



Pupil Premium Policy

2018-2019

Governor Lead:	Curriculum Committee
Nominated Lead Member of Staff:	Nick Blackshaw
Status & Review Cycle:	Statutory. Annually
Last Review Date:	June 2018
Next Review Date:	June 2019

- This policy details how North Cestrian manages the extra funding received by the government to spend on pupils who are in receipt of the Pupil Premium (PP). The methods raising the attainment of disadvantaged pupils of all abilities to reach their potential have been drawn from the Sutton Trust's EEF [Tool Kit](#) and developed by the school's PP Champion and Committee in consideration of the main and current barriers to progress for the cohort of PP pupils in this academic year.

Although the interventions may warrant extra funding investment it is also the role of the PP Champion and Committee to ensure that Quality First Teaching is deployed in order to raise the attainment of disadvantaged pupils. Also, the school may ensure that these interventions are, indeed, for the benefit of all pupils. However, the Champion and Committee's primary function is to ensure that the progress of pupils in receipt of PP have an extra layer of monitoring in order to assess the access to and the effectiveness of interventions, that is, the intervention has resulted in rapid and sustained progress. In order to achieve this, the Champion and Committee will swiftly identify PP pupils and procure funding, guide and monitor quality first teaching and interventions and review the effectiveness of the interventions in liaison with strong and informed stakeholders.

In respect of potentially low levels of progress before joining North Cestrian, PP pupils have an enhanced target to ensure an expectation of rapid, sustained progress. The aim is for PP progress to be above non-PP pupils.

With sensitivity as an upmost value, the Champion and Committee aim to produce:

- **Confident Pupils** - adaptable and resilient, independent and engaged thinkers, effective communicators, with enhanced social and emotional skills and confident in other stakeholders' efforts to support their progress.
- **Substantial and Sustained Progression** – through the safe and secure realisation of enhanced ambition.
- **Effective Participators** - play different roles within collaborative learning and take full part in school life both in school and beyond, that display positive behaviour and excellent attendance.

In 2018-2019, The PP allocation to North Cestrian School is £107,095 (105 pupils, 20% of school roll). It is grant funding and is in addition to the School's Delegated Budget. The eligibility is decided by central government and for 2018-19 it was based upon:

Rates for Eligible Pupils Disadvantaged pupils	Pupil premium per pupil
Pupils in years 7 to 11 recorded as Ever 6 FSM	£935
Looked-after children (LAC) defined in the Children Act 1989 as one who is in the care of, or provided with accommodation by, an English local authority	£2,300
Children who have ceased to be looked after by a local authority in England and Wales because of adoption, a special guardianship order, a child arrangements order or a residence order	£2,300
Pupils in year groups reception to year 11 recorded as Ever 6 service child or in receipt of a child pension from the Ministry of Defence	£300

3. Eligibility

3.1 Ever 6 Free School Meals (FSM) The pupil premium for 2018 to 2019 will include pupils recorded in the January 2018 school census who are known to have been eligible for FSM since May 2012, as well as those first known to be eligible at January 2018.

3.2 Children adopted from care or who have left care The pupil premium for 2018 to 2019 will include pupils recorded in the January 2018 school census and alternative provision census, who were looked after by an English or Welsh local authority immediately before being adopted, or who left local authority care on a special guardianship order or child arrangements order (previously known as a residence order). These are collectively referred to as post-LAC in these conditions of grant.

3.3 Ever 6 service child For the purposes of these grant conditions, Ever 6 service child means a pupil recorded in the January 2018 school census who was eligible for the service child premium since the January 2013 census as well as those recorded as a service child for the first time on the January 2018 school census. The grant will be allocated as set out in sections 4, 5 and 6 below. Where national curriculum year groups do not apply to a pupil, the pupil will attract PPG if aged 4 to 15 as recorded in the January 2018 school census.

<https://www.gov.uk/government/publications/pupil-premium-conditions-of-grant-2018-to-2019/pupil-premium-2018-to-2019-conditions-of-grant>

Eligibility will be confirmed by North Cestrian School cross-referencing the school census with the Free School Meals Eligibility Administration system.

The PP Champion and Committee are accountable for progress and will fund interventions on behalf of PP pupils exclusively or through a proportion contribution to a whole school intervention in line with the proportion of PP pupils benefiting. It is important in providing any intervention that a pupil is not socially isolated. The Champion and Committee will ensure that the funding allocated is used for the intended purpose and be transparent.

