

## **Chiltern Hills Academy Pupil Premium Report – 2014-15 (including projected spend 2015/16)**

### **What is Pupil Premium?**

The Pupil Premium (PP) is additional funding given to schools in England to raise the attainment of disadvantaged students and close the achievement gap between them and their peers. In 2015 the attainment gap measure compared those students eligible for the funding (PP) to those students that don't fulfil the criteria (non PP) in gaining 5 A\*-C including English and maths.

The funding is available to the following groups of students:

- Students who are eligible for Free School Meals (FSM)
- Students that have been eligible for FSM in the last six years (FSM Ever 6)
- Students who are looked after or in care (CLA)
- Students who are under Special Guardianship
- Students from a Forces background

<b>Pupil Premium Impact figures</b>			
	<b>2013</b>	<b>2014</b>	<b>2015</b>
% 5+ A*-C inc E & m	<b>25</b>	<b>13</b>	<b>43</b>
% Gap PP and non PP	<b>43</b>	<b>37</b>	<b>13</b>

The academy receives quarterly funding for each of the groups of students in varying amounts, which must be used to support students or take away financial barriers that could be hindering their progress within school. The government expects the Academy to track each of the student's progress, analyse how the funding is being spent and measure the impact of the intervention.

## Academy Spending

At Chiltern Hills Academy we currently have 176 students in years 7-11 that are eligible for Pupil Premium funding and therefore our funding equates to **£164,560 plus £13,300** including 7 students receiving Pupil Premium Grant + (**£1900 per student**)

**Total 2015/16 = 177,860**

The Pupil Premium funding is being spent on the following areas:

<b>Pupil Premium Expenditure 2014/15</b>			
<b>Detailed allocation for the year 2014-15</b>	<b>Allocated</b>	<b>Actual Cost</b>	<b>Projected Spend 2015/16</b>
<b>School Counsellor</b> (30% are eligible for the funding) Plus 1 day from April - July	£7000	£7326	£13500
<b>Pupil Premium Key Worker (4 days) Bucks pay 2</b>			£13000
<b>Pupil Premium Champion</b>			£1545
<b>Attendance Officer (2 days for PP intervention) Bucks pay L2</b>			£7500
<b>SLT overview</b> (monitor, maintain high profile, line manage PP champion and PP keyworker)	£15000	£15000	£15000
<b>Administration support (Deputy Safeguarding)</b> Day to day contact with parents, attending core group/case conferences and preparing data/presentations	£16200	£16200	£16500
<b>Department requests</b> (revision guides, catering, revision sessions) Enrichment, trips, visits)	£11000	£9605	£10000
<b>Administration support (SIMS)</b>	£1250	£1250	£1500
<b>Keyworker projects</b> (self-esteem breakfast programme)	£175	£275	£250

<b>KS3 intervention plan</b> (staff for Literacy/math's intervention – one day per week))	£7200	£7200	£7500
<b>Student Welfare</b> (catering, taxis)	£1250	£1750	£2000
<b>KS4 support</b> (revision classes on preparation for exams)	£5250	£5188	£5000
<b>Play Therapy</b> (adopted from care)	£1000	£165	
<b>Mindfulness course</b>			£800
<b>Learning Zone</b> A dedicated member of staff supports individual students and small groups of students. Groups work includes self-esteem, resilience and managing stress	£30000	£30000	£30000
<b>Staff Training</b> (training for staff and teaching assistants to support students within the curriculum, internal inset sessions x3), bring and brag prep and delivery	£5000	£5000	£5000
<b>Hardship fund</b> (books and uniform)	£1000	£851	£1000
<b>Year 11 Intervention tuition (external Ahead Tuition)</b>	£6000	£3380	£4000
<b>Year 10 Maximise Your Potential</b> (external workshop provider)	£800	£680	£680
<b>Alternative pathways</b> (college courses, PRU)	£7500 (£43 per day)	£6942	£6000
<b>External vocational courses (Skidz)</b> (currently 6 students)	£6500	£5547	£5500
<b>EAL intervention</b> (1 and ½ days per week)	£7000	£7300	£6300
<b>Educational Psychologist assessments</b> (3 students)	£2500	£1725	£2000
<b>Additional careers advice to current connexions sessions</b>	£1500	£1500	£1500

