

KS4 Pupil Premium - Pathways cost review and impact assessment 2016 (Summer term 2016)

Cost analysis

The Pathways Unit has been used to accommodate students at risk of permanent exclusion. Nine out of ten of the students in Pathways (KS4 2014-2106) were Pupil Premium. The cost of running the Unit includes both the facility costs of the Skills Centre, together with the required staffing and resources. The cost identified and budgeted within the Pupil Premium plan (£77,000) was calculated on the basis of a proportion of facility costs being attributed to Pathways. On analysis, the true running expense is higher as costs of bringing in specialist teachers (mainly STEM subjects, some Art) have been absorbed into the main school budget. This equates to approximately 0.5FTE teaching time, which adds approximately £23,000 to costs.

The requirement to make curriculum changes and remove the vocational elements being taught at the Skills Centre has also meant that Pathways will become the only user of facilities costing £110,000 annually (staffing, maintenance and utilities) in 2016/17.

The true cost of running the Pathways Unit is therefore in excess of £200,000 for future years, unless it can be relocated to suitable, lower costs premises. An exploration of premises options in the locality has not identified any suitable premises to date.

In addition to these costs the Academy has incurred further staffing expense due to long term absences from both the Pathways Manager and two fulltime Teaching Assistants. Some cover was obtained by utilising main school staff, and they in turn were covered through agency staff. Other cover was provided by a member of SLT who then had to reduce her work load (and impact) at the main site. The opening hours of Pathways had to eventually be reduced during 2016 due to the inability to obtain the correctly qualified staff to cover for absences. The sickness absence reasons were not work related (one related to dependent child care, another to an injured back, and another to an leg injury) , but it appears that a culture of taking long periods of time off sick may have become an accepted practice within the Pathways Unit. Changes of staffing inevitably had a negative impact on students, who require consistent (Teacher/TA) support as the building of personal relations is critical to achieve successful working relationships.

Impact Assessment.

Post 2016 – destination analysis.

Ten students graduated from Pathways in 2016

Student name (initials)	Destination
SB	Bexhill College
DN	Sussex Coast College
KJ	Bexhill College
LP	YES (Tracking team) – destination unknown
JW	YES (Tracking team) - destination unknown
BC	Sussex Coast College
MP	Apprenticeship
PW	Bexhill College
CW	Bexhill College
KW	Bexhill College

Conclusion on destination analysis – We understand the YES tracking team did place the two students they were advising, therefore 0% NEET's.

Attendance data

Forename	Surname	12/13 % attendance	13/14 % attendance	14/15 % attendance	15/16 % attendance
S	B	90.7	98.9	99.5	100
B	C	86.7	82.9	82.6	85.16
D	N	89.4	91.7	94.9	85.81
K	J	81.1	88	90.6	85.81
P	L	94.1	94.1	95.7	88.06
L	P	86.4	81.3	81.3	79.03
M	P	96.3	94.4	95.7	97.1
J	W	84.6	82.6	70.3	69.68
C	W	85.4	79.9	75.4	71.94
K	W	92.8	95.2	95.2	63.23

There was mixed success on improving attendance for Pathways Students. Six saw attendance levels fall from KS3 (prior to placement in Pathways). One student (KW) saw a significant drop. The impact of staff changes in 2016 is visible with 70% of students attending less.

Conclusion. Pathways may improve attendance for some students, but there is no evidence of a success rate that can conclude the Unit approach is a solution to improve attendance for students at risk of permanent exclusion.

Exclusion data

Forename	Surname	15/16 exclusions
S	B	
B	C	1 day
Da	N	
K	J	1 day
P	L	10 days
L	P	2 days
M	P	
J	W	
C	W	2 days
K	W	13 days

Attendance data links to exclusions, and so the risk of exclusion was reduced by lower attendance of some students.

Conclusion. Pathways did not prevent exclusions for all students, despite the intense intervention for such a small group. It is clear the intervention was successful for a few students, but the data

cannot support a conclusion that Pathways was the solution to reducing exclusions for all the participating students.

Attainment and engagement

See Appendix 1 for student data (to Data Capture 4 2016).

Analysis shows that students rarely met their 'Professional Judgement' attainment grades. An exception example is in the externally provision (College placements) of Agriculture. Engagement grades are positive – but they are not translating into attainments grades.

Conclusion. Pathway students have not made the expected progress in many subjects despite the small group intervention work.

