

Pupil Premium policy

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Our aim

The targeted and strategic use of Pupil Premium will support us in achieving our aim of helping everyone to reach their full potential, no matter their social or economic background or academic starting point. We will ensure that teaching and learning opportunities meet the needs of all our pupils and that appropriate provision is made for pupils who belong to vulnerable groups. This includes ensuring that the needs of socially disadvantaged pupils are adequately assessed and addressed. In making provision for socially disadvantaged pupils, we recognise that not all pupils who are in receipt of free school meals will be socially disadvantaged. We also recognise that not all pupils who are socially disadvantaged are registered or qualify for free school meals. Therefore we reserve the right to allocate the Pupil Premium funding to support any pupil or groups of pupils the school has legitimately identified as being socially disadvantaged or vulnerable.

Background

The Pupil Premium is a Government initiative that targets extra money at pupils from deprived backgrounds, which research shows underachieve compared to their non-deprived peers. Pupil Premium eligibility falls into four areas:

- 1) Free School Meal Eligibility
- 2) Children of Service Personnel
- 3) Early Years PP
- 4) Looked after Children

In the 2018/19 financial year, schools receive £1320 per eligible pupil. The Pupil Premium also provides funding of £300 for the children of service personnel. Additionally, the Early Years Pupil Premium (EYPP) is funded at £300 per child.

Schools will receive £2,300 for any pupil:
identified as having left local authority care as a result of:

- adoption
- a special guardianship order
- a child arrangements order (previously known as a residence order)
- who has been in local authority care for 1 day or more
- recorded as both eligible for FSM in the last 6 years and as being looked after (or as having left local authority care)

For pupils who attract the £2,300 rate, the virtual school head of the local authority that looks after the pupil will manage the funding. The schools virtual teacher works with the virtual school head to ensure this money is used effectively.

The Government has used pupils entitled to Free School Meals as an indicator for deprivation and have deployed a fixed amount of money to school per pupil, based on the number of pupils registered for Free School Meals. The Government are not dictating how schools should spend this money but are clear that schools will need to employ strategies that they know, and can evidence, that will support their pupils to increase in their attainment and 'narrow the gap'.

Provision

We expect all members of our school community, particularly staff and governors to be committed to raising standards and narrowing the attainment gaps for our pupils. Staff are given appropriate support and relevant professional development opportunities to accelerate pupil's progress and attainment. Through performance management arrangements, they will make sure narrowing the gaps is a priority area of focus for the school.

In addition, all schools in the Trust will identify a Pupil Premium lead who takes responsibility for Pupil Premium. They will 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. They will monitor the

progress of pupils in receipt of the Pupil Premium grant and work with teachers and teaching assistants to make sure these pupils make progress and 'narrow the gap' between them and their peers. We will 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.

Usage – We will:

- Use high quality teaching and learning as the preferred way to narrow the gaps in attainment in the first instance.
- Also use high quality interventions with proven evidence of impact to assist our pupils who need additional support in a time limited way.
- Maintain the highest expectations of all pupils and not equate disadvantage of circumstance with 'low ability'.
- Promote an inclusive and collaborative ethos in our classrooms which enable pupils from disadvantaged backgrounds to thrive.
- Offer out of hours enrichment activities to ensure that children are given a full opportunity to develop other talents.
- Provide Pastoral and emotional support through nurturing activities and aspirational group work. In addition, this team will research and implement a wellbeing programme to improve levels of self-confidence, resilience motivation throughout the school community.
- Offer a rich and varied menu of activities designed to engage and motivate pupils, raising their aspirations and creating a positive view of learning.
- Encourage take up of FSM by working proactively with our parents and carers in a sensitive and supportive manner to remove any stigma attached to claiming FSM. We recognise the vital role that parents and carers play in the lives of their children and are aware of the language and cultural barriers within our community which prohibit parent understanding and therefore uptake of FSM.
- Some money from the Pupil Premium may be offered to parents to spend on educational/school based items, resources or enhancements.

Reporting

It is the responsibility of the Pupil Premium Lead to liaise with a nominated governor and produce regular reports at the end of each term to the Local Governing Committee on:

- An outline of the provision in place at the school
- An evaluation of the effectiveness, in terms of the progress made by the pupils receiving a particular provision
- The progress made towards narrowing the gap for socially disadvantaged pupils.

It is the responsibility of the Headteacher to track the allocation and use of Pupil Premium funding. They will also check to see that it is providing value for money.

The Governors of the school will ensure that there is an annual statement to parents on how the Pupil Premium funding has been used. This will be published on the Schools website. This task will be carried out mindfully of any requirements published by the Department of Education

Disseminating the Policy

This Pupil Premium policy along with the details of actions will be published:

- On our website (with paper copies available on request in the school office)
- Within the parent handbook
- In the staff handbook and as part of induction for new staff
- Included in the termly newsletters for parents and carers

We will also use other methods and occasions such as parents' evenings and assemblies, as appropriate to share information about the Pupil Premium.

Appeals procedure

Any appeals against this policy can be made through the Trust's complaints policy.

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