

Thomas Telford School



Pupil Premium Strategy Statement

Prepared by

Mr Phil Nicholls, Deputy Head

Approved at Governing Board November 2025

This statement details our school's use of pupil premium for the 2025 to 2026 academic year to help improve the attainment of our Disadvantaged students.

It outlines our pupil premium strategy, how we have spent the funding in this academic year and the effect that the year's spending of pupil premium has had within our school.

School overview

Detail	Data
School name	Thomas Telford School
Number of students in school	1638- whole school 1085- Year 7 - 11
Proportion (%) of Pupil Premium eligible students	210 -19.35% Year 7-11
Pupil Premium eligible students by Year Group	Year 7- 46 students Year 8- 51 students Year 9- 46 students Year 10- 31 students Year 11- 36 students
Academic year/years that our current pupil premium strategy plan covers	2025-2026
Date this statement was published	October 25
Date on which it will be reviewed	October 26
Statement authorised by	Mr Ian Rawlings
Pupil Premium lead	Phil Nicholls

Funding overview: 2025-2026

Detail	Amount
Pupil Premium funding allocation this academic year	£170,925
Pupil Premium funding carried forward from previous years (enter £0 if not applicable)	£0
Total budget for this academic year If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year	£170,925

Part A: Pupil Premium

Strategy Plan

Statement of intent

At Thomas Telford School, our intention is to minimise all barriers that can affect the learning of students. Nationally, there is a widening gap between the achievements of Disadvantaged students, and their peers who are not Disadvantaged. The Pupil Premium fund was introduced in April 2011 to attempt to support schools in reducing this gap, but there has been no overall improvement to date nationally, despite the allocation of well over £10 billion. Nonetheless, we successfully strive to eradicate the gap between our Disadvantaged students and their non-Disadvantaged peers.

Challenges

This details the key challenges to achievement that we identified among our Disadvantaged students for the previous academic year: 2024-2025 and moving forward with the 2025-2026 cohort.

Challenge Number	Detail of challenge
1	Achievement To ensure that Disadvantaged students achieve outcomes comparable to non-Disadvantaged students. Whilst some progress has been made to narrow the gap, progress must be sustained. 4+ Eng/Maths 94% v 86%, 5+ 71% v 62%.
2	Attendance In school, there is at present a gap in attendance figures of 0.7% (Oct 25)-last year this was 3% , for non-Disadvantaged students, relative to their Disadvantaged peers. The national attendance for Disadvantaged students is 88.6% . The School's Disadvantaged attendance is 95.8% which is above the national picture - (Oct 25)
3	Personal Development and Enrichment Some students are reluctant to engage in Session 3 opportunities, where they benefit from academic or extracurricular activities or additional contextual factors prevent them from being able to. This is being closely monitored with data trawls and student voice sessions to gather information.
4	Progress Analysis of data to determine progress of disadvantaged students at key points in the year through the Module Report System and Heads of Year (HoY) monitoring systems. Data now available for HoY track and monitor progress across the academic year. Interventions in place to ensure support is offered to disadvantaged students (Session 3, support with revision guides, structured in class support).

5	<p>Mental Health and Well-being</p> <p>Track and monitor data from our pastoral support mechanisms. Nurture, counselling and Art Therapy, also knowledge of what disadvantaged students access this support.</p>
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Outcomes

This explains the outcomes for this academic year and how we have measured achievement.

1. Mental health and wellbeing
2. Progress and Achievement
3. Attendance
4. Personal Development
5. Enrichment

Intended Outcome	Success Criteria
<p>1. To ensure that Disadvantaged students receive adequate pastoral care to allow them to succeed, including developing the required resilience to deal with adverse situations</p> <p>Pastoral Care</p>	<p>Students receive enhanced pastoral support, including nurture, and counselling, where appropriate. Attendance and engagement with enrichment opportunities or session 3 will evidence this. Whole school PP data/inclusion information will be monitored half termly and data sets will be made available to all staff to promote inclusive classrooms and learning.</p>
<p>2. To narrow the difference in progress and attainment made by Disadvantaged students and their peers</p> <p>Progress and Achievement</p>	<p>Reduce gap in data for 4+ and 5+ from figure in 24/25 academic year for Disadvantaged students. Use data throughout the year to successfully track and monitor all PP students. Evidence from module reports will be included in spreadsheet made available to all staff.</p>
<p>3. To maximise attendance of Disadvantaged students</p> <p>Attendance</p>	<p>Gap to reduce to under 3% from 2024 - 2025 figure. Attendance data to be analysed weekly by pastoral staff, working closely with attendance.</p>
<p>4. To maximise Session 3 participation among Disadvantaged students and address contextual factors that may be preventing them attending.</p> <p>Personal Development</p>	<p>To carefully monitor numbers of sessions attended with a view to further targeted intervention where necessary. Participation will serve to support and improve academic achievement, social confidence and cultural capital for our disadvantaged learners. Contextual factors preventing attendance to be addressed by pastoral leads. Data made available to all staff to allow efficient tracking and monitoring.</p>

<p>5. To maximise the provision of enrichment opportunities for Disadvantaged students</p> <p>Enrichment Opportunities</p>	<p>Monitor enrichment opportunities provided by departments across the School. Updates to be provided regularly during Curriculum Committee meetings. PP students access to enrichment will be monitored by PP lead and data shared with all staff – allowing Pastoral leads, PT’s and teaching staff to have up to date, termly data sets that can be used to target our most vulnerable students.</p>
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Provision for this academic year

The following outlines our allocation of Pupil Premium funding this academic year in response to the identified challenges.

Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £85,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Whole staff CPD through use of PD days and subscription to the National College resources for all staff, including metacognition and independent learning</p>	<p>National College CPD is class-leading and allows on demand access to tailored CPD, or as directed by line managers.</p>	<p>1, 2,4</p>
<p>Session 3. Targeted academic sessions and enrichment opportunities to be provided.</p>	<p>Academic sessions ensure the gap between Disadvantaged students and their peers is minimised. Enrichment opportunities, such as Music Lessons and opportunities to visit the Theatre have focused on increasing ‘cultural capital’, again minimising inequality. STEM and Science club has offered regular enrichment opportunities. Recruitment and engagement of Disadvantaged learners for these sessions is monitored by departments and will form a key agenda item at Curriculum Committee meetings. Heads of Department are to follow up and report on any non-attendance of compulsory sessions.</p>	<p>1, 2, 3, 5</p>
<p>ECT, SDS and New staff to the school benefit from extensive school induction and ongoing CPD</p>	<p>Staff are quickly introduced to the School ethos, organisational methods, and expectations in a supportive and collaborative environment. This enables all staff to be readily on board and actively engaged in collaboratively supporting the engagement and progress of our Disadvantaged learners.</p>	<p>1, 2, 4</p>

Curriculum Support – additional teachers in English and Maths	Smaller group sizes. Disadvantaged students are disproportionately represented in these groups so benefit from the targeted tuition and smaller group sizes.	1, 3, 5
Assessment	To ensure that learners’ starting points are accurately identified upon entry learners are assessed using nationally recognised standardised assessments (Such as GL assessment’s NGRT). Work also takes place in the summer term prior to transition to ascertain learner need of new intake using other relevant national data (such as SATS). Data generated is shared effectively with staff and enables highly relevant, timely and personalised interventions for learners.	1, 3
All lessons covered in house	This ensures continuity for students to be taught by subject specialists where possible, and by familiar staff when not. This enables continuity for Disadvantaged students with subject specialists.	1, 2
Boys and Girls Programme resources and CPD	Targeting performance of underachieving Year 11 boys and for the first time, girls. 57% of the group are Disadvantaged. During the programme, students benefit from a range of targeted interventions designed to improve and support their social skills, resilience, self-esteem and mental health challenges, alongside study skills and academic enrichment. Separate Personal Tutors are set up to further support the boys and girls on the programme, enabling enhanced and highly focused pastoral support reflecting the higher presenting need here. Higher engagement with parents and carers is also implemented throughout the academic year. A focus on achievement and future goals runs throughout. ‘The Girls Programme’ has been set up to replicate best practice. This began in May 2024. 97% of the students on the programme achieved a 4+ inc. English and Maths (Whole school was 94%) with 80% achieving 5+ inc. English and Maths (Whole school was 71%). 100% of the Mercers programme cohort were entered for the EBACC.	1, 2, 3

Phonics training planned for key colleagues within English department and the SEND department	Reading age testing identifies learners reading ages. Learners who have a lower than chronological reading age are analysed for phonics gaps. If phonics gaps are identified a daily phonics intervention programme is put into place, using trained teachers. Progress on this is regularly monitored and tracked.	1, 3
Designated Literacy and numeracy coordinators to lead on projects related to cross curricular skills	Literacy and numeracy support sessions provided once per week during Personal Tutor time to support students with lower literacy/numeracy levels. Disadvantaged learners make up 33.3% of this provision.	1, 3
Generous PPA designation for teaching staff – all to receive at least a full day for planning. Generous PPA for staff with pastoral and additional responsibilities.	Allows carefully planned resources and high-quality teaching performance, and pastoral interventions for our Disadvantaged learners.	1, 2, 3

Targeted Support

Budgeted cost: £40,925

Activity	Evidence that supports this approach	Challenge number(s) addressed
Learning Support, counselling and Nurture	25% of the students in the nurture group are Disadvantaged. The school also provide private counselling services to students as required, and 25% of the students who receive this support are Disadvantaged.	1, 2, 5
Targeted class extraction for those requiring it	Bespoke intervention work regularly takes place across curriculum areas. Disadvantaged students will be disproportionately represented in this area.	1, 3
Session 3 support	Almost 70% of Disadvantaged students have taken part in a range of academic and extra-curricular sessions in a large group, small	1, 2, 3, 4, 5