Overall Conclusion.

Pathways saw some successes for students who benefited from small group work away for the main site. It is evident that good staff/student relationships are critical to seeing student engagement and progress, and the Unit has been very affected by staff absences. The costs of running the Unit are very high on a per pupil basis (2016/17 would see costs rise above £20k per student) and the evidence does not show enough impact to justify these costs. PP Students with behavioural challenges who were taught on the main site were supported extensively by our Pastoral team, and progress and attainment data was better than, or comparable to, that of students at Pathways. Given the success of an external provider course taken by Pathways student, the alternative approach of using external providers for similar KS4 students in 2017/18 should be considered. This approach provides a fixed cost of the provision (estimated at up to £6K per annum for full time students)

PATHWAYS

Appendix 1

NAME	SUBJECT	PROFESSIO NAL JUDGEME NT	DC1		DC2		DC3		DC4		DC5	
			cur	e n	c	e	c	e	c	e	c	e
SB	ENGLISH LIT	E2	G1	2	F2	2	E3	2	F	2		
	ENGLISH LANG	E2	G1	2	F2	2	E3	2	F	2		
	MATHS	D2	E3	2	G3	2	G3	1	F	1		
	SCIENCE	D3	F1	1	G1	2	G1	2	F	2		
	ART	C3	D1	2	F1	2	D3	2	D	1		

	<u>ART AWARD</u>	<u>P1</u>	<u>P1</u>	<u>1</u>	<u>P1</u>	<u>2</u>							
	<u>ASDAN</u>												
	<u>AGRICULTURE</u>	<u>P2</u>	<u>P2</u>	<u>4</u>	<u>P2</u>	<u>3</u>	<u>P2</u>	<u>2</u>	<u>P</u>	<u>2</u>			
	<u>Health and Social Care</u>	<u>P3</u>	<u>L1</u>	<u>2</u>	<u>U</u>	<u>2</u>	<u>L3</u>	<u>2</u>	<u>L3</u>	<u>3</u>			
	<u>Philosophy and Ethics</u>	<u>E3</u>	<u>F2</u>	<u>2</u>	<u>F2</u>	<u>2</u>	<u>F2</u>	<u>2</u>	<u>F2</u>	<u>3</u>			
	<u>Statistics</u>	<u>D2</u>	<u>E3</u>	<u>2</u>	<u>G3</u>		<u>G3</u>		<u>G</u>	<u>1</u>			
									<u>2</u>				
<u>NAME</u>	<u>SUBJECT</u>	<u>PROFESSIO</u> <u>NAL</u> <u>JUDGEME</u> <u>NT</u>	<u>DC1</u>		<u>DC2</u>		<u>DC3</u>		<u>DC4</u>		<u>DC5</u>		
			<u>cur</u>	<u>en</u>	<u>c</u>	<u>e</u>	<u>c</u>	<u>e</u>	<u>c</u>	<u>e</u>	<u>c</u>	<u>e</u>	
<u>D N</u>	<u>ENGLISH LIT</u>	<u>D1</u>	<u>u</u>	<u>2</u>	<u>U</u>	<u>2</u>	<u>D3</u>	<u>3</u>	<u>E</u>	<u>2</u>			
	<u>ENGLISH LANG</u>	<u>D1</u>	<u>U</u>	<u>2</u>	<u>U</u>	<u>2</u>	<u>E1</u>	<u>3</u>	<u>E</u>	<u>3</u>			
	<u>MATHS</u>	<u>D2</u>	<u>E2</u>	<u>2</u>	<u>F1</u>	<u>2</u>	<u>F1</u>	<u>2</u>	<u>E</u>	<u>2</u>			
	<u>Statistics</u>	<u>D2</u>	<u>E2</u>	<u>2</u>	<u>F1</u>		<u>E3</u>		<u>E</u>	<u>2</u>			
	<u>SCIENCE</u>	<u>D3</u>	<u>D3</u>	<u>2</u>	<u>E3</u>	<u>2</u>	<u>E3</u>	<u>2</u>	<u>E</u>	<u>2</u>			
	<u>ART</u>	<u>B1</u>	<u>B3</u>	<u>2</u>	<u>X</u>	<u>2</u>	<u>C3</u>	<u>2</u>	<u>C</u>	<u>3</u>			
	<u>ART AWARD</u>	<u>P2</u>	<u>P2</u>	<u>2</u>	<u>P2</u>	<u>3</u>							
	<u>ASDAN</u>	<u>SILVER</u>											
	<u>AGRICULTURE</u>	<u>M2</u>	<u>M2</u>	<u>2</u>	<u>M2</u>	<u>2</u>	<u>M</u>	<u>2</u>	<u>M</u>	<u>3</u>			
	<u>FRENCH</u>	<u>Gained</u>											
	<u>Health and Social Care</u>	<u>P1</u>	<u>P3</u>	<u>1</u>	<u>L1</u>	<u>2</u>	<u>L1</u>	<u>2</u>	<u>L</u>	<u>3</u>			
	<u>Philosophy and Ethics</u>	<u>D3</u>	<u>E1</u>	<u>1</u>	<u>D3</u>	<u>2</u>	<u>E1</u>	<u>2</u>	<u>E</u>	<u>3</u>			
									<u>1</u>				

