

Khalsa Secondary Academy

Pupil Premium Grant expenditure 2016/17

The Government believes that the Pupil Premium Grant (PPG), which is additional to main school funding, is one of the best ways to address the current underlying inequalities between children eligible for free school meals (FSM) and their wealthier peers by ensuring that funding to tackle disadvantage reaches the pupils who need it most.

Schools are free to spend the PPG as they see fit. However they are accountable for how they have used the additional funding to support students from low-income families. Measures of success are included in the DfE performance tables; these capture the achievement of those deprived students covered by the Pupil Premium.

Number of students and pupil premium grant (PPG) received	
Total number of pupils on roll	323
Total number of pupils eligible for PPG	43
Amount of PPG received per pupil	£957.44
Total amount of PPG received	£41,170

Break down of PPG students per year group

Year Group	Student Numbers	PPG Students
Year 7	76	5
Year 8	71	11
Year 9	79	12
Year 10	66	11
Year 11	28	4
Total	320	43

CLA (Looked after children) at Khalsa Secondary Academy

Student	Year Group	Local Authority
1	9	Buckinghamshire
2	8	Buckinghamshire

PPG funding has been used in a variety of ways at Khalsa Secondary Academy to boost the outcomes of our Pupil Premium students:

1. Financial support for educational trips, visits and revision programmes
2. Teaching Assistants
3. An Attendance officer to work with students and families whose attendance is a cause for concern
4. After school sports coaching
5. Additional targeted revision classes
6. Revision guides and materials for students
7. Dictionaries and Thesauruses
8. We employ a Counsellor
9. CAMHS – Emotional Health and Well Being
10. Comprehensive careers advisory service and programme (Careers Education, Information Advice and Guidance (CEIAG) and Work Related Learning (WRL))

Disadvantaged students receive additional support for examinations, often in 1:1 situations and this has been instrumental in their progress over the academic year.

Barriers to future attainment (for pupils eligible for PP, including high ability)
In-school barriers (<i>issues to be addressed in school, such as poor oral language skills</i>)
A. Ensure curriculum caters to the needs of all pupil premium students, including PP students with SEND.
B. Ensure Year 9 PP students are supported to make expected or better progress in maths.
External barriers (<i>issues which may also require action outside school, such as low attendance rates</i>)
C. Attendance of Pupil Premium Students, particularly in Year 9.

Summary of PPG spending 2016/17

Objectives in spending PPG:

- Narrowing the gap between disadvantaged and other students where it exists in measures.
- Raising the attainment of the school as a whole across GCSE courses, ensuring that disadvantaged students share in any success the school has in raising attainment.

This is being achieved through the following spending:

Action	Rationale	Cost (met with Pupil Premium funds)	How will the impact be measured
<p>Quality Teaching Targeted intervention</p> <p>Create additional small classes in English and Maths by employing more colleagues than are needed in these areas. Use overstaffing to create smaller groups for those more challenged by learning.</p>	<p>Small classes containing disadvantaged students will allow for targeted teaching and individual intervention.</p> <p>This action is intended to narrow the gap, particularly in Year 10 and 11 as students approach examinations.</p>	<p>£10,213</p>	<p>Reduction in the gap in 5A*-C including 9-1 Mathematics and English. Each gap between FSM/CLA and non FSM/CLA to close further in the 2017 results. Progress towards this target will be measured at each interim assessment point.</p>
<p>Quality Teaching Targeted intervention</p> <p>1 Lead SLT member to work with vulnerable Pupil Premium students.</p>	<p>1 Lead SLT member to make the achievement of pupil premium students a key part of their work.</p> <p>The SLT member has a timetable consisting of a high number of Pupil Premium students. They are given special responsibility for ensuring the achievement of these vulnerable students in their own groups and the groups of others. They are expected to ensure the attendance of these vulnerable groups is high.</p>	<p>£0.00</p>	<p>The SLT lead will be accountable for the exam results of their own Pupil Premium students and the exam results of their colleagues.</p>

