



# **PUPIL PREMIUM POLICY**

To be adopted by the Governing Body in November 2016.

To be reviewed annually.

## **Aims**

At The Grove Primary School, we believe that every child should be given an equal opportunity to succeed and that no child should be left behind. We strongly believe that attitude and enthusiasm for learning make the difference between success and failure, and we are determined to ensure that our children, no matter what their personal circumstances, are given every chance to realise their full potential. Our Pupil Premium funding accounts for a significant amount of our budget and this policy outlines how we will ensure that it is spent to maximum effect.

## **Background**

Pupil Premium is extra funding given to schools by the government to help raise the attainment of pupils from deprived backgrounds. Research shows that these pupils underachieve compared to their peers. Pupil Premium is a fixed amount of money per child that is paid to schools according to the number of pupils who have been registered as eligible for free school meals (FSM) at any point over a rolling 6 year period, looked after children and service children.

## **Context**

When making decisions about Pupil Premium Funding it is important to consider the context of the school and the challenges faced by its pupils. These challenges could be many and varied. Common barriers for FSM children can be less support at home, weak language and communication skills, lack of confidence and self-esteem, behaviour difficulties and attendance and punctuality issues. There may also be complex family situations that prevent children from flourishing.

## **Identification of Pupils and Individualising Support**

At The Grove we will ensure that:

- We create a positive learning culture throughout the school.
- All staff are aware of who Pupil Premium children are.
- All Pupil Premium children benefit from the funding, not just those who are underperforming.
- We assess the individual needs of each child and identify their barriers to learning.
- We tailor interventions to the needs of the child.
- We recognise and build on children's strengths to further boost their confidence and self-esteem.

- We match the skills of the support staff to the interventions they provide.
- We inform parents of Pupil Premium criteria and encourage them to apply for funding for their child if eligible.
- We liaise regularly with parents and provide necessary support where needed.
- We work with other agencies to bring in additional expertise.
- Support or boosting may take the form of:
  - Smaller class sizes
  - Small group teaching out of class
  - Guided group work in class
  - One to one teaching
  - Lunchtime and after school clubs
  - Nurture groups
  - Visits and visitors
  - Support workshops for parents
  - Informal drop in sessions and events for parents
  
- A designated member of staff: The Pupil Premium Champion, is responsible for overseeing and co-ordinating the identification of needs and provision for Pupil Premium children.

### **Increasing Learning Time**

We will maximise the time children have to “catch up” through:

- Improving attendance and punctuality.
- Providing early intervention (EYFS and KS1).
- Increasing levels of family support and engagement.
- Extending learning to out of school hours.

### **Monitoring and Data Analysis**

We will ensure that:

- All staff are fully aware of strengths and weaknesses across the school.
- