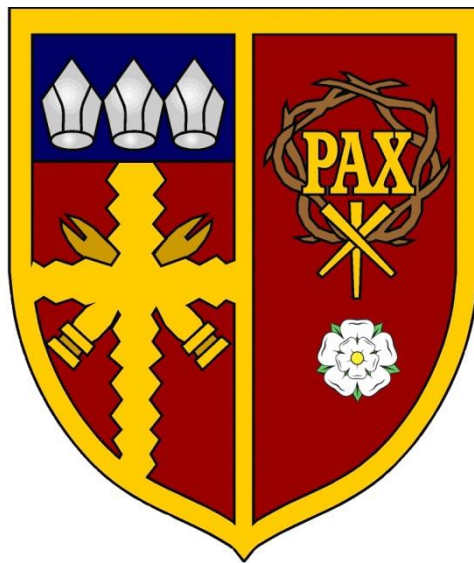


St. Benedict's Catholic High School



Pupil Premium Policy

2016/17

Pupil Premium Policy 2016-2017

Background

The Pupil Premium is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their more affluent peers. It is additional funding which is allocated to schools on the basis of the number of pupils who have been eligible for free school meals (FSM) at any point over the last six years (known as 'Ever 6 FSM'). The Pupil Premium also provides funding for children who have been looked after continuously for more than six months and the children of armed service personnel.

The Pupil Premium was initially introduced in April 2011 when schools received an additional £488 for each of their pupils eligible for free school meals. The level of the premium for 2015 has increased and is currently £935 per pupil for pupils who are either eligible for free school meals (FSM) or have been eligible in the past 6 years. For 'Looked After Children' (LAC) the level of Pupil Premium funding from 2015 is £1,900 and for services children is £300.

Schools are accountable for how they have used the additional funding to support pupils from lower income families, "since they are best placed to assess what additional provision should be made for the individual pupils within their responsibility." (DFE 2012)

School Vision

The targeted and strategic use of pupil premium will support us in our school mission, embracing the teaching of Christ, allowing every individual the opportunity to excel academically and socially within a spiritually enhancing and caring community. The Catholic ethos is firmly grounded in core biblical principles of service, compassion, justice and respect for all, where every pupil is valued as an individual.

We do this in the context of the Christian values we promote as a Catholic school. Every member of staff, (teachers, support staff, site team, technicians and administrators), are expected to have high expectations ensuring that all pupils respect one another, enjoy a safe, happy and stimulating environment and be supported in achieving their academic potential.

Purpose

As a school in receipt of Pupil Premium funding, we are accountable to our parents and school community for how we are using this additional resource to close the achievement gaps of our pupils. New measures have been included in the performance tables published annually on a national level. They capture the achievement of disadvantaged pupils covered by the Pupil Premium. Under The School Information (England) (Amendment) Regulations 2012, Schedule 4 there is specified information which has to be published on a school's website. Section 9 of this regulation requires schools to publish 'The amount of the school's allocation

from the Pupil Premium grant in respect of the current academic year; Details of how it is intended that the allocation will be spent; Details of how the previous academic year's allocation was spent, and the effect of this expenditure on the educational attainment of those pupils at the school to whom funding was allocated'. Through this policy we shall publish the above information. In meeting this requirement we will observe our continuing responsibilities under the Data Protection Act 1998, so that individuals or groups of individuals, including children funded through the Premium cannot be identified.

Principles

We know that outstanding teaching and learning is paramount to the progress of all pupils and particularly those from disadvantaged backgrounds. There is a consistent and relentless focus by all staff to close the gap.

This means there are a range of appropriate targeted intervention and support strategies deployed in order to:

1. Support pupils in becoming aspirational, confident and successful learners
2. Ensure that 'quality first teaching and learning' opportunities meet the needs of all of our pupils
3. Improve levels of attainment and progress
4. Enhance literacy, mathematical and communication skills
5. Have a clear focus on all disadvantaged pupils, including those with SEND and more able pupils
6. Make provision for socially disadvantaged pupils, we recognise that not all pupils who receive free school meals will be socially disadvantaged
7. Ensure pupil premium funding will be allocated following a needs analysis which will identify priority classes, 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.