<p>Quality Teaching Targeted intervention</p> <p>Employ a range of well-qualified teaching assistants and tutors to provide 1-1 support for students where an intensive intervention programme is required. Invest in revision guides and e-resources, external expert speakers and to improve PPG student outcomes.</p>	<p>The school employs the services of experienced Mathematics and English tutors where necessary. Students join the KS3 English programme if their English teacher assesses them as currently working below the expected standard.</p>	<p>£13,897</p>	<p>Reading and writing levels for those students accessing the KS3 English programme will be compared with their peers who have not accessed the programme. This will allow a robust measure of its efficacy. Students in year 11 will have the opportunity to get specific revision support and guidance to boost their confidence, skills and abilities.</p>
<p>Quality Teaching Targeted intervention</p> <p>Provide a personalised careers guidance programme targeted at disadvantaged students in Year 11 who are considered to be at risk of NEET status at the end of Year 11.</p>	<p>Low aspirations and the lack of a clear goal to aim for at the end of Year 11 were identified as a possible cause of underachievement for pupil premium students entering the school with a level 3, 4b or 4c.</p> <p>Specialist, impartial careers guidance is also offered to these students through a bought in programme. This secures realistic college places for these students to aim towards at the end of Year 11.</p>	<p>£5,800 (including curriculum time, Guidance and impartial careers guidance)</p>	<p>All Pupil Premium students to have realistic college/ sixth form offers for September 2017. Vulnerable Pupil Premium students to have been given thorough, aspirational guidance for the college and jobs market.</p> <p>This to be determined through learners' views and through monitoring of college placements.</p>

<p>Targeted intervention</p> <p>Employ a counsellor to support students who need someone to talk to and support.</p>	<p>Low aspirations and social and school issues to be addressed.</p>	<p>£3,400</p>	<p>Attendance monitored to show improvement, students are more motivated and student and parent feedback is positive around the attitudes students have towards their learning and progress. Student well-being improves.</p>
<p>Targeted intervention</p> <p>Hardship fund to support students with transport costs, costs of laptops and books.</p>	<p>Students are not disadvantaged and have access to the best resources to be as successful as they can.</p>	<p>£2,950</p>	<p>Parents and students will be asked to feedback on the support given.</p>
<p>Targeted intervention</p> <p>Invest in improving the attendance of PPG students.</p>	<p>Students are supported and encouraged to attend school everyday to maximise learning.</p>	<p>£0.00</p>	<p>Monitoring the attendance rates and intervening where necessary.</p>

<p>Targeted intervention</p> <p>Employ a nurse to help support students in ensuring that they are healthy.</p>	<p>Well-being of students monitored.</p>	<p>£0.00</p>	<p>Feedback from students and the logs from the nurse to suggest that students are well supported.</p>
<p>Targeted intervention</p> <p>Offer a subsidised breakfast to every student in the school.</p>	<p>Ensuring that all students start the day fuelled up with good brain energy to help them to concentrate.</p> <p>Our research into uptake at the school's Breakfast Club has shown that it is a vital service for some of our most disadvantaged students. 62% of students eligible for the Pupil Premium access a free breakfast at some point in each term. That it is a universal offer reduces the stigma that might be attached to attending Breakfast Club.</p>	<p>£1,400</p>	<p>The attendance of FSM/CLA students accessing the Breakfast Club will be monitored. The Club has a proven track record of improving attendance and punctuality.</p>
<p>Targeted intervention</p> <p>Operate a provision for internal exclusion of students.</p>	<p>Our analysis of exclusion figures has shown that students eligible for the Pupil Premium are at significantly higher risk of exclusion than others in the school. This new facility provides a small teaching space staffed by an experienced behaviour mentor, where students spend a fixed period of time. Students' focus on making a successful reintegration into the main school. This facility is intended to reduce permanent and fixed term exclusions of students eligible for the Pupil Premium.</p>	<p>£0.00</p>	<p>The external exclusion rates (fixed term and permanent) for Pupil Premium students will be monitored. We expect to see our very low fixed term exclusion rates maintained.</p>
<p>Quality Teaching Targeted intervention</p> <p>Give every student in Years 7-11 a standardised reading test.</p>	<p>To be sure about the targeted support that may be required by students and to intervene earlier rather than later.</p>	<p>£3,560</p>	<p>Students are given the reading test on an annual basis, so the progress made by FSM/CLA students can be clearly identified. Those with reading ages significantly below their chronological age are identified for specific interventions during the year.</p>

