

## Pupil premium strategy statement

This statement details our school's use of pupil premium (and recovery premium for the 2023 to 2024 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	Queen Elizabeth's School, Barnet
Number of pupils in school	1305
Proportion (%) of pupil premium eligible pupils	3.68%
Academic year/years that our current pupil premium strategy plan covers ( <b>3 year plans are recommended</b> )	2021/22 – 2023/24
Date this statement was published	November 2023
Date on which it will be reviewed	November 2024
Statement authorised by	Mr N. Enright (Headmaster)
Pupil premium lead	Dr S. Westcott (Assistant Head, Pupil Progress)
Governor / Trustee lead	Mr D. Burton

### Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£44,505
Recovery premium funding allocation this academic year	£7,000 (estimate)
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0
<b>Total budget for this academic year</b> If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£51,505

# Part A: Pupil premium strategy plan

## Statement of intent

The mission of Queen Elizabeth's School is to produce young men who are confident, able and responsible, and this applies equally to all pupils irrespective of their socio-economic background. Our aspirations for, and expectations of, our disadvantaged pupils are every bit as ambitious as for the cohort as a whole.

We aim for pupils to achieve outstanding academic results and progress to some of the most prestigious and competitive higher educational institutions and career paths. We expect and support them to be fully active members of the School community, participating in and contributing to the extra-curricular life of the School, embracing the many opportunities for personal development. We intend that all pupils leave us ready to take their place in the world as well-adjusted young men, prepared to make a positive impact on the lives of others.

Whilst our ultimate objectives are the same for all pupils, our approach aims to be responsive to individual needs. This is enabled by bespoke academic and pastoral support for all pupils, with access to further interventions as required.

As a wholly selective school, admitting pupils on the basis of their academic ability alone, there should not initially be a significant 'attainment gap' to close between those pupils who qualify for pupil premium support and those who do not. We must, however, be alert to the possibility that the progress of pupils coming from a background of relative disadvantage may not be as rapid as that of their peers unless measures are taken to support them throughout their school career. At Queen Elizabeth's, pupil premium funds are therefore directed towards those interventions and activities which are shown by research to be particularly effective in accelerating the progress of such pupils. The basis of this evidence is the list of approaches drawn up by the Education Endowment Foundation, administered by the Sutton Trust. A selection of these measures are supplemented by investment in digital technology to facilitate teaching, targeted support and engagement. The effectiveness of the support provided is monitored continuously through our system of bespoke tutorials, in which form tutors check and discuss the progress and involvement of each pupil on an individual basis, and through the measures included in the annual Analyse School Performance report for the School, in which the performance of disadvantaged pupils is compared to the other pupils in the cohort.

In this work, the School is conscious of the importance of supporting the growth of cultural capital in our pupils, alongside academic outcomes, to best prepare them for the next step of their lives.

## Challenges

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

Challenge number	Detail of challenge
1	The periods of enforced school closure, due to Covid-19, affected the learning of some members of the cohort more than their peers, risking the emergence of an attainment gap. This was due to unequal access to technology and focused working space at home.
2	Pressures upon wellbeing linked to the high achieving environment and the expectations from families and peers for involvement and performance.
3	Pupils may lack access to some extra-curricular enrichment activities due to the directly, or indirectly, incurred financial costs.
4	Along with other families, parents with additional challenges can sometimes find it more difficult to be as fully engaged with their son's progress.
5	Pupils may fall short of their targets due to a range of factors such as organisation issues, metacognitive and self-reflection skills, and literacy challenges associated with having English as an additional language. The School's 42% EAL linked to attainment in English and Modern Foreign Languages being below other subjects.
6	Some of the cohort experience other factors that compound disadvantage, such as SEN or acting as young carers, which increased challenges during the pandemic in particular.

## 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
That no gap in attainment between disadvantaged pupils and their year group as whole emerges after Covid-19, with high engagement in interventions designed to support catch-up.	<p>No statistically significant gaps in average Progress 8 and Level 3 value added measures between those in the pupil premium cohort and their peers.</p> <p>That target grades for disadvantaged pupils are not set below those for other pupils and the percentage coded Red in their RAG ratings, against personal targets, is no higher than for their year at large.</p> <p>That onward destinations (at end of KS4 or KS5) are reflective of the pupil body as a whole, including the proportion obtaining their first choice of university.</p> <p>Engagement with department level catch-up programmes evidenced (e.g. via bespoke tutorials or SOCS).</p>

Sustained high levels of wellbeing among pupils.	<p>Positive feedback from pupil surveys and through pupil voice channels.</p> <p>Evidence of good mental health and wellbeing recorded through the bespoke tutorial system.</p> <p>Positive outcomes from interventions such as referrals to the School counsellor and CAMHS, where required.</p>
High levels of engagement and participation in extra-curricular activities. Pupils are supported in their personal development and in giving back to others in the community. Pupils are able to access and engage with the opportunities on offer to support their next steps.	<p>Strong evidence of involvement in activities beyond the classroom (e.g. in SOCS, via bespoke records and in profiles).</p> <p>Involvement in careers programmes e.g. QE Connect, OE mentoring, and work experience.</p> <p>Successful onward progression to university, with pupils obtaining their first choice destination in similar proportion to the whole year group.</p>
There are equal levels of parental engagement between those in the pupil premium cohort and the wider School population. Families accept offers of additional support for their sons.	<p>The School Cloud online system supports attendance at parent consultation and review evenings, with no shortfall in the number of appointments between the parents of pupil premium students and others.</p> <p>eQE records that parents have engaged with the reporting information supplied to them.</p>

