

# Pupil Premium 3 Year Strategic Summary 2019-2020

2019 - 2020

## Teaching & Learning

- Continue First PP classroom initiative (includes appropriate set)
- Continue to embed The KGA Learning Cycle
- Raise profile of Cloud 9 for HPA PP pupils
- Review curriculum sequence to ensure it is knowledge rich and increases cultural capital
- Launch literacy tutor programme focussing on increasing vocabulary and increasing reading opportunities
- Launch Seneca for Year 11 and 13
- Trial PP champion role for small group work and mentoring

## Outcomes & Groups

- Ensure the proportion of disadvantaged pupils accessing the EBACC curriculum exceeds the national average for non-disadvantaged (44% in 2019)
- Raising standards meetings focussing on PP pupils
- Early academic mentoring of HPA PP pupils
- Boys mentoring in Year 10/11
- Social skills and academic support throughout KS3
- Priority involvement in GCSE intervention
- Access to revision resources

## Culture & Aspiration

- Increase in school attendance meetings focussing on disadvantaged pupils
- Leadership opportunities in the new house system
- Careers personal guidance, visits and work experiences
- Mentoring/enrichment: *Youth Adventure Trust, business mentoring, boys mentoring, Scholars programme in KS3; Bike project, DofE*
- Monitor PP involvement in KGplus

2020 - 2021

## **In addition to 2019-20:**

- Appoint PP champion
- Trial Year 7 success lounge
- Develop sharing of Teaching and Learning strategies across the RWBA Trust

## **In addition to 2019-20:**

- Develop 1-1 mentoring programmes
- Increase provision in the Gateway centre to expand the range of KS4 courses

## **In addition to 2019-20:**

- Appoint Deputy Head of KS3 with a specific focus on KS3 disadvantaged attendance
- Develop PP involvement in Power 10

2021 - 2022

## **Overarching aim:**

- Quality first teaching that personalises the learning experience, informed by an understanding of the context specific barriers to learning (skills for academic success, aspirations, pastoral (safeguarding/behavioural), attendance, parental engagement).

## **Overarching aim:**

- Close the gap between the progress and attainment of disadvantaged pupils and the national average of non-disadvantaged pupils.

## **Overarching aim:**

- Engender a passion for education which is reflected in the attendance of disadvantaged pupils exceeding 95%.

# Pupil Premium Action Plan 2019-2020

## Pupil Premium Intent

Kingsbury Green Academy will close the gap between the progress and attainment of disadvantaged pupils and the national average of non-disadvantaged pupils through addressing the identified barriers to learning (skills for academic success (prior learning experiences including low literacy and numeracy), aspirations, pastoral (safeguarding/behavioural), attendance, parental engagement and service children).

## Pupil Premium Aims

Aims to address barriers to learning:

1. Ensure a personal approach to teaching, learning and intervention across all year groups, subjects and transition points to achieve better than expected progress.
2. Provide access to life experiences regarding personal development with the intention of building aspiration, ambition and motivation including offering social and mental support to enhance long term engagement in learning.
3. Evaluate the impact of Aims 1 and 2 through the tracking of attendance, attainment and A2L data to ensure better than expected progress and achievement for pupil premium pupils.

## Pupil Premium Student Profile 2019-2020

Group	No. of pupils	% of school population	Funding per pupil	Total funding 19-20 (*1)
<b>Total no. of pupils in school (Yrs 7-13)</b>	803			
<b>Adopted, In care or Looked After child</b>	4 (2 LAC)	0.5%	£2300	£9200
<b>FSM</b>	106	13.2%	Included in Ever6	
<b>FSMEver 6 (includes FSM)</b>	179^ (+14 in Y12/13)	24%	£935	£167365
<b>Service Children</b>	51	6.4%	£300	£15300
<b>Total Pupil Premium numbers</b>	222	27.8%		£191865

\*1 - No funding is received by the school for Year 7 until the following academic year.

- The funds run as a finance year from April to April so this table will be updated from May 2019 and is currently approximate.

