

## Pupil Premium Strategy Statement

This statement details our school’s use of pupil premium (and recovery premium for the 2021 to 2022 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	Links Academy St Albans
Number of pupils in school	20
Proportion (%) of pupil premium eligible pupils	70%
Academic year/years that our current pupil premium strategy plan covers	21/22
Date this statement was published	September 2021
Date on which it will be reviewed	September 2022
Statement authorised by	David Allen
Pupil premium lead	Gemma Nash
Governor / Trustee lead	Matthew Gauthier

### Funding Overview

Detail	Amount
Pupil premium funding allocation this academic year	£18,580
Recovery premium funding allocation this academic year	£6,000 (£1,500 already received.)
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.	£24,580 (projected)

# Part A: Pupil Premium Strategy Plan

## Statement of intent

Raising attainment and achievement of pupils to at least expected progress through:
<ul style="list-style-type: none"><li>● provision to raise literacy/numeracy levels</li><li>● providing social &amp; emotional support/interventions to improve attendance and behaviour</li><li>● improved transportation for students with longer journey times into school (to raise attendance)</li><li>● Enhanced/ improved cultural capital – trips, activities, extracurricular activities and support with uniform, materials etc.</li><li>● Personalised learning, e.g. use of external providers, college placements etc.</li><li>● CPD for staff to improve teaching and learning and Level 2 courses offered</li></ul>

## Challenges

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

Challenge number	Detail of challenge
1.Low Attendance	Sporadic attendance due to changing and or challenging home environments can impact behaviour and learning outcomes.
2. Significant SEMH needs	Social, Emotional and Mental Health needs have an impact on all areas of learning and can significantly hinder progress both Academically and Socially.
3.Literacy and Numeracy ability	Students tend to have significant gaps in learning when they arrive at Links Academy and low literacy and numeracy levels.
4. Staff Training	Staff will offer Level 2 courses for all subjects this academic year to raise expectations and outcomes for all students.

## 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
Improved Attendance for PP students	All students to have an attendance figure of over 95%
Targeted support to meet SEMH needs of students	Students will engage with relevant external specialist support

	Students will raise achievement points gained All students will demonstrate character traits of resilience, responsibility and respect
Improved basic reading and number skills	PP students in Yr 11 will all achieve a qualification in GCSE Maths and English KS3 students will gain functional skills qualification in Maths and English. Gap between PP and Non PP students to reduce
Students in KS4 to gain Level 2 qualifications in all taught subjects	PP students will gain Level 2 qualifications in more than 3 core subjects.

## 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: £ 1,000

Activity	Evidence that supports this approach	Challenge number(s) addressed
CPD training for teaching staff regarding data and target setting. CPD for all staff reviewing expectations for all PP students whilst identifying the potential barriers to learning. (£400)	Staff to raise expectations for students through a supportive but challenging teaching approach. Mentoring must also reinforce high expectations and motivate students to succeed.	Whole cohort
Staff teaching new Level 2 courses will require training and support (£600)	Staff will need training and support in delivering new course content and creating new schemes of work and assessment to support Level 2 courses	Whole cohort

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

Budgeted cost: £2,500

Activity	Evidence that supports this approach	Challenge number(s) addressed
To adapt and improve Curriculum offer that is provided at Woollam Crescent site (£2,000)	Science will be added as part of the curriculum at Woollam for KS4 students to close the gap between all three core subjects.	Students accessing Woollam Crescent site
That Reading Thing (TRT) reading intervention will be accessible to all PP students (£500)	Non PP students have improved reading ages through completing the TRT intervention.	ALL PP students who have a reading age below 10 years.

