Pupil Premium Strategy Statement

1. Summary information							
School	Alderman	Alderman Richard Hallam Primary School					
Academic Year	18-19	Total PP budget	£214,100	Date of most recent PP Review	n/a		
Total number of pupils	888	Number of pupils eligible for PP	146	Date for next internal review of this strategy	Jan 2019		

2. Cu	irrent attainment					
		Pupils eligible for PP (your	Pupils not eligible for PP (national			
		school)	average)			
	KS2					
% achi	eving expected standard in Reading	62%	80%			
% achi	eving expected standard in Grammar, Punctuation and Spelling	69%	82%			
% achi	eving expected standard in Mathematics	65%	81%			
% achi	eving expected standard in Writing	73%	83%			
	KS1					
% achi	eving expected standard in Reading	47%	75%			
% achi	eving expected standard in Mathematics	58%	76%			
% achi	eving expected standard in Writing	47%	70%			
3. Ba	rriers to future attainment (for pupils eligible for PP)					
In-sch	ool barriers (issues to be addressed in school, such as poor oral language skills)					
A.	Parents who are entitled to PP funding are not applying for it therefore the fur	nding for the school varies and is im	nbalanced.			
B.	Most PP children fall within other vulnerable groups; this needs to be taken in	to consideration when analysing th	neir attainment and progress.			
C.	Attainment in writing in upper Key Stage 2 for children eligible for Pupil Premiu	um is slightly lower than non-PP pu	pils.			
D.						

External barriers (issues which also require action outside school, such as low attendance rates)

E. Attendance rates for pupils eligible for PP are below the target for all children of 96%. This reduces their school hours and causes them to fall behind on average.

4.	Desired outcomes (Desired outcomes and how they will be measured)	Success criteria
A.	For all parents who are entitled to PP funding to apply for it. This will be measured by comparing the amount of PP pupils over the past two years and analyse the changes. A key focus area will be Nursery and Foundation parents.	To raise awareness by hosting parent workshops To raise awareness by informing staff of the criteria for PP funding so they can communicate this to parents. To work closely with Nursery and Foundation staff in particularly when undertaking home visits/ induction meetings.
В.	To ensure all PP pupils who fall in to other vulnerable areas to have more than one intervention. For example, Tom (WBB, PP, SEND) to have extra support. Tom to have intervention by PP tutor Hema/Michelle plus year group to organise further intervention.	To allocate a PP intervention tutor to support accelerated progress for pupils in PP and other vulnerable groups.
C.	Accelerated progress across upper KS2 in Writing for pupils eligible for PP.	Pupils eligible for PP in Years 5 and 6 make accelerated progress (at least 7 steps on Target Tracker) in writing. This will be supported by teacher guided groups, teacher assessments, moderation within our Development Group and across the phase.
D.	Improved attainment in Reading, Writing and Mathematics for pupils eligible for PP in KS1, in line with non-PP children.	Pupils eligible for PP in Years 1 and 2 make rapid progress by the end of the year so that the number of pupils meeting age related expectations (ARE) is in line with non-PP children.
E.	Increased attendance rates for pupils eligible for PP.	Overall PP attendance is consistently 96% in line with whole school attendance objectives.