- No funds are received for students in Year 12/13 but PP students are flagged as of end of KS4 to ensure PP plan implementation continues

^ 2 pupils receive FSMEver6 in LAC funding

## Pupil Premium Evidence of Impact Summary 2018- 2019

(See parent school JBS evaluation for strategy level impact evaluation)

### Attendance

Overall Attendance	2017-18	2018-19	Improvement	2019-20 Jan Review
PP	88.1%	90.6%	2.5%	89.2%
Non PP	93.1%	93.8%	0.7%	94.6%
Gap	-5%	-3.2%	1.8%	-5.4%

Persistent Absence	2017-18	2018-19	Improvement	2019-20 Jan Review
PP	32.0%	30.4%	-1.6%	31.8%
Non PP	12.7%	12.2%	-0.5%	13.7%
Gap	19.3%	18.2%	-1.1%	18.1%

### Progress 8

P8	2017-18	2018-19	Improvement
Whole Cohort	-0.19	-0.17	0.02
PP	-0.97	-0.86	0.11
Non PP	-0.02	0	0.02
Gap	-0.95	-0.86	0.09

### English and Maths 4+/5+

Category	2017-18	2018-19	Improvement	2019-20 Jan Review
4+ PP	38%	38%	0%	48%
4+ Non PP	73%	70%	-3%	70%
4+ Gap	-35%	-32%	3%	-22%
5+ PP	24%	11%	-13%	24%
5+ Non PP	53%	48%	-5%	45%
5+ Gap	-29%	-37%	-8%	-21%

Intent - Leadership	Implementation ( <i>Evidence to support</i> )	Planned Impact and Success Criteria	Evaluation of Impact Autumn 2020
<p>PP pupils central in all strategic decisions</p>	<p>Member of SLT assigned to planning, implementing and evaluation PP strategy and training staff. Responsible for networking and sharing best practice. (<i>OFSTED 2013: The Pupil Premium; how schools are spending the funding.</i>) <a href="#">£19968</a></p> <p>Curriculum and pastoral meetings always have PP pupils on the agenda, facilitated by photographs of PP pupils and a central student database. <a href="#">£INSET time</a></p>	<p>P8 and attendance in line with or above the national average for non PP pupils.</p>	
Intent - Barrier: Academic Achievement	Implementation ( <i>Evidence to support</i> )	Planned Impact and Success Criteria	Evaluation of Impact Autumn 2020
<p>Quality first teaching</p>	<p>Curriculum sequenced with disadvantaged pupils as the first thought in planning e.g. prior learning/experiences not assumed. (<i>Young et al 2004</i>) <a href="#">£INSET time</a></p> <p>Lessons consistently delivered using the learning cycle and First PP. (<i>EEF + 7months metacognition, DfE 2015: Supporting the attainment of disadvantaged pupils.</i>) <a href="#">£INSET time</a></p> <p>Assessment cycle sequenced and makes progress visible to pupils. Gives dedicated time for improvement and reflection (DIRT) (<i>DfE 2015: Supporting the attainment of disadvantaged pupils, EEF +8months, feedback</i>) <a href="#">£INSET time</a></p> <p>Distribution of PP pupils analysed to ensure grouping accelerates progress of PP pupils. (<i>Marc Rowland PP guide: quality first, consistent teaching is the most important in closing the attainment gap.</i>) <a href="#">£SLT time</a></p> <p>Mint seating plans allowing staff to easily identify PP pupils without increasing workload. (<i>EEF guide to PP, every student is an individual and must work to overcome individual barriers.</i>) <a href="#">£950</a></p> <p>Homework clubs and show my homework (EEF +5 months, homework) <a href="#">£1992</a></p>	<p>Progress of PP pupils in line with non PP which will be monitored through:</p> <ul style="list-style-type: none"> <li>• 80% of learning walks having a PP focus and will show implementation of First PP</li> <li>• PP department audits</li> <li>• Student voice and work scrutiny will suggest an improved understanding of learning journey amongst PP pupils through embedding the learning cycle</li> </ul>	