	<p>group and one-to-one sessions as appropriate. The Disadvantaged Survey has recorded contextual factors that students are reporting as a barrier to accessing session 3 such as being a young carer, transport or part-time employment. The Pastoral Team is to engage with families regarding Session 3 attendance and in instances of non-attendance offer further support.</p>	
Weekend school and Saturday School	<p>Disadvantaged students will have the opportunity to attend sessions to receive intervention work. A bespoke timetable for Saturday School is offered to each student in Year 11 based on mock examination results and department feedback, with attendance monitored. Free transport for Wolverhampton students is provided. Provision also made for Year 6 transition days.</p>	1, 2, 3
Raising profile of disadvantaged students and disadvantaged students with high attainment prior entry target 7+	<p>The Curriculum Committee and Heads of Year provided with data of Disadvantaged and Non-Disadvantaged students who have presented as high attainment at KS4. Findings from the Disadvantaged Survey are also fed back in order to familiarise departments with Disadvantaged students and contextual factors they may need to be aware of.</p>	1,3

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

Budgeted cost: £45,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
Attendance support – appointment of Attendance Officer	There is at present a 0.7% gap between the attendance of Disadvantaged students and non-disadvantaged students (October 2025). This is an improvement in the 3% gap for 2024-25 at this stage.	4
Careers support	Designated resources have been provided to develop road maps for students post 16 and post 18. Outreach programme established to specifically target Disadvantaged students and offer them more support.	1, 2, 3
Individualised support	Students have access to widespread pastoral support: Personal Tutor, Heads of year, Nurture Room, Careers Department, extensive Session 3 programme, Reading and Numeracy Mentors for Year 7s.	1, 2, 3
Sport transport	This has allowed participation of all students in a range of sporting events, which underpins motivation for many students	2, 4
ICT provision	All students benefit from extensive investment in ICT infrastructure and have access to laptop provision when required. These students are identified via the Disadvantaged survey. Children In Care have a laptop provided for them using virtual school funding.	1, 3
Reading book provision/library	Profiling reading leads to the development of literacy across the curriculum. Whole school reading focus in the morning enables designated reading opportunity each day. Peer reading scheme in the library twice weekly supports reading. The Librarian runs regular reading groups with	1, 3

	Disadvantaged students during Session 3. Additional reading materials relevant to modules also available from the English Department for each key stage.	
Extensive provision of extra-curricular performing arts	Opportunities have been provided to support Disadvantaged students with access to music lessons and attend extracurricular activities outside school.	1, 2, 4
Further enrichment opportunities	Music lessons provided for Disadvantaged students. Support has been provided for students identified with potential to attend external Performing Arts sessions. Opportunities to visit the theatre have been provided with a focus on ensuring Disadvantaged students attend.	1, 2, 3, 4, 5, 6

Part B: Review of outcomes in the previous academic year: 2024-2025

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on students in the 2024 to 2025 academic year.

Desired Outcomes	Success Criteria	Impact
To secure portable GCSE qualifications for Disadvantaged students	Did students achieve benchmark numerical grades 4 (pass) and 5 (good pass) in English and mathematics? Are Disadvantaged students progressing well in Maths and English?	Whole school- 94% 4+, 71% 5+,33% 5 or more 7-9 overall 86% 4+, 62% 5+, 17% 5 or more 7-9 disadvantaged
To ensure the attendance of Disadvantaged students compares positively with non-disadvantaged students, and to narrow the gap between the cohorts of students.	How does attendance compare within Thomas Telford School?	Attendance for Disadvantaged students 2024-25: 92.8% Attendance for whole school- 2024-25: 95.9%

<p>To continue the positive trend of the percentage of Disadvantaged students achieving the EBacc</p>	<p>What is the students' Ebacc performance?</p>	<p>Ebacc entry: Disadvantaged: 97% Non-Disadvantaged: 96%</p> <p>Average EBacc APS score: 5.7 Disadvantaged EBacc APS score: 5.1</p>
<p>To ensure students in all year groups remain on track, intervening when necessary, to ensure they are best placed to achieve their targets when they are in Year 11</p>	<p>Did students maintain expected progress against indicative grades?</p>	<p>Reviewed targets were achieved by all Disadvantaged students, although catch up plans will attempt to claw back previously higher progress targets. This is a school-wide focus for the academic year.</p> <p>Review of grading system towards indicative grades for KS4, using FFT targeting has reset expectations. Students no longer graded at KS3 and subject to progress monitoring via enhanced Module Report. Heads of Year to have oversight of progress. KS4 pastoral team monitors engagement such as SLCs and attend any with areas of concern.</p>
<p>To ensure students who leave the school at the end of Year 11 go on to education, training or employment.</p>	<p>Are all our school leavers in education, training or employment?</p>	<p>100% of students who left at the end of Year 11 are in education, training or employment.</p>