

St Norbert's Primary School – Pupil Premium Action Plan September 2017 – July 2018

Objective: To develop enhanced provision for Pupil Premium Children.

SDP - Key Improvement 1: Effectiveness of leadership and management

To sustain outstanding Leadership at all levels through succession planning and school based CPD programmes and research.

SDP - Key Improvement 2: Quality of teaching, learning and assessment: To establish Teaching for Mastery across curriculum through embedding reading, writing and maths skills.

SDP -Key Improvement 3: Personal development, behaviour and welfare: To ensure our pupils are ready for a life beyond school and that staff are supported through buture based wellbeing approach

SDP - Key Improvement 4: Outcomes for children and learners:To develop the curriculum so that it facilitates greater depth challenge for all pupils working towards mastery levels.

Article 28: You have the right to a good education.

Article 29: You have the right to develop your personality and talents to your full potential.

Article 31: You have the right to play and rest.

Article 3: All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

Overview 2017-2018

In September 2017 there are 15 pupils (7.2%) on the Pupil Premium register.

8 Free School Meals children

5 'Ever6' children

0 Forces children

1 Post Looked After Child

1 Looked After Child

Pupil Premium Funding

In April 2010, the Government introduced the **Pupil Premium**. This additional funding was allocated to children from low-income families who were known to be eligible for Free School Meals in both mainstream and non-mainstream settings and children who had been in Local Authority Care continuously for more than six months. The Government believes that the Pupil Premium, which is additional to main school funding, is the best way to address the current underlying inequalities between children eligible for Free School Meals and their wealthier peers by ensuring that funding to tackle disadvantage reaches the pupils who need it most.. This academic year we will receive £1320.00 per pupil with the eligibility criteria expanded to include pupils from Service families receiving £300 and Pupil Premium Plus (Looked After Children/Adopted from Public Care) receiving £1900 and pupils who do not currently receive Free School Meals but have done so previously within the past six years.

Pupil Premium Allocation

In the academic year 2017-18 the Pupil Premium funding will be used to achieve the following outcomes:

- Provision of basic needs such as School Uniform, milk and school meals including additional school equipment/resources for more vulnerable families. This will also include provision of Breakfast foods for most vulnerable children.
- Additional support/resources in Maths, English and those with social and emotional needs for targeted Pupil Premium children across all cohorts to support with providing pupil Premium children with equal opportunities to access Mastery for teaching and learning.
- Resources that support pupils to increase their engagement in lessons and to tackle barriers to their learning.
- Resources that support independent learning and promote challenge.
- Resources to support with 'Keep up' interventions.
- Enrichment workshops/activities for pupils.
- Subsidies for curriculum resources, trips and visits.
- Qualified teacher support, guidance and advice for pupils, parents and staff.
- 1:1 Teaching Assistant support for identified Pupil Premium Children requiring support for emotional well being and learning difficulties.

The Pupil Premium grant will be used to enhance these pupils learning and to assist financially when required. Provision mapping within the school clearly marks interventions for these pupils and their progress is closely monitored. Pupils who are not making expected progress in English and Maths participate in intervention programmes identified by the Inclusion Manager and class teachers and receive extra support in the classroom and/or in groups. Pupils at St Norbert's attend many curriculum related trips and financial help is given to those pupils, who are entitled to Pupil Premium support and who have been targeted as attending the trips. At St.Norbert's we believe that the Pupil Premium funding should ensure the inclusion of all enabling pupil from all socio-economic backgrounds to achieve their full potential. Funding should be astutely targeted to ensure these pupils progress well and due to personalised provision avoid developing gaps in learning and achieve in line and even exceed their peers.