<p>Quality Teaching Targeted intervention</p> <p>Monitor the success of students eligible for the Pupil Premium at individual, class and year group level.</p>	<p>Teachers can plan for students appropriately, with sufficient support and challenge.</p>	<p>£0.00</p>	<p>All colleagues are able to clearly and simply compare the progress towards target grades of Pupil Premium students as compared to other groups in school. This allows early identification of students in this group who are struggling, so that timely interventions can be put in place.</p>
<p>Quality Teaching Targeted intervention</p> <p>Provide all teaching colleagues with access to the names of the students they teach who are eligible for the Pupil Premium.</p>	<p>Sharing good practice amongst colleagues who have proven success of maximising achievement of our most vulnerable students.</p>	<p>£0.00</p>	<p>Every teacher will be able to recall those Pupil Premium students about whom they are concerned and will know how to support them.</p>
<p>Quality teaching Targeted intervention</p> <p>Profile the success of Pupil Premium students in the staff bulletin. Highlight successful teaching methods that have been employed with these students.</p>		<p>£0.00</p>	<p>Colleagues highlight key strategies to better support Pupil Premium students in their class.</p>
<p>Quality teaching Targeted intervention</p> <p>Provide all teaching colleagues with access to the names of the students they teach who are eligible for the Pupil Premium.</p>	<p>Colleagues are provided with this information at the start of the year and use it alongside other contextual information when planning differentiation and interventions. Every teacher will be able to recall those Pupil Premium students about whom they are concerned.</p>	<p>£0.00</p>	<p>Continues</p>

PPG Spending Review 2016-2017

The School has used the funding to employ staff that focus on Pupil Premium students and also to implement a variety of initiatives aimed at raising the attainment of eligible pupils and reducing the achievement gap.

The following pages detail the impact on students and feature a breakdown of how the funding was spent detailing the outcomes of each item.

Impact of Premium Funding 2016-2017

The attainment and academic progress of Year 11 pupils eligible for Pupil Premium is as follows, the achievement gap details the gap between eligible students and non-eligible students.

Year 11 Pupil Premium student achievements 2016-17

5+ English and Maths	39% gap this year
4+ English and Maths	3% gap
English Baccalaureat	28%gap
Attainment 8	9% gap
Progress 8	18% gap

Review of PPG spending 2016/17

Objectives in spending PPG:

- Narrowing the gap between disadvantaged and other students where it exists in measures.
- Raising the attainment of the school as a whole across GCSE courses, ensuring that disadvantaged students share in any success the school has in raising attainment.

This is being achieved through the following spending:

QUALITY TEACHING AND TARGETED INTERVENTION

Action	Rationale	Cost (met with Pupil Premium funds)	How the impact was measured	September 2017 Review
<p>Quality Teaching Targeted intervention</p> <p>Create additional small classes in English and Maths by employing more colleagues than are needed in these areas. Use overstaffing to create smaller groups for those more challenged by learning.</p>	<p>Small classes containing only Pupil Premium students will allow for targeted teaching and individual intervention.</p> <p>This action is intended to narrow the gap, particularly in Year 10 and 11 as students approach examinations.</p>	<p>£10,213</p>	<p>Reduction in the gap in 5A*-C including Mathematics and English. Each gap between FSM/CLA and non FSM/CLA to close further in the 2015 results. Progress towards this target will be measured at each interim assessment point.</p>	<p>English and Mathematics - the gap between FSM/CLA and their peers is small- 3% on grade 4.</p>
<p>Quality Teaching Targeted intervention</p> <p>1 Lead SLT member to work with vulnerable Pupil Premium students.</p>	<p>The achievement of pupil premium students a key part of their work. They are given special responsibility for ensuring the achievement of these vulnerable students in their own groups and the groups of others. They are expected to ensure the attendance of these vulnerable groups to their Saturday morning intervention sessions.</p>	<p>£0.00</p>	<p>SLT lead will be accountable for the exam results of their own Pupil Premium students and the exam results of their colleagues.</p>	<p>The impact of the programme has been positive. There are key examples of vulnerable groups who have made exceptional progress but the programme will include more practitioners weekday intervention sessions as well as Saturday mornings from next year to try to increase its impact on disadvantaged students.</p>

