



Pupil premium strategy statement 2019-20: Sandringham School

1. Summary information					
School	Sandringham School				
Academic Year	2019/20	Total PP budget	£119,025	Date of most recent PP Review	October 2019
Total number of pupils (Yr 7 - 11)	1150	Number of pupils eligible for PP	161	Date for next internal review of this strategy	October 2020

	Sandringham PP outcomes Year 11 2018-19	Sandringham all student outcomes Year 11 2018-19	National outcomes for students <u>not</u> eligible for PP National average Year 11 2017-18 <i>(2018-19 data yet to be published)</i>
% achieving 4 in English / Maths	77.8%	89.6%	71.5%
Progress 8 score average	+0.26	+0.8	+0.13
Attainment 8 score average	50.17	62.72	50.1
Attendance <i>(all students, not just Year 11)</i>	93.55%	96.31%	94.5%

2. Barriers to future attainment (for pupils eligible for PP including high ability)	
In-school barriers <i>(issues to be addressed in school, such as poor literacy skills)</i>	
A.	Organisation, preparedness and behaviour for learning – a number of disadvantaged students have a lack of organisational and self-management skills
B.	Prior attainment including numeracy and literacy – a significant number of students enter with lower numeracy and literacy skills than their peers
C.	Aspirations and motivation – for some disadvantaged students there are issues surrounding long-term aspirations
D.	Wellbeing - for some disadvantages students there are issues surrounding mental health and wellbeing that can cause them to fall behind their peers
E.	Resources for learning – a significant minority lack access at home to the resources which facilitate outstanding progress

External barriers (issues which also require action outside school, such as low attendance rates)		
F.	Attendance rates for students eligible for PP are below the school target for all children and the attendance figure for all students. This reduces their school hours and causes them to fall behind on average.	
G.	In some cases, the parents of students eligible for Pupil Premium do not attend key events at school such as information events and PTCs which can have a detrimental effect	
3. Outcomes		
	<i>Desired outcomes and how they will be measured</i>	<i>Success criteria</i>
A.	High levels of organisation and exemplary behaviour for learning	Students eligible for PP have no/minimal consequences for lack of organisation, lack of equipment or lack of home learning completion. <i>To be monitored weekly by R&C administrator, Tutors and PDs, PP Champions and PP coordinator.</i>
B.	Improved rates of progress across all key stages for students eligible for PP	Students eligible for PP to make as much progress as 'other' students. Students eligible for PP identified with low KS22/CATS scores to make as much progress as 'other' students with low KS22/CATS. <i>To be monitored by PP coordinator, PDs, DoLS and PP Champions after each reporting cycle.</i>
C.	High levels of motivation and aspirations for all PP students	Proportion of PP students with 'effort letters' after each reporting cycle Improved attainment in internal tracking and monitoring Progression rates to the Sandringham Sixth Form or other FE provider <i>To be monitored by PP coordinator, PP Champions, PDs, DoLS after each reporting cycle. Progressing rates to post 16 provisions to be analysed by LG.</i>
D.	Support in place for students with mental health or wellbeing concerns	All students with wellbeing concerns are logged and appropriate support and provision is in place. Improved attendance and wellbeing of students with concerns. <i>To be monitored by PP coordinator, PP Champions, Tutors, PDs, SLA and LG.</i>
E.	All students eligible for PP have resources necessary for school, including a tablet device	Students eligible for PP have no/minimal consequences for lack of equipment PP coordinator to monitor and liaise with DoLs to review how best to target resources PP spending carefully tracked and monitored with the effectiveness of each provision evaluated <i>To be monitored by Tutors and PDs, PP Champions and PP coordinator.</i>
F.	Attendance improvement for all students eligible for PP	Students eligible for PP to have reached the school's attendance target. <i>To be monitored weekly by attendance administrator, PP Champions, PP coordinator Tutors, PDs and AAT AIO.</i>
G.	Improved attendance by families eligible for PP at all school events, particularly PTCs and information evenings in KS4.	100% attendance at all key parents and families events. <i>To be monitored by PP coordinator, PDs and LG.</i>