Curriculum

Children learn best when their learning is fun, meaningful and memorable. At St. Norbert's we employ an investigative, topic based approach which focuses on subject specific skills ensures exciting learning. In the academic year 2016-2017 we embraced, adopted and began to embed a Teaching for Mastery approach to learning, which encompasses all of the learning opportunities described but provides teaching and learning which promotes children to learn in greater depth. Wherever possible, English, Maths and Computing are also integrated into topics so that children are truly immersed in their learning. In 2017-2017 Pupil premium will be supported through a rich, first quality Mastery for teaching and learning whole school approach. Real life experiences and hands-on opportunities are provided wherever possible in recognition of the fact that learning is more memorable when there is a high degree of pupil involvement in an activity. Pupils in receipt of this funding are targeted where individual needs have been identified and resourcing put into place to support their access to our curriculum. Data is regularly collated and reviewed by staff, Senior Leaders and the Headteacher monitor the progress of all pupils and plan future personalised provision using this funding.

The Wider Curriculum

Supporting children through the effective use of pupil premium funding is paramount in our school and permeates many aspects of school life. Throughout the year we hold themed activities that promote involvement of all pupils and their families but by which we especially target those in receipt of this funding. Activities such as; Dads, Lads and Lasses, Mums and Kids Survival Day, Building Learning Power days, Culture Week and Enrichment Days, as well as targeted activities such as Music lessons, have all given eligible pupils the opportunity to participate in events that they may not have had the opportunity to do so otherwise. During our residential visits, pupil premium children are given opportunity to participate in many different activities which may include orienteering, caving and assault courses. Other individuals and groups are used to enhance the variety of activities and we take full advantage when these opportunities become available.

Beyond the School Day

The school is keen to provide a wide range of extra-curricular clubs for children throughout the year which are organised by our teaching staff and/or sports coaches. Children enjoy the opportunity to work with different teachers and have the chance to try many activities such as Football, Badminton, Hockey, Dance, Knitting, Gardening, Sumdog and many more. In 2017-2018 Pupil Premium children will be encouraged to engage in after school clubs and clubs run in the school day to promote Healthy Living and Wellbeing. Pupil premium children will be supported to develop healthy eating through our healthy Tuck Shop and lunch box activities. We try to cater for all our children's needs and so ask the children which clubs they would like to see included during the year through pupil surveys; we also monitor participation of pupil premium children at clubs and provide financial support for those chargeable clubs.

Commitment

St. Norbert's is committed to providing an increasing range of opportunities for pupil premium children to participate in all aspects of the curriculum and extra-curricular activities.

Action Plan for Pupil Premium Funding Academic Year 2017/2018

Funding - £29,318.64 (£20,380 including carry forward from 2016-17 of £8938.64)

(Pupil Premium -FSM/Ever 6 £18,480, Post LAC £1900)

Action Plan	Inclusion, engagement and achievement of pupil premium children			Overall Target	To optimise pupil performance of vulnerable groups
Current Situation/Critical Analysis				Required Changes	
School is extremely focussed on facilitating outstanding provision at all levels for those children who are eligible for pupil premium funding across all aspects of the curriculum.				Ensuring progression of skills across the school with a greater focus on attainment of pupil premium children in core areas.	
Actions (including staff training needs)	Key Personnel	Time Scale	Costs	Projected Success Criteria/Intended outcomes	Actual Impact
To provide qualified teacher support, guidance and advice for pupil, parents and staff, with responsibility for planning and coordinating provision for Pupil premium children, monitoring, evaluating, measuring impact and reporting to stakeholders.	Inclusion Manager	April 2017 - March 2018	<p>£12,500 Projected</p> <p>£10,700 Actual</p>	<p>Pupil Premium children are given a range of enrichment and engaging learning opportunities to develop confidence and self- esteem. Pupils are supported in their learning and make good to outstanding progress.</p> <p>Good working relationships developed with parents in supporting pupil premium children in all areas of development.</p> <p>Staff are confident in supporting pupil premium children in achieving the best of their abilities through regular in house CPD and upskilling delivered by Inclusion Manager which will impact on Pupil premium</p>	<p>Pupil Premium children have been provided with a range of activities and support to develop confidence and self-esteem. 3/16 pupils completed Drawing and Talking Therapy with the Inclusion Manager which boosted self-esteem and developed strategies to identify and support needs and enabled pupils to be more independent in managing feelings and emotions.</p> <p>4/16 PP Children worked with Inclusion Manager on SEAL</p>