<p>Quality Teaching Targeted intervention</p> <p>Employ a range of well-qualified teaching assistants and tutors to provide 1-1 support for students where an intensive intervention programme is required. Invest in revision guides and e-resources, external expert speakers and to improve PPG student outcomes.</p>	<p>The school employs the services of experienced Mathematics and English tutors where necessary. Students join the KS3 English programme if their English teacher assesses them as currently working below the expected standard.</p>	<p>£13,897</p>	<p>Reading and writing levels for those students accessing the KS3 English programme will be compared with their peers who have not accessed the programme. This will allow a robust measure of its efficacy. Students in Year 11 will have the opportunity to get specific revision support and guidance to boost their confidence, skills and abilities.</p>	<p>Evidence of improved outcomes for 2 PPG students who were receiving additional tuition via the virtual school.</p>
<p>Quality Teaching Targeted intervention</p> <p>Provide a personalised careers guidance programme targeted at disadvantaged students in Year 11 who are considered to be at risk of NEET status at the end of Year 11.</p>	<p>Low aspirations and the lack of a clear goal to aim for at the end of Year 11 were identified as a possible cause of underachievement for pupil premium students entering the school with a level 3, 4b or 4c.</p> <p>Specialist, impartial careers guidance is also offered to these students through a bought in programme. This secures realistic college places for these students to aim towards at the end of Year 11.</p>	<p>£5,800 (including curriculum time and impartial careers guidance)</p>	<p>All Pupil Premium students to have realistic college/ sixth form offers for September 2017. Vulnerable Pupil Premium students to have been given thorough, aspirational guidance for the college and jobs market. This to be determined through learner's views and through monitoring of college placements.</p>	<p>The 2017 Destinations survey is yet to be published but our own information indicates a NEET figure of 0%.</p> <p>The proportion of vulnerable disadvantaged students gaining suitable post-16 places is high (100%). This strategy will continue into next year.</p>

<p>Targeted intervention</p> <p>Employ a counsellor to support students who need someone to talk to and support.</p>	<p>Low aspirations and social and school issues to be addressed.</p>	<p>£3,400</p>	<p>Attendance monitored to show improvement, students are more motivated and student and parent feedback is positive around the attitudes students have towards their learning and progress. Student well-being improves.</p>	<p>Students who were regularly going to the counsellor found this useful and many of them now have been taken off the counselling register as their well-being is deemed to be positive. Students off the register will continue to be monitored by school and home.</p>
<p>Targeted intervention</p> <p>Hardship fund to support students with transport costs, costs of laptops and books.</p>	<p>Students are not disadvantaged and have access to the best resources to be as successful as they can.</p>	<p>£2,950</p>	<p>Regular reviews with these students and parents to ensure the students are fully supported.</p>	<p>Parents and students' feedback on the support given has been positive.</p>

<p>Targeted intervention Invest in improving the attendance of PPG students.</p>	<p>Students are supported and encouraged to attend school everyday to maximise learning.</p>	<p>£0.00</p>	<p>Monitoring the attendance rates and intervening where necessary.</p>	<p>Attendance has improved for PP students especially in Year 7 and 8.</p>
<p>Targeted intervention Employ a nurse to help support students in ensuring that they are healthy.</p>	<p>Well-being of students monitored.</p>	<p>£0.00</p>	<p>Feedback from students and the logs from the nurse to suggest that students are well supported.</p>	<p>The number of students visiting the nurse is high and students feel that they can be open and honest with the nurse.</p>
<p>Targeted intervention Offer a subsidised breakfast to every student in the School.</p>	<p>Ensuring that all students start the day fuelled up with good brain energy to help them to concentrate. Our research into uptake at the school's Breakfast Club has shown that it is a vital service for some of our most disadvantaged students. 62% of students eligible for the Pupil Premium access a free breakfast at some point in each term. That it is a universal offer reduces the stigma that might be attached to attending Breakfast Club.</p>	<p>£1,400</p>	<p>The attendance of FSM/CLA students accessing the Breakfast Club will be monitored. The Club has a proven track record of improving attendance and punctuality.</p>	<p>Breakfast club has been consistently well attended by disadvantaged students and those students who do attend have better punctuality and school attendance rates than their peers who do not. This will therefore be funded into next year.</p>
<p>Targeted intervention Operate a provision for internal exclusion of students.</p>	<p>Our analysis of exclusion figures has shown that students eligible for the Pupil Premium are at significantly higher risk of exclusion than others in the school. This new facility provides a small teaching space staffed by an experienced behaviour mentor, where students spend a fixed period of time. Students' focus on making a successful reintegration into the main</p>	<p>£0.00</p>	<p>The external exclusion rates (fixed term and permanent) for Pupil Premium students will be monitored. We expect to see our very low fixed term exclusion rates maintained.</p>	<p>There were 0 permanent exclusions and only 3 fixed term exclusions of disadvantaged students last year. Those students who entered the internal provision had a 15% rate of returning within the year. These figures are considered evidence of success and the provision will continue.</p>