<p>Close the achievement gap through academic interventions guided from appropriate data collection</p>	<p>Teaching assistants following TA First PP (<i>EEF + 1 month teaching assistants</i>) 40% of cost £32880</p> <p>Numeracy and Literacy HLTAs delivering nurture groups to catch up primarily in KS3 (<i>EEF + 4months small group intervention</i>) 60% of cost £22500</p> <p>Numeracy interventions in tutor time in KS3 to accelerate PP progress. (<i>EEF + 4months small group intervention</i>) £HLTA</p> <p>Literacy interventions to ensure all PP pupils have reading ages inline or above chronological age. (Nessy, Lexia, Accelerated Reader, Reading Buddies, Reading Challenge, subscription to First News and Science and Nature, whole school POWER initiative to address disadvantaged vocabulary and reading gap) (<i>EEF +6 months, reading comprehension interventions</i>) £HLTA + £213</p> <p>GCSE tutor time interventions in maths, English and science prioritised to PP. (<i>EEF + 4months small group intervention</i>) £Director contact time</p> <p>KGXi intervention days for GCSE maths, English and science prioritised to PP. £500</p> <p>Trust wide student success conferences prioritised to PP. £200</p> <p>Small group and 1-1 tuition in maths and English through Launch to Learn and the Gateway Centre for PP pupils in KS4. (<i>EEF +5months, 1-1 tuition</i>) £800</p> <p>Seneca launched to encourage independent learning and ongoing revision. (<i>EEF +4months, digital technology</i>) £300</p> <p>Raising standards meetings to assign interventions following data reports. (<i>DfE 2015: Supporting the attainment of disadvantaged students</i>) £SLT, HOK, PSA time</p>	<p>Progress of PP pupils in line with non PP which will be monitored through:</p> <ul style="list-style-type: none"> <li>• Biannual data collection showing PP progress in line with non PP</li> <li>• English and maths catch up showing reading age improvement and mastery of key numeracy skills</li> <li>• Student voice showing pupils feel intervention is beneficial</li> <li>• Work scrutiny shows progress over time</li> <li>• Attendance at interventions is greater than 85%</li> <li>• Participation in Seneca for PP is in line with or above non PP</li> </ul>	
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Access to resources	<p>Resources will be subsidised to support learning up to £3000.</p> <p>Includes:</p> <ul style="list-style-type: none"> <li>• Stationery <b>£100</b></li> <li>• Revision guides supplied to PP pupils in KS4 <b>£1200</b></li> <li>• Art/photography resources supplied to PP pupils in KS4 <b>£200</b></li> <li>• Food ingredients supplied to PP pupils <b>£100</b></li> <li>• Scientific calculators supplied to PP pupils <b>£300</b></li> </ul>	<p>Progress of PP pupils will not be hampered by insufficient resources. This will be monitored on a student by student basis with requests being the responsibility of any adult working with PP pupils. Requests will be made with clear rationale and measurable impact.</p>	
Academic mentoring assigned by appropriate data tracking	<p>Mentoring and in class support of PP pupils in Year 7, 10 and 11 with a focus on literacy, aspiration and A2L from PP champion. <i>(EEF +3 months, individualised instruction)</i> <b>£7871</b></p> <p>1-1 parent meetings for Year 11 PP pupils. <i>(EEF +3 months parental engagement)</i> <b>£SLT time</b></p> <p>PP pupils given extra guidance through the Year 9 and Year 11 options processes. <b>£SLT time</b></p> <p>More able PP pupils of concern mentored in Key Stage 3/4 and given group sessions reflecting on their subject level performance. <i>(EEF +7months, metacognition)</i> <b>£SLT time and more able champion time</b></p> <p>GCSE success lounge targeted invites to PP pupils which covers advice on how to reach Grade 7+ in Year 10 and 11 during Term 4 including peer tuition from sixth form. <i>(EEF +5months, peer tuition)</i> <b>£SLT time</b></p>	<p>Progress of PP pupils in line with non PP which will be monitored through:</p> <ul style="list-style-type: none"> <li>• All PP pupils in Year 7, 10 and 11 will be supported lessons and their A2L will be tracked each term</li> <li>• Meeting notes and actions</li> <li>• Percentage of PP pupils studying EBAC in Year 11 increasing from 10% in 2019 to 40% in Year 10</li> <li>• Number of PP pupils completing sixth form continues to increase</li> <li>• Raising Standards Meetings</li> </ul>	
Primary transition	<p>Head of Key Stage 3 and Year 7 PSA to gather information on PP pupils to ensure a smooth transition. <b>£HOKS time</b></p>	<p>Smooth transition from Year 6 to Year 7 monitored through:</p> <ul style="list-style-type: none"> <li>• Behavioural referrals in Year 7 show PP in line with non-PP</li> <li>• Parental engagement and attendance to events at 90%</li> </ul>	