4. Planned expenditure					
Academic year		2019-20			
The three headings below enable schools to demonstrate how they are using the Pupil Premium to improve classroom pedagogy, provide targeted support and support whole school strategies.					
i. Quality of teaching for all					
Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
B. Progress	Whole school Learning and Teaching focus of 'Personal Development'	According to the EEF's T&L Toolkit Social and emotional learning can lead to an additional 4 months progress. Social and emotional learning seeks to improve pupils' interaction with others and self-management of emotions, rather than focusing directly on the academic or cognitive elements of learning.	<p>Whole school CPD led by experienced staff.</p> <p>Focus for the Sandringham Research School and Alban Teaching School Alliance which draws on evidence and researchers, self-evaluation processes including work scrutiny, lesson observations and learning walks.</p> <p>Experts from various fields will support the delivery of high quality CPD and bespoke training for key staff.</p> <p>A greater emphasis to be placed on how personal development is part of the whole school, weaved into every subject and is not a standalone component.</p> <p>Exploration of the opportunities that students have to develop throughout their journey at Sandringham and to ensure that any barriers surrounding accessing opportunities is identified and addressed.</p>	FEM ATP MAL KPA	July / August 2020
B. Progress	<p>Literacy and numeracy support in dedicated Key Skills classes</p> <p>Use of peripheral TAs and small group work including guided reading and LEXIA</p>	<p>According to the EEF's T&L Toolkit, promising literacy interventions include reading (5 months progress), oracy (5 months) and phonics (4 months).</p> <p>Despite the current report of only 1 months additional progress on the EEF's toolkit, the research from MITA and the TA Guidance from the EEF identifies effective deployment of TAs can improve outcomes.</p>	Monitoring progress in maths and English, in particular in Key Skills classes. Self-evaluation processes including work scrutiny, lesson observations and learning walks.	KEB FIM EMS MAL CHB TAH ATP	July / August 2020

ii. Targeted support					
Desired outcome	Chosen action/approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
A. Organisation and behaviour B. Progress C. Aspiration F. Attendance	Monitoring data of PPS in relation to Non PPS within the school <ul style="list-style-type: none"> attainment effort consequence attendance 	Our own prior experience and evidence has seen PP students' progress increase with dedicated PP reporting at all levels incl. attainment, effort, R&C and attendance. This has been led by all pastoral and data teams and overseen by LG.	Progress and attainment reviews with PDs and DoLS including effort analysis after reporting. Weekly consequence and attendance reporting to PDs and LG. LM of PP Coordinator by LG. Specific discussion at EBAC DoLs Meetings.	LTU EMH SHN MAL LG	July / August 2020
B. Progress E. Resourcing	Provision mapping of all PPS to ensure that funding is applied appropriately and fairly	Our own prior experience and evidence has seen PP students increase the rates of their progress with dedicated PP mapping and a dedicated PP Coordinator. Individual provisions and PP spending will be recorded and evaluated based upon their impact in the PP Software from EduKey.	PP Coordinator review. LM of PP Coordinator by LG. PP review.	LTU EMH MAL	July / August 2020
B. Progress	1-2-1 academic tutoring from adults and sixth formers as tutors	One to one tuition can be effective, on average accelerating learning by 5 additional months' progress (EEF Toolkit) with a very secure evidence base.	Careful recruitment of tutors. Liaison with teachers/DoLS and PP Coordinator. Monitoring student report data and tracking progress.	CLO MAL LTU EMH	July / August 2020
B. Progress C. Aspiration	Alternative provision - college	Our own prior experience and evidence has seen students make excellent progress in college courses which has helped levels of motivation and attendance when in school.	Careers coordinator to work closely with Oaklands college and parents. Monitoring student report data.	BTA CHB MAL FEM	July / August 2020
A. Organisation and behaviour B. Progress C. Aspiration D. Well being	Social and academic mentoring from the pupil premium coordinator and pupil premium champions	According to the EEF's T&L Toolkit, mentoring can lead to 1 additional months additional progress. Academic mentoring can also support students to build self-regulation/ metacognition skills, established in EEF toolkit as having highest gain in learning progress with a strong supporting evidence base (+8 months) .	Monitoring feedback from LTU/EMH, pupil premium champions, students and families. Monitoring student report data and holding review meetings after each reporting cycle. Barriers to learning shared by PP coordinator and PP Champions with teaching staff. Other key indicators including attendance, R&C and exclusions data.	LTU EMH PP Champions	July / August 2020