5. Planned expenditure

Academic year

2018/19

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?
C. Accelerated progress across upper KS2 in Writing for pupils eligible for PP	Intervention groups with PP tutors Michelle and Hema to be continued from last year. This will ensure pupils moving to different year groups are settled in. Staff within KS2 to conduct regular pupil conferencing Teaching assistants to deliver interventions with groups of pupils. Ensuring effective members of staff in year groups to provide effective feedback and interventions based on next steps.	Evidence from last year's progress rates with these tutors is good. Teaching assistants and intervention staff that have worked well in the school and supported children in making accelerated progress to be used in class and for targeted interventions. https://educationendowmentfoundation.org.uk/evidence-summaries/teaching-learning-toolkit/feedback/ ② ② ② ② ② ② ② ② ② ② ② ② ② ② ② ② ② ② ②	Use of disaggregated hours to provide longer staff meetings on feedback. Book audits in phases used to ensure all staff have access to best practise. Learning walks to observe interventions and ensure they have a clear focus based on feedback. Observations of intervention staff (such as RR teacher) to be done on a termly basis to ensure effective teaching and feedback is taking place. Time out of class provided for observations of staff confident in the use of verbal feedback. Conference pupil s on how much time is being provided for them to be able to reflect on their own learning and how they feel about the impact it is having on their learning. Feedback to all staff and SLT	KN – Assistant Head (PP) SB – Deputy Head CL – Assistant Head (Teaching and Learning) EM- Assistant Head (Assessment)	January 2019 – then half termly, ready for end of year.

	The verticons.			
	regulation. To encourage staff to provide time for self-evaluation during lesson time and during interventions.		EM- Assistant Head (Assessment)	
in KS1, in line with non-PP children.	Staff training on metacognition and self-		CL – Assistant Head (Teaching and Learning)	
D. Improved attainment in Reading, Writing and Mathematics for pupils eligible for PP	consistent use of the new marking policy including verbal feedback.		KN – Assistant Head (PP) SB – Deputy Head	January 2019 – then half termly, ready for end of year.

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?	
B.To ensure all PP pupils who fall in to other vulnerable areas to have more than one intervention. For example, Tom (WBB, PP, SEND) to have extra support, Tom to have intervention by PP tutor Hema/Michelle plus year group to organise further intervention. C.Accelerated progress across upper KS2 in Writing for pupils eligible for PP D.Improved attainment in Reading, Writing and Mathematics for pupils eligible for PP in KS1, in line with non-PP children. E.Increased attendance rates for pupils eligible for PP.	Use high-quality collaborative learning companies and training (Happy Puzzle Company and Forest Schools training) to ensure that pupils are able to work together to contribute to a common outcome.	Following the success of Happy Puzzle Company and Forest Schools training, we will continue to invest in these this academic year. Two members of staff have obtained skills to deliver Forest Schools in an adapted ARH way to small groups with pupils eligible for PP. This should lead to better cooperation, teamwork and empathy which will help to reduce incidences of behaviour. Funding will be used for equipment and cover for these members of staff. Work with the Happy Puzzle Company will help each student to improve their personal learning and thinking skills, maths, logical reasoning and team skills. Above all, it will boost their self-confidence and raise their own expectation of what they can achieve.	The companies have been selected based on previous work with them that has proven to be effective. The Happy Puzzle Company will be invited to run three days (1 per term) of workshops with PP pupils from Year 1-6, with longer time given to those pupils in upper KS2. Required equipment for Forest Schools and cover required for the teacher's class to be paid for out of PP budget.	KN – Assistant Head (PP) JB Maths Coordinator BW and WH (FS Leads)	January 2019 and then on a half termly basis.	

D.Improved attainment in Reading, Writing and Mathematics for pupils eligible for PP in KS1, in line with non-PP children.	Expansion of peer tutoring scheme trialled last year – using a group of gifted and talented pupils in Years 4, 5 and 6 in peer tutoring to be delivered to PP pupils in Years 1, 2 and 3.	Some of the pupils need targetted support to raise their attainment levels. Evidence suggests that peer tutoring is effective for a low cost. We have seen from our Reading Buddies scheme that this helps both the tutee with their attainment and the tutor with their mastery of the curriculum. Last year, due to time restarints, the trial used only Year 6 and Year 2 – this year it will be rolled out to all year groups orinigally planned for.	Organise timetable to ensure pupils have a quality session without missing any of the curriculum. Training for peer tutors to be sourced using evidence of effectiveness. Peer tutoring sessions to be overseen by a teaching assistant and reviewed by G&T lead. Funding for G&T lead to organise.	G&T Lead	January 2019 and then on a half termly basis.
B.To ensure all PP pupils who fall in to other vulnerable areas to have more than one intervention. For example, Tom (WBB, PP, SEND) to have extra support, Tom to have intervention by PP tutor Hema/Michelle plus year group to organise further intervention. C.Accelerated progress across upper KS2 in Writing for pupils eligible for PP	Small group tuition to support PP pupils in making accelerated progress.	This year, we want to focus on the use of small group tuition to target groups of pupils in Years 4, 5 and 6 who have not yet diminished the difference with their non-PP peers. We feel targeted support is necessary for this. The PP pupils in our current Year 5 cohort make up 25% of our PP pupils in the school and we feel this should be a target.	TA to be employed as a Pupil Premium champion, working with small groups across KS2. An outstanding teacher to be employed to work with small groups and to do one-to-one pupil conferencing in year 1. Observations of both staff to ensure quality of provision to be conducted regularly.	KN	On a half termly basis