Intent - Barrier: Aspiration	Implementation ( <i>Evidence to support</i> )	Planned Impact and Success Criteria	Evaluation of Impact Autumn 2020
<p>Access to experiences to raise aspirations and increase cultural and social capital.</p>	<p>Subsidised music tuition (<i>EEF + 2 months, arts participation</i>) £1800</p> <p>Subsidised educational trips and Duke of Edinburgh (<i>EEF +4months, outdoor adventure learning</i>) £530</p> <p>Access to higher education and higher level apprenticeship trips and visits (<i>School and college-level Strategies to Raise Aspirations of High-achieving Disadvantaged Pupils to Pursue Higher Education Investigation January 2014</i>) £400</p> <p>Student leadership and prioritisation of experiences through the house system to build resilience £400</p> <p>Priority booking on KG Scholars for events and priority intervention £300</p> <p>All PP pupils will receive guidance in finding work experience in Year 10 and Year 12 (<i>School and College-level Strategies to Raise Aspirations of High-achieving Disadvantaged Pupils to Pursue Higher Education Investigation January 2014</i>) £2000</p> <p>Tracking of attendance to all enrichment activities and intervene if PP pupils are not engaging. (<i>Nuffield Foundation 2016 – extracurricular clubs boost performance of disadvantaged students</i>) £Enrichment co-ordinator time</p> <p>Youth Adventure Trust for Year 7 and 8 pupils (<i>EEF +4months, outdoor adventure learning</i>) £PSA time</p> <p>Recycling bike scheme (<i>Nuffield Foundation 2016 – extracurricular clubs boost performance of disadvantaged students</i>) £Teacher time</p>	<p>Increased aspirations leading to progress and destination of PP pupils being in line with non PP which will be monitored through:</p> <ul style="list-style-type: none"> <li>• Attendance to enrichment events – all PP pupils to attend at least one enrichment activity</li> <li>• WEX placements secured in appropriate work places for all PP pupils</li> <li>• Student voice indicates increase aspirations</li> <li>• Raising Standards Meetings</li> </ul>	
<p>Mentoring to improve aspirations and in turn A2L and progress</p>	<p>Careers meetings for all PP pupils in KS4 and KS5 (<i>School and College-level Strategies to Raise Aspirations of High-achieving Disadvantaged Pupils to Pursue Higher Education Investigation January 2014</i>) £2000</p> <p>Year 10 and 11 aspiration mentoring from Cameron Parker £2500</p>	<p>Progress and attendance of PP pupils in line with non PP which will be monitored through:</p>	

	<p>Herman Miller business mentoring for Year 9 PP pupils £Provided by West of England mentoring</p> <p>Boys group A2L mentoring in Years 7, 8 and 9 £Boys co-ordinator, PSA and PP champion time</p>	<ul style="list-style-type: none"> <li>• Student voice positive on interventions</li> <li>• PP behavioural referrals reduce for PP pupils from 2018/19</li> <li>• A2L improvements for from 2018/19</li> </ul>	
<b>Intent - Barrier: Pastoral (Safeguarding/Behaviour)</b>	<b>Implementation (Evidence to support)</b>	<b>Planned Impact and Success Criteria</b>	<b>Evaluation of Impact Autumn 2020</b>
Highest behaviour expectations for PP pupils	<p>PSA and HOK of intervention and monitoring (EEF +4 months behavioural interventions) £24425</p> <p>Loan of uniform, including PE kit £800</p> <p>Boys mentoring programme in Year 7,8 and 9 £Boys co-ordinator, PSA and PP champion time</p>	<p>Reduction in behavioural referrals for PP pupils throughout 2019/20.</p> <p>Exclusions for PP pupils lower than 2018/19.</p>	
Emotional and welfare support	<p>Learning advisors to support programmes such as:</p> <ul style="list-style-type: none"> <li>• Confident learners</li> <li>• Alternative and flexible provision</li> <li>• Behavioural intervention</li> <li>• Counselling</li> <li>• Home/School relationships</li> <li>• Exam stress</li> </ul> <p>(EEF +4months, social and emotional learning) 50% of cost £23901</p> <p>Gateway Centre to provide small group bespoke provision (EEF +4months, social emotional learning, +4 months small group tuition) £19525</p> <p>Youth Adventure Trust for Year 7 and 8 pupils £PSA time</p> <p>Transport £230</p>	<p>All disadvantaged pupils in Year 11 will go on to access FE at the end of 2019/2020.</p> <p>The number of pupils in Year 11 alternative and flexible achieving GCSE passes in 5 or more subjects will increase.</p> <p>Student voice of PP pupils will suggest pupils are happy in school.</p>	



