



LINKS
ACADEMY
ST ALBANS



Pupil Premium Funding Impact Report

2019-20

The pupil premium is additional funding for publicly funded schools in England to raise the attainment of disadvantaged pupils and to close the gaps between them and their peers.

The Pupil Premium is additional funding which is allocated to schools on the basis of the number of pupils who have been eligible for free school meals (FSM) at any point over the last six years. The Pupil Premium is aimed at addressing the current underlying inequalities which exist between children of all abilities from disadvantaged backgrounds and their peers and to raise attainment.

The Pupil Premium also provides funding for children who have been looked after (CLA) continuously for more than six months and the children of service personnel. For the purposes of this report Disadvantaged pupils are considered as those eligible for free school meals, Ever 6 and children looked after.

Eligible pupils in years 7 to 11 are funded with £935 per head.

Looked after children or ceased to be LAC are funded with £2300 per head.

Service children are funded with £300 per head.

The purpose of the Pupil Premium Report

The purpose of this report is to outline how Pupil Premium funding allocated to Links Academy St Albans has had an impact on narrowing the attainment gaps which currently exist between our disadvantaged pupils and their peers.

In the academic year 2019/2020, 39 students were eligible for the pupil premium. The following analysis includes all pupils on roll at the end of the 2019-2020 academic year.

In the academic year 2019/2020 £14,928 of Pupil Premium Grant funding was the projected budget, £28,217 was the final income received (£2010 relates to CLA income) Extra income was received from the Cedars primary support base students.

Barriers to Achievement

The following barriers to achievement were identified as impacting on the progress and attainment of Pupil Premium pupils:

- Below national average literacy and numeracy levels
- Social, emotional and behavioural issues
- Low attendance and engagement

School objectives in spending Pupil Premium Grant (PPG)

Raising attainment and achievement of pupils to at least expected progress through:

- provision to raise literacy/numeracy levels
- providing social & emotional support/interventions to improve attendance and behaviour
- improved transportation for students with longer journey times into school (to raise attendance)
- enhanced/ improved cultural capital – trips, activities, extra curriculum activities and support with uniform, materials etc.
- personalised learning, e.g. use of external providers, college placements etc.
- CPD for staff to improve teaching and learning

What areas do we need to improve?	Improve the attendance and attainment of Pupil Premium pupils and overcome the barriers to learning which impede progress
What <i>specific</i> impact do we intend these actions to have on standards, provision, attitudes, behaviour, efficiency, other?	Improve PP attendance through consistent tracking and implementation of strategies to encourage good attendance Enhance PP self-esteem and wellbeing by increasing opportunities for positive social interactions Enhance staff awareness of and accountability for PP outcomes Continue to improve Literacy and numeracy levels to raise attainment across the curriculum Improve provision for PP in lessons and tracking of performance

PP Action Plan for 2019-20:

What are our key actions to effect improvement?	Who is responsible for making sure this happens?	Progress of this Action:	How will we know this action has had the intended impact?
Improved attendance tracking for PP pupils	AHT – Attendance, Attendance officer & SLT	Improved procedures implemented to monitor the attendance of all students including PP students. Strategies put into place to encourage good attendance	Attendance of all students, including PP students to improve and reach at least national average
In depth tracking and analysis of PP attainment data	AHT – Data & Reporting	Improved data tracking to enable early interventions and to measure performance against other groups of learners	Gap between PP pupils and non-PP pupils in school and nationally is reduced further. Clear breakdowns of progress provided for management committee
Develop staff awareness and accountability of identifying and	AHT – Data & Reporting/ SLT	To develop the school and staff understanding of PP and strategies to address barriers to learning through CPD	Learning strategies to address the needs of PP pupils will be evident through lesson

addressing PP barriers to learning			observations and student engagement and behaviour
Build social interaction skills to raise self-esteem and wellbeing for SEMH PP students through the rewards system	SLT	To provide all PP Students with the opportunity to socialise in a positive way through rewards visits and educational trips.	Increased enjoyment in school improving attendance and engagement in the curriculum

Spending Plan for 2019/20

Intervention	Summary	Funding	Effectiveness and Focus
Subsidised Breakfast/ break-time snack for PP pupils Free School Meals	All PP pupils offered a healthy breakfast/ break-time snack Healthy lunchtime school meal entitlement for students with FSM	£7924.70	To ensure all PP pupils are able to engage with their learning by starting the day fully fed and maintain focus throughout the day To ensure PP pupils are provided with a healthy meal daily to allow them to focus, engage with their learning and to provide social experiences
Transportation	Transport for PP pupils who have required support to access work experience placement.	£80 St Albans	PP pupils are able to attend school regularly and punctually in order to improve their attainment and wellbeing
Pupil Equipment and/or clothing/ school uniform	PP pupils who need specific items of equipment and/or clothing that allows them to access their learning have them purchased for them	£200 (Low figure due to surplus from previous year)	PP pupils have their needs met without barriers so they can continue with their learning and maximise their progress and attainment
Subsidised revision materials	PP supplied with revision materials/ revision books/Laptops to support their learning at home and preparation for end of course exams	£510 (Laptops)	To support PP pupils with home study and improve outcomes.
Educational Trips & Visits	To ensure that PP pupils are able to access educational visits and trips that will enhance their experience of the curriculum and break	£300	A range of activities to support pupils in improving their attainment and social skills with peers and staff. An incentive to