				<p>Children's progress in maths and English.</p> <p>Pupil Premium children are fully engaged and supported through the Mastery for teaching approach and identified 'keep up' interventions enable the pupils to make expected or more than expected progress. 100% Pupil Premium children make expected progress in maths and English from their baselines.</p> <p>Inclusion Manager's rigorous monitoring will ensure that all Pupil Premium children are provided with opportunities to achieve success in all areas.</p>	<p>activities to develop strategies to support with emotional wellbeing which has impacted on developing more positive behaviours and friendships. This in turn has impacted on pupil engagement in lessons and on progress being made.</p> <p>Significant amount of Inclusion Manager's time has been spent supporting identified Pupil Premium Children with very specific emotional and mental wellbeing needs, and supporting the families in developing strategies to manage these emotions and behaviours. Time has also been spent liaising with outside agencies to ensure the correct support is in place for these pupils and families.</p> <p>CPD and Time spent with Teaching Assistants and teaching staff has enabled confidence to develop in identifying and delivering support for specific needs of PP children. 2/3 PP pupils meet the required standards for KS2 in reading and maths and 3/3</p>
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					<p>pupils meet the required standards for KS2 in writing.</p> <p>Pupil Premium children state that they feel more confident and able to engage in classroom learning as a result of the support they have received from all staff. Staff report that PP pupils are more engaged in learning and making expected or more than expected progress in most areas. PP pupils with very specific needs are being monitored closely and targeted intervention put into place.</p> <p>The time that the Inclusion Manager has spent supporting parents has enabled good working relationships to be developed. As a result these parents are more engaged in their children's learning and in supporting their children at home in ways that are consistent with school support and strategies. This has had a direct impact on the engagement of these pupils within the classroom setting.</p>
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<p>To provide 1:1 TA support for the emotional, social, and mental well being of Pupil Premium Pupils</p>	<p>HT Inclusion Manager 1:1 PP TA</p>	<p>April 2017 - March 2018</p>	<p>£6500 projected Actual £6500</p>	<p>Pupils emotional, social and mental well-being needs are being supported leading to development of self-confidence and self-esteem. Pupil progress is good and pupils report that feel happy and confident in their learning at school.</p> <p>Pupils develop a positive self-image and educational and emotional self-esteem increases, impacting on positive engagement in the classroom environment and learning.</p> <p>100% Pupil Premium Children are engaged in learning and making expected progress in all areas of the curriculum.</p>	<p>Due to the increasing social, emotional and mental wellbeing needs of specific Pupil Premium pupils, support has been put in place to deliver focus additional activities to develop strategies and management of these behaviours.</p> <p>1:1 enhanced support for all PP children has enabled these children to engage in classroom learning 11 of these pupils have meet ARE made expected progress in maths and English. 7 of those 11 pupils made accelerated progress.</p> <p>The summer term has involved the PP TA supporting more pupils with social, emotional and mental wellbeing development as well as transition support for the Year 6 PP children to enable them to be secondary ready.</p>
<p>To provide enhanced Learning Mentor support for the emotional, social, and mental well being of</p>	<p>HT Inclusion</p>	<p>April 2017 - March 2018</p>	<p>£3000 projected</p>		<p>Support was put into place for a 12 week period employing a leaning mentor to support PP</p>