<b>Intent - Barrier: Attendance</b>	<b>Implementation (Evidence to support)</b>	<b>Planned Impact and Success Criteria</b>	<b>Evaluation of Impact Autumn 2020</b>
Raise attendance of PP pupils to be in line with the national average	<p>Attendance officer focussing on PP first (Taylor, C. Attendance importance on progress) 50% of cost £10400</p> <p>Tutor discussions after every absence (Taylor, C. Attendance importance on progress) £Tutor time</p> <p>Attendance contracts and parental meetings (Taylor, C. Attendance importance on progress) £HOKs, PSA, SLT time</p> <p>Attendance rewards and celebrations (Taylor, C. Attendance importance on progress) £300</p>	Attendance of PP pupils in line with or above national non PP measured through termly reports.	.
<b>Intent - Barrier: Parental Engagement</b>	<b>Implementation (Evidence to support)</b>	<b>Planned Impact and Success Criteria</b>	<b>Evaluation of Impact Autumn 2020</b>
Increase parental engagement in learning journey for PP pupils	<p>Increased contact of positive messages e.g. student of the week that is tracked for PP. (EEF +3 months, parental involvement) £PSA, teacher time</p> <p>Parental resource pack produced for Year 11 revision along with parent revision workshops that have targeted invites to PP pupils. (EEF +3 months, parental involvement) £HOK time</p> <p>Year 10 and 11 aspiration mentoring from Cameron Parker has regular parent involvement. (EEF +3 months, parental involvement) £Cost already stated</p> <p>Personal invitation phone calls for PP parents to parents evening and assistance with travel. (EEF +3 months, parental involvement) PSA time + £200</p>	90% attendance at events for PP pupils	
<b>Intent – Barrier: Service</b>	<b>Implementation (Evidence to support)</b>	<b>Planned Impact and Success Criteria</b>	<b>Evaluation of Impact Autumn 2020</b>
Catch up programmes and school transfer support	<p>Priority access to intervention £Cost already stated</p> <p>Catch up when change of exam board/course occurs £PP Champion support and teacher time</p>	Service children make progress in line or above non-disadvantaged peers, monitored through biannual data collection.	

Emotional support	<p>Service student meetings through MKC Heroes (<i>British Legion</i>) £30</p> <p>Additional PSA monitoring during periods of deployment (<i>Ofsted 2011 – dealing with anxiety of deployment</i>) <i>£cost stated previously</i></p> <p>Access to counselling (<i>Ofsted 2011</i>) <i>£cost stated previously</i></p> <p>Scrap book for service pupils leaving (<i>Outcome of student voice 2018</i>) £30</p> <p>Service children ambassadors (<i>Outcome of student voice 2018</i>) £30</p>	Service children are happy and settled in school as indicated in student voice and attendance figures.	
<b>Total Cost:</b>	<b>£180645 (initial prediction, pupil numbers updated in January review)</b>		

The pupil premium plan was reviewed in January 2020 and will be evaluated in Autumn 2020

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## Glossary

<b>A2L</b>	Attitude to Learning – engagement, pride in work, behaviour and homework
<b>A+F</b>	Alternative and flexible, an adaptation of a student’s curriculum to meet their needs
<b>A8</b>	Attainment 8, the average performance of pupils across 8 qualifications
<b>CPD</b>	Continuing professional development
<b>D of E</b>	Duke of Edinburgh award
<b>EWO</b>	Education Welfare Officer
<b>EEF</b>	Education Endowment Fund. A charity that undertakes rigorous evaluation of projects to identify the most successful in challenging the progress and attainment gap of disadvantaged learners.
<b>FSM</b>	Free School Meals
<b>FSMEver6</b>	Free School Meals have been claimed at some point in the last 6 years, qualifies for pupil premium funding
<b>HLTA</b>	Higher Level Teaching Assistant
<b>HPA</b>	High prior attaining student
<b>HOKs</b>	Head of Key Stage
<b>INSET</b>	In School Training
<b>LAC</b>	Looked after child
<b>LPA</b>	Low prior attaining student (Level 3 or less than 90)
<b>MPA</b>	Mid prior attaining student (Level 4 of between 90 and 110)
<b>NA</b>	National Average
<b>NEETS</b>	A student not in education, employment or training
<b>P8</b>	Progress 8, a measure of a student’s progress from the end of Key Stage 2 until the end of Key Stage 4 in 8 subjects
<b>PSA</b>	Pastoral support assistant
<b>PP</b>	Pupil Premium, additional money for schools to boost attainment of disadvantaged pupils
<b>SENCO</b>	Special Educational Needs Co-ordinator
<b>SEND</b>	Special Educational Needs or Disability
<b>SLT</b>	Senior Leadership Team
<b>TA</b>	Teaching Assistant
<b>TLA</b>	Teaching and learning audit, a series of observations to monitor teaching and learning
<b>TLR</b>	Teaching and learning responsibility