



Pupil Premium Policy

May 2016

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, regardless of 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. The premium, currently £1320 per eligible pupil, is provided in order to support these pupils in reaching their potential. 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 Pupil Premium also provides funding of £1900 for children who have been looked after continuously for more than six months and £300 for the children of service personnel. The Government are not dictating how schools should spend this money, but are clear that schools will need to employ strategies that they know 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. By using a comprehensive monitoring and evaluation schedule staff will ensure narrowing the gap between Pupil Premium and other groups of pupils is a priority area of focus for the school.

We will be transparent in our reporting of how we have used the Pupil Premium funding, so that our parents, interested stakeholders and Ofsted are fully aware of how this additional resource has been used to make a difference.

We will:

- Use high quality teaching and learning as the preferred way to narrow the gaps in attainment in the first instance.
- Use one to one and group work to provide high quality interventions 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 subsidised out of hours enrichment activities to ensure that children are given a full opportunity to develop other talents.
- 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 Free School Meals (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.

Reporting:

It is the responsibility of the Headteacher to produce regular reports at the end of each term for Governors 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 Office Manager to track the allocation and use of Pupil Premium funding. She 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 task will be carried out mindfully of any requirements published by the Department of Education. A nominated governor will meet with the Headteacher on a regular basis.

Publicising 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)
- in the staff handbook and as part of induction for new staff.

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