be a challenge for our young people. |
| 2 | **Low literacy levels and hidden difficulties with speech, language and communication:** our assessments clearly indicate that 90% of our pupils have significant difficulty in at least one area of speech, language and communication. This evidenced by the assessments completed by our Speech and Language Therapist, in addition to our own observations of pupils’ needs at Haybrook. The level of need in this area significantly increased due to the impact of the pandemic and continues to be a challenge for our young people. |
| 3 | **Poor attendance due to changing and/or challenging home circumstances:** many of our pupils often have long-standing poor attendance due to their wider difficulties when they arrive at HBC; however, the level of challenge with attendance has increased due to the impact of the pandemic - in part due to anxiety around coronavirus but also the pandemic exacerbating other anxieties. |
| 4 | **Not being ‘emotionally ready to learn’ due to external factors:** our pupils have very often experienced multiple ACEs (Adverse Childhood Experiences) resulting in pupils having difficulty focusing on learning. Our most disadvantaged pupils have significant challenges facing them on a daily basis, and often, learning is not their priority. The level of need in this area significantly increased due to the impact of the pandemic and continues to present a challenge for our young people. |

## Intended outcomes

This explains the outcomes we are aiming for by the end of our current strategy plan (2024-2025) and how we will measure whether they have been achieved.

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| Intended outcome | Success criteria |
| Pupils make at least expected levels of progress in literacy and numeracy | * 95% of pupils at KS3 make progress in literacy and numeracy * 85% of pupils at KS4 make progress in literacy and numeracy (SDP targets) |
| For all Year 11 pupilsto leave with a nationally accredited English and maths qualification at their level. | * 100% HBC pupils, who have been at the college for at least two terms, with over 60% attendance, leave with a recognised English and Maths qualification (SDP target) |
| Pupils increase their attendance to school | * Centre attendance will improve by 5% overall when compared to last academic year * For 80% of pupils at each centre to have at least 60% attendance and those with 80% attendance will improve when compared to 23-24 (SDP targets) |
| Pupils develop skills to manage their behaviour independently | * Positive reports of independent behaviour will increase for each centre compared to 23-24 * To reduce suspensions across Millside School to lower than pre-pandemic levels and a College wide reduction of 5% overall (SDP targets) |

**Activity in this academic year: 2024 - 2025**

This details how we intend to spend our pupil premium to address the challenges listed above.

### Teaching

Budgeted cost: £ 25,000

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| Activity | Evidence that supports this approach | Challenge number(s) addressed |
| **Embedding the broad and balanced curriculum which has been developed by the Curriculum Consultant and responds to the needs of our pupils.**  A Curriculum Consultant was employed in 2023-2024 to evaluate our curriculum, ensure it meets the needs of our specific cohort and develop the quality of teaching and learning. The ‘Haybrook Way’ has been established to ensure teachers are delivering high quality teaching which ensures the best outcomes for our pupils: this incorporates the 5 evidence-based strategies recommended by the EEF. During 2024-2025, we will continue to embed these strategies in our teaching and learning and all curriculum plans will reflect the ‘Haybrook way’ | [EEF Blog: Five evidence-based strategies to support… | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/news/five-evidence-based-strategies-pupils-with-special-educational-needs-send) | 1, 2, 3, 4 |
| **Membership of the Chartered College of Teaching**  All teachers can access the support, CPD and good practice shared by this professional body for teachers. | [Chartered College of Teaching Home – chartered.college](https://chartered.college/) | 1, 2, 3, 4 |