F.Increased attendance rates for pupils eligible for PP.	Attendance interventions for priority PP pupils, where attendance is less than good.	We have found targeted interventions with regards to attendance to be successful in the past for all pupils. We want to focus this on those PP pupils whose attendance slips below 'good'.	Half-termly meetings between PP lead and Attendance and Admissions Manager to analyse data regarding attendance and identify priority pupils. Home visits, support for parents and reward systems to be used to increase their attendance levels.	KN – Assistant Head (PP) KH – Attendance and Admissions Manager	On a half-termly basis.
	Ensure equality of access for all pupils to our enriched curriculum.	Continuing from last year, pupils eligible for PP will have access to our school's breakfast club and priority for many extra-curricular clubs. All clubs within school are expected to prioritise these pupils and one (most expensive) trip per year will be funded from the PP budget. We want to ensure that all pupils have an equality of access to the curriculum to foster a love of school and learning.	One trip (most expensive) in each year will be fully funded for Pupil Premium pupils, as will breakfast club to support pupils' social and emotional wellbeing. Any staff leading clubs will be expected to keep a register of pupils attending and identifying the proportion of PP pupils attending. They will give first priority for limited capacity clubs to PP pupils.	Karen Davies (bursar) Paula Smith (Breakfast Club coordinator) All teachers running clubs	On a half termly basis
			Total	budgeted cost	£51,090

iii. Other approache	es				
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?
For all parents who are entitled to PP funding to apply for it.	Parent workshops - To invite parents in to school to raise awareness of the criteria for PP - To provide a crèche service so parents are able to interact with staff	The EEF toolkit suggests that parental involvement has mixed levels of effectiveness but our own work with parents has led to greater support at home for the pupils in homework.	Do a 'before' and 'after' analysis of how many PP pupils we have in school (according to ratio of school) and check if an increase has occurred after each workshop. Work closely with the EYFS Lead to ensure parent workshops are planned in and incorporated in to the teaching calendar. Organise a crèche using teaching staff and SLT. Ensure at every opportunity, PP awareness is raised when parents are invited in to school — e.g. Parents evening, Christmas Art week, Reading Fayre etc.	KN LKM (Nursery and F2 Lead) SLT & all teaching staff	October 2018 and then on a half termly basis.
Inclusion – to ensure all PP pupils have the support required to take part in an enriched curriculum and to have as many equal opportunities possible.	Breakfast Club Breakfast Club TA Swimming Uniforms Well Done postage for Well Done postcards that are sent home	All of these actions have had a huge positive impact in the past several years at the school. It is clear that these actions should be continued.	Work closely with PS (Breakfast club manager) HW – ensures there is reading every day for PP pupils KN to work closely with KD (School Budget Manager) to ensure payments for PP pupils are accurate)	KN & PS & HW KN & KD CL	October 2018 and then on a half termly basis.
	1	1	Tota	budgeted cost	£23,160

6. Review of expenditure							
Previous Academic Year		Total PP budget		£197,680			
		Number of pupils eligible for PP		146			
i. Quality of teach	ning 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 (and wh	learned ether you will continue with this approach)	Cost		

A. Improved attainment in Reading, Writing and Mathematics for pupils eligible for PP in KS1, in line with non-PP children.

