



Northampton School *for Boys*

Pupil Premium Policy Including Looked After Children

Approved by: **Governors' Welfare Committee**

Date: **January 2021**

Review Date: **January 2022**

Northampton School *for Boys*

PUPIL PREMIUM POLICY - PP and PP+

Background

The Department for Education (DfE) published the Pupil Premium Grant:
“The aim of the Government’s new Pupil Premium is to raise achievement among disadvantaged children.”

- to increase social mobility
- to enable more students from disadvantaged backgrounds to get to the top Universities
- to reduce the attainment gap between the highest and lowest achieving students nationally

Information

This grant is made to schools irrespective of the existence of any deficit of school budget share expenditure and is not part of school budget share.

The payment for is made for students based on information derived in the school census (those known to have been eligible for Free School Meals in any of the previous 6 years) and for Service Children, (the latter at a lower rate)

Two separate determining systems support Looked-After Children and Previously Looked After Children. Some of the Pupil Premium each year may be carried forward to future years. Our aim at NSB, when devolving Pupil Premium funds to support disadvantaged students is to ensure that there is both:

- A DIRECT ALLOCATION

A clear educational objective in terms of raising attainment or closing the attainment gap

- AN INDIRECT ALLOCATION

A clear rationale for allocating funds in such a way that a student is afforded significantly better and more equal access to school and to learning,

Purpose of the grant

Pupil Premium funding is received by Northampton School *for Boys* pursuant to Section 14 of the Education Act. The Pupil Premium will be spent for the purposes of the school which is defined as “the educational benefit of the students registered at that school, or for the benefit of students registered at other maintained schools; and on community facilities”.

Rationale

We know that students from disadvantaged backgrounds perform less well than students from higher socio-economic backgrounds. In 2012 only 50% of children nationally on Free School Meals achieved 5x GCSE’s (including English & Maths) in Northamptonshire that number was lower. In 2015 Looked after Children made significantly Lower Progress. Other learners not highlighted by Pupil Premium achieved much higher grades. Equally, the notion of a premium to support less advantaged learners is not a new one and has been present in various forms for many years. The challenge for Northampton School *for Boys* is to ensure that the funding now available is deployed to enhance learning and outcomes and is impact driven. In meeting this responsibility, we will be mindful of the sensitivities and perceptions of parents.

In 2019-20 with rises in support funding and pandemic issues it is an even more challenging time to support students and ensure they make appropriate progress of better.

Those in receipt of Free School Meals:

We will ensure that wherever possible, correspondence will be sent directly home, and that letters are not distributed to students, as they may be opened in front of peers

Reception staff are reminded about the possible sensitivities attached to conversations and form-filling and a discreet place is offered where necessary.

Teaching and non-teaching staff, although aware of the FSM, FSM(Ever6), Service Children, LAC and PLAC for tracking purposes, will not share this information with students and will observe best practice in maintaining confidentiality of data.

Pupil Premium spending has been tracked closely to answer the following questions:

How has Pupil Premium been used?

How have we made sure that it is used effectively?

What effect has Pupil-Premium- funded provision had on disadvantaged students?

We will use PP funding within two main areas:

Direct allocation and Indirect allocation

PP spending will be reported to the Governing Body annually as part of monitoring procedures.

Although more effective teachers, physical resources, smaller class sizes and other strategies can have a significant impact on achievement, increased funding does not automatically mean increased results. We will strive to select imaginative and appropriate methods for tailoring support to the individual and will use statistical analysis and correlation of key factors to determine the areas of greatest need.

We will aim to devolve PP spending to raise attainment, in some or all the following ways:

DIRECT ALLOCATION- academic standards

- Additional Transition Time for Additional Intervention Staff to focus on PP students during the transition from KS2 Primary setting to Northampton School *for Boys*
- Extra group sessions during lunchtime and before school and some focussed smaller group interventions during lesson time
- Focus PP booster groups pre and post school
- 1:1 tuition by teachers, AIT staff and when appropriate 6th Form mentors (Focusing on Literacy and Numeracy across the curriculum in KS3 and subject specific booster sessions in KS4)
- Lessons in English, Maths and Science completed at Lunchtime and at home for all PP students who are not on target from Y9-Y11.
- Additional clinics if required to ensure PP Y11 students achieve potential – these to be run after school and on weekends/holidays.
- Resources to support learning outcomes for PP students
- Small groups focusing on self-esteem, organisational skills, behaviour and emotional intelligence (EQ) to improve curriculum accessibility and success
- Extra teaching sets as required
- SEMH support for students struggling with pandemic based issues
- Focussed 1:1 intervention where additional needs such as behaviour and attendance have become a priority