<b>Ethnic Minority Officer</b> (1 day per week)	£3500	£4800	£4800
<b>Catch-up reading programme</b>	£15000	£15000	£15000
<b>Attendance rewards</b>		£1000	£1000
<b>Afterschool revision catering</b>		£1200	£1000
<b>CATS</b> (additional testing)		£250	£150
<b>Y8 Battlefields trip</b>		£2540	£500
<b>Individual trips payment</b> (Iceland, Paris, Barcelona)		£4400	£3500
<b>Revision materials</b> (additional)		£2500	£2500
<b>Adoption staff training</b>			£150
<b>Totals</b>	<b>£151625</b>	<b>£158574</b>	<b>£177995</b>

<b>Additional monies received</b>		
<b>BLT Narrowing the Gap</b> Pupil Premium Keyworker Pupil Premium Champion	£15000 £1500 (TLR3c)	£4000
BLT GCSE maths and English support	£2000	

## What are we doing?

In short, we aim to improve the progress and attainment of students eligible for Pupil Premium funding and remove barriers to learning.

To date we have 176 students eligible for PP funding spread across key stage 3 and 4 within the Academy (approximately 27% of the Academy population).

Each of the groups of students have varying levels of need and sometimes require targeted intervention to ensure they are making the expected progress. Students are monitored on an individual basis and rigorous tracking by the vice principal, pupil premium champion and recently appointed pupil premium keyworker ensures no students are missed.

Our pupil premium keyworker targets individual students through data collection, interviews students and meets parents to establish if there are any barriers to learning. In discussion with the student and when appropriate their parents, a plan is put together to address their needs tailored to their individual circumstances. Interventions may be of a pastoral nature but is mostly geared towards student academic progress.

Each subject area can bid for funds in order to provide interventions to narrow the gap within their subject. The bidding process is both rigorous and thorough. The teacher/subject leader/support staff completes a funding form and then meets with the vice principal to discuss the detail making any necessary adjustments to the initial bid. Every intervention is assessed in terms of the impact and is carefully monitored. Below is a list of interventions we currently have in place.

### **Interventions**

KS4 maths provision (external provider)	Year 8 literacy breakfast club	Revision guides (various subjects)	Educake (science software)
Study skills sessions	Educational visits	Key stage 3 maths timetables	Drama workshop (external provider)
Business studies 'pizza' and revision	English small tuition	Uniform support	Play Therapy (adopted from care)
History 'croissant breakfast' revision	Music instrumental lessons	Spanish one to one lesson support	Counselling

### **What impact has this had upon subject areas?**

By implementing the various interventions, it has raised the profile of students eligible for the Pupil Premium funding across all departments and this has enabled staff and students to feel supported in improving progress. Pupil Premium is a standing item at all meetings and therefore is continually discussed through each term and academic year. Subject areas have bid for funds and there are numerous interventions now in place across the Academy tailored to the needs of the students in each subject area. Every subject area has a pupil premium mini champion and it is their responsibility to lead the discussion at subject area meetings and feedback to the Academy's pupil premium champion.

### **Successful Interventions**

As a result of the drive for pupil premium and narrowing the gap programmes we are in a positive position following successful examination results in 2015. There have been numerous successful interventions throughout last academic year including:

### **Bring and Brag 2015 (Feb – July)**

Every Friday a different department presents a 5 minute summary showcasing successful strategies within their subject area to share good practice. From February until July the focus has been Pupil Premium initiatives and interventions in their subject area; this programme maintains the high profile necessary to ensure Pupil Premium students remain a priority and as a result it becomes the responsibility for all.

In addition subject leaders have identified on their department development plans which areas they need to improve with regard to pupil premium. Plans are reviewed in line management meetings on a termly basis.

### **Breakfast and history revision**

A weekly history revision coupled with croissants and drinks where pupil premium students were targeted and regularly attended resulting in 82% A\*-C having a clear impact on performance.

### **KS3 Timetables**

Students that were not yet secure in their times tables were identified and invited to a daily times tables 2 minute challenge. All Year 8s that needed support were targeted including over 50% that were pupil premium. This daily intervention programme has proved hugely successful so many are now secure in their timetable knowledge and can apply this in lessons. The most recent progress check for current Year 9 shows relatively lower underachievement in maths of those students involved in the programme.

