

Plymouth CAST Pupil Premium Strategy 2017

“Every one of our children is carrying something the world is waiting for – it’s just the world hasn’t got it yet,” Sister Judith Russi

Principles

- To ensure that teaching and learning opportunities meet the needs of all pupils.
- To ensure that appropriate provision is made for pupils who belong to vulnerable groups, this includes ensuring that the needs of socially disadvantaged pupils are adequately assessed and addressed.
- In making provision for socially disadvantaged pupils, we recognise that not all pupils who receive free school meals will be socially disadvantaged.
- We also recognise that not all pupils who are socially disadvantaged are registered for free school meals. We reserve the right to allocate the Pupil Premium funding to support any pupil, or groups of pupils the schools have legitimately identified as being socially disadvantaged.
- Pupil Premium funding will be allocated following a needs analysis which will identify priority groups or individuals. Limited funding and resources means that not all children receiving free school meals will be in receipt of pupil premium interventions at one time.

The purpose of this policy is to:

- Ensure that the needs of all disadvantaged pupils are effectively met;
- Describe some of the key intervention strategies which will be used;
- Outline how Plymouth CAST will allocate its Pupil Premium funding;
- Detail the monitoring and evaluation processes we will use to ensure impact;
- Identify the roles and responsibilities involved in our Pupil Premium provision;
- Meet the required statutory obligations

The Trust’s role is to ensure that all children – including the most disadvantaged – get the educational opportunities they deserve and make the most of them. Moreover, the Trust is firmly committed to raising the achievement of disadvantaged children in each of its schools and refuses to accept that any child is ever destined to underachieve by virtue of their social circumstances.

The Trust regards raising the achievement of disadvantaged pupils as being at the very core of its moral purpose. Every person employed by CAST has a part to play in helping disadvantaged children to achieve educational excellence, and each of us acknowledges that we are accountable for the impact of our efforts to improve outcomes and diminish gaps in achievement.

An important aspect of the Trust's efforts to raise achievement will be to ensure that Pupil Premium funding is spent in ways that have the maximum possible impact on pupil progress and learning. The Pupil Premium is additional funding from central government which is allocated to schools for the intended purpose of supporting them in their efforts to raise the achievement of disadvantaged pupils, the overall aim being to diminish gaps between disadvantaged and non-disadvantaged children both within school and nationally.

The Trust will rigorously review the learning and achievement of disadvantaged children in its schools, forensically analysing their progress and attainment. It will question and challenge schools in ways that highlight good practice in raising achievement and actual and potential underachievement. In doing so, it will look at both external and school-based data sources. The Trust recognises that disadvantaged children do not form a homogenous group, and consequently it will raise questions about the achievement of disadvantaged pupils who are more able and/or who have special educational needs or a disability. Where underachievement persists in a school, the Trust will make arrangements for a formal Pupil Premium review to be undertaken.

The Trust acknowledges that effective governance is a crucial component of raising achievement and that it has a responsibility to ensure that any individuals involved in governance are properly equipped to ask searching questions about the performance of pupils who attract the Pupil Premium. Those involved in governance need to be made fully aware of the moral imperative of this aspect of their work.

The Trust believes that school leaders are best placed to make decisions about how pupil premium money is spent in their respective schools. However, schools will be held to account by the Trust's Board and the Local Governing Body for the impact of their spending. School leaders will need to be able to describe the barriers to learning which they have identified and explain why particular strategies have been chosen to address them. They will be required to report on the impact of their chosen strategies and the lessons learnt.

Individual School's Pupil Premium Strategy

Each school will provide their Pupil Premium Strategy for 2017/18 and an evaluation of the 2016/17 strategy to the School Improvement Team by **September 15th 2017** on the Plymouth CAST Pupil Premium template (Appendix 1).

Mid-Year Reviews

All schools will be required to review the impact of their Pupil Premium review by February 2018 and at the end of the academic year.

The Pupil Premium Strategy must include:

- Detail of School's Pupil Premium Budget
- Achievement of Pupil Premium children compared to Non-Pupil Premium
- Internal and external barriers to future achievement for pupils eligible for Pupil Premium
- Desired outcomes and how they will be measured (see below).
- Planned Expenditure under the headings listed below.

Desired outcomes can be measured in the following ways:

- Progress of Pupil Premium children compared to non-Pupil Premium children measured by the number of steps progress in Target Tracker;
- The difference between non-PP and PP pupils on track to achieve ARE is diminishing as evidenced through TT;
- External government measures
- Internal measures through specific school based interventions e.g. Reading Ages
- Attendance
- Behaviour Incidents
- Other well-being indicators

Planned Expenditure must be categorised under one of the following headings:

1. Additional Teaching staff
2. 1-1 Intervention – Academic
3. 1-1 Intervention - Social
4. Group Intervention – Academic
5. Group Intervention - Social
6. Learning Resources
7. Staff Training
8. Enrichment/Raising Aspirations
9. Home Support (breakfast club, EWO)
10. Other, not captured by any of the above

Monitoring of the PPG Spend

At the end of each term, the Finance team will prepare a report that shows how much each school has spent under the headings listed above. This will be presented to the board.

Plymouth CAST Pupil Premium Strategy

Using each of the individual school's PP Strategy, a CAST wide strategy will be produced which outlines:

- Detail of Trust's Pupil Premium Budget
- Achievement of Pupil Premium children compared to Non-Pupil Premium across the Trust
- Common barriers for learning for the children in our schools
- Desired outcomes.
- Planned Expenditure under the headings listed below.

Recommendation 1 – Pupil Premium Champion

Pupil Premium lead appointed within the Plymouth CAST central team. Their role would include:

- Scrutiny of school's PP strategies
- Produce Plymouth CAST PP Strategy and action plan
- Provide training for Schools and Governing Bodies
- Produce detailed Data Analysis on the achievement of PP children across the Trust
- Be a source of support and guidance on all aspects of PP provision across the Trust.

- Produce a best practice guide for schools based on key areas of successes in the Trust and beyond.

Recommendation 2 – Pupil Premium Conference

Hold an annual Pupil Premium Conference for all Pupil Premium Leads across the Trust. The purpose of this would be to:

- Design a Pupil Premium Charter which sets out Plymouth CAST's high expectations and outline what every child can expect, regardless of what Plymouth CAST school they attend.
- Share good practice across our schools
- Ensure consistency of practice
- Deliver training to Pupil Premium leads in each school

Recommendation 3 - Collation and Analysis of Data

As part of the Assessment cycle, Pupil Premium data analysis will be presented to the board, in addition all children will be placed in a virtual school of all Plymouth CAST's Pupil Premium children to show what the achievement would be like for one school with all our Pupils Premium children in it.

Recommendation 4 – C.A.S.T Teaching & Learning Programme

Pupil Premium children benefit the most from quality first teaching and high quality support. There is CAST developed T&L programme designed that has been delivered to one cohort in the West Area schools with great success. With some additional training for facilitators and some adaptations for support staff this could be rolled out to all teachers and teaching assistants in all schools and would be a good use of Plymouth CAST's Pupil Premium Grant.

Recommendation 5 – Governance

The new scheme of delegation and accountability structure needs to be explicit on who is responsible for the outcomes for Pupil Premium children in our schools.

To support Governors in this role, an annual training evening will be delivered in each of the three areas.

Recommendation 9 - Pupil Premium Reviews

If the achievement of Pupil Premium children are causing a concern in a particular school a Pupil Premium Review may be commissioned either by an external consultant or a member of the School Improvement Team.