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

Budgeted cost: £ 21,600

Activity	Evidence that supports this approach	Challenge number(s) addressed
Duke of Edinburgh award will be made accessible to all PP students (£1,000)	Students will be provided with an opportunity to gain an additional DofE award and develop a range of transferable skills.	Whole cohort
Links Academy St Albans to become an Attachment and Trauma aware setting (£5,000)	Raising staff awareness and understanding of how attachment disorder and students experiencing trauma can significantly impact learning and behaviour. Developing staff with new skills and strategies to support students with SEMH needs.	Whole cohort
Subsidised breakfast/break time snacks for PP students and also providing Free School Meals. (£3,600)	All PP students are offered healthy breakfast and break time snacks daily. A healthy lunchtime meal is also provided for all PP and FSM students.	Whole cohort

Counselling and Therapeutic Intervention for PP students. (£1800)	All PP students will have access to a form of Therapeutic intervention if an SEMH need is identified.	Accessible to all students who have an identifiable SEMH need or Traumatic experience.
Uniform is provided to all PP students  (£1200)	Students are given Polo shirts and a Jumper on arrival to prepare them for school and preventing uniform challenges.	Whole cohort
Enrichment activities such as, College/Work experience placements will be provided for all PP students. (£1000)	All students are given opportunities for further enrichment activities through lunchtime and after school clubs. Work experience for KS4 students is personalised and College placements are also offered on an individual basis.	Whole cohort
Services for Young People (£8000)	All Yr 11 students have individual meetings to support Post 16 plan throughout the academic year. Assemblies are delivered once half termly to support PSHME curriculum. Advice and strategies are provide and accessible throughout the whole year for both staff and students.	All Yr 11 students

**Total budgeted cost: £ 25,100**

## 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 2020 to 2021 academic year.

<b>Aim</b>	<b>Outcome</b>
Improved attendance tracking for PP pupils through improved attendance intervention	Termly meeting with the Attendance Officer and all students with parents/carers occur to set attendance targets. Daily follow up for any absence through text/email and call. Attendance meetings with Pastoral/SLT will occur if attendance declines- frequency of meetings will vary. Students were invited to 'attendance lunches' half termly as an acknowledgment that their attendance had improved and provided motivation.
In depth tracking and analysis of PP attainment data	Student's attainment data is monitored every half term. Solution focused meetings occur weekly to discuss students' progress and needs to allow for in depth monitoring and tracking. Daily check-ins with Form tutors and Pastoral team also allow for analysis of need which has an option to hinder attainment. Three PP students last year had significantly low attendance which impacted their attainment data.

<p>Build social interaction skills to raise self-esteem and wellbeing for SEMH PP students through offering Enrichment classes during lunchtime and after school</p>	<p>Covid 19 had a significant impact on capacity to offer extra-curricular activities that could be offered to the students. This will continue to be a focus for the Academic year 2021/22 where enrichment clubs have already begun.</p>
<p>Develop staff awareness and accountability of identifying and addressing PP barriers to learning.</p>	<p>Training has been given to the whole staff during Twilight sessions regarding Adverse Childhood Experiences and STEPS approach which has been put into practice.</p> <p>Solution focused meetings occur weekly where staff have to complete documentation regarding the support offered for the students and record and review the impact it is having and how to adapt our practice.</p> <p>Overall, behaviour was very good over the past academic year. The ratio of positive to negative behaviour points has never dipped below 6 to 1 and interestingly, negative behaviour decreased through the lockdown periods. Linked with this is the fact that the majority of recorded positive behaviours were for resilience.</p> <p>Our exclusion rates have remained low this year. Considering the upheaval faced by both students and staff this is to be commended. The days of education lost through exclusion are again down 10% on last year and as yet this current year we have had no exclusions.</p>

## Externally Provided Programmes

Externally pupil premium funding (optional) provided programmes

*Please include the names of any non-DfE programmes that you purchased in the previous academic year. This will help the Department for Education identify which ones are popular in England*

Programme	Provider
None purchased academic year 20/21	

## Service Pupil Premium Funding (optional)

*For schools that receive this funding, you may wish to provide the following information:*

Measure	Details
How did you spend your service pupil premium allocation last academic year?	No service pupil premium students.
What was the impact of that spending on service pupil premium eligible pupils?	n/a

## Further Information (optional)

For 2021/22 PP eligibility is being extended out to pupils eligible for free school meals under the temporary extension set out in the coronavirus (Covid 19) temporary extension of free school meals eligibility to NRPF group's guidance. It can also be spent on students who do not get free school meals but have or had a social worker or students who are acting as a carer.