



Pupil Premium Policy

Approved

November 2015

Review Date

Autumn 2017

OVERVIEW:

The Pupil Premium was introduced in April 2011, and paid by means of a specific grant based on school census figures for students. Pupil Premium is calculated by the number of FSM children at the school in addition to the number of looked after children, who attend the school, calculated using the Children Looked After data returns. A premium has also been introduced for children whose parents are currently serving in the armed forces. This service premium is designed to address the emotional and social wellbeing of these pupils.

The Pupil Premium is additional to main school funding and it will be used by this school to address any underlying inequalities between children eligible by ensuring that funding reaches the students who need it most. The school is accountable for the both the use and impact of this funding.

PURPOSE:

The purpose of this policy is to outline how we will ensure that the Pupil Premium allocated to us has an impact on narrowing the attainment gaps which currently exist between our disadvantaged students and their peers.

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 narrow the achievement gaps of our students. 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.

We are aware that 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 in respect of whom grant 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 Service Premium cannot be identified.

OBJECTIVES

- The Pupil Premium will be used to provide additional educational support to improve the progress and to raise the standard of achievement for disadvantaged students.
- The funding will be used to narrow and close the gap between the achievement of disadvantaged students and their peers.
- The school will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and their peers.
- We will ensure that the additional funding reaches the students who need it most and that it makes a significant impact on their education and lives.

MAKING DECISIONS REGARDING THE USE OF PP FUNDING

In making decisions on the use of the Pupil Premium we will:

- Ensure that Pupil Premium funding allocated to our school is used solely for its intended purpose. We also recognise that the Direct Schools Grant (DSG) has an element of deprivation funding included in it to address the attainment of our disadvantaged pupils.
- Use the latest evidence based research on proven strategies which work to narrow the attainment gaps and adapt these as necessary to meet the needs of our pupils.
- Be transparent in our reporting of how we have used the Pupil Premium, so that our parents, interested stakeholders and Ofsted are fully aware of how this additional resource has been used to make a difference.
- Encourage take up of Pupil Premium by working proactively with our parents and carers in a sensitive and supportive manner and to remove any potential barriers or stigma attached to claiming Pupil Premium. In doing so, we also recognise the vital role that parents and carers play in the lives of their children.
- Be mindful of the fact that eligibility and take up of Pupil Premium does not equate with pupils being considered to be of 'low ability' because of their social circumstances.
- Ensure there is robust monitoring and evaluation in place to account for the use of the Pupil Premium, by the school and governing body.
- Recognise the fact that Pupil Premium pupils are not a homogeneous group and cover a wide range of needs. As such the strategies we use to raise attainment will take these group and individual needs fully into account.
- Use high quality teaching and learning as the preferred way to narrow the gaps in attainment in the first instance. We will also use high quality interventions with proven evidence of impact to assist our pupils who need additional support in a time limited way.

STRATEGIES

- Pupil Premium funding will be clearly identifiable within the school budget.
- The Head teacher, in consultation with the governors and senior staff, will decide how the Pupil Premium is spent for the benefit of entitled students.
- The school will assess what additional provision should be made for individual students.
- The school will be accountable for how it has used the additional funding to support the achievement and progress of those students covered by the Pupil Premium. The Head teacher will report to the governing body and parents regularly on how effective the intervention has been in achieving its aims.
- We will publish online information on the school website about how we have used our Pupil Premium funding.

- We will ensure that parents, governors and others are made fully aware of the attainment of students covered by the Pupil Premium.
- We will seek to further develop strategies and interventions which can improve the progress and attainment of disadvantaged students.
- We will track the impact of the strategies put into place through the funding to ensure that we can show the value that has been added to the education of the entitled students.
- We will regularly monitor evaluate and review the success of the impact of the pupil premium funding.

OUTCOMES:

This policy will play an important part in the educational development of the individual students who are entitled to the Pupil Premium. We will ensure that these students are treated equally and that the additional funding is used well to address the challenges/ barriers to learning that they may face. The school will use the additional funding to promote the achievement and progress of all entitled students, paying particular regard to the effectiveness of quality first teaching for all vulnerable groups, including pupil premium students.