- B. Accelerated progress across lower KS2 in writing for pupils eligible for PP.
- C. Accelerated progress across upper KS2 in Reading, Writing and Mathematics for pupils eligible for PP.

Staff training on the use of verbal feedback in writing and implementation of a new effective marking policy
Ensuring effective members of staff in year groups to provide effective feedback and

interventions based on

next steps.

EEF Toolkit analysis

(https://educationendowmentfoundation.org.uk/our-work/about-the-toolkits/):







Building from last years' work on feedback, we want to move further towards verbal feedback and a new marking policy which is more visual and easy to understand for all learners in our school.

Many different evidence sources, such as the EEF toolkit above, suggest high quiality feedback is an effective way to improve attainment.

Teaching assistants and intervention staff that have worked well in the school and supported children in making accelerate progress to be used in class and for targetted interventions

Use of disaggregated hours to provide longer staff meetings on feedback.

Book audits in phases used to ensure all staff have access to best practise.

Learning walks to observe interventions and ensure they have a clear focus based on feedback.

Observations of intervention staff (such as RR teacher) to be done on a termly basis to ensure effective teaching and feedback is taking place.

Time out of class provided for observations of staff confident in the use of verbal feedback.

This worked well but needs to have a higher priority earlier in the year to be highly effective. Next year, expectations that teachers will lead a session with children on what marking means and how to use it to develop.

£105000

From EEF and other sources, a greater impact will be placed on verbal feedback in the next academic year.

A. Improved attainment in Reading, Writing and Mathematics for pupils eligible for PP in KS1, in line with non-PP children.

- B. Accelerated progress across lower KS2 in writing for pupils eligible for PP.
- C. Accelerated progress across upper KS2 in Reading, Writing and Mathematics for pupils eligible for PP.
- D. Accelerated progress across upper KS2 in reading for pupils eligible for PP.

Quality First Teaching with a strong emphasis on teaching for mastery used effectively in all year groups







toolkit suggests that teaching for mastery has a moderate impact for low cost. We want to ensure children eligible for PP do not fall behind the attainment levels of their peers. We have delivered a range of CPD in house for teachers on QFT and have seen an impact of progress levels as a result. With an influx of new staff, we want to ensure that the emphasis on QFT is still prominent and that an increased emphasis is put on mastery of the curriculum for our PP children.

Academic Coaching will be used to support this in Year 2 and 6 as preparation for the SATs

Focus on NQT programme helping to enhance Quality First Teaching and opportunities given for more experienced staff to observe their peers.

Quality CPD sessions have been delivered in the past to be rolled out over the course of the Autumn and Spring terms.

Academic Coaching to be delivered by highly effective teachers to Year 6 on key focus areas as preparation for the SATs.

Learning walks, lesson observations and book scrutinies to be carried out by management.

Cover used for all staff to be able to informally observe experts within the school and in other schools if required (where no expertise is already present in house)

Academic coaching took place only in Year 6 and had a limited take up this academic year, particularly by PP pupils. For next year, we will be having a parent workshop to drive home the importance of this extra support and increase uptake.

CPD has been effective and we will continue with this approach, with a greater emphasis on in-house training (release time needed) and on the mastery of the curriculum.