C. Aspiration E. Resourcing	Extended learning days and E-Week activities with opportunities such as visiting universities, colleges, museums, the theatre and other places.	Arts and sports involvement lead to positive impact (+2 months) in EEF toolkit and broader qualitative impacts on cultural capital and feeling part of the family of the school.	Work closely with VIB, BTA and CLO to identify any potential resourcing or funding requirements in order to facilitate full participation in activities and residential experiences.	LTU EMH MAL CLO	July / August 2020
D. Well being	Priority for school counselling service and behaviour support from LINKS. Where needs are identified, provide families access to a family support worker through the St Albans Plus Partnership.	Interventions which target social and emotional learning are reported by the EEF to improve progress by 4 additional months.	Build good communication and relationships with counsellor and VISTA. Manage students and families in the case of waiting lists. Where needs have been identified, support referrals to the St Albans Plus Partnership to provide families access to a family support worker.	LTU EMH TRB VIC STK MAL	July / August 2020
A. Organisation and behaviour D. Well being E. Resourcing	Social and resource needs funding (incl. BYOD).	Experience demonstrates that students require all resources necessary for learning to feel secure, part of the community and able to access learning at Sandringham.	Work closely with DoLS and PDs to identify any resourcing requirements. Raise awareness among parents of the BYOD school loan scheme for PP students.	LTU EMH	July / August 2020
iii. Other approaches					
Desired outcome	Chosen action / approach	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
F. Attendance	Attendance for all students and key groups monitored regularly and relevant intervention put in place	Our own prior experience and evidence has seen PP students' progress increase with dedicated PP reporting at all levels incl. attendance. This has been led by an attendance officer, supported by a dedicated attendance improvement officer (AIO).	Weekly attendance reporting to PDs and LG. Engagement from tutors, PDs and LG on a three-weekly basis to address attendance concerns. Attendance improvement officer (AIO) working with students and families regularly; PP students are prioritised.	MAL AMJ SHN LTU EMH PDs	July / August 2020
D. Well being	Sanctuary Club at lunchtime. Homework Club. SLA support.	Interventions which target social and emotional learning are reported by the EEF to improve progress by 4 additional months	Well planned and resourced within the TA team. Monitor attendance at Homework Club. Ensure appropriate capacity is available within the SLA team.	CHB	July / August 2020
C. Aspiration	All students have access to relevant careers information, advice and guidance. By the end of KS4 all students have visited a university.	Our own prior experience and evidence confirms that with appropriate IAG, students select appropriate subjects, courses, opportunities and experience which is motivating and helps them in their future apprenticeship or university pathway.	Monitoring participation in university visits, workplace experiences and employer engagements. Monitoring uptake of YC interviews. Monitoring outcomes of Kirkland Rowell QA surveys (staff, students and families).	Nicky Honeywill LTU EMH BTA	July / August 2020

		Hattie reports that students' self-expectations and self-reported grades are strongly related to outcomes (Hattie, 2012).	Observation and feedback from governor link visits.		
G. Parental engagement	Family evenings – all years including KS4 'success' information evenings	<p>The association between parental involvement and a child's academic success is well established and according to the EEF toolkit can increase progress by 3 additional months.</p> <p>Our own prior experience demonstrates that good school-family relationships is invaluable in order to support student wellbeing and progress.</p>	<p>Monitor attendance from PP families at all key events. Contact parents in advance of key evenings such as PTCs and Information Evening.</p> <p>Ensure strong relationships and follow up with PP families.</p> <p>Provide a central point of contact for hard to reach families.</p> <p>Raise awareness of PP coordinator position and the purpose of the role.</p> <p>Host information events for PP families about the support and funding offered in school and available externally.</p>	LTU EMH PDs PP Champions LG	July / August 2020
C. Aspiration D. Well being	Access and participation in extra curricular and enrichment opportunities	Arts and sports involvement lead to positive impact (+2 months) in EEF toolkit and broader qualitative impacts on cultural capital and personal development.	<p>Devise a system for tracking and monitoring attendance of disadvantaged students at extra curricular provisions.</p> <p>Monitor attendance data of key group students regularly.</p> <p>Support the promotion of clubs and activities across the school.</p> <p>Encourage teaching staff to actively promote extra curricular opportunities to disadvantaged students.</p> <p>Work with parents to help plan for individuals to attend extra curricular opportunities, working around other commitments families may have.</p>	DWI LTU EMH MAL	July / August 2020
Total budgeted cost					£119,025