INDIRECT ALLOCATION- to facilitate access to learning

- Attendance/absence monitoring and administration including additional Family Liaison time through AIT staff
- Conditional attendance on optional clubs including lunch-time sports or activities for PP/PP+ students (where behaviour/attendance may be an issue)
- CPD resources to assist AIT staff and teachers in analysis of disadvantaged performance
- Other support resources including revision guides for all students
- Free breakfast club places for PP/PP+ students during Y11 examination period.
- School / P.E. uniform- a specific subsidy set aside for parents/carers of each PP/PP+ student as an annual contribution towards the cost of uniform
- Support with sports or PE clubs and/or residential educational visit as appropriate
- “Hard-ship fund”- a specific amount to be made available, calculated by overall PP/PP+ numbers, in a ring-fenced budget. Activities may include trips and visits but MUST be judged as having a clear educational objective or be clearly linked to increasing the students’ ability to access learning. In exceptional cases, this could possibly be extended to a contribution towards home computer equipment/similar

Measuring progress and improving outcomes

Pupil Premium spending will be tracked by Senior Leadership in close liaison with the Head Teacher and information has been and will continue to be provided separately each term to the governing body. This will show numbers of students who have received Pupil-Premium funded provision and track impact.

The school will dedicate a separate section of the website to Pupil Premium in which a brief report of recent spending and allocated funding will reside.

Within school, the progress of Disadvantaged students will also be tracked against the following correlations:

- low attainment (performing below expectations)
- progress for high attainment, middle attainment and low attainment
- low progress (performing below expectations) regardless of attainment
- absenteeism
- SEN
- English as an Additional Language (EAL)

In curriculum teams and whole-school evaluation, the relative performance of PP/PP+ will be individually tracked and monitored, with a view to ensuring that expertise is maintained, and adequate focus remains.

The school will continue to take steps to ensure that PP/PP+ are effectively identified, in order that all teachers and AIT staff directly involved in learning can fully exercise their duties with respect to "Narrowing the Gap"

Objectives/ developments

In the following academic year, we are considering a number of new approaches for the devolvement of FSM funds and our aim is to investigate the following:

- Provide rewards for identified PP/PP+ students who have exceeded expected progress targets, in an effort to help the individual extend their high performance, and maximise their chances of meeting their targets
- Creation of an academic breakfast club for those students achieving low scores in English, Maths and Science at KS3
- Establish and develop existing additional classes that focus on Progress and achieving Minimum Achievement Grades and exceeding MAGs
- Provide special 1:1 booster tuition for any PP/PP+ Year 7 or Year 11 students for whom achieving their KS5 targets is achievable but would require additional intervention
- Increase intervention staff hours from NSBs own staff in order to bring forwards the traditional start point for intervention for FSM students into the early autumn term
- Appoint and train an additional designated EAL manager to oversee EAL progress each year
- Maintain and develop levels of LAC support embedded in 2017-19
- Appoint PP intervention lead who will look at progress term by term
- Provide additional boosters for Year 7 students who have not made adequate (expected) progress in Year 6 in the core subjects (including Science). This to be looked at after Term 2 data is released
- Offer support with sports or PE, prioritizing those which run in or with school, to maximise well-being, attendance and personal development
- Identify any individuals who may already receive or may have a reduced need for academic intervention and investigate alternative "life experience" provision which might be offered (as appropriate)

Northampton School *for Boys* will devolve a percentage of the Pupil Premium grant towards a 'Hardship Fund' and parents of learners who are in receipt of Free School Meals will be able to request financial assistance for resources or services which support the improvement

of learning and raising of standards. It should be borne in mind that this is a finite fund and there must be a clear indication of the proposed outcome or impact which the extra assistance is aiming to produce.

SPONSOR: Governors' Welfare Committee

DATE: January 2021

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