<p>Pupil Premium Pupils as well as targeted intervention and support to diminish the difference in progress.</p>	<p>Manager Enhanced adult support</p>		<p>£7000 Actual</p>		<p>children. As a result the majority of PP children have made expected progress in core areas of English and Maths as they have benefited from working in smaller groups. This also had a positive impact on pupil emotional and educational wellbeing as there was a higher percentage of engagement in learning and participation in lessons than had been prior to this intervention being put into place.</p>
<p>To provide resources that support independent learning and promote challenge.</p>	<p>Inclusion Manager Pupil Premium 1:1 TA</p>	<p>April 2017 - March 2018</p>	<p>Subscription for Sumdog for Maths £30 Projected £30 Actual Multi - Sensory equipment £300 Projected</p>	<p>Pupils basic number sense and mental maths skills through targeted maths apps. Pupils make good progress in maths and become fluent mathematicians. Pupils have access to a range of interactive and practical support to develop key SPAG skills. 100% pupils access interactive maths activities at home through personal kindles. 100% make good or better progress in Maths. 100% pupils are supported with developing</p>	<p>All PP children received access to a paid subscription for Maths and Spelling on the interactive online Sumdog. As a result pupils were able to access Sumdog learning at home and parents reported that they were engaged more in supporting their child's learning. PP pupils (100%) stated that they enjoyed using Sumdog to learn and that tis helped them with their maths skills.</p>

			<p>£0 Actual</p> <p>Clicker 7</p> <p>£2200 Projected.</p> <p>Maths resources</p> <p>£140 Projected</p> <p>£500 Actual</p>	<p>SPAG and 100% make good or better progress in SPAG lessons.</p> <p>100% Premium Pupils will make expected or more than expected progress in language and communication development, with accelerated progress in reading, writing, spelling and comprehension.</p> <p>Increased % of Pupil Premium children will achieve greater depth in maths and English and 100% will make expected or accelerated progress in maths and English.</p>	<p>Multi-sensory equipment was purchased using SEND budget.</p> <p>Maths of the Day active maths programme was purchased to engage PP children in participation of mental maths through physical active learning.</p> <p>As a result, 11/16 pupils made expected progress and 5 of these pupils were able to make accelerated progress.</p>
<p>To provide enrichment workshops for pupils and subsidise after school clubs.</p>	<p>Inclusion Manager</p> <p>Teachers</p> <p>Outside providers</p>	<p>April 2017- March 2018</p>	<p>Music lessons - keyboard/guitar</p> <p>£200 Projected</p> <p>£0 Actual</p> <p>After school clubs run by external providers in</p>	<p>Workshops promote higher order thinking skills and enable children to develop stamina for critical thinking and awareness. Pupil's self-esteem is raised. Pupil's social skills are enhanced and developed leading to pupils increased self-awareness and self-confidence.</p> <p>Pupil interviews demonstrate 100% enjoy the enrichment activities provided. Pupils develop perseverance and independent learning skills which promote good progress and achievement 100% make good or better</p>	<p>There was no uptake of any further PP children accessing additional music lessons this academic year through pupils own personal choice.</p> <p>12/16 pupils participated in clubs across the year including fencing, dance, football, gymnastics and athletics. In turn this supported pupil wellbeing and social development as well as developing confidence in their abilities.</p>

			<p>school - sports, music, choir etc</p> <p>£1500 Projected to provide 1 term subsidised paid clubs involvement per child.</p> <p>£332 Actual</p>	<p>progress.</p> <p>Pupils overcome barriers to learning, by reducing worry and lack of confidence. To reduce pupils experiencing issues over an extended time.</p> <p>Pupil Premium are more engaged in healthy living and sports as well as Healthy eating, which impacts on positive mind-sets and improved engagement in learning at school.</p>	
To provide subsidies for curriculum resources, trips and visits.	Inclusion Manager	April 2017- March 2018	<p>£1000 Projected</p> <p>£463.20 Actual</p>	<p>Families are routinely supported with financial implications of trips and visits by school funding allowing pupils to attend where previously families may have declined consent to attend due to financial constraints. Percentage of families taking up financial support greater than in previous</p>	<p>Pupil Premium pupils were able to take part in a half day of activity exploring high ropes and team building activities. 66% of the group had not had the opportunity outside of school to take part in similar activities. Therefore it was a</p>

