



ANNUAL PUPIL PREMIUM PLAN AND EXPENDITURE Pupil Premium Plan Impact Review 2022-2023

To be read alongside the Pupil Premium Policy 2023

To be reviewed October 2023

2022-2023 PP BUDGET	£111,305 (pupil premium) + £19,674,530 (recovery) (less £2,030 uniform overspend previous year) = £130,979
2023-2023 PLANNED SPEND + TOP SLICE	£29,850 +£101,1295= £130,979
Actual Planned Spend	£35,034.44
PP NO. ON ROLL	108
% OF WHOLE SCHOOL ROLL	14%
TOTAL NO. ON ROLL	768

	North Cestrian PP Pupils	School Average (national)
% achieving GCSE Grade 5 E/M 2023 – Year 11	37.5%	50.7%
Attainment 8 Score – all	40.13	49.71

Challenge 1: Academic – the support of quality first teaching (specific variables for targeted intervention beyond the provision afforded by the Top Slice)

General Diagnostic: Outcomes generated by internal and external assessment

Success Criteria: Reduction in the gap between pupil premium learners and other learners

Challenge	Resp.	Estimated Budget	Spend	Diagnostic	Success Criteria	Evaluation and Evidence
1.1 Effective Prep	Teachers	£200 to cover printing of knowledge atlases and attendance to Prep Club (extra-curricular Challenge 3)	£180.00	Half termly review of prep points	Reduction in Prep points and no gap to peers	24 students (either through themselves, teacher or parent) requested printed version of the Knowledge Atlas.
1.2 Use of revision guides and work books in all subjects	Teachers	£1,500 to cover revision guides and work books	£1400	KS4 Pupils to have revision guide/work books at the earliest opportunity	Pupils use the revision guides and workbooks. They receive feedback from teachers and act on feedback. Improve in A and B points in Maths and increase in Positive/On Target performance in subjects. No gaps to peers.	all Pupils progress 8 score for Maths Element = -0.18 PP Pupils Progress 8 score for Maths Element = -0.94
1.3 Equipment	Slq	£1,200 to cover pupils having access to equipment in order that there are no barriers to learning and engagement (such as specialist clothing in PE, ingredients in Food Technology, IT requirements)	£1,815.47	As per the barriers identified by teachers	No barriers	Food Technology provided all ingredients as required for Disadvantaged to ensure participation. 27 Scientific Calculators and 16 pencil case packs.

1.4 Revision Guidance	Senior Teachers	£800 to cover equipment for the Monday and Friday extra-curricular session to assist in revision techniques	£432.52	Progress at Data Captures, as well as Self-parents-teacher referral from early intervention	High attendance at the extra-curricular provision. Increase in Positive/On Target performance in subjects. No gaps to peers.	In Y10 33% of Disadvantaged are on Target, 55% on Non-disadvantaged on target. Disadvantaged P8 = - 0.54 Non-disadvantaged P8 = 0.08
1.5 Small group intervention	Slq	£9,674 to cover expert tuition, equipment, barriers to attending the provision such as transport	£12,240	Progress at Data Captures, as well as Self-parents-teacher referral from early intervention	High attendance at the extra-curricular provision. Increase in Positive/On Target performance in subjects. No gaps to peers.	Maths, Science, and English Y11 class teachers for 35 weeks of interventions period 7s.
1.6 Report Cards	Slq	£0 in with Pupil Premium Champions salary top slice - ensuring support with attitude to learning	£0	Fortnightly Pastoral Reports	No gaps to peers and Increase in Positive/On Target performance in subjects.	18 students with frequent meetings with Pupil Premium Champion

Challenge 2: Behaviour – The support of personal responsibility, valuing school life, honest reflection

General Diagnostic: Key Performance Indicators that show attendance, punctuality, behaviour, welfare and wellbeing (voice)

Success Criteria: Reduction in the gap between pupil premium learners and other learners / removal of barriers

Challenge	Resp.	Estimated Budget	Spend	Diagnostic	Success Criteria	Evaluation and Evidence
2.1 Good attendance and punctuality	Form Tutors	£3000 to cover school minibus pickups, bus/metro pass funding, alarm clocks, phone calls, meetings with parents	£1,215	Monthly review of attendance and lates	No gap to peers, individual improvements due to barriers removed	Bus passes during exams, taxi to colleague and to assist attendance, taxi to assist vulnerable student.
2.1a Breakfast Club	Slq	£2,000	£5,128.73	Linked to gaps in attendance, lates and Prep, welfare-wellbeing issues	No gap to peers, individual improvements due to barriers removed	13% of the disadvantaged cohort attended everyday and 50%+ attend at least one day per week.
2.2 Uniform	Form Tutors	£1,500 to cover use the purchase of school uniform	£1,916.65	Early and regular communication before the school year regarding the provision and expectation. Weekly uniform checks.	Excellent student voice and reduction in uniform related issues.	Each disadvantaged student and family supported in request – as advertised that school offers this support
2.3 Rewards programme	Slq / HOYK	£725 to cover rewards including postcards and raffle prizes for Standards Cards etc.	£66.17	Use of ABC data	Ensure that the PP rewards are for ambitious levels of achievement as measured by school benchmarks and the rewards/achievements of peers	Decision taken to invest rewards in Cultural Capital and Character Development.

