



Pupil Premium Policy

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Pupil Premium

Pupil Premium is additional funding which is allocated to schools on the basis of the number of pupils who have been eligible for free school meals (FSM) at any point over the last six years (known as 'Ever 6 FSM'). Pupil Premium is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their more affluent peers.

Pupil Premium also provides funding for looked after children (LAC), who have received care continuously for more than six months and the children of service personnel (Ever 5).

Pupil Premium was initially introduced in April 2011 when schools received an additional £488 for each of their pupils eligible for free school meals. This has been increased each year and for 2019-19 is now £1,320 for each eligible child. From April 2017, schools in England have received a Pupil Premium of £1,900 for children adopted from care, or who left care under a Special Guardianship (SGO).

Purpose of this policy

This policy is to outline how we will ensure that the Pupil Premium, allocate to Ernesford Grange Primary School, has an impact on narrowing the attainment gaps which currently exist between our disadvantaged pupils and their peers.

As a school is 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 pupils. New measures have been included in the performance tables published annually on a national level. They capture the achievement of disadvantaged pupils covered by Pupil Premium.

We are aware that under The School Information (England) (Amendment) Regulations 2012, Schedule 4, there is specific 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.'

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.

Aims

At Ernesford Grange Primary School, we aim to:

- To provide all pupils with fair and equal opportunities to achieve and excel in all areas of the curriculum.

- To work in partnership with families and pupils eligible for pupil premium, to plan, monitor and evaluate support and intervention in order to secure individual progress and achievement.
- To work with external partners and organisations to provide additional support for the social, emotional, health and wellbeing of all out pupils with potential barriers to learning and achievement.
- To ensure governors fulfil statutory responsibilities to make effective use of pupil premium funds in order to impact positively on pupils' achievement and attainment.

The school recognises that not all pupils who are eligible for pupil premium are underachieving, while some pupils may be underachieving and not eligible for pupil premium funding. It is school policy to plan, adapt and prepare for any individual or group, in which any area of under-performance is evident. The school does not use this policy to displace current strategies to intervene and support its pupils. Some pupils may be achieving well, but will be entitled to funding to enhance their future educational aspirations and achievements.

Statutory Framework

The Government believes that the Pupil Premium, which is additional to main school funding, is the best way to address the current underlying inequalities between children eligible for free school meals (FSM) and their wealthier peers by ensuring that funding to tackle disadvantage reaches the pupils who need it most.

Pupil Premium has been allocated to school and is clearly identifiable in the school budget. It is for school to decide how the Pupil Premium, allocated to schools per FSM pupil is, is spent, "since they are best placed to assess what additional provision should be made for the individual pupils within their responsibility". (DFE 2012)

Schools are free to spend the Pupil Premium as they see fit. However, they will be held accountable for how they have used the additional funding to support pupils from low-income families.

Decisions regarding the use of Pupil Premium

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

- Ensure Pupil Premium funding allocated to our school is used primarily for its intended purpose.
- 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 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 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 pupils considered to be of 'low ability' because of their social circumstances.
- Ensure there is a regular monitoring and evaluation in place to account for the use of Pupil Premium, by the school and governing body.
- Recognise the fact that FSM 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.
- Use Pupil Premium for all year groups, not just those taking examinations at the end of the year.

Development of the Policy

The policy has been developed in consultation with our pupils, staff, governors and parents and carers. It is part of our commitment to reducing inequalities in outcomes and promoting the inclusive nature of the work we do at Ernesford Grange Primary School. In developing this policy, we have taken into account our statutory responsibilities in meeting the requirements of the Equality Act 2010.

Some of these pupils, especially minority ethnic, English as an additional language, Special Educational Needs and pupils with disabilities can suffer from high rates of disadvantage and therefore can have high rates of eligibility for FSM. Where this is the case, we shall take these additional needs into account.

When developing this Pupil Premium Policy, we have also taken into account the Ofsted Inspection Framework 2012, which places a strong focus on improving the learning and progress of different groups and on narrowing gaps in standards. We also note that Ofsted has a statutory duty to report on the outcomes and provision for pupils who are disabled and those who have special educational needs.

Roles and Responsibilities

All members of our school community, particularly staff and governors are committed to raising standards and narrowing the attainment gaps for our pupils.

The Headteacher and Senior Leadership Team

The Headteacher and Senior Leadership Team (SLT) are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in narrowing the gaps of our pupils. They will also ensure that 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.

It will be the responsibility of the Headteacher to include the following information in the annual report for 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 progress made by the pupils.

The Pupil Premium co-ordinator has day to day responsibility for co-ordinating the implementation of this policy and monitoring outcomes.

Teaching and Support Staff

The teaching and support staff at Ernesford Grange Primary School will:

- Maintain the highest expectations of all pupils and not equate disadvantage of circumstance with 'low ability'.
- Promote an inclusive and collaborative ethos in their classrooms which enable pupils from disadvantaged backgrounds to thrive.
- Plan and deliver 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 pupils 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 records in narrowing the gaps in attainment and achievement.

We will 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 pupils and narrow the gaps.

Governors

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

The Governors are responsible for ensuring the implementation of this policy. They will monitor our work in narrowing the gaps so that they can monitor the use of Pupil Premium funding. In monitoring and evaluating the work of the school in relation to 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, our 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 – Mr Ian Taylor

Chair of Governors – Mr Simon Miller

Pupil Premium Co-ordinator – Mrs Skelton-Morris

Monitoring and Reviewing the Policy

Our work in relation to Pupil Premium funding will be reviewed on a termly basis to ensure it is having the intended impact in narrowing the gaps. 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 to it according to the impact the school is having in narrowing the gaps. It will also take into consideration the increased funding that becomes available under the Pupil Premium Grant.

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.

Our annual review will involve staff, pupils, governors and parents and carers.

Disseminating the Policy

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

- On our website
- In the staff handbook and as part of induction for new staff

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

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