				<p>years. Pupil relationships with peers maintained, isolation from events greatly reduced. Holistic learning experiences more readily accessed by pupils that previously they did not experience for example, outdoor adventure.</p>	<p>fantastic to develop opportunities for these pupils. 100% of the pupils enjoyed the experience, noting that they particularly enjoyed engaging in alternative fitness with their friends. 100% of pupils stated that they would like to take part in similar activities again.</p> <p>All PP children accessed school trips and 4/16 pupils were able to attend residential trips to The Briars and Caythorpe.</p> <p>PP pupils accessed a range of school visits (subsidised and free) at different times and dependant on Year group activity Examples of these were:</p> <ul style="list-style-type: none"> Southfield House - Christmas Carols Olympian workshops WW2 Museum Freiston Library Visit Dementia Café Drama Workshop Caythorpe Residential Peterborough Museum Aladdin Pantomime
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					Snettisham Farm Twin Lakes Belton House
To develop higher order thinking skills in pupils.	Inclusion Manager	April 2017 - March 2018	<p>£180 Projected</p> <p>(£96 Good Morning and £94 on Thinking Skills and resources for Mastery)</p> <p>£180 Actual</p>	<p>Pupils develop their thinking skills through accessing activities on www.goodmorningchildren.com:</p> <p>Activities are guided by the personal interests of the children and 100% of pupils report they enjoy the challenges during morning activities.</p> <p>Pupil premium children are challenged in their thinking and develop greater depth in maths and English.</p>	<p>This resource is used throughout school during morning thinking skills time to enable pupils to engage in stimulating challenges that covers all aspects of the curriculum including Global learning, current affairs and varied topics related to learning. It has helped to develop creative thinking and problem solving skills. PP children have been able to develop their knowledge and skills of aspects of life that go beyond the school curriculum and as a result gain valuable life knowledge and skills that they can use in everyday life.</p>
To provide appropriate school uniform to increase attendance and engagement with all	Inclusion Manger	April 2017 - April 2018	<p>£550 Projected School</p>	<p>Attendance of all pupils in receipt of Pupil Premium funding meets and in some cases exceeds the target of 95% attendance</p>	<p>Provision of school uniform has supported PP children in feeling happy and confident in coming to school as they feel part of the school family. It has also</p>

aspects of school life.			<p>Uniform</p> <p>£424 Actual</p> <p>£400 Projected School Milk</p> <p>£136.88 Actual</p> <p>£800 Projected Healthy Tuck shop/Breakf ast food.</p> <p>£355.56 Actual</p>	<p>throughout the academic year;</p> <p>Pupils self-esteem is raised and 100% report they are happy to come to school. 100% of pupils report that they know they have the correct uniform</p>	<p>developed positive relationships with parents who are more supportive in ensuring that their children come to school in the correct uniform. Positive relationships developed between school staff and parents have led to parents feeling more confident in asking for the support and help they may need.</p> <p>The cost of this also includes shoes purchased for 1 PP child, whose parent is struggling financially and this has enabled this pupil to be able to wear the correct school uniform, which has also ensured that this pupils growth and development is catered for appropriately.</p> <p>This cost also included the provision of milk as a break time nutritional drink to ensure good health and development for our PP children.</p>
<p>Total Expenditure: £29,300 Projected</p> <p>£26,591.64 Actual</p>					

Monitoring and Evaluation of the Intended Outcomes	

Inclusion Manager to monitor impact of funding through use of:

- Pupil Interviews/Questionnaires
- Analysis of CPD Evaluation forms (where appropriate)
- Staff Audits
- Lesson Observations (TA's/1:1 support/Teachers)
- Focused Governor Visit
- Intervention folder monitoring
- Collation of Pupil Premium experience evidence folder-photographs of lessons, events and clubs etc.
- Monitoring the number of pupils accessing both free and paid clubs.
- Monitoring of pupils accessing Healthy Tuck Shop foods
- Monitoring of Pupil Premium engagement in lessons through observations.
- Termly progress reports
- Monitoring of pupil progress analysing vulnerable groups of Pupil Premium.
- Collation of data and progress with Sports Funding lead on impact on Pupil premium Children.
- Inclusion Manger to present findings to SLT and governing body through detailed subject reports.

All actions to be secured by end of financial year resulting in completion of this action plan. Analysis of impact will then be used to inform further action plan(2018/19) to build on developments and maintain as school priority.