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| **Comprehensive CPD programme for all staff.**  All staff continue to have access to a comprehensive CPD programme – we recognise the importance in training staff so they are equipped to support our pupils’ complex needs. This programme of training will be delivered by the Educational Psychologist, Speech and Language Therapist and Mental Health Support Team in addition to the Senior Leaders at HBC.  The CPD programme for 2024-2025 will include further training on:  \*Supporting teaching and learning in the classroom – comprehensive 10- week training programme for all support staff. (Educational Psychologist team)  \*Autism training – Level 1 (delivered and accredited by the AET – Autism Education Trust)  \*Zones of Regulation – (Educational Psychologist)  \*Revisit of ‘Developmental Trauma and Attachment’ (Educational Psychologist)  \*Revisit of ‘Emotion Coaching’ (Educational Psychologist)  \*SLCN strategies to improve pupils’ access to learning. (Speech and Language Therapist) | [Effective Professional Development | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/effective-professional-development)  [Metacognition and Self-regulated Learning | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/education-evidence/guidance-reports/metacognition)  [Developmental Trauma Disorder - Attachment and Trauma Network (attachmenttraumanetwork.org)](https://www.attachmenttraumanetwork.org/developmental-trauma-disorder/)  [Social and emotional learning | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/social-and-emotional-learning)  Our own evidence (from SaLT assessments upon admission) show that 90% of our pupils have significant difficulty in at least one area of Speech, Language and Communication.  [What works database (ican.org.uk)](https://ican.org.uk/i-cans-talking-point/professionals/tct-resources/what-works-database/)  [Autism Training and Development | Autism Education Trust](https://www.autismeducationtrust.org.uk/autism-training-and-development)  [Metacognition and self-regulation | EEF](https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/metacognition-and-self-regulation) | 1, 2, 3, 4 |

**Targeted academic support**

Budgeted cost: £35,000

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| Activity | Evidence that supports this approach | Challenge number(s) addressed |
| **Speech and Language Assistant**  We appointed a Speech and Language Assistant following our work with the Speech and language Therapist and her identification of SLCN in our cohort. | [EEF Blog: Five evidence-based strategies to support… | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/news/five-evidence-based-strategies-pupils-with-special-educational-needs-send?)  [what\_works\_criteria\_guide.pdf](https://speechandlanguage.org.uk/wp-content/uploads/2023/12/what_works_criteria_guide.pdf) | 1,2,4 |
| **1: 1 Learning interventions**  Highly differentiated and bespoke learning interventions for those with SpLD, literacy and numeracy difficulties with the Specialist Teacher. We recognise the importance of using a highly qualified teacher for this role due to the complex needs of our pupils. The Specialist Teacher also helps pupils develop metacognition strategies. | [One to one tuition | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/one-to-one-tuition)  [Metacognition and self-regulation | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/metacognition-and-self-regulation) | 1,2,4 |
| **Reading comprehension resources**  **Recruitment of a Reading Intervention Mentor**  We have purchased various ranges of ‘high teen interest - low ability’ books for pupils to ensure they can access reading – these are mainly from Barrington Stoke. We have also purchased evidence-based reading comprehension interventions such as Rapid Plus - both online and paperback books.  To further support the development of reading in our pupils, we have created a role which focuses on Reading Interventions, including the Rapid Plus targeted intervention. | [Reading comprehension strategies | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/reading-comprehension-strategies)  [Rapid Plus (pearsonschoolsandfecolleges.co.uk)](https://www.pearsonschoolsandfecolleges.co.uk/secondary/subjects/english-and-media/rapid-plus-1)  [Every child can be a reader - Barrington Stoke](https://www.barringtonstoke.co.uk/) | 1,2,4 |
| **SaLT course for intervention staff**  Language for Behaviour and Emotion Programme - an intervention that helps young people overcome problems with language and emotional skills and develop more positive interactions. Pupils improve their behaviour, mental health and well-being and are more able to access their learning. | [Language for Behaviour and Emotions: A Practical Guide to Working with (routledge.com)](https://www.routledge.com/Language-for-Behaviour-and-Emotions-A-Practical-Guide-to-Working-with-Children/Branagan-Cross-Parsons/p/book/9780367331832) | 2 |
| **Bedrock Vocabulary**  We purchased membership to this language resource, so that pupils can increase their vocabulary and understanding of language, whilst also developing some independence in their learning skills. | [Oral language interventions | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/oral-language-interventions)  https://bedrocklearning.org/what-is-bedrock-learning/research-and-results/ | 1,2,4 |