## 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: £18,500

Activity	Evidence that supports this approach	Challenge number(s) addressed
Maintaining smaller tutor group sizes in Year 11 and the Sixth Form, allowing pupils to receive more individual attention with respect to the pastoral curriculum. Collaborative learning approaches enabled in this context.	<p><a href="#">EEF Collaborative Learning</a></p> <p><a href="#">EEF Reducing Class Sizes</a> (Group reductions from 32 (Yr10) to 16 (Yr11), enabling a more focussed way of teaching. In the Sixth Form, tutor groups bring together those with similar academic subject choices to further tailor support).</p>	2, 4, 5 & 6

Maintaining increased curriculum time for English - an additional period per week - and implementing a range of literacy-based interventions such as a focus on 'disciplinary literacy' across departments and embedding skills of oracy through 'dialogic teaching'.	Literacy interventions based on the <a href="#">EEF's seven recommendations</a> . Known to be particularly important for those who have. <a href="#">English as an Additional Language</a> . <a href="#">Reading comprehension strategies</a> shown to be high impact at low cost. Interventions to support <a href="#">oral</a> , as well as written, language.	1 & 5
An additional round of internal assessments (mock exams) to be conducted for those in years 11, 12 & 13 to provide more formal exam experience, to support feedback and assessment for learning.	Familiarity with the format and experience of formal assessment important for giving pupils the best opportunity to show their ability in public examinations and is <a href="#">shown to reduce anxiety</a> . Marking allows for diagnostic feedback to inform additional support, revision and consolidation. <a href="#">Feedback</a> found to have a high-impact on learning.	1, 2 & 5
Investment in digital technology and IT equipment to support access to the curriculum. 1:1 IT devices being funded for pupil premium students in year groups where this subscription programme is being rolled out (Year 7 and Yar 9 in 2023-24). Pupils take devices home to complete homework and independent work, ensuring access to necessary hardware and software at home. Investment in staff training and development to make most effective use of the devices to enhance teaching and learning in the classroom.	This investment facilitates access to the curriculum, extension materials, homework, assessment and feedback to both pupils and parents, and forms of collaborative learning important for <a href="#">metacognition and self-regulation</a> . Further EEF evidence on <a href="#">homework</a> and <a href="#">feedback</a> .	1, 3, 4, 5 & 6

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

Budgeted cost: £14,505

Activity	Evidence that supports this approach	Challenge number(s) addressed
One-to-one and small group tuition, such as additional intervention lessons in core subjects (English, Maths, Sciences and MFL) for those in Yr11 identified as needing extra support. Subject clinics available for pupils in all year groups, with	<a href="#">EEF One to one tuition</a> <a href="#">EEF Small group tuition</a> This evidence base shows such interventions to be particularly effective in supporting disadvantaged students and those at risk of falling behind, given the significant scope for teaching and support	1 & 5

pupils able to self-refer, as well as be identified by staff.	to be targeted to the needs of each individual.	
Peer mentoring to provide bespoke academic support, but also to address appropriate pastoral issues. Large team of peer mentors trained and monitored. Takes place outside of lesson time, in addition to the full timetable.	<a href="#">EEF Peer mentoring</a> evidence base indicates benefits for the mentor, as well as the mentee, at very low cost.	1, 2, 5 & 6

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

Budgeted cost: £18,500

Activity	Evidence that supports this approach	Challenge number(s) addressed
Professional counselling service based within the School (through a partnership with local charity Rephael House) to provide individual support to those with challenges to their wellbeing.	<p>Clinical CORE analysis undertaken with respect to students engaged with the counselling service at QE found significant improvements. All pupils found the counselling helpful, with 89% feeling more able to cope with their difficulties, 60% indicating that their academic work had benefited, and a third saying they had less time off School as a result.</p> <p><a href="#">Research published in The Lancet</a> has suggested that in-school counselling delivers more impact than pastoral support alone.</p> <p>Where required, evidence that <a href="#">Cognitive Behavioural Therapy</a> is effective at reducing risk behaviours.</p>	1, 2, 5 & 6
Investment in SOCS extra-curricular modules (Co-curricular, Music and Sport) to monitor, promote and facilitate involvement in activities which will benefit wellbeing and personal development. Grant funding for pupils to participate in trips and activities where the cost would be prohibitive for those on low incomes.	Engaging in extra-curricular enrichment activities has a positive impact on physical and mental wellbeing and is important in allowing pupils to develop the 'roundedness' or cultural capital that they need to compete for the most competitive university and career opportunities. Around 90% of QE pupils progress to the Russell Group, with record numbers to Oxbridge in recent years. These places could not all be secured purely on academic performance. SOCS will enable participation and attendance to be recorded and monitored and pupils who are less-engaged to be supported to increase involvements. These activities	2 & 3

