

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	The Stonehenge School
Number of pupils in school	1066
Proportion (%) of pupil premium eligible pupils	16%
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2023-2026
Date this statement was published	20 th December 2022
Date on which it will be reviewed	1 st September 2024
Statement authorised by	Carole Dean
Pupil premium lead	Hayley Blake
Governor / Trustee lead	Gillian Clarke

Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£165,255
Recovery premium funding allocation this academic year	£48,504
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	£213,757

Part A: Pupil premium strategy plan

Statement of intent

At The Stonehenge School, we are committed to ensuring that all our students make the best possible progress. Our focus on ensuring students across the school receive the best standard of teaching benefits all students, but especially those qualifying for the pupil premium. The Education Endowment Foundation concludes that quality first teaching is the biggest influence on outcomes for pupil premium students, therefore the Pupil Premium at The Stonehenge School supports high staffing and we also have subject specialists delivering the curriculum in every single subject we offer. Along with high quality teaching, attainment gaps are addressed by strong leadership, a personalised and relevant curriculum, a culture of high expectations and targeted intervention. Our commitment to maximising the Pupil Premium Grant is embedded in our School Improvement plan based on the research completed by The Sutton Trust and EEF Toolkit.

Area of Principles	School Practice
Whole-school ethos of attainment for all	The curriculum at The Stonehenge School has been designed to allow every pupil to unlock and empower pupils to unleash their potential. Our pupils are empowered to ‘think big’. All pupils have the opportunity to study a diverse and challenging curriculum, unlocking pathways, thereby creating passion for lifelong learning and being global citizens.
Addressing behaviour and attendance	The Governing Body of The Stonehenge School believes that high expectations of student behaviour underpins the aims and ethos of the school, safeguards the rights of students and staff, and is necessary for effective teaching and learning. A child that feels safe and able to learn is a child who is more likely to attend. The Stonehenge School is therefore committed to creating an atmosphere of behaviour and attendance for learning.
High quality teaching for all	Quality First Teaching is at the heart of the curriculum, giving students the best chance of achieving their potential. Through rigorous CPD and the sharing of good practice, teaching pedagogies are embedded into everyday teaching ensuring high quality teaching for all. As recognised by the EEF toolkit ‘good teaching is the most important lever schools have to improve outcomes for disadvantaged students’.
Meeting individual learning needs	Every child has a right to access support to address barriers to learning as well as individual needs assessed and met. This can be of particular relevance to disadvantaged students and may be in terms of emotional support or academic support. Through collaboration with outside agencies as well as internal academic

	and pastoral support, it is our aim to meet every child's individual need.
Deploying staff effectively	Teaching staff are deployed effectively at Stonehenge with a commitment to subject specialist teaching. Beyond this the wider team around the child, including TAs, Pastoral Managers and ELSAs are deployed in a cohesive manner, all with an awareness of the needs of the disadvantaged.
Impact driven and responsive to evidence	Assessment for Learning remains a priority at Stonehenge, with a rigorous Teaching and Learning policy having been developed based on Rosenshine's principles and the interweaving of metacognition. At KS3, AFL is driven through the 'I can' system which allows students and teachers to recognise areas of success and areas for further development. Our marking and feedback policy is based on EEF research. At KS4 the use of GCSE testing is complemented through the 'Pupil Progress' system which allows students and teachers to monitor progress and identify areas of concern. Termly raising standards meetings highlight any cause for concern.
Ambitious leadership	The Leadership Team are committed to the school ethos of driving towards excellence. Through a rigorous appraisal system, research led CPD and regular department reviews, these expectations are shared by the wider school community.