5. Review of expenditure				
Previous Academic Year		2018/19		
i. Quality of teaching for all				
Desired outcome	Chosen action/approach	Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost
B. Progress	Learning and Teaching focus of whole school INSET is 'Inclusion'.	<p>Very good PP outcomes in comparison to national data set incl. P8=+0.26 and %4+EM Basics =78%</p> <p>Proportion of 'mastering' lessons is high which is ensuring quality first teaching for all.</p> <p>Staff awareness of key individuals and their needs has increased.</p> <p>HIGH</p>	<p>Maintain learning focuses each year.</p> <p>Continue to examine the impact of the high expectations in the classroom and in teaching practices.</p> <p>Ensure that pupil premium students are a key focus of learning walks, book scrutinises and line management sessions with DoLs and PDs.</p>	School Budget
B. Progress	<p>Literacy and numeracy support in dedicated Key Skills classes.</p> <p>Use of peripheral TAs and small group work including guided reading and Lexia.</p>	<p>Outstanding English and Maths outcomes for PP students incl. %4+Eng=89% and %4+Maths=78%.</p> <p>MEDIUM</p>	<p>Key Skills intervention to solely be delivered by subject specialists and managed by the English and Maths DoLs</p> <p>Further investment and development of an effective numeracy provision to improve Maths outcome further</p> <p>Deployment of one-to-one tutors in English and Maths at an early stage in the school (KS3)</p> <p>SEND interventions to continue.</p>	<p>£15,000 (KS)</p> <p>£10,000 (TA)</p>
ii. Targeted support				
Desired outcome	Chosen action/approach	Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost
<p>A. Organisation and behaviour</p> <p>B. Progress</p> <p>C. Aspiration</p> <p>F. Attendance</p>	<p>Monitoring data of PPS in relation to Non PPS within the school</p> <ul style="list-style-type: none"> attainment effort consequence attendance 	<p>PP students outperformed national statistics for PP and Non PP. Gap between PP/Non PP not as narrow as hoped for (P8 gap = 0.54 and 4+EM gap = 11.8%).</p> <p>PP vs Non PP attendance gap has narrowed slightly. Number of persistent absentees (<90% attendance) has reduced considerably.</p> <p>MEDIUM</p>	<p>Effective regular monitoring of student groups enables a maintained focus on their performance.</p> <p>Attendance tracking and intervention system has been effective at lowering the number of persistent absentees. Meetings with Attendance Improvement Officer prioritised for PP students.</p> <p>Empowering DoLs to analyse data using SISRA provides ownership of progress to departments enabling them to close the gap further.</p>	<p>School budget and included in PP Coord cost below.</p> <p>£4,000 (Attendance Improvement Officer)</p>