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
A. Behavioural issues of KS2 Pupil Premium pupils are addressed. D. Accelerated progress across upper KS2 in Mathematics for pupils eligible for PP.	Use high-quality collaborative learning companies and training (Happy Puzzle Company and Forest Schools training) to ensure that pupils are able to work together to contribute to a common outcome.	We want to invest in training opportunities for members of staff to be trained by Forest Schools to lead small groups with pupils eligible for PP. This should lead to better cooperation, teamwork and empathy which will help to reduce incidences of behaviour. Work with the Happy Puzzle Company will help each student to improve their personal learning and thinking skills, maths, logical reasoning and team skills. Above all, it will boost their self-confidence and raise their own expectation of what they can achieve. The companies have been selected based on previous work with them that has proven to be effective. The Happy Puzzle Company will be invited to run a day of workshops with PP pupils from Year 1-6, with longer time given to those pupils in upper KS2. Relevant staff will be selected to undertake Forest Schools training. This will comprise a teacher, the network manager and a teaching assistant. Cover required for the teacher's class to be paid for out of PP budget.	This had an excellent impact on the children's enjoyment of school and had some impact on their attendance rates. Next academic year, we will continue with this approach with an emphasis on follow-up learning to help to increase accelerated progress levels in pupils eligible for Pupil premium.	£72000

A. Improved attainment in Reading, Writing and Mathematics for pupils eligible for PP in KS1, in line with non-PP children.

C. Accelerated progress across upper KS2 in Reading, Writing and Mathematics for pupils eligible for PP.

E. Increased attendance rates for pupils eligible for PP.

Use high-quality collaborative learning companies and training (Happy Puzzle Company and Forest Schools training) to ensure that pupils are able to work together to contribute to a common outcome.







Following success of Happy Puzzle Company and Forest Schools training, we will continue to invest in these this academic year.

Two members of staff are now trained to deliver Forest Schools to small groups with pupils eligible for PP. This should lead to better cooperation, teamwork and empathy which will help to reduce incidences of behaviour. Funding will be used for equipment and cover for these members of staff.

Work with the Happy Puzzle Company will help each student to improve their personal learning and thinking skills, maths, logical reasoning and team skills. Above all, it will boost their self-confidence and raise their own expectation of what they can achieve.

The companies have been selected based on previous work with them that has proven to be effective.

The Happy Puzzle Company will be invited to run three days (1 per term) of workshops with PP pupils from Year 1-6, with longer time given to those pupils in upper KS2.

Required equipment for Forest Schools and cover required for the teacher's class to be paid for out of PP budget.

This had an excellent impact but due to time constraints in the timetable, we weren't able to roll it out to other year groups as initially planned. We hope to do this next year by investing more in the programme, particularly release time for staff to organise and train peer mentors.

A. Improved attainment in Reading, Writing and Mathematics for pupils eligible for PP in KS1, in line with non-PP children.	Expansion of peer tutoring scheme trialled last year – using a group of gifted and talented pupils in Years 4, 5 and 6 in peer tutoring to be delivered to PP pupils in Years 1, 2 and 3.	Some of the pupils need targetted support to raise their attainment levels. Evidence suggests that peer tutoring is effective for a low cost. We have seen from our Reading Buddies scheme that this helps both the tutee with their attainment and the tutor with their mastery of the curriculum. Last year, due to time restarints, the trial used only Year 6 and Year 2 – this year it will be rolled out to all year groups orinigally planned for. Organise timetable to ensure pupils have a quality session without missing any of the curriculum. Training for peer tutors to be sourced using evidence of effectiveness. Peer tutoring sessions to be overseen by a teaching assistant and reviewed by G&T lead. Funding for G&T lead to organise.	The parents' and carer's evening packs had an excellent impact and was well received by the children and parents alike. Many parents expressed their gratitude and children regularly brought in their completed creative writing or puzzles to show in school. Attendance for PP parents' and carers' was high at 87%. Parents' and carers' evenings will be operating differently in the next academic year but this is something we will definitely do in the future when appropriate. Parental workshops need higher levels of take up to warrant the investment. This will be reviewed in the next academic year.	
A. Improved attainment in Reading, Writing and Mathematics for pupils eligible for PP in KS1, in line with non-PP children. B. Accelerated progress across lower KS2 in writing for pupils eligible for PP. C. Accelerated progress across upper KS2 in Reading, Writing and Mathematics for pupils eligible for PP. D. Accelerated progress across upper KS2 in reading for pupils eligible for PP.	Increasing parental involvement through workshops spread over the year and a new homework approach developing life skills	The EEF toolkit suggests that parental involvement has mixed levels of effectiveness but our own work with parents has led to greater support at home for the pupils in homework. Parents at Alderman Richard Hallam are very supportive and keen to ensure their child achieves the best they can. A new homework system focused on developing life skills will be trialled in Years 1 and 5 in the Autumn terms and rolled out to other year groups if successful. Homework system to be trialled in Years 1 and 5 with resources made available to PP children where needed. Staff training time on the new homework approach to be provided. Workshops to be organised on a termly basis for three key areas of the curriculum: Reading, Writing and Mathematics. These will have three sessions run for KS1, lower KS2 and upper KS2.	These were not utilised particularly well and need more of awareness of these in the future. The website is being remodelled in this academic year and we may reintroduce these videos in 2018-19.	