NAME	SUBJECT	PROFESSI ONAL JUDGEME NT	DC1		DC2		DC3		DC4		DC5	
			cur	e n	c	e	c	e	c	e	c	e
K J	<u>ENGLISH LIT</u>	<u>C3</u>	<u>D1</u>	<u>2</u>	<u>E1</u>	<u>2</u>	<u>E1</u>	<u>2</u>	<u>D2</u>	<u>2</u>		
	<u>ENGLISH LANG</u>	<u>C1</u>	<u>D1</u>	<u>2</u>	<u>E1</u>	<u>2</u>	<u>E2</u>	<u>2</u>	<u>D2</u>	<u>2</u>		
	<u>MATHS</u>	<u>D1</u>	<u>E1</u>	<u>1</u>	<u>E1</u>	<u>1</u>	<u>E3</u>	<u>1</u>	<u>C3</u>	<u>1</u>		
	<u>Statistics</u>	<u>D1</u>	<u>E1</u>	<u>1</u>	<u>E1</u>		<u>E3</u>		<u>C3</u>	<u>1</u>		
	<u>SCIENCE</u>	<u>D2</u>	<u>D2</u>	<u>1</u>	<u>E3</u>	<u>2</u>	<u>E3</u>	<u>2</u>	<u>E3</u>	<u>2</u>		
	<u>ART</u>	<u>B1</u>	<u>C1</u>	<u>2</u>	<u>U</u>	<u>2</u>	<u>C1</u>	<u>1</u>	<u>B3</u>	<u>1</u>		
	<u>ART AWARD</u>	<u>P1</u>	<u>P1</u>	<u>1</u>	<u>P1</u>	<u>1</u>						
	<u>ASDAN</u>	<u>Silver</u>										
	<u>Hair dressing</u>	<u>Gained</u>										
	<u>FRENCH</u>	<u>Gained</u>										
	<u>Health and Social Care</u>	<u>M3</u>	<u>P2</u>	<u>1</u>	<u>M3</u>	<u>1</u>	<u>M3</u>	<u>1</u>	<u>M3</u>	<u>1</u>		
	<u>Philosophy and Ethics</u>	<u>C3</u>	<u>D3</u>	<u>1</u>	<u>C1</u>	<u>1</u>	<u>C3</u>	<u>1</u>	<u>C3</u>	<u>1</u>		
NAME	SUBJECT	PROFESSI ONAL JUDGEME NT	DC1		DC2		DC3		DC4		DC5	
			cur	e n	c	e	c	e	c	e	c	e
L P	<u>ENGLISH LIT</u>	<u>D2</u>	<u>U</u>	<u>2</u>	<u>G3</u>	<u>2</u>	<u>G3</u>	<u>3</u>	<u>D3</u>	<u>3</u>		
	<u>ENGLISH LANG</u>	<u>D2</u>	<u>U</u>	<u>2</u>	<u>G3</u>	<u>2</u>	<u>G1</u>	<u>3</u>	<u>D3</u>	<u>3</u>		
	<u>MATHS</u>	<u>D3</u>	<u>E3</u>	<u>2</u>	<u>G2</u>	<u>2</u>	<u>G2</u>	<u>2</u>	<u>F2</u>	<u>2</u>		
	<u>Statistics</u>	<u>D3</u>	<u>E3</u>	<u>2</u>	<u>G2</u>		<u>G2</u>		<u>X</u>	<u>2</u>		
	<u>SCIENCE</u>	<u>F3</u>	<u>F3</u>	<u>2</u>	<u>G3</u>	<u>2</u>	<u>G3</u>	<u>2</u>	<u>G3</u>	<u>2</u>		
	<u>ART</u>	<u>C3</u>	<u>D1</u>	<u>2</u>	<u>E1</u>	<u>2</u>	<u>E1</u>	<u>3</u>	<u>E1</u>	<u>3</u>		
	<u>ART AWARD</u>	<u>P2</u>	<u>P2</u>	<u>2</u>	<u>P2</u>	<u>2</u>						

