



Determined, ambitious learners

## PUPIL PREMIUM

<b>Adopted:</b>	<b>September 2017</b>
<b>Next Review:</b>	<b>September 2018</b>
<b>Governing Committee:</b>	<b>Finance &amp; General Business</b>
<b>Responsibility:</b>	<b>Ms Brown</b>

**THE CUMBERLAND SCHOOL**  
***'Determined, ambitious learners'***

Vision: The Cumberland School is an ambitious school, keen to improve on and exceed previous success. We serve, and are proud to do so, a rich, diverse and exciting community. We live and breathe our commitment to equal opportunities and inclusivity,

and work hard to ensure that Cumberland is a cohesive, positive and exciting environment for all.

All schools are allocated a proportion of their funding from central government which is called "Pupil Premium". Pupil premium was introduced in April 2011 and is intended to raise the attainment and progress of disadvantaged pupils and close the gap between them and their peers. Funding is based on the number of pupils who fall in to the following groups:

- For each child registered as eligible for free school meals at any point in the last 6 years (£935 for secondary-aged pupils).
- Looked-after pupils who have been looked after for 1 day or more (£1900).
- Looked-after pupils who were adopted from care on or after 30<sup>th</sup> December 2005 (£1900).
- Looked-after pupils who have left care under a special guardianship order or a residence order (£1900).
- Armed forces children (£300).

As a school we have allocated the pupil premium to support a variety of strategies to promote social inclusion and accelerate learning and progress for eligible pupils. In the academic year April 2016 - April 2017 a total of 1082 are eligible for the pupil premium funding in years 7-11. The total funding for this period is £1,011,670 PP funding, and those pupils who are eligible for it, remain under constant review to ensure the school combines timely intervention, high impact support and provision with value for money.

Although the key aim is to support these vulnerable pupils, we endeavour to provide opportunities and support all our pupils. Therefore, the funding supports a wider range of pupils who have been identified as vulnerable or disadvantaged in some way and who we feel would also benefit from additional support to meet their needs. This document and the pupil premium action plan explains how we spend our Pupil Premium Funding to make our Vision a reality for **all** our pupils.

### **Leadership, Management and Accountability**

Ms Amy Brown Assistant Head Teacher (AHT) is responsible for oversee the planning, monitoring, evaluating and measuring impact of pupil premium provision. Julian Geoghegan is the named governor that has responsibility for pupil premium and works closely to support and challenge the AHT. The AHT requests termly impact reports on all provisions funded through the pupil premium budget. The teacher leading this intervention completes these reports using a variety of quantitative methods such as progress and attendance data; and qualitative methods such as pupil and parental feedback. The AHT completes a detailed evaluation process and reports to staff, governors or the leadership team throughout the year. At the end of the year the AHT conducts a full and evaluative report, which is disseminated to all stakeholders and is placed on the website.

### **Securing Success for All Young People**

When pupils enter The Cumberland School we ensure we know and understand the starting points of their academic progress through our thorough transition process and partnership work with Primary Schools. We gain valuable information from their Primary Schools and additionally we carry out several important baseline assessments such as pupil reading ages (introduced

September 2015), CAT testing and in-house Baseline Assessment testing. This acts as a basis for focused tracking in pupil attainment and progress, ensuring the impact of outcomes from effective teaching and learning are maximised and cost effective.

The pupil premium will be spent on ensuring that **all pupils** are making progress in the key skills required to succeed at The Cumberland School and ensure they are properly prepared for each stage of their education. The most important skills are; Reading, Speaking, Writing (including spelling) and Numeracy as without these skills pupils will not reach their potential.

For those pupils who enter the school with reading ages well below their chronological age we will deliver a personalised programme of “catch up” to help them improve on this vital skill. The catch up reading and literacy programme will be based on regular intensive small group sessions. Alongside this we want to encourage pupils to read for pleasure. Ensuring that both the pupils and their parents have access to high quality stimulating reading materials is a priority. Within the curriculum we pay for additional staffing which can help us design learning which is personalised to meet the needs of individual and groups of learners.

Throughout their time at The Cumberland School, we will intervene to support pupils who fall behind in these core skills. This will be done through interventions such as:

- Small group interventions
- In-class Support
- One to One Tuition
- Action tutoring
- Additional support classes, either after school or during Holiday time (i.e. Study Support, Easter Revision and Saturday sessions)

The school uses the regular data drops to monitor our pupil’s academic levels, which not only demonstrates progress and impact but can also help demonstrate value for money. The analysis of data will be used by staff to evaluate progress and target intervention within departments. The impact of pupil premium is recorded departmentally through the Department RAPs and Termly Impact evaluations. Impact will be shown at the end of this year through our Pupil Premium Report, this will be published in on the School website September 2017. The impact of the pupil premium and the interventions used for pupils that are in care is recorded in detail through their Personal Support Plan which is completed every six months by the school in conjunction with all agencies.

### **Supporting pupils Well-Being and Behaviour**

For many pupils becoming a teenager is not the easiest of times and can lead to emotional difficulties both at home and at school. We believe that employing high quality staff to help pupil overcome barriers to learning is essential. However there are many pupils who rely on a more personalised support to succeed at School and without this support they would become disengaged. This may include support from our learning mentors, school counsellors, greenhouse coaches, step up provision and our school safeguarding team. This means our pupils are supported emotionally whilst ensuring that they are challenged to work hard, succeed and overcome their barriers to learning.

Additionally some of the funding is spent on helping our pupils to raise their aspirations and identify future opportunities. For example, opening their eyes to the possibilities of further and higher education through Educational trips and Visits, Career Fairs, Clifford Chance Programme and Pupil ambassadors from colleges and universities as well as links we have developed through the career cluster partnership.

### **Ensuring Equality of Access to the Curriculum**

The Cumberland School educates the whole child and the skills of resilience, collaboration, and independence are developed and nurtured within all of our pupils. Pupils making excellent progress in all areas of their development, academic and social, lies at the heart of our vision and this is achieved through a focus on academic excellence and challenge in the classroom, as well as a true commitment to offering our young people the broadest range of extra-curricular opportunities both inside and outside of school. The partnership we have developed with Newham Headstart has resulted in a number of project to support the development of academic resilience. A key part of our vision focuses on developing the talents of the pupils. We believe that talents such as sport, music and drama will only develop into a lifelong passion by providing a high quality extended curriculum. The pupil premium will also help **all** pupils access this curriculum and help pupils discover their talents. We also believe that all pupils benefit greatly from educational trips and visits as well as residential experiences, which are for the most part fully funded.

### **Supporting Parents**

Bringing up teenagers is never an easy time. The additional stresses provided by financial worries will also impact on this. We believe that providing high quality support to parents of pupils who are finding it difficult to progress at School can impact greatly on their success at School. We provide regular meetings where parents can discuss their concerns and jointly identify strategies which can help pupils succeed at School and at home.