	<p>school. This facility is intended to reduce permanent and fixed term exclusions of students eligible for the Pupil Premium.</p>			
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<p>Quality teaching Targeted intervention Give every student in Years 7-11 a standardised reading test.</p>	<p>The results of the reading age test will be given to all teaching colleagues so that they can plan appropriate differentiation in lessons and properly take account of low levels of literacy where they exist. The creation of intervention programmes designed to raise the reading age of specific pupils is the responsibility of a Leading Practitioner in the English department. These interventions are attended almost exclusively by those students eligible for the Pupil Premium.</p>	<p>£3,560</p>	<p>Students are given the reading test on an annual basis, so the progress made by FSM/CLA students can be clearly identified. Those with reading ages significantly below their chronological age are identified for specific interventions during the year.</p>	<p>Teaching staff have adopted the RA data as a tool to use in planning. This strategy will continue to be funded although its precise impact has proved difficult to measure and so this must be done with more rigour next year.</p>
<p>Quality teaching Targeted intervention Monitor the success of students eligible for the Pupil Premium at individual, class and year group level.</p>	<p>The school provides all colleagues with a full analysis of school performance based on teacher assessments four times a year. This analysis includes a separate section highlighting the achievement of those eligible for the Pupil Premium. This means that individual class teachers can monitor the progress of Pupil Premium students in their groups.</p>	<p>£0.00</p>	<p>All colleagues are able to clearly and simply compare the progress towards target grades of Pupil Premium students as compared to other groups in school. This allows early identification of students in this group who are struggling, so that timely interventions can be put in place.</p>	<p>Analysis continues next year.</p>
<p>Quality teaching Targeted intervention Provide all teaching colleagues with access to the names of the students they teach who are eligible for the Pupil Premium.</p>	<p>Colleagues are provided with this information at the start of the year and use it alongside other contextual information when planning differentiation and interventions.</p>	<p>£0.00</p>	<p>Every teacher will be able to recall those Pupil Premium students about whom they are concerned.</p>	<p>Seating plans and class learning profiles have been updated in light of Pupil Premium progress.</p>
<p>Quality teaching Targeted intervention Profile the success of Pupil Premium students in the weekly staff bulletin. Highlight successful teaching methods that have been</p>	<p>Colleagues are able to incorporate best practice with Pupil Premium students into their own teaching. A culture where scaffolding the success of disadvantaged students is central to outstanding teaching is being created.</p>	<p>£0.00</p>	<p>Colleagues highlight strategies for Pupil Premium students within their lesson plans.</p>	<p>Specific support to raise achievement for this group shared with colleagues and strategies adopted are clearly marked on class learning profiles.</p>

employed with these students.				
<p>Quality teaching Targeted intervention</p> <p>Provide all teaching colleagues with access to the names of the students they teach who are eligible for the Pupil Premium.</p>	<p>Colleagues are provided with this information at the start of the year and use it alongside other contextual information when planning differentiation and interventions.</p> <p>Every teacher will be able to recall those Pupil Premium students about whom they are concerned.</p>	<p>£0.00</p>	<p>Every teacher will be able to recall those Pupil Premium students about whom they are concerned.</p>	<p>All teachers plan and map the learning of Pupil Premium students and track the progress of these students against other students.</p>