	<u>ASDAN</u>	<u>Silver</u>	<u>P3</u>	<u>2</u>							
	<u>AGRICULTURE</u>	<u>M2</u>	<u>M2</u>	<u>2</u>	<u>M2</u>	<u>3</u>	<u>M</u> <u>2</u>	<u>3</u>	<u>P</u> <u>2</u>	<u>3</u>	
	<u>FRENCH</u>	<u>Gained</u>									
	<u>Health and Social Care</u>	<u>M3</u>	<u>P2</u>	<u>1</u>	<u>L3</u>	<u>1</u>	<u>L1</u>	<u>1</u>	<u>L1</u>	<u>3</u>	
	<u>Philosophy and Ethics</u>	<u>D1</u>	<u>D3</u>	<u>1</u>	<u>D3</u>	<u>1</u>	<u>D3</u>	<u>1</u>	<u>D</u> <u>3</u>	<u>3</u>	

NAME	SUBJECT	PROFESSIO NAL JUDGEME NT	DC1		DC2		DC3		DC4		DC5	
			cur	en	c	e	c	e	c	e	c	e
J W	<u>ENGLISH LIT</u>	<u>F3</u>	<u>U</u>	<u>4</u>	<u>G3</u>	<u>2</u>	<u>G2</u>	<u>2</u>	<u>G1</u>	<u>2</u>		
	<u>ENGLISH LANG</u>	<u>F3</u>	<u>U</u>	<u>4</u>	<u>G3</u>	<u>2</u>	<u>G2</u>	<u>2</u>	<u>G1</u>	<u>2</u>		
	<u>MATHS</u>	<u>X</u>	<u>X</u>	<u>4</u>	<u>U</u>	<u>x</u>	<u>U</u>	<u>X</u>	<u>G3</u>	<u>2</u>		
	<u>Statistics</u>	<u>X</u>	<u>X</u>	<u>4</u>	<u>u</u>				<u>U</u>	<u>2</u>		
	<u>SCIENCE</u>	<u>G2</u>	<u>G2</u>	<u>2</u>	<u>G3</u>	<u>2</u>	<u>G3</u>	<u>2</u>	<u>G3</u>	<u>2</u>		
	<u>ART</u>	<u>C3</u>	<u>D2</u>	<u>2</u>	<u>G1</u>	<u>2</u>	<u>E3</u>	<u>2</u>	<u>E1</u>	<u>1</u>		
	<u>ART AWARD</u>	<u>P2</u>	<u>P3</u>	<u>3</u>	<u>P1</u>	<u>2</u>						
	<u>ASDAN</u>											
	<u>FRENCH</u>	<u>GAINED</u>										
	<u>Health and Social Care</u>	<u>U</u>	<u>U</u>	<u>4</u>	<u>U</u>	<u>2</u>	<u>L3</u>	<u>2</u>	<u>L3</u>	<u>1</u>		
	<u>Philosophy and Ethics</u>	<u>U</u>	<u>U</u>	<u>4</u>	<u>G3</u>	<u>2</u>	<u>G3</u>	<u>2</u>	<u>G3</u>	<u>2</u>		