Challenges

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

Challenge number	Detail of challenge
1	Gaps in learning due to Covid Lockdown- engagement of disadvantaged was rigorously tracked during lockdown and follow up conversations took place as soon as school reopened. Nevertheless, as has been highlighted in national studies, the periods of lockdown have hit our disadvantaged students the hardest.
2	Low literacy levels. In years 7,10&11 the disadvantaged students who joined us not achieving the age-related expectation in literacy (reading below 100) at KS2 is 44% (Y7 – 49%, Y8 – 57% , Y11 – 21%). This is not only impacting on KS4 English results but also the ability to access literacy content of ALL key stage 4 subjects.
3	A high proportion of disadvantaged students also have SEN needs. 40% of disadvantaged students in the school also have SEN needs.

4	Lack of Alternative Provision- Due to the rural location of the school there is a lack of alternative provision. This means that disadvantaged students that may have barriers beyond those that can be addressed in a mainstream comprehensive, cannot access more suitable provision.
5	Levels of Persistent Absence- Even pre-Covid persistent absence was 15- 20% higher amongst disadvantaged students than their peers. Persistent absence means that disadvantaged students are missing curriculum time but also that they are not able to access the interventions in school designed to address their barriers.
6	Lack of local HE/FE providers- Having a lack of HE/FE providers creates a barrier to raising aspirations. We don't not have a sixth form and indeed our nearest college is 8 miles from Amesbury. This can lead to difficulty in students seeing the value of education.
7	High levels of turbulence- Due to the school's location near army basings, the school experiences high levels of turbulent entries. Even when the disadvantaged student may not be the turbulent entry, this often impacts on friendships and their support networks.
8	The cost of living crisis- After surveying parents, we have found that many families who do not qualify for additional financial support are struggling to make ends meet. Financial constraints often cause barriers to learning for our disadvantaged 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
Achieve Progress 8 score on / or above 0.	Using 4 Matrix, FFT Aspire, Pupil Progress and ASP analysis, GCSE exam results will demonstrate that disadvantaged students have achieved a Progress 8 score on above 0.
Achieve target attainment 8 score	Using 4 Matrix, FFT Aspire, Pupil Progress and ASP analysis, GCSE exam results will demonstrate that disadvantaged students have achieved their target attainment 8 score.
Achieve average English and maths 4+ scores for similar schools	Using FFT Aspire and ASP analysis we will be able to demonstrate grades 4+ achievement amongst the disadvantaged in line with similar schools.
Lower Persistent absence amongst disadvantaged at KS4	Using Class Charts and FFT ASPIRE we will be able to demonstrate a reduction in persistent absence amongst the disadvantaged, especially at KS4.

Activity in this academic year

This details how we intend to spend our pupil premium **this academic year** to address the challenges listed above.

Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £ 57, 449

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Senior Leader for Pupil Premium (SIP 8 & 12)</p>	<p>The position of Assistant Headteacher (pupil premium champion) ensures that disadvantaged learners' interests are represented at every level. The position ensures coherent provision planning, taking educational research into account and cascading this information down to be transformed in quality teaching for all. The EEF Implementation Guide states that 'school leaders play a central role in improving education practices through high-quality implementation' by 'defining both a vision for, and standards of, desirable implementation'.</p>	<p>1,2,3,4,5,6,7,8</p>
<p>The Affordable Schools Project (SIP 8 & 12)</p>	<p>The Affordable Schools project evaluates the costs associated with a typical school day, and looks at all policies and procedures through the lens of affordability. The outcome of this project is to remove barriers to learning.</p> <p>This project will be led by the senior leader responsible for pupil premium, along with a representative group of teaching staff as part of our LDG time.</p> <p>This project is coordinated by the LEA and is fully endorsed by Marc Rowlands, a Pupil Premium expert who has worked with both the DFE and EEF to improve outcomes for the disadvantaged. He believes this project is an <i>'inspiring and purposeful piece of work'</i>.</p>	<p>5, 8</p>
<p>Focus on Quality First Teaching (SIP 4, 5 & 6)</p>	<p>(LDGs, CPD, INSET days and morning briefings) This time is used with the aim of</p>	

