



# KINGSWOOD SECONDARY ACADEMY

## Pupil Premium 2015-2016

### Background

The Pupil Premium is a government initiative designed to target resources on those pupils deemed to be from a disadvantaged background. Specifically the Pupil Premium money is provided for those pupils who have been on Free School Meals (FSM) at any point over the past 6 years (Ever 6) or those children who have been looked after continuously for at least 6 months (CLA).

For the year 2015/2016 the Pupil Premium has a value of £935 per eligible pupil in secondary education and £1300 per eligible pupil in primary education. Neither the government nor any government agencies have dictated how the Pupil Premium money should be spent, but what is clear is that the money should be used to promote strategies which narrow the attainment gap between the highest and lowest achieving pupils.

### Why is the grant so important?

In England and Wales, statistics show that students who have received Free School Meals or who have been 'looked after children' at any stage in their school careers may not make always make good progress. Although this is statistically true, it should be noted that students do not reach their target grades for a number of reasons. Some students who do not receive Free School Meals struggle to reach their target grades whereas many students who are in receipt of Free School Meals make excellent progress in school. The Government, however, is keen to narrow the gap in attainment between students who are entitled for the Pupil Premium and other students and, since 2011, it has provided an annual grant to support schools in their quest to ensure that achievement is high.

This funding is ring fenced in order to raise the achievement of and outcomes for the pupil premium cohort, so that year on year the life chances of these students are enhanced. Academic progress and exam results are central to this but other outcomes may include other targeted improvements in attendance, behaviour, attitude and engagement. We will monitor carefully the impact on and outcomes of the money we spend and publish the results of the pupil premium cohort compared to school, local and national averages.

### Breakdown of Pupil Premium pupils 2015 -2016

Year Group	Male	Female	Total
7	38	31	69 (33.5%)
8	53	28	81 (41.1%)
9	39	35	74 (35.6%)
10	35	37	72 (33.8%)
11	40	36	76 (37.4%)
<b>Overall Total</b>	<b>205</b>	<b>167</b>	<b>372 (36.3%)</b>

### Strategies for narrowing the gap – a brief overview.

Kingswood Secondary Academy is a comprehensive academy with 36.3% of pupils being eligible for Pupil Premium funding. 40% of Pupil Premium pupils have a Special Educational Need (SEN), 11% of Pupil Premium pupils are EAL. No single intervention provides a complete solution to the complex educational issues in any school and it is therefore a multi-faceted approach which offers the best opportunity for pupils to succeed. The key to narrowing the gap between the highest and lowest achieving pupils is careful and thorough monitoring/tracking of pupil attainment and progress.

At Kingswood Secondary Academy this is completed through extended senior leadership meetings involving curriculum, pastoral leaders and senior leaders, where regular data collections covering both academic achievement and also attitudes to learning are discussed. This tracking can then inform effective interventions. Interventions come in a variety of forms but must be specific to the needs of the pupil/group of pupils and not simply generic strategies. Examples of such strategies include: the employment of learning mentors to provide those pupils in need of closer monitoring/intervention; the VIVO rewards system to inspire and motivate; 1:1 or small group tuitions; allocation of middle leaders as key workers to support academic progress and emotional wellbeing; instrumental lessons to inspire enriched and well-rounded learners. In order for any of the above to be successful we know that attendance is critical to the success of the pupils.

Maintaining the high attendance percentage of the Pupil Premium pupils is a key priority of the Academy.

### **Pupil Premium Funding and Spending.**

The total funding received by Kingswood Secondary Academy is shown below.

<b>Finding Stream</b>	<b>Amount</b>
Pupil Premium Allocation	£334,730
Children Looked After Grant	£13,300
<b>Total</b>	<b>£348,030</b>

The Pupil Premium funding is spent in a variety of ways with the direct and explicit aim of narrowing the attainment gap between the highest and lowest achievers. This included investment in both academic and pastoral initiatives.

A breakdown of the projected expenditure for the year 2015/2016 is shown below.

<b>Pastoral and pupil support</b>		
<b>Improvement Initiative</b>	<b>Cost</b>	<b>Description</b>
Learning Mentors and pastoral support	£33,284	1 full time member of staff per year group. The pupil premium cohort will be the specific focus of this support in order to monitor, mentor and intervene in the progress, performance and welfare of each individual student.
Specific welfare and well-being support specialist provision from 1 full time member of staff	£22,000	Every eligible student will have the opportunity, if deemed necessary, to take part in a well-being/mindfulness programme outside of the normal curriculum. This will take place in small group sessions in order to offer support, raise aspiration, increase student resilience and so achieve improved outcomes. Individual work with PP students will take place where tracking/ monitoring identify the need.
Subsidies to help fund school visits, residentials, pre/after school clubs and sporting activity.	£35,000	All visits/activities which have a specific link to programmes of study or examinations will be fully subsidised. Subsidies for uniform and equipment costs will also be made available, as will subsidies for books, revision materials etc.
Educational welfare/attendance via attendance officer salaries	£14,245	Employment of two dedicated attendance officers to support students and their families in achieving high attendance which is essential to achieving good academic outcomes.

