



PUPIL PREMIUM POLICY

2019/20

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Our vision at St. Gilbert's Church of England Primary School is *'To inspire a love of learning'*. Our pastoral care and rigorous monitoring and tracking of all pupils helps us to identify any pupils who are at risk of not making sufficient progress and have helped us to plan and implement good intervention strategies.

The Pupil Premium is additional funding paid to schools to support disadvantaged pupils (pupils who have been registered for Free School Meals (FSM) at any point within the last 6 years, children of Service Personnel and those pupils who are Looked After by the Local Authority for more than 6 months). This provision is aimed at narrowing the achievement gap between these pupils and their peers. It is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their peers.

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

OUR PRIORITIES:

- To narrow the gap for those pupils not on track to be At Standard or at Greater Depth Standard by the end of KS2
- Provide experiences in order to broaden horizons for pupils eligible for FSM.
- Provide additional adult support to facilitate emotional development, counselling sessions and small group interventions.

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 narrowing the attainment gaps which may exist between our disadvantage pupils and their peers. As a school in receipt of Pupil Premium funding, we are accountable to our parents and school community for how we use 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 the Pupil Premium. We are aware that under The School Information (England) (Amendment) Regulations 2012, Schedule 4 there is specified 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'*.

Through this policy we shall publish the above information. 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 MAKE DECISIONS REGARDING THE USE OF THE PUPIL PREMIUM

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

- Ensure that Pupil Premium funding allocated to our school is used solely 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, 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 the pupils being considered to be '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 Board of Governors.
- Recognise the fact that FSM pupils are not a homogeneous group and cover a wide range of needs.
- 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.

DEVELOPMENT OF THE POLICY

In developing this policy we have taken into account our statutory responsibilities in meeting the requirements of the Equality Act 2010. The Equality Act 2010 requires us as a public organisation to comply with the Public Sector Equality Duty (PSED) and two specific duties. Further information is available in our school's Equality Single Equality Scheme. The overlap with our Equality Scheme is in relation to how we meet the needs of our pupils who are covered under the 'protected characteristics' of the Equality Act. Some of these pupils, especially minority ethnic, English as an additional language, Special Educational Needs and pupils with disabilities can suffer from higher rates of disadvantage and therefore can have higher rates of eligibility for FSM. Where this is the case, we shall take these additional needs into account.

ROLES AND RESPONSIBILITIES

We expect all members of our school community and particularly staff and governors to be committed to raising standards and narrowing the attainment gaps for our pupils.

The Head and Senior Leadership Team

The Head teacher and Senior Leadership Team are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in narrowing the gaps between 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 appraisal arrangements, they will make sure narrowing the gaps is a priority area of focus for the school. It will be the responsibility of the Head to include the following information in a 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 report.
- An evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision. The School Business Manager will monitor the use of the Pupil Premium on a termly basis to track the allocation and use of Pupil Premium funding. They will also check to see that it is providing value for money.

Teaching and Support Staff will:

- Maintain the highest expectations of all pupils and not equate disadvantage of circumstances with 'low ability'.
- Promote an inclusive and collaborative ethos in their classrooms that enables pupils from disadvantaged backgrounds to thrive.
- Plan and deliver a curriculum and 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 in order that they reach their potential, 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 record in narrowing the gaps in attainment and achievement, and engage with their own action research. 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.

Board of Governors

Our Board of Governors has an important role in ensuring our school complies with legislation and that this policy, along with its specific stated actions for narrowing the gaps is implemented. A Governor is responsible for ensuring the implementation of this policy and for monitoring purposes. Our Board of Governors will keep our work in narrowing the gaps under review so that they can monitor the use of the Pupil Premium. In monitoring and evaluating the work of the school in relation to the Pupil Premium, the Board of Governors will take into account a range of information, including quantitative data on progress and attainment and qualitative data (case studies, views, surveys etc.) 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.