	down barriers to learning. Such trips are motivational and an important social aspect of their learning		engage with aspects of their learning
Youth Connexions, College Placements & Work Experience	Increased support and guidance for PP students at KS3 and KS4 for careers advice and setting up work experience placements. College placements offered to individuals	£3195- Oakland's College £5625- Youth Connexions £1000-Extended work experience	To enable PP pupils to gain experience of the working environment and College to build social skills and prepare for the next steps in their education/ work life.
Emotional well being	A service accessible for PP pupils and families requiring emotional and mental health support to improve their personal wellbeing and family relationships.	£11,400	To enable PP pupils to develop coping strategies to help them self-regulate their behaviour and to break down barriers that impact on aspects of their learning.

Total allocated expenditure = £28217

Total Expenditure: £ 30234

PPG Impact on Attainment 2019/20

Headline Results

<u>Whole School Measure</u>	2018 All	2018 PP	2019 All	2019 PP	2020 All	2020 PP
% students achieving 3+ High Quality KS4 Qualifications	86%	60%	83%	80%	94%	100%
% students achieving 9-5 English and Maths GCSE	0%	0%	0%	0%	0%	0%
% students achieving 9-1 English and Maths GCSE	71%	80%	57%	80%	94%	100%
% students achieving at least 1 9-1 in any GCSE or Equivalent[^]	100%	80%	100%	100%	100%	100%
% students achieving at least 1 Pass in any qualification	100%	80%	100%	100%	100%	100%

Y11 attainment has increased across the whole cohort. The 2020 pupil premium cohort have equal performance in students achieving at least 9-1 in any GCSE or equivalent. In comparison, there has been an 20% increase from 2019 in students with pupil premium achieving 3+ high quality KS4 qualifications. The pupil premium 2020 cohort have had a 20% increase and have achieved at least a 9-1 in English and Maths GCSE.

GCSE 5 Grade 9-1 Measures

	2018	2019	2020
5 9-1 All pupils	86%	83%	81%
5 9-1 Non PP	67%	63%	67%
5 9-1 PP	6%	80%	92%
Difference	7%	+17%	+25%
9-1 E&M All pupils	71%	57%	94%
9-1 E&M Non PP	67%	50%	67%
9-1 E&M PP	80%	80%	100%
Difference	+13%	+30%	+33%

The 2020 pupil premium cohort had a positive 25% gap and achieved 92% gaining 5+GCSE 9-5 or equivalent. This is an increase of 12% compared to 2019.

There was also a substantial increase for all pupils receiving a 9-1 English and Maths qualification, with 94% of students gaining this. Comparing this to the 2020 pupil premium cohort, there was a positive 33% gap and 100% achieved a qualification in Maths and English.

Impact of strategies and support implemented from the 2019-20 PP Spending plan

- Revision materials and equipment and extra revision/ catch-up sessions were provided to all PP students to facilitate progression towards their target grade, this impacted on the results for GCSE English and Maths.
- Work Experience placements were offered to all students
- Breakfast made available to all students on arrival to school and once a week bacon rolls provided. Break time snacks and food prior to every examination offered, this encouraged students to attend earlier and be on time for their exams
- 1:1 Tuition was provided for students to help improve GCSE grades in Maths and English.
- CAT, PASS and Lucid testing continued to provide a clear indication of student ability on entry and to identify barriers to learning in order to implement early intervention alongside GL Assessment Progress Testing in English, Maths and Science to provide a clearer indication of baseline ability in the core subjects
- Transport to exams provided for students with longer journeys to ensure they arrive in time for the exam start extended for all students to enable them to attend school. Shuttle bus to and from station also offered.
- CPD – Staff training on Mental Health/Trauma and Attachment, to raise awareness of issues which effect learning engagement and barriers to accessing education.
- School uniform and clothing/ equipment for specific learning provided to PP students to ensure all students can engage and access with their learning
- Students accessed offsite reward activities to build self-esteem, motivation and strengthening social skills including, trampoline park, outdoor water-sports and bowling.

PP Action Plan for 2020/21

The main areas of focus in 2020/21 continue to improve the attendance and attainment of Pupil Premium pupils and overcome barriers to learning are set out below:

- Improved attendance tracking for PP pupils through improved attendance intervention, school cooked lunch and incentives
- In depth tracking and analysis of PP attainment data
- Extend whole school initiative to improve reading and literacy levels across the school- 'That reading thing' intervention to be implemented.
- Develop staff awareness and accountability of identifying and addressing PP barriers to learning
- Build social interaction skills to raise self-esteem and wellbeing for SEMH PP students through offering Enrichment classes during Lunchtime and after school.