	<p>embedding Rosenshine's principles and Metacognition in order to promote Quality First Teaching.</p> <p>LDGs are once per term and focus on a key area of teaching and learning. They allow subject specialists the time to implement Rosenshine and Metacognition strategies into their curriculum delivery. These sessions often involve the sharing of good practice between colleagues. The focus for this year is DIRT, knowledge organisers and retrieval practice.</p> <p>INSET day in October led by Mark Burns, expert on Teaching and Learning. Focus on retrieval practice to feed into teachers' appraisal targets.</p> <p>CPD based on EEF research into how best to use teaching assistants to support learning. This will support those who are both disadvantaged and need SEND support.</p> <p>Blue Sky Education Package purchased in order to record evidence of learning walks and link appraisal targets to specifically highlight areas needing further development across the school.</p> <p>Pedagogical coaches for literary, practical and STEM subjects to research, implement and evaluate best practices across the school.</p> <p>Development of all middle leaders, including a monitoring schedule which asks subject leaders to evaluate the progress of disadvantaged students after each data collection. The disadvantaged are a focus group for all learning walks and work scrutinies. Middle leaders are expected to review all subject curriculums including roadmaps, key questions and sequenced learning and assessment opportunities.</p> <p>Quality First teaching is at the heart of any Progress made for disadvantaged and non-disadvantaged students alike.</p> <p><i>'This approach is supported by a body of research which has found that good teachers are especially important for pupils from disadvantaged backgrounds.'</i> (Supporting the</p>	<p>1,2,3,7</p>
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	<p>Attainment of Disadvantaged Students, 2015).</p> <p>Furthermore, Metacognition is recognised within the EEF toolkit as providing the highest amount of impact (+7 Months).</p>	
<p>Appointment of Literacy Coordinator (SIP 1, 2 & 4)</p>	<p>A middle leader appointed to develop whole school literacy improvements. Responsibilities to include: LDGs, Inset Day sessions, promotion and monitoring of Bedrock. Phonics programme delivered to underachieving students in KS3. Focus on regular structured talk to support oracy skills. Disadvantaged children are more likely than their peers to not own a book (9.3% vs 6%)' (National Literacy Trust, 2017). Their research suggests that children from a disadvantaged background will start school with an up to 19-month disadvantage in terms of vocabulary. This gap in literacy does not only impact on attainment in English but also creates a barrier to accessing exam material across the curriculum. This was highlighted in the 2017 EEF report on the impact of literacy levels in relation to science achievement. The EEF toolkit has identified the promotion of reading comprehension as having +6 months impact.</p>	1,2,3
<p>Appointment of senior leader to line manage the library/librarian (SIP 4)</p>	<p><i>To improve access to high quality and relevant literature, working in coordination with Literacy Coordinator.</i></p>	1, 2 ,3

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

Budgeted cost: £58, 074

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>Termly Raising Standards Meetings (SIP 1 & 12)</p>	<p>This encompasses regular data provision and analyses, provided by a data manager, discussed in termly scheduled meetings with clear resulting action points. Senior leader for Pupil Premium is in attendance, as well as pastoral managers, core teachers and SENDCO.</p>	1,2,3,7

	<p>The 2015 DFE report: Supporting the attainment of disadvantaged pupils: articulating success and good practice states,</p> <p><i>'More successful schools were using data more comprehensively to monitor pupils' progress.'</i></p> <p>These strategies ensure that data is produced and used in a comprehensive manner in order to inform teaching and intervention. It also aims to minimise the impact of the turbulent nature of the disadvantaged register.</p>	
<p>Year 11 Mentoring (SIP 10 & 12)</p>	<p>Year 11 disadvantaged students identified as requiring extra support are given priority when academic mentors are assigned, which the EEF toolkit suggests provides +2 months in terms of impact. Mentoring is carried out by senior leaders.</p>	1,2,3,7
<p>Employment of KS2 Teacher to focus on teaching small classes at KS3 in Core subjects. (SIP 2, 4, 5 & 6)</p>	<p>The 2015 DfE report recognises that:</p> <p><i>'higher prior attainment of disadvantaged pupils is strongly related to higher attainment at the next key stage'</i></p> <p>We have therefore employed a KS2 specialist focussed on reducing the gaps in previous learning, leading to improved access to KS3 material. This is particularly important in light of the high levels of SEN/disadvantaged crossover. The small numbers of students in these classes suggest an impact of + 2 months according to the EEF toolkit.</p>	2, 3
<p>Employment of an academic coach focusing on English and Maths. (SIP 4, 5 & 6)</p>	<p>With specific support from dedicated English and Maths teachers and heads of departments to focus support on key skills. Academic coach to monitor and report on progress of disadvantaged students, as well as contribute to Raising Standards meetings at KS4. The EEF toolkit has highlighted that small group tuition offer + 4 months in terms of impact.</p>	1,2,3,7

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

Budgeted cost: £ 98, 238.17

Activity	Evidence that supports this approach	Challenge number(s) addressed
<p>School Cloud (SIP 12)</p>	<p>A subscription to School Cloud was originally purchased for the 2020 academic year in order to overcome limitations placed on face to face contact and Covid. Now that these limitations are lifted we have decided to continue our subscription in order to offer parents blended parents' evenings i.e.: the choice of online or in person contact. This is done in response to parental feedback. Parental surveys after the online parents evening suggest that 85% of parents would like to continue to have this option alongside traditional parents' evenings. The EEF toolkit suggests that parental engagement offers +4 months in terms of impact.</p>	<p>1,2, 3, 7</p>
<p>Pastoral Manager (SIP 7, 8, 9, 10, 11 & 12)</p>	<p>Each year group has a dedicated pastoral manager with a focus on the disadvantaged. This allows them to conduct 1:1 support, identifying individual barriers to learning and communicate with staff regarding how to address these. All pastoral managers are ELSA trained in order to provide social and emotional support.</p> <p>Social and Emotional Learning and Behaviour interventions are both identified as offering + 4 months impact in the EEF toolkit.</p>	<p>4,5,7</p>
<p>Appointment of Pastoral Manager for Alternative Provision and Disadvantaged (SIP 9, 10, 11 & 12)</p>	<p>To act as a point of liaison between disadvantaged families and school, working with the senior leader responsible for Pupil Premium and the senior leader responsible for attendance. Provision maps to be completed with disadvantaged students and actions put in place to support.</p> <p>As part of our work on the Affordable Schools project this role will endeavour to remove some of the barriers that disadvantaged students face.</p>	<p>4, 5, 7, 8</p>

	According to the EEF, parental engagement has a positive impact on average of 4 months' additional progress.	
<p>Attendance (SIP 9, 11 & 12)</p> <p>FFT Aspire</p> <p>Appointment of a Deputy Headteacher responsible for attendance</p> <p>Use of the Redworth Centre: on-site alternative provision</p>	<p>Attendance Watch: comprehensive package to include actions from Attendance officer (first day calling), Pupil Premium Lead (Weekly disadvantaged attendance updates) Progress Leaders and Tutors (follow up actions) and awareness for Pastoral Manager for Alternative Provision and Disadvantaged.</p> <p>Weekly agenda item in SLT meeting. Along with Attendance Watch data, this data will be used by the Pupil Premium senior leader to liaise with pastoral managers, progress leaders and Deputy Headteacher in charge of attendance in order to support the disadvantaged.</p> <p>Strategies to improve attendance of the disadvantaged are in line with the DFE's guidance on improving school attendance as published in September 2021. The importance of addressing attendance is highlighted in the NFER report: 'Being Present: the Power of Attendance and Stability for Disadvantaged Pupils' (2019)</p> <p><i>'We found that for every week of school missed at KS4 by a disadvantaged pupil, their Att8 score would be predicted to reduce by an average of 0.8 points'</i></p> <p>Weekly updates and actions communicated to progress leaders, pastoral managers, Pastoral Manager for Alternative Provision and Disadvantaged, and senior leader of Pupil Premium. Liaison and actions agreed with EWO.</p> <p>To support with attendance, barriers to accessing mainstream lessons (social and emotional needs) and to support with behaviour.</p>	4, 5