QUALITY FIRST TEACHING

Outstanding teaching and learning is paramount to the progress of all students and particularly those from disadvantaged backgrounds.

Any students who are falling significantly outside of the range of expected academic achievement in line with predicted performance indicators and grade boundaries will be monitored by class teachers and HoDs, and the necessary interventions put in place. These interventions will be overseen by all subject leaders in their areas, as well as the Pupil Premium leadership team with oversight for students' achievement across Years 7-11.

There is a consistent focus by all staff to narrow the gap between PP students and their peers.

There are targeted intervention and support strategies for all disadvantaged students, including other key student groups, deployed in order to:

- Improve attainment and progress and support students in becoming aspirational, confident and successful learners
- Close attainment and progress gaps relative to both school and national averages
- Enhance literacy, mathematical and communication skills
- Develop students holistically with employability fully in mind, to facilitate opportunities to experience the world of work regularly, actively participating in an employability programme suitable to their skills, attributes and intentions
- Engage and promote learning through a comprehensive extra-curricular and enrichment programme with a strong pupil leadership programme.

Governing Body

Our governing body has an important role in ensuring our school complies with legislation and that this policy, along with its specific stated actions for narrowing the gaps is implemented. Our governing body will keep our work in narrowing the gaps under review so that they can monitor the use of the Pupil Premium. In monitoring and evaluating the work of the school in relation to the Pupil Premium, the governing body will take into account a range of information, including quantitative (data on progress and attainment) and qualitative (case studies, views, surveys etc.) data as evidence of impact.

Cohort Profile

There are currently 84 pupils at the school who are registered as having been in receipt of FSM within the last six years (Ever6) / currently receiving FSM. There are currently 3 pupils who are 'looked after' by the local authority. The PP cohort from years 7 to 11 is approximately 12% of the school KS3/4 population.

St Benedict's Catholic High School **Pupil Premium Numbers 2016/17**

Year	Current FSM	Ever 6	Services	LAC	Total
7	4	1	0	0	5
8	12	9	1	2	24
9	8	13	0	0	21
10	7	11	0	0	18
11	2	13	0	1	16
TOTAL	33	47	1	3	84

Due to the numbers of pupils eligible, we have received the following amounts of Pupil Premium funding:

For academic year 2015-16 : £74,996

For academic year 2016-17 the budgeted funding : £ 81,135

Targeted Support 2015-16

The rationale for resource deployment is decided by the school, based on the following principles:

1. Analysis of data – both quantitative and qualitative
2. Effectiveness and impact so that progress and achievement is maximised for every pupil
3. Value for money

OVERVIEW OF EXPENDITURE FOR 2015-16

Resource	2015-16 Expenditure
1:1 Literacy focus of low achieving students.	£9,881
1:1 Numeracy focus of low achieving students.	£6,131
EP/ External pupil assessment to provide strategies for pupil and staff to overcome barriers to learning	£10,014
EAL staffing	£5,880
Pastoral Support Staffing (Youth Minister)	£7,456
PEP Meetings	£648
Pupil Premium Lead co-ordinator TLR	£634
Lifespace Support for pupil emotional/ social wellbeing	£5,832
Attendance Lead /Intervention: Monitoring – CAF Meetings	£2,170
Financial Support: Educational Visit	£2,098
Staff Training/ CPD	£980
Intervention/ Analysis Software and Training	£1,995
Homework Club with ICT Access	£5,083
Careers/ Post 16 guidance	£7,857
Smaller class sizes for those pupils with low literacy skills	£8,337
TOTAL	£74,996