B. Accelerated progress	Small group tuition to	££££		
across lower KS2 in writing	support PP pupils in	This year, we want to focus on the use of small group tuition		
for pupils eligible for PP.	making accelerated	to target groups of pupils in Years 4, 5 and 6 who have not		
C. Accelerated progress	progress.	yet diminished the difference with their non-PP peers. We		
across upper KS2 in		feel targeted support is necessary for this.		
Reading, Writing and		reer tangeted support is necessary for this.		
Mathematics for pupils		The PP pupils in our current Year 5 cohort make up 25% of		
eligible for PP.		our PP pupils in the school and we feel this should be a		
		target.		
D. Accelerated progress				
across upper KS2 in reading		TA to be employed as a Pupil Premium champion, working		
for pupils eligible for PP.		with small groups across KS2.		
		An outstanding teacher to be employed to work with small		
		groups and to do one-to-one pupil conferencing in year 1.		
iii. Other approaches				
Desired outcome	Chosen action /	Estimated impact: Did you meet the success criteria?	Lessons learned	Cost
	approach	Include impact on pupils not eligible for PP, if appropriate.	(and whether you will continue with this approach)	
E. Increased attendance	Ensure equality of	Continuing from last year, pupils eligible for PP will have	Curriculum days were really enjoyed by PP children and attendance	£20680
rates for pupils eligible for	access for all pupils to	access to our school's breakfast club and priority for many	rates improved. Reductions in incidence of behaviour in PP children over	
PP.	our enriched	extra-curricular clubs. All clubs within school are expected to	the course of the academic year, as shown through half-termly	
	curriculum.	prioritise these pupils and two trips per year will be funded	behaviour reports conducted by Assistant Head.	
		from the PP budget.		
		We want to ensure that all pupils have an equality of access	If to be used in the future, consistency across all subjects needs to be	
		to the curriculum to foster a love of school and learning.	ensured and arranged.	
		Two trips in each year will be fully funded for Pupil Premium		
		pupils, as will breakfast club and after school club where		
		demonstrably affecting a pupils social and emotional		
		wellbeing.		
		Any staff leading clubs will be expected to keep a register of		
		pupils attending and identifying the proportion of PP pupils		
		attending. They will give first priority for limited capacity		
		clubs to PP pupils.		

E. Increased attendance	Attendance	We have found targeted interventions with regards to	There was a large uptake of these clubs by Pupil premium pupils. Due to	
rates for pupils eligible for	interventions for	attendance to be successful in the past for all pupils. We	the participation in Breakfast Club, many of these pupils had improved	
PP.	priority PP pupils,	want to focus this on those PP pupils whose attendance slips	attendance and a ready-to-learn attitude (as commented by teachers).	
	where attendance is	below 'good'.	We found that after school club attendance did not affect the children's	
	less than good.	Half-termly meetings between PP lead and Attendance and	attendance rates at school and next academic year, this will only be	
		Admissions Manager to analyse data regarding attendance	funded in cases where it impacts on the child's social and emotional	
		and identify priority pupils.	wellbeing. Saturday School is not being continued.	
		Home visits, support for parents and rewards systems to be		
		used to increase their attendance levels.		