



## **Pupil Premium Plan 2024-2025**

To be read alongside the Pupil Premium Policy 2024-355  
To be reviewed October 2025

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<b>Governor Lead:</b>	<b>Curriculum Committee</b>
<b>Nominated Lead Member of Staff:</b>	<b>Sidrah Iqbal</b>
<b>Status &amp; Review Cycle:</b>	<b>Statutory. Annually</b>
<b>Last Review Date:</b>	<b>Oct 2024</b>
<b>Next Review Date:</b>	<b>Oct 2025</b>
<b>Number on roll (% Pupil Premium Eligible):</b>	<b>146 of 772 (18.9%)</b>
<b>Pupil Premium + PP National Tutoring:</b>	<b>£138,600 + (carried forward from 23/24 +£831 [under spend] = £139,431</b>
<b>Top Slice (accounted for in the policy):</b>	<b>£111,421</b>
<b>Remaining budget for the specific variables in the plan:</b>	<b>£28,010</b>

**Challenge 1: Academic – the support of quality first teaching (specific variables for targeted intervention beyond the provision afforded by the Top Slice)**

**General Diagnostic: Outcomes generated by internal and external assessment**

**Success Criteria: Reduction in the gap between pupil premium learners and other learners**

Challenge	Resp.	Estimated Budget	Spend	Diagnostic	Success Criteria	Evaluation and Evidence
1.1 Effective Prep	Teachers	£600 to cover printing of knowledge atlases and attendance to Prep Club (extra-curricular Challenge 3)		Half termly review of prep points	Reduction in Prep points and no gap to peers	
1.2 Use of revision guides and work books in all subjects. Revision Flash Cards, Books, Paper, Pens	Teachers	£1,200 to subsidise revision guides, work books, and other equipment		KS4 Pupils to have revision guide/work books at the earliest opportunity	Pupils use the revision guides and workbooks. They receive feedback from teachers and act on feedback.  Improve in A and B points in Maths and increase in Positive/On Target performance in subjects. No gaps to peers.	
1.3 Equipment	Slq	£400 in top slice for Food + £400 to cover pupils having access to equipment in order that there are no barriers to learning and engagement (such as specialist clothing in PE, ingredients in Food Technology, IT requirements)		As per the barriers identified by teachers	No barriers	

1.4 Small group intervention	SIS	£2,000 Tuition (do a Voice on who has Private tuition and how beneficial is it – confidence)		Progress at Data Captures, as well as Self-parents-teacher referral from early intervention	High attendance at the extra-curricular provision. Increase in Positive/On Target performance in subjects. No gaps to peers.	
1.5 Professional development and Mentoring and coaching for teachers	SIS	In house to support the implementation of evidence-based approaches (CPD Provided by SLT, Champion, External, and Staff with best KPI for Disadvantaged cohorts)		Staff need when reviewing KPIs and general staff upskilling and updating using experts	Increasing consistency and role model performers	
1.6 – emails and phone calls	SIS	In top slice overtime for all teachers to email clear and specific feedback (e.g English code based), acknowledging the disadvantaged pupils work, and making sure their efforts are recognised		Disadvantaged pupils yet to make progress in outcomes or attitude to learning on a subject and academic level	Understanding of pupils and parents. Able to act on feedback. Greater progress and proportion of Positive/Role Model attitude to learning.	

**Challenge 2: Behaviour – The support of personal responsibility, valuing school life, honest reflection**

**General Diagnostic: Key Performance Indicators that show attendance, punctuality, behaviour, welfare and wellbeing (voice)**

