

	<b>Pupil Premium Policy</b>	<b>Author:</b>	<b>James Done</b>
		<b>Approved by:</b>	<b>Local Governing Body</b>
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## INTRODUCTION

In the academic year 2017-18 we received **£275,450** of Pupil Premium funding overall. The DfE has given us the freedom to use the Pupil Premium as we see fit, based upon our knowledge of our student needs. 'It is for academies to decide how the Pupil Premium, allocated to academies per FSM student, is spent, since they are best placed to assess what additional provision should be made for the individual students within their responsibility.' However, we are accountable for the use of this funding.

## THE PUPIL PREMIUM

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 provides additional funding which is allocated to academies on the basis of the number of students who have been eligible for free Academy meals (FSM) at any point over the last six years (known as 'Ever 6 FSM').

The Pupil Premium also provides funding for looked after children, adopted children and the children of service personnel.

The Pupil Premium was initially introduced in April 2011 when schools and Academies received an additional £488 for each of their students eligible for free meals. Since 2015-16 this has remained at £935 per year for each student who has received free meals in the past 6 years. Children of service personnel receive a lower amount of £300, to be ideally spent on pastoral support initiatives. Looked after children and those who have been adopted from care are eligible for grants of £1,900. Looked after children funding is held by the child's Local Authority and allocated based on need on a termly basis.

## 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 closing the attainment gaps which currently exist between our disadvantaged students and their peers.

- As an Academy in receipt of Pupil Premium funding, we are accountable to our parents and Academy community for how we are using this additional resource to close 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 under The Academy Information (England) (Amendment) Regulations 2012, Schedule 4 there is specified information which has to be published on a Academy's website.
- Section 9 of this regulation requires academies to publish 'The amount of the Academy'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 students at Academy 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.

## HOW WE WILL ALLOCATE THE PUPIL PREMIUM

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

- Ensure that Pupil Premium funding allocated to our Academy is used solely for its intended purpose.
- Use the latest evidence based research on proven strategies which work to close 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.
- Ensure there is robust monitoring and evaluation in place to account for the use of the Pupil Premium, by the Academy and IEB.
- Recognise the fact that FSM students are not an 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 students who need additional support in a time limited way.
- Use the Pupil Premium for all year groups not just those in Year 11.
- Review at least annually, workforce and Continuing Professional Development (CPD) needs of staff in relation to interventions and approaches to supporting students in receipt of the Pupil Premium.

## **ROLES AND RESPONSIBILITIES**

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

### **The Principal and Senior Leadership Team**

The Principal and 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 students' progress and attainment. Through appraisal arrangements, they will make sure narrowing the gaps is a priority area of focus for the Academy.

It will be the responsibility of the Principal to include the following information in the annual report for the Governors:

- the progress made towards closing the gap, by year group, for disadvantaged students
- 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 students receiving a particular provision, when compared with other forms of support.

The Assistant Principal (Pupil Premium) has day to day responsibility for coordinating the implementation of this policy and monitoring outcomes. He will use evidence based research to develop effective strategies, customised to fit the needs of our students within the published Pupil Premium strategy document.

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

The Assistant Principal and Business Manager have combined authority to consider applications for monies from the assistance fund to support individual students, using the criteria above.

### **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 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 a 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.

## **The Governing Body**

The Governing Body has an important role in ensuring our Academy complies with legislation and that this policy, along with its specific stated actions for narrowing the gaps is implemented.

The Governing Body will monitor the use of the Pupil Premium on a termly basis. In monitoring and evaluating the work of the Academy in relation to the 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 Governing Body 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 Academy and the impact this has had.

## **MONITORING AND REVIEWING THE POLICY**

Spending of the Pupil Premium and its impact on student progress will be reviewed on a half termly basis in line with assessment arrangements to ensure it is having the intended impact in narrowing the gaps. This will allow us to make adjustments if particular strategies are not effective. The Pupil Premium Policy will be reviewed on an annual basis and adjustments will be made to it according to the impact the Academy 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 ongoing evaluations of the strategies we are using.

## **DISSEMINATING THE POLICY**

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

- on our website (with paper copies available on request in the Academy office)
- in the Practicalities and Procedures Handbook and as part of induction for new staff
- at parents' evenings and assemblies, as appropriate.