	<p>can also benefit other areas of the curriculum.</p> <p><a href="#">EEF Arts participation</a></p> <p><a href="#">EEF Physical activity</a></p>	
<p>Investment in the School Cloud parental engagement tool, to facilitate online parent consultation and review meetings. Continued investment in eQE to support parental access to feedback (both academic and behavioural) to allow for reinforcement at home.</p>	<p>Introduction of the online system during Covid-19 increased participation by parents and improved efficiency, with over 95% of appointments completed. Supports access for those who, for whatever, reason cannot travel to the School. eQE monitors when parents have read progress reports, and delivers news of good notes and bad notes electronically, increasing the speed and likelihood that these messages will be received. <a href="#">Feedback highly beneficial</a> in supporting attainment, and parents/guardians can play an important role in embedding this for their sons.</p>	<p>4, 5 &amp; 6</p>

**Total budgeted cost: £51,505**

## **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 2022 to 2023 academic year.

Form tutors and Heads of Year monitored the progress of pupils throughout the year, checking at regular intervals that pupils were not falling behind their expected rate of progress and were on course for high levels of attainment in line with the challenging targets set for them.

Tutor group sizes were maintained at a maximum of sixteen pupils in year 11 and sixteen in the sixth form. Pupils continued to gain more individual attention from their form tutors with beneficial effects on the quantity and quality of care, guidance and support they received.

Dedicated time for discussion and presentation in small groups was allocated in pastoral sessions, building a sense of mutual support and enabling pupils to become more involved and articulate.

Funds were provided to allow participation in extra-curricular activities, which would otherwise have been beyond the financial means of pupils in the qualifying group. The number of trips this year expanded notably as part of the QE Flourish programme, including multiple days in which the entire School was out on trips. There was therefore an increase in bursaries and financial support for academic and extra-curricular enrichment activities. This included online work experience to support pupils' access careers programmes.

Specialist counselling services were engaged to assist pupils with social and emotional needs that were seen to be affecting their well-being and learning. Counselling services were maintained in person. There were 20 referrals to the School Counsellor for such support, returning to the sort of numbers seen prior to and nearer the outset of Covid-19, following a significant increase in the case load in 2021-22.

Clinics were provided in every subject run by teachers or older pupils to provide support to any pupils falling behind the rate of progress needed to achieve their academic targets and peer mentors were trained to conduct online mentoring meetings safely and effectively. 39 pupils were allocated a peer mentor in 2022-23.

The number of intervention classes, for those in Year 11 identified as needing additional targeted support to meet their personal targets were maintained at their increased number.

Significant work was undertaken to prepare for the introduction of the QE 1:1 IT device programme, with the appointment of a Head of Digital Teaching and Learning, to work with



the senior team on planning and facilitating the necessary training and curriculum development. The devices will allow for digital technology to be embedded across the curriculum, enhancing opportunities for collaboration, differentiation and real-time feedback. Ensuring equality of access to hardware and software is a key part of the project, with pupil premium pupils having their devices funded by the School.

Parents continued to receive termly updates on attitude to learning and progress in relation to targets in all subjects, with suggested actions for improvement in any subject where the pupil is not on track to achieve his target grade. The third report, at the end of the academic year, gives a full summary of overall progress and detailed information about each subject. In addition, immediate notifications are sent to parents when pupils receive rewards and sanctions, to enable reinforcement at home. The School Cloud system was used to facilitate online parents' evenings.

Measured attainment was very strong for those cohorts undertaking GCSEs and A-levels.

Within the cohort of eight pupils sitting their GCSEs, all secured strong passes in Maths and English, with all achieving grades 7-9 in Maths. Five secured grades 9-7 (equivalent to the old A\*-A) across all of their subjects and 82% of grades were in the 9-7 range.

Targeted support measures included extra tuition through intervention classes, peer mentoring and bursary places for enrichment programmes including online work experience and trips to Cambridge University.

Seven of the cohort have transitioned into the School's Sixth Form for 2023-24.

Within the pupil premium cohort taking A-levels there were three students and destinations and courses secured were Physiotherapy and Law, both at King's College, London. One student applied for re-marks and the School awaits an update on his final placement.

Between them, they gained: 2 A\*, 6 A, 1 B. This equated to 22% of grades being achieved at A\* and 78% at A\*-A. These figures are very high in the national context, though a little behind the wider cohort at Queen Elizabeth's (71% and 92% respectively). The sample size is not statistically significant, however, with some candidates performing in line with their peers.

Targeted support included the Year 13 intervention programme led by senior staff, bursaries and additional assistance with food and uniform costs, and extra contact time with subject teachers.

## Externally provided programmes

Programme	Provider
N/A	N/A

## Service pupil premium funding (optional)

Measure	Details
How did you spend your service pupil premium allocation last academic year?	N/A
What was the impact of that spending on service pupil premium eligible pupils?	N/A