### **What do we use to measure progress?**

The pupil premium champion and keyworker work alongside the vice principal to monitor and track students' progress and attendance. An attendance officer role is planned for the spring term and will work closely with the pupil premium team. The half termly progress check is analysed and students falling behind expectations are identified and shared with staff at all levels. Regular meetings concerning individual students take place to decide if further intervention is necessary.

## **Levels of Support and Intervention**

There are three levels of support we will implement in order to tailor support packages to suit the needs of all types of students eligible for PP:

<b>Level of Support and Intervention</b>		
Level 1	Basics	Support with equipment, travel, clothing and access to education trips
Level 2	Basics + Individual support	– Academic Intervention Strategies and Pastoral Support, counselling, group work
Level 3	Basics, Individual Support + Family Support	Home Academy Link, Equipment at home, parent meetings, Individual work with PP Keyworker and Outside Agencies

## **What are we doing to ensure continued progress?**

In response to the way that student progress is measured by Ofsted and the Government we need to ensure we track and monitor students carefully and respond accordingly to the changes being implemented. Each student's progress is rigorously monitored from KS2 all the way through to their GCSE exams by the Pupil Premium team, subject leaders and individual teachers/support staff.

## Case Studies

We are currently undertaking a number of case studies on Pupil Premium students across all years. The students have been selected for a range of different reasons; these include underachievement, poor attendance and issues surrounding emotional well-being.

### **Student A:**

**Is in Year 10 and has an attendance of 78.3% (Sept). He is currently under achieving in 5 subjects which are two grades or below target. The PP keyworker has met with the student and parent to discuss attendance and participation rates. This was a positive meeting and attendance has improved since as well as motivation in certain subjects. Interventions have included being taken out of core PE to complete drama coursework which has also had a positive impact. Student A is on target for two subjects, one of which is Maths which he enjoys. The PP Keyworker will be working closely with student A over the next term to support attendance and curriculum issues.**

**Attendance figure as at June 4 2015 is 82.6% (increase of 4.3%)**

**Attendance figure as at Dec 2 2015 is 94.1% (increase of 11.5%)**

### **Student B:**

**Is in Year 7 and has an attendance of 64.8% which is an improvement from last term. She is currently under achieving in 6 subjects with 3 subjects two or more sub levels below target. The PP keyworker has met with the student and parents to discuss the attendance issues. The school have provided funding for student B to attend a weekly kickboxing class as this is something that she is interested in. We will also be providing monthly rewards for better attendance. Student B also has some difficult living arrangements with which the school are trying to assist.**

**Attendance figure as at June 4 2015 is 67.7% (increase of 2.9%)**

**Attendance figure as at Dec 2 2015 is 68.6% (increase of 0.9%)**



## **Planned Support Programme 2015/16**

We will be continuing with many of the interventions that have been successful such as EDUCAKE in science and RockStar in maths. The pupil premium team meet monthly to review the progress and interventions programme for individuals and groups of students. We are continually looking to explore other ways of supporting students at the Academy. Below is a list of interventions that are planned for this academic year:

### **Key Stage 3**

- The geography department have purchased a weather station and will be running an extra-curricular club targeting primarily pupil premium students that are underachieving in geography.
- In maths, underachieving Year 8 students take part in weekly mentoring where they are paired with more able Year 9s. Every Monday morning students meet and spend 20 minutes working through set tasks in a booklet. The tests are then marked by the Year 9s and through peer mentoring these students support their partners in understanding maths concepts. Progress is being monitored and reviewed at a half termly basis. The intervention is fluid and therefore some students will move on and off the programme as is necessary.
- A Mindfulness course is planned for the spring term for students that require extra support with managing anxiety.
- We have invited a specialist play therapist to provide specific guidance for staff to gain a better understanding children adopted from care and how staff can support this group of students.
- In PE the funding application for a Wi-Fit was supported and identified students are attending a fitness class combining gaming and exercise to motivate and increase students' fitness levels

### **Key Stage 4**

- Our pupil premium keyworker is working specifically with individual students presenting difficulty engaging with the curriculum. A number of case studies are being undertaken to assess and review progress of these students.
- Maths and English intervention has started a lot earlier this year and students are regularly attending after school sessions with Ahead Tuition. Attendance is monitored closely and regular contact with parents is proving successful.
- We have partly funded three students to take part in an overseas education visit.