<p>Utilisation of schools and colleges early support service for staff and pupils via Anna Freud and MIND (SIP 9)</p>	<p>Mental health is often a barrier to attendance. Relevant staff can signpost support and interventions, as well as liaising with parents.</p>	<p>3, 5, 7, 8</p>
<p>Qualified Careers Advice and guidance. <i>Disadvantaged students have priority access to careers advice and guidance from Level 5 Qualified CEIAG.</i></p>	<p>Whilst the EEF toolkit does not offer any evidence of the effectiveness of comprehensive careers guidance, as a rural school with limited access to FE and HE opportunities, it is important that disadvantaged students are aware of the opportunities beyond the locality. Looking beyond the EEF toolkit the IES report ‘Supporting Disadvantaged Young People into meaningful work’ published in 2020 states: ‘There is a broad consensus in the literature that effective support for young people furthest from the labour market is underpinned by intensive advisory support and personalised information, advice and guidance.’</p>	<p>6</p>
<p>Purchase of Class Charts (SIP 2, 8, 10, 11 & 12)</p>	<p>With the addition of Provision Maps to support the academic/pastoral needs of the disadvantaged, a record of strategies is used and the impact of those strategies is to be kept and monitored. Provision Maps also allows for greater access to SEND information, supporting those disadvantaged students who also have SEND needs.</p> <p>Reading ages of all disadvantaged students are easy to access for all teaching staff.</p> <p>Spending time completing a support plan for all disadvantaged students allows their social and emotional needs to be addressed, something which is linked to positive outcomes in later life. It also supports their academic achievements and goals.</p> <p>As stated above, the disadvantaged are significantly behind in terms of literacy. Allowing this data to be easily accessible for all teaching and support staff will support the disadvantaged to improve their literacy skills.</p>	<p>1, 2, 3</p>
<p>Increase extra-curriculum provision, as well as trips</p>	<p>Invitations to extra-curricular activities will go to disadvantaged students first. Use of</p>	<p>1</p>

<p>and visits, and track engagement from disadvantaged students (SIP 8)</p>	<p>school minibus to transport those disadvantaged students who otherwise wouldn't be able to attend.</p> <p>Updated school trips and visits policy to enable greater equity for disadvantaged students and the educational experiences they receive. 10% of all students on trips to be from disadvantaged backgrounds with a reduction in cost for some educational visits.</p> <p>The EEF toolkit suggests an impact of +3 months for those students involved in activities outside of classroom learning, such as art and drama.</p>	
<p>Provide a free breakfast to support with the cost of living crisis through the winter months. (SIP 12)</p>	<p>The EEF toolkit suggests an impact of +2 months for those students involved in a free, universal, before- school breakfast club. Not only does breakfast help improve concentration in lessons, but also provides a valuable social element. This will be offered between January and March i.e. winter.</p>	<p>1, 2, 5</p>
<p>Uniform, trips and IT (SIP 2, 8, 12)</p>	<p>We provide all FSM students with a free blazer and PE top- these are our only branded items. Each student is entitled to a new one every year.</p> <p>All education visits and trips (non-residential or foreign) are offered at half price to all FSM students.</p> <p>Laptops are provided for FSM students who have been assessed by the SEND department as needing them to support learning.</p> <p>All of these provisions remove barriers to learning for FSM students.</p>	<p>2, 3, 5, 8</p>

Total budgeted cost: £ 213, 757

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 and progress towards intended outcomes.