B. Progress E. Resourcing	Provision mapping of all PPS to ensure that funding is applied appropriately and fairly	Bespoke intervention ensuring fair application of funding and support. Enabled maintained and productive links with families. EduKey software used to more successfully track, allocate and regularly review the effectiveness of PP funding. HIGH	Continue with effective strategy of PP Coordinator post, refinements to the key responsibilities of the role with a greater focus on raising academic achievements of PP students in order to narrow the gap.	£20,000 (PP Coord) £20,000 (LG LM) £850 (EduKey provision mapping and round robin subscription)
B. Progress	1-2-1 academic tutoring from adults and sixth formers as tutors	Students targeted for intervention performed well and progress measurable. MEDIUM	Increased level of targeting would support wider students. Progress of the support to be measured more widely by teaching staff and DoLs.	£10,000
B. Progress C. Aspiration	Alternative provision – college	Five students (3x year 11 and 2x year 10) accessed this provision with limited effect. LOW	Can help students engage but needs to be applied appropriately to ensure productivity and efficacy of the provision. Can be high cost if students do not engage fully. Suitability for college provision needs to be considered carefully on an individual basis. More rigorous tracking of progress and outcomes to form part of a regular dialogue with Oaklands College.	£4,000
A. Organisation and behaviour B. Progress C. Aspiration D. Well being	Social and academic mentoring from the pupil premium coordinator or other	Immense impact on individual students who accessed the support most. Students progressed academically and socially. HIGH	Maintained for priority students Foster close liaison between PD: Y11 with a focus on academic progress of PP students. Introduce more support of this type through recruiting PP champions.	Included in PP Coord cost above £5,000 (PP Champions)
C. Aspiration E. Resourcing	Extended learning days with opportunities such as visiting universities, colleges, museums, the theatre and other places. Music lessons and other.	Wide student body accessed opportunities that engaged them with programmes of study and provided chances for them to develop passions. HIGH	Develop breadth in curriculum offer and is aspiration for all students – continue to ask PP students about their interests to provide them with further bespoke opportunities.	£5,000
D. Well being	Priority for school counselling service and behaviour support from LINKS. Where needs are identified, provide families access to a family support worker through the St Albans Plus Partnership.	PP students and families in receipt of this intervention are supported emotionally and behaviourally HIGH	As school grows in size, need amongst the student body is growing. We should respond by increasing provision.	£7,000

A. Organisation and behaviour D. Well being E. Resourcing	Social and resource needs funding incl. BYOD	Students have access to learning and social resources and are fully prepared for making progress, not impeded. HIGH	Some students can neglect the device given – increase a sense of ownership amongst these students and change the payment plan structure for parents. A clearer approach to the part funding of schools trips which enable students to access the curriculum to be shared with parents.	£15,990
A. Organisation and behaviour B. Progress C. Aspiration D. Well being	Peer mentoring programme to support with social isolation/ organisational behaviour needs etc.	Students supported by their peers to improve, feel comfortable and progress academically, socially and emotionally. MEDIUM	Year 7 and 12, and Year 11 and 13 buddy programme needs further development and structure to enhance its effectiveness.	School budget
iii. Other approaches				
Desired outcome	Chosen action/approach	Estimated impact: Did you meet the success criteria? Include impact on pupils not eligible for PP, if appropriate.	Lessons learned (and whether you will continue with this approach)	Cost
F. Attendance	Attendance for all students and key groups monitored regularly and relevant intervention put in place	Weekly reports from attendance coordinator enabled data to feed into mentoring and other systems such as rewards and consequences and the 'Golden Ticket'. Meetings with AIO were prioritised for PP students. MEDIUM	Ensure consistent follow up by LG/PDs with students and families. Make better use of the Herts ISL Attendance team to make referrals surrounding key attendance concerns.	Included above – School budget and AIO costs.
D. Well being	Sanctuary Club at lunchtime. Homework Club. SLA support.	Attendance very good at the Sanctuary Club and addition staffing for this provision was needed during the academic year. SLA contact with students and families high and maintained. MEDIUM	Calmer atmosphere at lunchtimes providing isolated students with opportunities to socialise – continue. Closely monitor students with high levels of H1/H2 and whilst liaising with parents, direct key students to attend homework club.	Included above
C. Aspiration	All students have access to relevant careers information, advice and guidance.	Student destinations after KS4: 99% staying in education or employment Student destinations after KS5: 143 students going to university and 37 students secured and apprenticeship, entering employment or are taking a gap year. HIGH	Apprenticeship role has been invaluable from sixth form learning mentor and needs to continue. Greater work surrounding students' future aspirations to be embedded at an earlier stage in a child's school. Target to ensure that by the time students reach compulsory school age, all students have visited a university.	School Budget

G. Parental engagement	Family evenings – all years including KS4 'success' information evenings	High rates of attendance to events High levels of supportive parental engagement Students exhibit mature attitudes to study, supported at home MEDIUM	Sign in sheets have helped to monitor engagement. Consider moving this to a centralised digital system accessible by key staff. Calls home to encourage attendance need to happen more routinely by PP coordinator, PD and LG.	School Budget
Total				£116,840
6. Additional detail				
<p>In this section you can annex or refer to additional information which you have used to inform the statement above. Our full strategy document can be found online at: https://www.sandringham.herts.sch.uk/</p>				