

St Norbert's Primary School – Pupil Premium Action Plan **September 2018 – July 2019**

Objective: To develop enhanced provision for Pupil Premium Children.

Key Improvement 1: Catholic Life of the School -SMSC

To develop a stronger pupil driven spiritual ethos led by the Chaplaincy Team that enables all stakeholders to develop as leaders in their own faith journeys.

Article 14: You have the right to choose your own religion and beliefs. Your parents should help you decide what is right and wrong, and what is best for you.

Key Improvement 2: Effectiveness of leadership and management

To embed external outward facing school leadership within the St. Therese of Lisieux CMAT, based on inquiry research and a proactive, self-improving culture, with all leaders exhibiting high expectations for every pupil and member of staff.

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.

Key Improvement 3: Quality of teaching, learning and assessment

To improve the quality of teaching and learning to ensure 90% is consistently challenging and inspirational, achieving at least 75% at age related expectations and 20%+ Greater Depth for core areas of Religious Education, Maths and English.

Article 29: Your education should help you use and develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect other people.

Key Improvement 4: Personal development, behaviour and welfare

To ensure our pupils are ready for a life beyond school and develop a resilience and motivation for applying core skills of reading, writing and arithmetic across the curriculum.

Article 6: All children have the right to life and develop healthily.

Article 28: All children and young people have a right to a primary education, which should be free. Discipline in schools should respect children's human dignity. Young people should be encouraged to reach the highest level of education they are capable of.

Article 12: You have the right to give your opinion, and for adults to listen and take it seriously.

Key Improvement 5: Outcomes for children and learners

To raise standards in Maths particularly how reasoning and problem solving is embedded across the curriculum, ensuring pupils have the opportunity to achieve Mastery of core mathematical skills and apply in a range of contexts.

Article 13: You have the right to find out things and share what you think with others, by talking, drawing, and writing or in any other way unless it harms or offends other people.

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

In September 2018 there are 12 pupils on the Pupil Premium register.

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 £2300 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 2018-19 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 2017-2018 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 2018-2019 Pupil Premium will be supported through a rich, first quality 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

2018-2019 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. Pupil well-being will be supported through small group intervention working alongside learning mentor in order to develop self-confidence and self-esteem as well as collaborative learning strategies.

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 2018/2019
Funding - £25,807 (£23,080 including carry forward from 2017-18 of £2727)
(Pupil Premium LAC £1,568, Post LAC £1159)

Action Plan	Inclusion, engagement and achievement of pupil premium children			Overall Target	To improve attainment in core subjects through pupil engagement and targeted metacognitive development.
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 maths	
Actions (including staff training needs)	Key Personnel	Time Scale	Costs	Projected Success Criteria/Intended outcomes	Actual Impact
To ensure pupil engagement, levels of resilience and independence are improved for PP children, particularly in mathematics through targeted intervention and support to diminish the difference in progress.	SH PP TA	Dec 2018	£7541.03	<p>Pupil Premium children are given a range of enrichment and engaging learning opportunities to engagement and real life experiences to apply understanding and skills.</p> <p>Pupils are provided with explicit strategies to plan, monitor and to evaluate their learning, and give them opportunities to use them with support and then independently.</p> <p>Pupils are supported and encouraged to identify key steps in their learning.</p>	Please see PP action plan 2019/20 for impact of academic year 2018/19

				<p>Pupils are provided with opportunities to make improvements following feedback.</p> <p>Pupils are given regular and timely feedback.</p> <p>Reviewing challenges and successes of the tutoring with teaching groups to ensure tutoring impacts positively upon pupils' progress.</p> <p>PP pupils offered 1:1 teacher tuition to develop strategies to tackle fundamental gaps in skills, knowledge and understanding which is preventing progress</p>	
<p>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.</p>	SH	April 2019	£2721	<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 progress from their starting points.</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 PP lead which will impact on Pupil premium Children's progress in core subjects.</p> <p>Pupil Premium pupils are provided with explicit strategies to plan, monitor and to evaluate their learning, and give them</p>	<p>Please see PP action plan 2019/20 for impact of academic year 2018/19</p>

				<p>opportunities to use them with support and then independently.</p> <p>Pupil Premium Lead's rigorous monitoring will ensure that all Pupil Premium children are provided with opportunities to achieve success in all areas.</p>	
<p>To provide learning mentor support for the emotional, social, and mental well-being of Pupil Premium Pupils</p>	<p>SH Evolve</p>	<p>Reviewed Dec 18</p>	<p>£3500</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>Please see PP action plan 2019/20 for impact of academic year 2018/19</p>
<p>To provide resources that support independent learning and promote challenge and develop emotional and social well-being</p>	<p>SH Pupil Premium 1:1 TA</p>	<p>April 2018 - March 2019</p>	<p>£1520.82</p>	<p>Pupils basic number sense and mental maths skills through targeted maths apps. Pupils make good progress in maths and become fluent mathematicians.</p> <p>100% pupils access interactive maths activities at home to make good or better</p>	<p>Please see PP action plan 2019/20 for impact of academic year 2018/19</p>

			£720	<p>progress in Maths.</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>Developed well-being will support attainment and progress.</p>	
To provide enrichment workshops for pupils and subsidise after school clubs.	SH Teachers Outside providers	April 2018- March 2019	£196	<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 to make good or better progress.</p>	Please see PP action plan 2019/20 for impact of academic year 2018/19

				<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.	SH	April 2018- March 2019	£1045.80	<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 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>	Please see PP action plan 2019/20 for impact of academic year 2018/19
To provide appropriate school resources increase attendance and engagement with all aspects of school life.	SH	April 2018 - April 2019	£2043.62	<p>Attendance of all pupils in receipt of Pupil Premium funding meets and in some cases exceeds the target of 96% attendance throughout the academic year;</p>	Please see PP action plan 2019/20 for impact of academic year 2018/19

				<p>Pupil's 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>Pupils are encouraged to live a healthy lifestyle that can improve pupil engagement and attainment.</p>	
<p>Total Expenditure: £19,288.27</p>					
<p>Monitoring and Evaluation of the Intended Outcomes</p>					

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.