



Pupil Premium Funding Impact Report 2020-21

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 £955 per head.

Children looked after or ceased to be CLA are funded with £2345 per head.

Service children are funded with £310 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 2020/21, 25 students were eligible for the pupil premium. The following analysis includes all pupils on roll at the end of the 2020-2021 academic year.

In the academic year 2020-2021 £18,145 of Pupil Premium Grant funding was the projected budget, £28,538 was the final income received. 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?	<p>Improve PP attendance through consistent tracking and implementation of strategies to encourage good attendance</p> <p>Enhance PP self-esteem and wellbeing by increasing opportunities for positive social interactions</p> <p>Enhance staff awareness of and accountability for PP outcomes</p> <p>Continue to improve Literacy and numeracy levels to raise attainment across the curriculum</p> <p>Improve provision for PP in lessons and tracking of performance</p>

PP Action Plan for 2020-21:

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 and students with Social workers/free school meals or Young carers.	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/Attendance Officer – 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 addressing barriers to learning	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 observations and student engagement and behaviour
Build social interaction skills to raise self-esteem/confidence and wellbeing of SEMH PP students	SLT/School trip leader/Healthy Lifestyles lead	To provide all PP Students with the opportunity to socialise in a positive way through rewards visits, educational trips and enrichment classes during lunchtime and after school.	Increased enjoyment in school improving attendance and engagement in the curriculum
Extend whole school initiative to improve reading, literacy and numeracy levels across the school.	SLT/Form Tutors/Literacy and Numeracy leads	To identify students with low reading age and provide reading intervention. Literacy and Numeracy activities are embedded and accessed through Tutor time weekly.	Reading ages increased and students developed confidence in accessing GCSE/BTEC examinations.

Spending Plan for 2020/21

Expenditure department	Intervention	Summary	Funding (Actual spend)	Effectiveness and Focus
Pupil Premium (E345)	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 and PP	£4,804	To ensure all PP pupils are able to engage with their learning by starting the day fully fed and maintaining 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 positive social/interaction and experiences.
Home school Transport (E350)	Transportation	Transport for PP pupils who require transport to various settings	£1,750	PP pupils are able to attend school regularly and punctually in order to improve their attainment and wellbeing. PP pupils are also able to

Vehicle fuel and lease hire (M310)		and appointments.		access appointments such as CAMHS sessions alongside other Educational experiences. Welfare checks are carried out if students do not attend school.
Student support-uniforms (E350)	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	£2,886	PP pupils have their needs met without barriers so they can continue with their learning and maximise their progress and attainment
Curriculum enhancement (C420)	Subsidised revision materials	PP supplied with revision materials/ revision books/Laptops to support their learning at home and preparation for end of course exams	£1,847	To support PP pupils with home study and improve outcomes.
Trips/Visits (E320)	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 down barriers to learning. Such trips are motivational and an important social aspect of their learning	£5,075	A range of activities to support pupils in improving their attainment and social skills with peers and staff. An incentive to engage with aspects of their learning

External AP (C490)	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	£9,000	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.
Therapeutic services (C420)	Counselling/Art/Play Therapy	A service accessible for PP pupils requiring emotional and mental health support to improve their personal wellbeing and family relationships.	£1,564	To enable PP pupils to develop coping strategies to help them self-regulate and understand their behaviours.
Staff CPD	Staff training for supporting SEND students	PP students have a range of SEND needs. Training staff to support the varying SEND needs presented.	£2,000	Staff have been provided with further training in how to provide targeted support to meet the varying SEND of the PP students.

Total allocated expenditure = 28,538

Total Expenditure: £ 28,926

PPG Impact on Attainment 2020/21

Headline Results

<u>Whole School Measure</u>	2019 All	2019 PP	2020 All	2020 PP	2021 All	2021 PP
% students achieving 3+ High Quality KS4 Qualifications	83%	80%	94%	100%	79%	88%

% students achieving 9-5 English and Maths GCSE	0%	0%	0%	0%	7%	0%
% students achieving 9-1 English and Maths GCSE	57%	80%	94%	100%	79%	75%
% students achieving at least 1 9-1 in any GCSE or Equivalent^	100%	100%	100%	100%	100%	100%
% students achieving at least 1 Pass in any qualification	100%	100%	100%	100%	100%	100%

GCSE 5 Grade 9-1 Measures

	2019	2020	2021
5 9-1 All pupils	83%	81%	86%
5 9-1 Non PP	63%	67%	67%
5 9-1 PP	80%	92%	75%
Difference	+17%	+25%	+8%
9-1 E&M All pupils	57%	94%	79%
9-1 E&M Non PP	50%	67%	83%
9-1 E&M PP	80%	100%	75%
Difference	+30%	+33%	-8%

We have seen a slight decrease in PP attainment this year. This was impacted by two students who were CLA and had numerous placement moves throughout the year and significantly low attendance due to this. One CLA student only started at our setting in March 2021 and had limited time in accessing our education provision. All PP students gained a GCSE qualification apart from one who had an attendance figure of 8% and was moved out of the area on numerous occasions throughout the year which made accessing education challenging.

The 2021 pupil premium cohort had a positive 8% gap and achieved 75% gaining 5+GCSE 9-5 or equivalent.

Impact of strategies and support implemented from the 2020-21 PP Spending plan

- 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.
- Breakfast made available to all students on arrival to school and once a week hot breakfast provided
- 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. This enables teaching staff to create personalised teaching approaches to meet the SEND needs of PP students.

- 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. Chrome books were offered to students to access learning and Therapy whilst they worked from home during Covid.

PP Action Plan for 2021/22

The main areas of focus in 2021/22 continue to improve the attendance and attainment of Pupil Premium pupils and overcome barriers to learning are set out below:

- Continue to improve attendance tracking for PP pupils through improved attendance intervention, school cooked lunch, incentives and support for the families of PP students.
- Extend whole school initiative to improve reading and literacy levels across the school- 'That reading thing' intervention to be broadly accessible to all PP students if required. This will develop basic reading and literacy skills.
- Build social interaction skills to raise self-esteem and wellbeing for SEMH PP students through offering Enrichment classes during Lunchtime and after school. This will be in addition to work experience placements and College provision.
- Duke of Edinburgh award is accessible to all PP students in Year 9-11. This will take place in the form of a lunchtime club and will provide opportunities for Volunteering and supporting in the local community.
- Embed our Attachment and Trauma informed practice across the school through further training and an in depth understanding of how attachment and trauma can create barriers to learning. This will provide more targeted teaching and in turn provide further support students with SEMH needs.
- PP students attending our Woollam Crescent site will have a widened curriculum offer to provide access to more qualifications.