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Pupil Premium Policy

Revised March 2018

Ratified by Governors of the Full Governing
Board on 21st March, 2018



**SIDDAL
MOOR**

Where students *fly high* through the
expectation of *excellence* in *everything* we do

Pupil Premium Policy

Rationale:

At Siddal Moor we believe that all students can and will succeed. We are passionate about the power of education to improve the life chances of all of our students regardless of their circumstances. We are determined to do everything we can to remove any barriers that stand in the way of students achieving an outstanding education, therefore our main purpose is to focus on closing the gaps in achievement and attainment that may exist for any and every group of students in our school.

We understand that not all students who are eligible for pupil premium funding are underachieving, while some may be underachieving and not eligible for pupil premium funding. It is school policy to intervene where under-performance is evident for any individual and/or group.

Background:

One of the most important factors in predicting a child's future attainment is the level of deprivation. Material deprivation reduces the educational resources that families can provide and can adversely affect the home environment. Deprivation is also commonly associated with:

- poor health
- family stress
- increased risk factors
- low levels of parental education and involvement in their children's education
- low levels of cultural and social capital
- low aspirations.

As a result, there is a wide gap between the attainment of students from deprived backgrounds and others at all educational stages.

Since 2011, additional funding has been provided by the government through the Pupil Premium in order to help schools close this gap. In schools, the entitlement to free school meals (FSM) is used as an indicator for deprivation. A fixed amount (£935) is allocated to schools for each student registered for FSM at any point in the last six years (known as 'FSM Ever 6'). Schools also receive funding for children who have been looked after continuously for more than six months (£1900), and additionally children of service personnel (£300).

Schools *'are free to spend the Pupil Premium as they see fit'*. However, as with all public money, schools are required to spend the grant for the purpose that it was intended and will be held accountable through the following:

- annual reports for parents that schools are required to publish online
- performance tables which show the performance of disadvantaged pupils compared with their peers
- annual reports for governors
- new Ofsted inspection framework, under which inspectors focus on the attainment of pupil groups, in particular those who attract the Pupil Premium

Aim of the Pupil Premium Policy:

The aim of this policy is to detail how we will ensure that the Pupil Premium funding allocated to Siddal Moor has an impact on narrowing the attainment gaps that currently exist between disadvantaged pupils and their peers.

The Pupil Premium will be used:

- to provide all students with **equitable outcomes** in all areas of the curriculum; using and applying the most effective pedagogy as detailed in the school's Teaching & Learning Policy and from relevant training sessions.
- to work with families and students 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 pupils with potential barriers to learning and achievement.

In providing support we will not socially identify or isolate students. Therefore, it is likely that groups receiving additional support will be a mixture of students eligible for Pupil Premium funding and those who are not, in line with the proportions of each group within the school/year totals.

Roles and Responsibilities:

Everyone in school, particularly staff and governors are committed to raising standards and narrowing the attainment gaps for students. All stakeholders understand that *quality first teaching* has the biggest impact on the progress of all of our students. The difference for our disadvantaged students in particular could be as much as a year's progress between those exposed to good Teaching & Learning and those who are not.

Bidding for Funding:

Where an individual/group need has been identified and additional intervention is required, members of staff can request Pupil Premium funds. In all cases, before funding will be considered, the member of staff will need to seek approval by completing a 'Pupil Premium Request Form' (see appendix 1), upon which they are required to detail:

- which student(s) will benefit,
- an outline of the strategy/intervention,
- projected costs,
- what the proposed outcome(s) and success criteria are
- a clear indication of when the strategy will be evaluated and to whom feedback will be given.

Teaching/Support Staff will:

1. Maintain the highest expectations of all students and not equate disadvantage of circumstance with 'low ability'
2. Be able to identify disadvantaged students in each class
3. Plan and deliver lessons to a high standard, support the students in their class through differentiated planning and teaching in order to facilitate the acceleration of progress in

learning, so that gaps can be narrowed and improvements maintained especially for those who find aspects of learning difficult and are in danger of falling behind

4. Promote an inclusive and collaborative ethos in their classrooms to enable students from disadvantaged backgrounds to thrive
5. Ensure Teaching Assistants are fully prepared to assess the progress and learning outcomes for all students, including those requiring additional support
6. Work with students, parents and senior leaders to implement any identified support or intervention plan for children eligible for pupil premium
7. Keep up to date with teaching strategies and research, which have proven track-record in narrowing the gaps in attainment and achievement

The Pupil Premium Lead will:

1. Provide pupil premium progress reports for the Senior Leadership Team (SLT) and governors
2. Provide appropriate support and guidance for staff when planning pupil premium targets and support
3. Liaise with external partners and agencies, where necessary
4. Monitor the quality and impact of intervention, e.g. one-to-one support, mentoring, etc.

The Senior Leadership Team will:

1. Ensure all staff are aware of their responsibilities in narrowing the gaps of students
2. Provide staff with appropriate support and relevant professional development opportunities to accelerate student progress and attainment
3. Develop robust systems and procedures for planning, monitoring and reviewing the impact of pupil premium
4. Ensure the appropriate allocation and use of funding for training for staff and governors
5. Provide individual guidance and support for staff to ensure the most effective impact of funding
6. Provide regular, detailed and comprehensive information for governors in school

The Governors will:

The designated link governor for pupil premium will act on behalf of the governing body to:

1. Monitor and review the progress and impact of pupil premium funding. This will involve meeting with the Pupil Premium Lead to evaluate plans and the subsequent impact on progress and attainment
2. Evaluate reports from senior leaders; participate in discussions with students, where appropriate, with a focus on learning and success

Monitoring and reviewing of the Policy:

The school's work in relation to the Pupil Premium 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.

This 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 any changes in funding.

The school recognises the importance of context and will evaluate new strategies to ensure that the approaches it is 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:

- On the school website (paper copies available on request from school)
- In the staff handbook and as part of induction for new staff

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

Appeals procedure:

Any appeals against this policy should be made by following procedures in the school's Complaints Policy.

Appendix 1 – Pupil Premium Request Form

Subject:	Staff member:
Year group:	Date requested:
Identified student(s):	
Specific need(s) of the group:	
Strategy or intervention: (include proposed timescales)	
Cost:	
Intended impact and success criteria: (What do you want to achieve? How will you know it's working?)	
Agreed by Head of Faculty (Sign and date):	Agreed by Pupil Premium Lead (Sign and date):
Agreed by Headteacher (Sign and date):	

Evidence of impact:

Evaluation of strategy/intervention:

Reviewed by Pupil Premium Lead (sign and date):