NAME	SUBJECT	PROFESSIO NAL JUDGEME NT	DC1		DC2		DC3		DC4		DC5	
			cur	en	c	e	c	e	c	e	c	e
B C	<u>ENGLISH LIT</u>	<u>D2</u>	<u>E2</u>	<u>3</u>	<u>F1</u>	<u>3</u>	<u>F1</u>	<u>3</u>	<u>G1</u>	<u>3</u>		
	<u>ENGLISH LANG</u>	<u>D2</u>	<u>E2</u>	<u>3</u>	<u>F1</u>	<u>3</u>	<u>E3</u>	<u>3</u>	<u>G1</u>	<u>3</u>		
	<u>MATHS</u>	<u>D3</u>	<u>E3</u>	<u>3</u>	<u>G2</u>	<u>2</u>	<u>G2</u>	<u>2</u>	<u>F2</u>	<u>1</u>		
	<u>Statistics</u>	<u>D3</u>	<u>E3</u>	<u>3</u>	<u>G2</u>				<u>G3</u>	<u>1</u>		
	<u>SCIENCE</u>	<u>E3</u>	<u>E3</u>	<u>2</u>	<u>G1</u>	<u>2</u>	<u>G1</u>	<u>3</u>	<u>E3</u>	<u>3</u>		
	<u>ART</u>	<u>C3</u>	<u>D2</u>	<u>2</u>	<u>E1</u>	<u>2</u>	<u>E1</u>	<u>3</u>	<u>D3</u>	<u>2</u>		
	<u>ART AWARD</u>	<u>P1</u>	<u>P2</u>	<u>2</u>	<u>P2</u>	<u>3</u>						
	<u>ASDAN</u>											
	<u>HOSPITALITY</u>	<u>P3</u>	<u>P3</u>	<u>4</u>	<u>P3</u>	<u>4</u>	<u>P3</u>	<u>4</u>	<u>P3</u>	<u>4</u>		
	<u>FRENCH</u>	<u>GAINED</u>										
	<u>Health and Social Care</u>	<u>P2</u>	<u>P3</u>	<u>2</u>	<u>L2</u>	<u>2</u>	<u>L2</u>	<u>2</u>	<u>L2</u>	<u>3</u>		
	<u>Philosophy and Ethics</u>	<u>D3</u>	<u>E1</u>	<u>1</u>	<u>E2</u>	<u>1</u>	<u>E1</u>	<u>1</u>	<u>E1</u>	<u>2</u>		

NAME	SUBJECT	PROFESSIONAL JUDGEMENT	DC1		DC2		DC3		DC4		DC5	
			cur	en	c	e	c	e	c	e	c	e
MP	ENGLISH LIT	D1	D3	2	E2	3	E2	3	E2	2		
	ENGLISH LANG	D1	D3	2	E2	3	D1	3	E2	2		
	MATHS	D2	E2	2	E3	2	E3	2	C3	2		
	Statistics	D2	E2	2	E3		E3		G1	2		
	SCIENCE	D3	D3	2	F3	2	F3	2	E3	2		
	ART	C1	C3	2	D1	2	C1	1	C1	1		
	ART AWARD	P2	P2	2	P2	3						
	ASDAN	Silver										
	hairdressing	GAINED										
	FRENCH	GAINED										
	Health and Social Care	P1	P3	1	L1	1	P3	2	L1	3		
	Philosophy and Ethics	D3	E1	1	E2	1	E1	1	E1	2		

NAME	SUBJECT	PROFESSIONAL JUDGEMENT	DC1		DC2		DC3		DC4		DC5	
			cur	en	c	e	c	e	c	e	c	e
LM	ENGLISH LIT	D2	E1	2	E1	2	E1	2	E3	3		
	ENGLISH LANG	D2	E1	2	E1	2	F3	3	E3	3		
	MATHS	D3	E3	3	F1	2	F1	2	E1	2		
	Statistics	D3	E3	3	F1		F1		E2	2		
	SCIENCE	F2	F2	2	F1	2	F1	2	F2	2		
	ART	C3	D1	2	D2	2	D2	2				
	ART AWARD	P2	P2	3	P3	4						
	ASDAN											
	GEOGRAPHY											
	FRENCH	GAINED										
	Health and Social Care	P2	P3	3	L2	3	L2	3	L1	3		
	Philosophy and Ethics	D3	E2	3	E2	2	E2	2	X	3		

NAME	SUBJECT	PROFESSIONAL JUDGEMENT	DC1		DC2		DC3		DC4		DC5	
			cur	en	c	e	c	e	c	e	c	e
CW	ENGLISH LIT	D3					U	X	G	2		
	ENGLISH LANG	C3					C3	2	G	2		
	MATHS	G3					G	3	G	2		
	Statistics								U	2		
	SCIENCE	G2					G	3	G	3		
	Health & Social	P3					L2	3	L	3		
	Philosophy & Ethics	X					X	X	X	X		
	Business Studies								U	3		