Interventions to support PP Pupils come under the following categories. The five priorities for the PP cohort of 2018-2019 are in **bold**. The rationale for North Cestrian's priority PP interventions for funding is that literacy and numeracy are the most important skills for pupils to acquire and utilise to produce high achievement not only in the double-weighted Progress 8 GCSEs of Maths and English but also in all subjects across the curriculum.

Whole School

PP Champion to lead intervention, inset and monitor progress. 18.5 hours a week:	£11,795 (57%)
Y6 Transition Leader to gather data, primary school interventions and lead summer school:	£250 (25% of 50%)
Educational Welfare Officer to improve the attendance of PP pupils:	£240 (20%)
Free School Meals Report to ensure that all pupils who can qualify do actually receive the funds from government:	£250
Pupil Manager of Achievement Intervention and Mentoring facility: (20%)	£3,568
Assistant Pupil Manager of Achievement Intervention and Mentoring facility: (20%)	£2,543
Homework Club PP Teaching Assistant. 7.5 hours a week:	£2,850
Targeted Extra-curricular Teaching Assistant. 1.5 hours a week:	£570
Pupil Data Leader to collate data and provide clear cohort analysis tools	£400 (20%)
Healthy Minds, Mindfulness and Psychology (20%)	£2,000 (20%)
Total	£24,466

1) Extra-curricular Provision

This includes Art and Sports Participation and **Summer School (for new Year 7 and the current year 7)**. Other interventions, categorised below, are also part of the offer for **Extending School time** - Mentoring, Behaviour Interventions, Social/Emotional, Attendance Interventions, Homework Club, targeted extra-curricular activities, Reading/Phonics/Oral, One to One tuition.

2) Assertive Mentoring

This includes Metacognition and Self-regulation (Learning to Learn and Motivation to Learn), **Mentoring** and the **Stretch, Challenge and Raising Aspiration Programme**. All of this is based on regular and robust **data analysis**. All assertive mentoring is based on **aspiring to enriched lives and careers**.

3) Behaviour For Learning

This includes Behaviour Interventions (including Prices Trust Mosaic Programme), Social and Emotional Learning, Mental Health Support and **Attendance Interventions (including My Tutor and Nisai for persistent absentees learning and progress whilst the solution for improving attendee is found)**.

4) Teaching and Learning: Learning Styles and Differentiation (through Quality First Teaching)

This includes **Literacy (Oral Language, Phonics, Reading Comprehension)**, **Numeracy Support**, Collaborative Learning, Digital Technology, Feedback, Homework, Mastery Learning, Individualised Instruction, Learning Styles (inc. Metacognition and Self-regulation), Small Group Tuition, Teaching Assistants, Peer Mentoring and One-to-One Tuition. Staff INSET will include regular **CPD** to enhance the progress of PP.

5) Parental Involvement

This includes the **involvement of parents** in all aspects of their child's education.

Further details on the rationale, how the school intends to spend the PP, along with the annual evidence of impact and a review are found in the PP Plan and Expenditure and Impact Review. This report by the Champion and Committee is made annually, in October, to Governors and seeks to evaluate the effectiveness of each intervention from the previous academic year in terms of improving outcomes for PP Pupils (in accordance with the OFSTED CIF) and, as necessary, modify interventions planned for the current academic year. Judgments will be made considering cost and level of resultant progress on a value for money basis especially in comparison with other interventions.

Roles and Responsibilities

Champion	writing of the plan, ensuring that all staff are aware of their responsibility and techniques used to raise the attainment of disadvantaged pupils, quality assurance of the interventions, leading on the review.
Committee	to monitor and assist in the identification of PP interventions and the delivery of the plan whilst quality assuring the return on expenditure in line with the purpose of the plan.
Pupil Data Lead	to provide data analysis of achievement gaps and progress
School Business Manager	ensure that all pupils in the census are screened for eligibility, tracking the spending of the PP
Teachers/TAs	maintain the highest expectations of pupils, deliver via Quality First Teaching and subsequent necessary interventions such as those identified on page 2 of the policy, be inclusive and ensure a positive learning environment
Parents	support for their child's learning
Governors	ensures that the school complies with legislation, holds the Headmaster to account accountable for successful implementation of the Policy and Plan, keep the intervention strategies under review, monitors data and sign off on the PP Plan and Review on an annual basis (October).
Headmaster/SLT	overall responsibility for the implementation of the Policy and Annual Plans, ensure staff are given appropriate professional development acting in accordance with the Plan and recommendations of the Committee, holds teachers and TAs accountable