Whole school rewards	£15,000	Whole school VIVO rewards system used to motivate and praise students to improve academic outcomes.
Outside agency support	£27,000	Every eligible student will have the opportunity, if deemed necessary, to access outside agency support suitable to their needs. To include 3 full time places at Alternative Education to avoid permanent exclusion and support reintegration to the Academy
Counselling support	£5,860	One trained councillor available per year group. Available for support and guidance for all students with a focus on pupil premium support.
<b>Improvement in Numeracy, Literacy and Academic outcomes</b>		
Peripatetic Music lessons	£4,947	Pupil premium students have access to funds to support external music lessons.
EAL and Librarian support	£13,680	Encourages independent learning and EAL mentor delivers 1:1 or small group interventions for EAL pupils who have been identified as needing additional support through immersion or intervention.
Lexia	£6000	Reading software - a research evidenced phonics based reading program, aimed at pupils who are able to work independently. The software will then provide additional tasks that staff will use to support the individual.
Accelerated Reader	£6,500	Encourages substantial differentiated reading practice to develop strong readers.
Breakfast club/Study Hub	£11,510	Providing personal and academic support for Pupil Premium pupils.
Mathematics and English intervention staffing support costs	£3000	Additional staff to provide capacity for intervention groups and individual help and guidance for pupil premium students
Data support Team	£1,200	Support from an Assistant Principal and Data Support Manager using the Trust model to enhance data input, tracking and analysis.
Diagnostic Tests	£3,800	Diagnostic testing for all pupils to ensure that data is accurate and robust. Tests used: CATS, NGRT and KS2 SATS.
Additional staff/TA support	£118,987	Additional staff to provide capacity for small group tuition and in class support, this underpins the academic success.
SLT salary cost	£28,428	A Deputy Principal and an Assistant Principal are dedicated to ensure that a strategic and cohesive approach to Pupil Premium is established; tracking and monitoring of opportunities, interventions and progress.
<b>Total</b>	<b>£346,641</b>	

## **Pupil Premium assessment criteria.**

In order to judge the impact of Pupil Premium expenditure on pupil outcomes we will use the following criteria at KS4:

- % achieving GCSE English and mathematics at grade C or above
- Progress 8 score
- % Absence
- % Persistent Absence
- % Fixed Term Exclusions

## **Case Studies**

**Pastoral Support:** Pupil Premium students have access to a dedicated councillor in each year group.

In year 11 this has proved helpful for many students who have found the stress and anxiety of exams too much. The year councillors are able to offer support and guidance for a variety of individual needs. They are also able to refer student who may need extra support to other outside agencies.

One particular year 11 student has accessed pastoral support due to external school issues. Referral to outside agencies to support the family, referrals to Prospects careers guidance, Ann Annand the Deputy Head of year and Ana Periera (councillor) have seen a remarkable improvement in the students' attitude, confidence and progress. Starting Year 11 with an average of an E- and predicted 7 C/D grades at their last progress check.

Pupil Premium has been accessed by a particular student to support them through their Year 11 studies. Cooking ingredients have been provided for them to allow them to continue to study the subject they are passionate about. This has improved both their attitude and attendance at school.

**Breakfast club:** Breakfast club has provided a great environment for disadvantaged students to engage with school. It allows smaller group work and ensures students get a healthy breakfast to start their day. Lesley Browning who runs the group has seen a remarkable change in a number of students who attend. One student has improved their outlook to school and their behaviour. Mrs Browning ensures students have a calm, friendly and welcoming environment to set the students up for the day ahead. A particular year 8 student who has recently started attending breakfast club has improved their punctuality dramatically. The student on average has had 77 lates (2.5 a week), now they have only accrued 2 lates in the last 3 weeks.

**Summer school:** The students who attended gave us feedback about what they enjoyed about summer school:-

- Meeting others in the year group; making friends; using drama to get to know other pupils
- Getting to know the staff, and being treated 'fairly'
- Trying new activities they had not been able to do before, such as drama and crafts
- Sports and physical activities
- The organisation of the day – a mix of class-work and fun activities

One pupil said:

"They took us all around the school so when you start school you already have these places in your mind. It made me look forward to school much more"

One parent gave feedback to say how the Summer School had helped her daughter to overcome her shyness: It taught her not to hold back, taught her that if she believes in herself she should go for it. It's brought her out of herself a little bit. It has helped her confidence and she'll do more stuff than she would have done.