Quality First Teaching

- a) 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 the Directors of Raising Achievement, Curriculum Leaders and class teachers, and appropriate interventions/ support will be put in place.
- b) If a student has been identified as underachieving, or possibly having special educational needs, they will be closely monitored by teaching staff in order to gauge their level of learning and possible difficulties/ they may face.
- c) The students class teacher will in the first instance take steps to provide differentiated learning opportunities that will aid the students' academic progression and enable the teacher to better understand the provision and teaching style that needs to be applied. Interventions will be monitored, progress assessed and adjustments to differentiation made where necessary.
- d) The PP lead teacher and SENDCo, when and where appropriate, will be consulted (as required) for support, advice and guidance on how best to support students who are experiencing difficulty with their learning.
- e) Parents will be informed fully of every stage of their child's development and the circumstances under which they are being monitored/ supported. They are encouraged to actively share information and knowledge about their child with the school.

Through the effective use of this additional funding we are fully committed to ensuring that the individual needs of every entitled student are fully met.

ROLES AND RESPONSIBILITIES

We expect all members of our school community, particularly staff and governors to be committed to raising standards and narrowing the attainment gaps for all our students.

The Senior Leadership Team

The Headteacher and Senior Leadership Team are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in narrowing the gaps of our students. They will also ensure that staff are given appropriate support and relevant professional development opportunities to accelerate student progress and attainment.

It will be the responsibility of the school to include the following information in its termly monitoring and evaluation reports to Governors:

- The progress made towards narrowing the gap, by year group, for disadvantaged pupils.
- An outline of the provision that has been made since the last annual report.
- An evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support. Mel Egleton, School Business Manager, will monitor the use of the Pupil Premium on a half termly basis to track the allocation and use of Pupil Premium funding and to ensure that it is providing value for money.

Teaching and Support Staff

Through classroom teaching and additional support strategies, teaching and support staff will:

- Maintain the highest expectations of all students and not equate disadvantage of circumstance with 'low ability'.
- Promote an inclusive and collaborative ethos in their classrooms which enable students from disadvantaged backgrounds to thrive.
- Plan and deliver curricula and lessons to a high standard and support the acceleration of progress in learning, so that gaps can be narrowed and improvements maintained.
- Support disadvantaged groups of students in their class through differentiated planning and teaching, especially for those who find aspects of learning difficult and are in danger of falling behind,
- Keep up-to-date with teaching strategies and research, which have proven track record in narrowing the gaps in attainment and achievement.
- Provide opportunities for staff to engage in a range of professional development opportunities suited to their particular needs and role. This will support them in implementing successful strategies to accelerate progress of students and narrow the gaps.
- Evaluate the impact of any Pupil Premium spending within their area of responsibility.

The Governing Body

The governing body has an important role in ensuring that the school complies with legislation and that this policy, along with its specific stated actions for narrowing the gaps is implemented in full.

The Teaching and Progress Committee is responsible for ensuring the implementation of this policy. The governing body will review the schools Pupil Premium provision and the impact of its work termly through the Teaching and Progress committee. In monitoring and evaluating the work of the school in relation 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.

At the end of the academic year, the Governors will ensure that there is an annual statement to parents on how the Pupil Premium funding has been used to address the issue of narrowing the gaps in our school and the impact this has had.

KEY CONTACTS

Headteacher: Andrew Fell

Pupil Premium Governor: Emily Severn

Pupil Premium Lead Teacher: Adam Duszynski

SENDCo: Nicky Tarrant

School Business Manager:

MONITORING AND REVIEWING THE POLICY

The schools' work in relation to the Pupil Premium will be formally reviewed on a termly basis through the Teaching and Progress committee. This committee will ensure it is having the intended impact in narrowing the gaps.

The school Pupil Premium Policy will be reviewed every 2 years and relevant adjustments will be made according to the impact the school is having in narrowing the gaps as well reflecting changes in government policy. It will also take into account any increased funding that becomes available under the Pupil Premium Grant.