**Wider strategies**

Budgeted cost: £ 16,000

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| Activity | Evidence that supports this approach | Challenge number(s) addressed |
| **Additional ELSAs trained and supervised**  All centres will have a qualified ELSA and time will be provided to them to deliver 1:1 ELSA sessions with pupils in most need. ELSAs help our young people develop skills to recognise and manage emotions, supporting them to better self-regulate and developing their readiness to learn. | There is substantive evidence to show that developing pupils’ self-regulation and emotional regulation has a positive impact on academic achievement for disadvantaged pupils. This is a vital element of our overall strategy HBC’s approach to meeting our complex pupils’ needs.  [Social and emotional learning | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/social-and-emotional-learning?)  [Social skills training - Youth Endowment Fund](https://youthendowmentfund.org.uk/toolkit/social-skills-training/) | 1,2,3,4 |
| **LEGO Therapy**  The special school will have a certified LEGO Therapist who can support pupils with development of communication skills and be used as specific play therapy. This enables pupils to develop communication skills away from the formal learning environment. Improved communication skills improve readiness for learning. | [Using Lego therapy with autistic pupils (autism.org.uk)](https://www.autism.org.uk/advice-and-guidance/professional-practice/lego-pilot) | 1,2,4 |
| **No22 Counselling**  In response to the pandemic’s impact on the mental health of our pupils, Haybrook invested in a counsellor for each centre: they provide 23 hours of counselling each week. No22 use CBT as a basis for their approach. | [Cognitive Behavioural Therapy - Youth Endowment Fund](https://youthendowmentfund.org.uk/toolkit/cognitive-behavioural-therapy/)  [Adolescent mental health: A systematic review on the effectiveness of school-based interventions | Early Intervention Foundation (eif.org.uk)](https://www.eif.org.uk/report/adolescent-mental-health-a-systematic-review-on-the-effectiveness-of-school-based-interventions) | 1,2,3,4 |
| **Families First Workers:**  The COVID-19 pandemic has continued to have a detrimental impact on the mental health of many of our pupils and our most vulnerable families: HBC created new positions in each centre, in response to this increased need across the college. They will work with our most vulnerable families to support parental engagement, improve attendance and offer wider support. | [EEF\_Parental\_Engagement\_Guidance\_Report.pdf (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/public/files/Publications/ParentalEngagement/EEF_Parental_Engagement_Guidance_Report.pdf)  [Improving school attendance: support for schools and local authorities - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/school-attendance/framework-for-securing-full-attendance-actions-for-schools-and-local-authorities) | 3 |
| **Breakfast Club and free healthy lunch for all**  As recognised by Maslow, it is important that all pupils have the opportunity to start the day with a healthy breakfast. HBC recognises this need as fundamental to their well-being and readiness to learn. It is also important to us that pupils start the day with positive interactions with adults and their peers alike. Offering free Breakfast Club provision to all pupils also supports attendance/ punctuality. We extend this further by ensuring all pupils have access to a free, healthy lunch as we recognise that it is key to supporting the pupils to improve all elements of their development. | [Magic Breakfast | EEF (educationendowmentfoundation.org.uk)](https://educationendowmentfoundation.org.uk/projects-and-evaluation/projects/magic-breakfast?utm_source=/projects-and-evaluation/projects/magic-breakfast&utm_medium=search&utm_campaign=site_search&search_term=free%20lunch) | 1,2,3,4 |
| **Contingency Fund for acute issues** | Based on our experiences, we have identified a need to set aside a small amount of funding to respond quickly to needs that have not yet been identified. | 1,2,3,4 |

