



PUPIL PREMIUM POLICY

The DfE has given us the freedom to use the Pupil Premium as we see fit, based upon our knowledge of our students' needs and the funding available.

“It is for schools to decide how the Pupil Premium, allocated to schools per FSM pupil, is spent, since they are best placed to assess what additional provision should be made for the individual pupils within their responsibility.”

However, we are accountable for the use of this additional funding.

The Pupil Premium

The Pupil Premium is additional funding which is allocated to schools on the basis of the number of students who have been eligible for free school meals (FSM) at any point over the last six years (known as “Ever 6 FSM”). The Pupil Premium is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their more affluent peers. The Pupil Premium also provides funding for children who have been looked after continuously for more than six months and the children of service personnel. The Pupil Premium is worth £935 per eligible pupil.

Purpose of the Pupil Premium Policy

The purpose of this policy is to outline how we will ensure that the Pupil Premium allocated to us has an impact on raising the attainment of our disadvantaged students.

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 students covered by the Pupil Premium.

We are aware that there is specified information which has to be published on a school's website, *“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 the*

expenditure on the educational attainment of those pupils at the school in respect of whom grant funding was allocated”.

How we will make decisions regarding the use of the Pupil Premium

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

- Ensure that Pupil Premium funding allocated to our Academy is used for the intended purpose and continue to collaborate with schools locally and regionally to identify and disseminate best practice in diminishing differences for disadvantaged students.
- 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 students.
- 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 FSM 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 FSM. 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 FSM does not equate with students 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 FSM students are not a homogenous 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.
- Use the Pupil Premium for all year groups not just those taking examinations at the end of the year.

Roles and Responsibilities

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

The Principal and Academy Leadership Team

The Principal has overall responsibility for implementing this policy and will ensure that all staff are aware of their responsibilities in raising the attainment of disadvantaged students. However, the Assistant Principal Teaching and Learning/CPD and the Vice Principal for Welfare and Wellbeing will also ensure that staff are given appropriate support and relevant professional development opportunities to accelerate students’ progress and attainment. Through quality assurance arrangements, they will make sure disadvantaged students’ attainment and progress is a priority area of focus for the school.

It will be their responsibility to include information for governors regarding the academic progress, attendance and behaviour data for disadvantaged students:

The Assistant Principal Teaching and Learning/CPD and the Vice Principal for Welfare and Wellbeing have day to day responsibility for co-ordinating the implementation of this policy and monitoring outcomes, supported by the Data Manager who will provide the analysis of any achievement gaps.

The Business Director will monitor the use of the Pupil Premium on a termly basis to track the allocation and use of Pupil Premium funding, and will also check to see that it is providing value for money.

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 lessons to a high standard and support the acceleration of progress in learning, so that disadvantaged students' attainments and improvements are 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 a proven track record in raising the attainment and achievement of all students including the disadvantaged.

We will provide opportunities for staff to engage in a range of professional development opportunities suited to their particular needs and role and this will be co-ordinated by the Assistant Principal Teaching and Learning/CPD. This will support staff in implementing successful strategies to support the progress of students.

Governing Body

Our governing body has an important role in ensuring our school complies with legislation and that the policy, along with its specific stated actions for narrowing the gaps is implemented. The Curriculum Committee is responsible for ensuring the implementation of this policy and a Link Governor works closely with staff responsible in school. Our governing body will keep our work with disadvantaged students under review so that they can monitor the use of Pupil Premium. In monitoring and evaluating the work of the school, in relation to the Pupil Premium.

At the end of the academic year, our Governors will ensure that there is an annual statement 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 on student outcomes.

Monitoring and Reviewing the Policy

Our work in relation to the Pupil Premium will be reviewed on a termly basis to ensure it is having the intended impact. This will allow us to make adjustments if particular strategies are not working well, rather than leaving things to the end of the year. Our Pupil Premium Policy will be reviewed on an annual basis and adjustments will be made according to the impact the school is having.

We recognise the importance of context and will evaluate new strategies as robustly as possible to ensure that the approaches we are using have the desired effect. In order to do this effectively, we will, where relevant, undertake on-going evaluations of the strategies we are using making best use of local and regional collaboration.

Disseminating the Policy

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

- on our website;
- on the staff intranet;
- as a summary in the Governors annual report.