Intended outcome	Success criteria			
Achieve Progress 8 score on / or above 0.	Using 4 Matrix , FFT Aspire, and ASP analysis, GCSE exam results or TAGS will demonstrate that disadvantaged students have achieved a Progress 8 score on above 0.			
Year	2020	2021	2022	2023
Size of Cohort	22	20	35	24
Evidence	Centre Assessed Grades	Teacher Assessed Grades	GCSE Exam Results	GCSE Exam Results
Progress 8 Score	+0.31	-0.03	-0.64	-0.19

Intended outcome	Success criteria			
Achieve target attainment 8 score	Using 4 Matrix , FFT Aspire, and ASP analysis, GCSE exam results or TAGS will demonstrate that disadvantaged students have achieved their target attainment 8 score.			
Year	2020	2021	2022	2023
Size of Cohort	22	20	35	24
Evidence	Centre Assessed Grades	Teacher Assessed Grades	GCSE Exam Results	GCSE Exam Results
Target Attainment 8 Score	45.07	37.76	45.5	45.17
Actual Attainment 8 Score	44.5	34.89	39.12	36.13

Intended outcome	Success criteria			
Achieve average English and maths 4+ scores for similar schools	Using FFT Aspire and ASP analysis we will be able to demonstrate grades 4+ achievement amongst the disadvantaged in line with similar schools			
Year	2020	2021	2022	2023
Size of Cohort	22	20	35	24
Evidence	Centre Assessed Grades	Teacher Assessed Grades	GCSE Exam Result	GCSE Exam Result
Achieving 4 + English	77%	50%	51%	42%

Intended outcome	Success criteria			
Lower Persistent absence amongst disadvantaged at KS4	Using PARS and FFT ASPIRE we will be able to demonstrate a reduction in persistent absence amongst the disadvantaged, especially at KS4.			
It is difficult to track the progress towards reducing persistent absenteeism in recent academic years due to the impact of Covid. It can be seen that the percentage 'gap' between the percentage of FSM6 pupils who are PA and the percentage of non-FSM6 pupils who are PA has grown, but not significantly.				
	19/20	20/21	21/22	22/23
% FSM6 pupil PA	35.9%	55.1%	59.7%	60.1%
Gap to non FSM6	23.9%	23.4%	26.1%	30%

Externally provided programmes

Programme	Provider
Kahoot	Kahoot
GCSE Pod	GCSE POD
Linguascope	Linguascope
Vocab Express	Vocab Express
Tassomai	Tassomai
Bedrock	Bedrock

Mathswatch	Mathswatch
Class Charts	Class Charts
School Cloud	School Cloud
Blue Sky	Blue Sky Education
FFT Aspire	FFT Aspire
Attendance Watch	Attendance Watch

Further information

OUR REVIEW PROCESS

Our review process is dynamic and is constantly taking changes in individual need into account. Through dialogue between students, teaching staff and pastoral support, targeted intervention remains relevant and up to date. In terms of academic intervention; the impact is also under constant review. During learning walks, departmental reviews and raising standards meeting, the impact on the disadvantaged take priority. Although this is a three year action plan, identified trends will also be reviewed annually and the plan adjusted accordingly.

ACCOUNTABILITY

The Local Governing Body has an allocated Governor with oversight of the impact of the Pupil Premium Grant (PPG) and outcomes for pupils. Governors will scrutinise the school's strategy for using the Pupil Premium Grant on an annual basis as well as monitoring the attainment and progress of disadvantaged pupils during the course of any academic year.

The Headteacher and Pupil Premium Leader will be accountable for securing high standards and positive outcomes for all pupils in receipt of the PPG and, often, Performance Management for all school staff will reflect this priority.

Ofsted inspections will report on the attainment and progress of disadvantaged pupils in receipt of the PPG.

The school is held to account for the spending of the PPG through the focus in Ofsted inspections on the progress and attainment of the wider pupil premium eligible cohort; however, they will not look for evidence of the grant's impact on individual pupils, or on precise interventions.

The school annually publishes its strategy for using the Pupil Premium Grant (PPG) on the school website.

The use and impact of Pupil Premium funding is evaluated once a year by our School Improvement Advisor.