**Total budgeted cost: £ 76k**

# 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 last academic year - **2023 to 2024.**

| **Aim** | **Outcome** |
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| **Academic achievement:**  Pupils make at least expected levels of progress in literacy and numeracy  *Increase the level of challenge for pupils so that 85% of young people in KS4 to achieve at least their expected level of progress in English and Maths and 75% at KS3 from their 2020-21 baselines.*  (SDP target) | Against our aim of 75% of KS3 pupils achieving at least expected levels of progress:  91% of pupils made some or better progress in Maths, whilst 92% made some or better progress in English.  Against our aim of 85% of KS4 pupils achieving at least expected levels of progress:  71% of pupils made some or better progress in Maths, whilst 74% made some or better progress in English. |
| **Academic achievement:**  Year 11 pupils leave Haybrook having achieved an appropriate English and Maths qualification  *For****all****young people who have been at the College for at least two terms to leave with a nationally accredited English and maths qualification.*  (SDP target) | Most pupils at the college make rapid and sustained progress over time and achieve significantly above the national rate of qualifications for Alternative Provision. In 2023-2024, of those pupils capable of achieving at GCSE level, 44% of pupils achieved 5 GCSEs or equivalents 1-9, compared to a national average of 25%.  Pupils in receipt of pupil premium achieved slightly below their non-pupil premium peers (see table below.) 41% of pupil premium pupils achieved 5 GCSE’s 1-9, compared to 47% of non-pupil premium pupils. However, pupil premium pupils significantly outperformed their non-pupil premium peers when achieving 4 GCSE’s 1-9. 59% of Pupil Premium pupils achieved 4 GCSE’s 1-9, compared to 47% of non-Pupil Premium pupils.  Despite our best efforts, not all our pupils achieved a nationally accredited English and Maths qualification at the appropriate level. 55% of our Yr11 pupils gained GCSEs in both English and Maths. 92% of our Yr11 pupils achieved nationally recognised qualifications in English and 92% achieved nationally recognised qualifications in Maths. |
| **Wider outcomes – attendance:**  Pupils increase their attendance to school  *For 80% of pupils to have at least 60% attendance.*  (SDP target) | It is acknowledged that attendance is one of the most important factors that influence educational outcomes: pupils with attendance of 60% and above have better outcomes at Haybrook College, than those with less.  Despite the best efforts of all staff this year, attendance has continued to be impacted by the pandemic, as it has nationally. Unadjusted attendance for 2023 - 2024 was 64.5%, whilst the adjusted attendance rate was 69.3%.  Current data sets for APs report that national attendance was 60.2% for 2022-2023. The table below shows that Haybrook College’s attendance remains above the national average.  Attendance of pupils in receipt of pupil premium was just below those not eligible, which is in contrast to the previous 4 years. (see table below)  \*Unadjusted data includes pupils that are on our role that may never attend the setting. Adjusted data is where pupils have been taken off who are on roll but do not attend the setting, for example, may be medically unfit or moved out of area but still on roll until another provision has been found. |
| **Wider outcomes – independence:**  Pupils develop skills to manage their behaviour independently  *For there to be a 5% reduction in FTE across the College and the length of FTE to be further reduced when compared to 2018-19 academic year.*  (SDP target) | The impact of the pandemic on pupils' ability to manage their behaviour has been significant and staff have worked tirelessly to support pupils to improve their well-being and behaviour. The number of fixed term suspensions for 2023-2024 has increased by 30% compared to those for 2022-2023, mainly at KS3. 23% of pupils are responsible for 100% of the suspensions.  There have been no permanent exclusions at Haybrook College for 17 years.  Independent behaviour is rewarded through a points system which unlocks a range of certificates and rewards, including outdoor activities and other educational and leisure trips. Pupil voice has continued to be important to us, and pupils have represented their school council on staff recruitment panels and as peer mentors, for example.  \*We compare our data to 2018-2019 as the last academic year prior to the COVID-19 pandemic. |

## 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*

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| Programme | Provider |
| Units of Sound | Nisai |
| RapidPlus | Pearsons |
| Academy 21 Online Learning | Academy 21 |
| MyMaths | MyMaths |
| Times Table Rock Stars | Times Table Rock Stars |
| Bedrock Vocabulary | Bedrock Learning |

**2023-2024 Pupil Premium Analysis**



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| **2023-2024** | **Attendance %** |
| PP Pupils | 58% |
| Non-PP Pupils | 67% |
| PP Pupils (adj) | 66% |
| Non-PP Pupils (adj) | 61% |

