



## **Pupil Premium Funding Impact Report 2023-24**

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 £1,050 per head.

Children looked after or ceased to be LAC are funded with £2,570 per head.

Service children are funded with £335 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 line with the 3-tiered approach in Education Endowment Foundation's (EEF) pupil premium guide, support/interventions must:

- support the quality of teaching, such as staff professional development.
- provide targeted academic support, such as tutoring; and
- tackle non-academic barriers to academic success, such as attendance, behaviour and social and emotional support

In the academic year 2023/24 students were eligible for the pupil premium. The following analysis includes all pupils on roll at the end of the 2023-2024 academic year.

In the academic year 2023-2024 £30,838 of Pupil Premium Grant funding was the projected budget, £31,489.99 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

<b>What areas do we need to improve?</b>	Improve the attendance and attainment of Pupil Premium pupils and overcome the barriers to learning which impede progress
<b>What <i>specific</i> impact do we intend these actions to have on standards, provision, attitudes, behaviour, efficiency, other?</b>	<p>Improve PP attendance through consistent tracking and implementation of strategies to encourage good attendance</p> <p>Enhance PP self-confidence 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 within the classroom environment</p>

## PP Action Plan for 2023-24

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?
<b>Improved attendance tracking for PP pupils and students with Social workers/free school meals or Young carers.</b>	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. HFL offering advice and support to improve attendance	Attendance of all students, including PP students to improve and reach at least national average
<b>In depth tracking and analysis of PP attainment data</b>	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
<b>Develop staff awareness and accountability of identifying and addressing barriers to learning</b>	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
<b>Build social interaction skills to raise self-esteem/confidence and wellbeing of SEMH PP students</b>	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
<b>Extend whole school initiative to improve reading, literacy and numeracy levels across the school.</b>	SLT/Form Tutors/Literacy and Numeracy leads	To identify students with low reading age and provide reading/spelling strategies and/or intervention. Phonics programme to be delivered	Reading ages increased and students developed confidence in accessing GCSE/BTEC examinations.

		Literacy and Numeracy activities are embedded and accessed through Tutor time weekly.	
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### Spending Plan for 2023/24

Expenditure department	Intervention	Summary	Funding (Actual spend)	Effectiveness and Focus
Pupil Premium	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	£3,600 (£4,070)	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  Site to site transport  Vehicle fuel/vehicle maintenance	Transportation	Transport for PP pupils who require transport to various settings and appointments.	£8,900 (£6,545)	PP pupils are able to attend school regularly and punctually in order to improve their attainment and wellbeing. PP pupils are also able to access appointments such as CAMHS sessions alongside other educational experiences. Students transported between sites. Welfare checks are carried out if students do not attend school.
Student support-uniforms	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	£790 (£935)	PP pupils have their needs met without barriers so they can continue with their learning and maximise their progress and attainment

Curriculum enhancement	Subsidised revision materials	PP supplied with revision materials/ revision books/Laptops to support their learning at home and preparation for end of course exams	£2,760 (£2,567)	<p>To support PP pupils with accessing the curriculum through using ICT.</p> <p>To support the implementation of Goggle classroom and provide each individual student in having a Chromebook.</p> <p>Functional skills booklets to access learning at home</p> <p>Food technology resources to enable PP students to access cooking skills qualifications.</p>
Trips/Visits	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	£1,680 (£1,716)	<p>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 outside the classroom environment and support curriculum delivery.</p> <p>Visits to places of worship as part of PSHME curriculum. To develop a better understanding of different faiths, race and religion whilst helping to develop empathy and social skills.</p>
External AP	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	£7875 (£6,830)	<p>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.</p> <p>D of E award resources and materials.</p> <p>Pastoral support is provided to students when accessing Alternative provision to enable success and provide a key familiar adult</p>

Therapeutic services	Counselling/ ADD-Vance/Play Therapy	Service accessible for PP pupils and family members requiring emotional and mental health support to improve their personal wellbeing and family relationships.	£7000 (£6,750)	To enable PP pupils to develop coping strategies to help them self-regulate and understand their behaviours.  In school support provided by Healthy lifestyle lead and MHST.  Family session delivered within the home from external services to support families in crisis
Staff CPD	Staff training for supporting SEND students with both Academic and SEMH needs	PP students have a range of SEND needs. Training staff to support the varying SEND needs presented alongside modifications and adaptations to the curriculum delivery for all students	£2350 (£2,675)	Staff have been provided with targeted training in how to provide bespoke support to meet the varying SEND of the PP students especially those with diagnosis of ADHD and those who have experienced ACEs.