BUDGETED EXPENDITURE FOR 2016-17

Resource	2016-17 Budget
1:1 Literacy focus of low achieving students.	£8,000
1:1 Numeracy focus of low achieving students.	£8,000
EP/ External pupil assessment to provide strategies for pupil and staff to overcome barriers to learning	£10,000
EAL staffing	£6,000
Pastoral Support Staffing (Pastoral Support Manager/Youth Minister)	£16,000
PEP Meetings	£675
Pupil Premium Lead co-ordinator	£2,650
Lifespace Support for pupil emotional/ social wellbeing	£5,795
Attendance Lead /Intervention: Monitoring – CAF Meetings	£2,250
Financial Support: Educational Visit	£2,200
Staff Training/ CPD	£1,270
Intervention/ Analysis Software and Training	£1,995
Homework Club with ICT Access	£5,500
Careers/ Post 16 guidance	£8,000
Smaller class sizes for those pupils with low literacy skills	£2,800
TOTAL	£81,135

In School Pupil Premium vs In School Non Pupil Premium

Table: Analysis Of Impact Key Stage 4 Outcomes 2015-16

Year	% PP Cohort	A*-C EM SNPP	5A*-C EM SNPP	Eng A*-C SNPP	Maths A*-C SNPP	3+ LP Eng SNPP	3+ LP Maths SNPP	VA Best 8 SNPP	APS SNPP	Att 8 SNPP	Progress 8 SNPP	Ebacc SNPP												
2013-2014	19.8	38	75	38	75	52	79	52	85	N/A	N/A	N/A	N/A	1000	1033	297.3	347.6	N/A	N/A	N/A	N/A	24	35	
Gap		-37		-37		-27		-33								-33	-50.3						-11	
2014-2015	7.5	50	63.6	43	63.6	43	75	57	68	50	74.7	62.5	63.3	1003	1017	308	348	49.25	54.18	N/A	N/A	14	47	
Gap		-13.6		-20.6		-32		-11		-24.7		-0.8				-14	-40		-4.93				-33	
2015- 2016	9.3	70	71.4	70	65.3	87	72	90	74	80	83.7	90	70.4	tbc	tbc	286	331	46.7	50	0.08	0.34	30	35.7	
Gap		-1.4		4.7		15		16		-3.7		19.6				-45		-3.3					-5.7	
Gap +/-		closing		closed		closed		closed		closing		closed		N/A		widening		closing		N/A		closing		

Data has been taken from RAISEOnline and SisraAnalytics

In School Pupil Premium vs Non Pupil Premium

Impact: Achievement

It can be seen from the table that outcomes for PP (pupil premium) students in 2016 KS4 improved across the majority of performance measures.

The %A*-C has increased by 20% since 2016 with 70% achieving A*-C in English and Maths. The gap has closed significantly from – 3.6% to -1.4%. PP students achieving 5+ A*-C including English and Maths has improved from 43% to 70% with PP students outperforming non pp students by 4.7% (note: this has been achieved whereby results have also improved overall for the year 2016 and there has not been a fall in the overall figure).

PP students outperformed non pp students in making 3+ levels of progress in Maths, and an increase on 2015 figures rising from 62% to 90%. PP students making 3+ Levels of progress in 2016 improved from 50% to 80% and the gap has closed to - 3.7. This measure will however continue to be a focus for intervention for 2016/17 to reduce in-line variation between Maths and English. The gap in Attainment 8 has closed from -4.93 to -3.3 in 2016, yet the overall focus will be to improve upon the Attainment 8 figure for non PP students in 2016/17.

When looking at the overall performance of the PP cohort it is evident that, as a result of the range of interventions employed, there has been a significant positive impact on closing the gaps in attainment and performance of our PP students versus non PP students. In some cases, the gap has closed entirely and pupil premium students have outperformed their non pp peers.