**Success Criteria: Reduction in the gap between pupil premium learners and other learners / removal of barriers**

<b>Challenge</b>	<b>Resp.</b>	<b>Estimated Budget</b>	<b>Spend</b>	<b>Diagnostic</b>	<b>Success Criteria</b>	<b>Evaluation and Evidence</b>
2.1 Good attendance and punctuality	Form Tutors	£1,500 to cover school minibus pickups, bus/metro pass funding, alarm clocks, phone calls, meetings with parents		Monthly review of attendance and lates	No gap to peers, individual improvements due to barriers removed	
2.2 Meal Provision	Slq	£8,000 to cover Breakfast, fruit, FSM top up and hydration / refuel for extra curricular) – supported by Sodexo fund		Linked to gaps in attendance, lates and Prep, welfare-wellbeing issues, Reading Ability.	No gap to peers, individual improvements due to barriers removed	
2.3 Uniform	Form Tutors	£2,400 to subsidise the purchase of school uniform (inc. non-branded PE items) and set up of school second hand shop		Early and regular communication before the school year regarding the provision and expectation. Weekly uniform checks.	Excellent student voice and reduction in uniform related issues.	
2.4 Intervention to Support Behaviour	Pastoral Team	£900 for external extra curricular motivation club. Alternative Provision Support £4,650		Pupils identified by B points at risk of reaching the next stage of the B – Scale (either across the curriculum or in specific areas)	Enabling pupils to act on the support and not continue to escalate B behaviour points. No gaps to peers.	
2.5 ABC phone calls	SIQ	£ in top slice for 1hour over time for all staff to make a Disadvantaged phone call on ABC + 3 to 1 positive to negative covering all Disadvantaged pupils		Disadvantaged pupils yet to make progress in Attendance and ABC KPI.	Positive reinforcement, and support and challenge for a target area. Greater progress and proportion of Positive/Role Models in the KPI. Greater sense of belonging and building pupil/family relationships with school, staff, and peers.	

## Cestrian Character - Supporting wider opportunities

**General Diagnostic: Key Performance Indicators that show character development, cultural capital, engagement in the wider curriculum, and parental involvement**

**Success Criteria: Reduction in the gap between pupil premium learners and other learners / removal of barriers**

Challenge	Resp.	Estimated Budget	Spend	Diagnostic	Success Criteria	Evaluation and Evidence
3.1 Reading Fluency, accuracy and confidence	Teachers / CJO	£100 to library visits, intervention, supporting access (inc. anything appropriate to support the reading strategies)		Monthly review of Reading Plus data	No gap to peers, individual improvements due to barriers removed	
3.2 Parents Attendance	Slq	£100 to cover transport, individual meetings, resources for parents to attend workshops and Parents' Evenings or received printed reports.		Historical data shows lower PP family attendance at school events	No gap to peers, individual improvements due to barriers removed	
3.3 Character Education +Cultural Capital	Form Tutors	£1000 to cover the development of opportunities specifically design for PP pupils (such as further education, resilience, confidence, Duke of Edinburgh, Glan Llyn)		Uptake of character opportunities and cultural capital for individuals as well as comparison to peers (C points)	No gap to peers, individual improvements due to barriers removed. Tracking PP pupils through the achievement of Character Benchmarks with all pupils to achieve the certificate by the end of Year 10.	
3.4 Careers	Slq / Careers Team	£500 to cover any costs associated with the uptake of actual and virtual careers opportunities  Greater focus on suitable GCSE options.		Regular meetings with Careers Advisor to ensure awareness of opportunities and ambition. Usage of Unifrog.	No gap to peers, individual improvements due to barriers removed. Ensuring at least one first choice work experience.	

3.5 Rewards	Slq and All Staff	£1,490 which invest in their interest , talents, characters, physically and mentally healthy: in pupil centred, self-decided rewards that further cultural capital and character development, and Behaviour and Attitude and Attitude to Learning, Attendance.		Ensuring PP pupils access appropriate rewards and are not limited in any way	Effective rewards system as proved by voice satisfaction	
3.6 Trips	Slq	£1,400 to help fund any necessary costs associated with curriculum-based trips (not Character or Cultural Capital trips with have a separate code), any costs that support the challenges in this plan, and to significantly subsidise any other form of school trip.  Including payment for staff to increase Disadvantaged impact		Ensuring pupils have no barriers to going on trips	Proof of exhausting barriers resulting in maximum % of PP pupils going on trips.  Greater access to Brilliant Scholars Programmes or similar, university trips, and specific engagement of high ability disadvantaged students and their families.	
3.7 Extra-curricular attendance	Slq	£1,500 to fund any associated costs with attending extra-curricular clubs (inc. transport, equipment, drama and music peripatetic, taking part in school productions)		Ensuring pupils have no barriers to attending extra-curricular	No gap to peers, individual improvements due to barriers removed. Ensuring at least one first choice extra-curricular.	
3.8 Extended School Time	Slq	£1,000 for catch up / revision Saturdays, half term, (content missed, language, oracy)				