**Total allocated expenditure = £31,490**

**Total Expenditure: £ 32,089**

**PPG Impact on Attainment 2023/24**

**Headline Results**

<b><u>Whole School Measure</u></b>	<b>2020 All</b>	<b>2020 PP</b>	<b>2021 All</b>	<b>2021 PP</b>	<b>2022 All</b>	<b>2022 PP</b>	<b>2023 All</b>	<b>2023 PP</b>	<b>2024 All</b>	<b>2024 PP</b>
<b>% students achieving 3+ High Quality KS4</b>	94%	100%	79%	88%	90%	80%	82%	71%	73%	80%

Qualifications										
% students achieving 9-5 English and Maths GCSE	0%	0%	7%	0%	10%	10%	0%	0%	0%	0%
% students achieving 9-1 English and Maths GCSE	94%	100%	79%	75%	90%	80%	82%	71%	91%	80%
% students achieving at least 1 9-1 in any GCSE or Equivalent^	100%	100%	100%	100%	90%	80%	91%	86%	91%	80%
% students achieving at least 1 Pass in any qualification	100%	100%	100%	100%	100%	100%	100%	100%	91%	91%

#### GCSE 5 Grade 9-1 Measures

	2019	2020	2021	2022	2023	2024
5 9-1 All pupils	83%	81%	86%	70%	73%	82%
5 9-1 Non PP	63%	67%	67%	10%	27%	80%
5 9-1 PP	80%	92%	75%	60%	71%	83%
Difference	+17%	+25%	+8%	+50%	+44%	+3%
9-1 E&M All pupils	57%	94%	79%	90%	91%	91%
9-1 E&M Non PP	50%	67%	83%	10%	100%	100%
9-1 E&M PP	80%	100%	75%	80%	86%	80%
Difference	+30%	+33%	-8%	+70%	-14%	-20%

Year in year PP attainment data changes and this is usually dependent on factors that go beyond school's control. We have one PP student that has had significant moves of placement throughout Yr11 and has not accessed Education due to being Exploited and groomed. He was not able to access online offers and other offers of support to access Education through his time in Yr11 and was supported by his Social Care team.

We have one PP student who gained grade 4 and above in Maths and English alongside 4 Level 2 qualifications at both Pass and Merit BTEC level which has helped secure her Level 3 College course. All PP students, apart from one student, gained at least one GCSE qualification whilst others gained Merits and Distinctions in some BTEC Level 2 courses.

### **Impact of strategies and support implemented from the 2023-24 PP Spending plan**

- Catch-up sessions were provided to all PP students to facilitate progression towards their target grade with students attending on an ad-hoc basis which hindered impact.
- PP students demonstrated and shared that their ability to interact and communicate pro-socially had been developed. Many had raised self-esteem and wellbeing through competing Enrichment activities at Lunchtime and after school as well as accessing work experience placements and College provision. This has provided them with a more confident approach in accessing their Post 16 provisions.
- Breakfast made available to all students on arrival to school and once a week hot breakfast provided-meeting basic needs to prepare students for learning.
- CPD – Staff training on Google classroom which provided an opportunity for students to have further support accessing the curriculum, developing ICT skills and alleviating the low literacy barrier. Chromebooks are used more often, and voice dictation facility is being encouraged to help highlight the knowledge that they have but may not always be able to articulate in written form.
- School uniform and clothing/ equipment for specific learning provided to PP students to ensure all students can engage and access their learning. Students often came in requiring uniform support and replacements throughout the year.
- Woollam Crescent site offered Construction and Home Cooking qualifications at Level 2 to provide access and a wider curriculum access for all students at Woollam

### **PP Action Plan for 2024/25**

The main areas of focus in 2024/25 continue to improve the attendance and attainment of Pupil Premium pupils and overcome barriers to learning are set out below:

- Continue to improve attendance for PP pupils through improved attendance intervention, school cooked lunch, incentives and support for the families of PP students.
- Accessing Early Help for families and students who require additional support and signposting as soon as need is identified. Use of VSEND parent tool to support.
- Embed Reading for both pleasure and attainment across the whole school using a range of resources and initiatives.





- Implement and deliver alternative GCSE English course to enable ease of access to all students completing GCSE alongside embedding the new Vocational course specifications.
- PP students attending our Woollam Crescent site will have a widened curriculum offer and bespoke provision to enable success