2.4 Intervention to Support Behaviour	Pastoral Team	£1,000 to cover any techniques to protect pupils from escalation of behaviour pipelines. Ultimately to keep the pupil safe, in school, and achieving. (anything from alternative provision to CPD for teachers)	£26.23	Pupils identified by B points at risk of reaching the next stage of the B – Scale (either across the curriculum or in specific areas)	Enabling pupils to act on the support and not continue to escalate B behaviour points. No gaps to peers.	No Disadvantaged students were permanently excluded due to successful interventions. B points for Disadvantaged pupils were in line with all other students.
2.5 All elements of the Subject and Ofsted Voice Surveys	Slq and All Staff	£500 contingency for actions required as a result from the findings of the voice surveys (including safety, happiness, access to learning, any elements attributed to Challenge 1, 2 or 3)	£500	Pupils identified as presenting low levels of satisfaction through the surveys	Increasing levels of satisfaction, no gaps to peers, the swift elimination of safety-happiness concerns	Pupil voice records greater levels of satisfaction.

Cestrian Character - Supporting wider opportunities

General Diagnostic: Key Performance Indicators that show character development, cultural capital, engagement in the wider curriculum, and parental involvement

Success Criteria: Reduction in the gap between pupil premium learners and other learners / removal of barriers

Challenge	Resp.	Estimated Budget	Spend	Diagnostic	Success Criteria	Evaluation and Evidence
3.1 Reading Fluency, accuracy and confidence	Teachers / CJO	£500 to library visits, intervention, supporting access (inc. anything appropriate to support the reading strategies)	£2,608.66	Monthly review of Reading Plus data	No gap to peers, individual improvements due to barriers removed	Reading Plus working effectively with Y7 to 9 having reading lessons in school and Reading Plus access in and out of school.
3.2 Parents Attendance	Slq	£500 to cover transport, individual meetings, resources for parents to attend workshops and Parents' Evenings	£170.00	Historical data shows lower PP family attendance at school events	No gap to peers, individual improvements due to barriers removed	Pupil Premium Champion ensured all parents could take part to the best of their ability.
3.3 Character Education	Form Tutors	£2,000 to cover the development of opportunities specifically design for PP pupils (such as further education, resilience, confidence, Duke of Edinburgh)	£1223.96	Uptake of character opportunities for individuals as well as comparison to peers (C points)	No gap to peers, individual improvements due to barriers removed. Tracking PP pupils through the achievement of Character Benchmarks with all pupils to achieve the certificate by the end of Year 10.	5 pupil premium students elected for the Duke of Edinburgh bursary.
3.4 Cultural Capital	Slq / HOYK	£750 to cover the uptake of opportunities	£750	Uptake of cultural capital opportunities for individuals as well as comparison to peers (C points)	No gap to peers, individual improvements due to barriers removed.	Trip to Oxford University, Theatre Trips.

3.5 Careers	Slq / Careers Team	£500 to cover any costs associated with the uptake of actual and virtual careers opportunities	£531	Regular meetings with Careers Advisor to ensure awareness of opportunities and ambition. Usage of Unifrog.	No gap to peers, individual improvements due to barriers removed. Ensuring at least one first choice work experience.	100% of disadvantaged students accessed Unifrog + met with Careers advisors and received 12 hours of dedicated curriculum time + took part in work experience. Career focused trips solely for Disadvantaged students.
3.6 Rewards	Slq and All Staff	£1,000 in pupil centred, self-decided rewards that further cultural capital and character development	£703.64	Ensuring PP pupils access appropriate rewards and are not limited in any way	Effective rewards system as proved by voice satisfaction	Half termly £20 investments in individuals (60) and form groups (24)
3.7 Trips	Slq	£2,000 to fund any necessary costs associated with curriculum-based trips, any costs that support the challenges in this plan, and to significantly subsidise any other form of school trip.	£2,550.05	Ensuring pupils have no barriers to going on trips	Proof of exhausting barriers resulting in maximum % of PP pupils going on trips.	GRIP Trip for Y7-9 disadvantage cohorts to build resilience and confidence fully funded. All other trips heavily subsidised.
3.8 Extra-curricular attendance	Slq	£500 to fund any associated costs with attending extra-curricular clubs (inc. transport, equipment)	£825.02	Ensuring pupils have no barriers to attending extra-curricular	No gap to peers, individual improvements due to barriers removed. Ensuring at least one first choice extra-curricular.	Peripatetic Music and Drama sessions, and some equipment for girls to access football coaching.

3.8 Summer School	EKI	In top slice £2,500- to fund the NCS provision of Summer School	£3251.34	Early and regular communication with all Y6 pupils and PP pupils in Y7 and Y8	Proof of exhausting barriers resulting in maximum % of PP pupils attending Summer School	47% of Y6 Disadvantaged attended. Positive Feedback from parents and students.
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