School Pupil Premium vs National Non Pupil Premium

Table: Analysis Of Impact Key Stage 4 Outcomes 2015-16

Year	% PP Cohort	A*-C EM	NNPP	5A*-C EM	NNPP	Eng A*-C	NNPP	Math A*-C	NNPP	3+ LP Eng	NNPP	3+ LP Maths	NNPP	VA Best 8	NNPP	APS	NNPP	Att 8	NNPP	Progress 8	NNPP	Ebacc	NNPP
2013-2014	19.8	38	64	38	62	52	73	52	74	N/A	75	N/A	71	1000	1008	297.3		N/A	N/A	N/A	N/A	24	28
Gap		-26		-24		-21		-22						-8								-4	
2014-2015	7.5	43	65	43	63	43	74	57	74	50	75	62.5	71	1003	1008	308		49.25		N/A	N/A	14	28
Gap		-22		-20		-31		-17		-25		-8.5		-5								-14	
2015- 2016	9.3	70	64	70	64	87	tbc	90	tbc	80	75	90	71	tbc	tbc	286		46.7		0.08		30	28
Gap		6		6						5		19										2	
Gap +/-		closed		closed		tbc		tbc		closed		closed		N/A		N/A		N/A		N/A		closed	

Data has been taken from RAISEOnline and SistraAnalytics

School Pupil Premium vs National Non Pupil Premium

Impact: Achievement

As a result of the range of strategies identified earlier in this document it can be evidenced through pupil voice, staff feedback and the attainment in the table of analysis that the year 11 pupil premium cohort has made significant progress over the past three years when compared against National Non Pupil Premium cohorts.

The PP cohort at the school closed the gap across five of the performance measures, and in some cases PP students outperformed non pp students nationally.

The headline of A*-C in English and Maths closed the gap from -22 in 2015 to +6 in 2016, whereby the pupil premium cohort outperformed the NNPP (national non pupil premium) by 6%.

The Average Point Score dropped from 49 in 2015 to 47 in 2016 and a focus continues to be on the progress in the foundation subjects

80% of PP students made 3+ levels of progress, this figure is 5% higher than the NNPP figure. Maths PP students significantly outperformed the NNPP students with 90% making 3+ levels of progress versus 71%. This is a significant achievement whereby our pupils are outperforming NNPP by 19%. Our PP students who have achieved the Ebacc is 2% higher than the NNPP.

Again, when looking at the overall performance of the PP cohort it is evident that, as a result of the range of interventions employed, there has been a significant positive impact on closing the gaps in attainment and performance of our PP students versus non PP students nationally. In some cases, the gap has closed entirely and pupil premium students have outperformed their non pp peers.

Attendance

Improved school attendance overall. Pupil premium attendance is better than the national average for this group, as is the Persistent Absenteeism figure. The school remains focused on closing the gap between FSM and non FSM.

Attendance Figures: Academic Year 2015-16

Year	PP Attendance %	Non PP School %	PP NA %	NA Attendance %
7	95.8	96.9		96.1
8	93.4	95.8		95.3
9	91.8	94.9		94.8
10	91.8	94.8		94.4
11	88.9	87.2		94.1
Total Average	92.3%	93.9%	92%	94.9%

Exclusions

The number of PP pupils excluded from school on a fixed-term exclusion remains significantly lower than that of the national context at 2.67% of the school population. This figure is well below the national average figure of 16.47%.

Engagement

Improved levels of attainment and progress across a range of performance measures has resulted from an increase in the quality of teaching and the addition of a range of 1:1 booster groups and other interventions. Pupil premium funding is being used to good effect to reduce class sizes in core subjects, providing individual or group support.

The school has sensibly used its pupil premium funding to employ additional Learning Assistants who work successfully with small groups, including using the Inclusion Centre, to ensure that pupils catch up with the basics of literacy and numeracy to offer support, where necessary, to improve pupils' attendance, behaviour, confidence and resilience.

2016 Pupil Premium Post 16 Education/ Careers Destination

Students were provided, throughout their time at St. Benedict's, with 1:1 guidance with the school careers coordinator and 90% were successful in gaining their first place choice of post 16 provision.

In Summary:

4 students went on to study the International Baccalaureate

2 students went on to study A- Levels at a sixth form

3 students went on to study a Level 2/3 BTEC at a college.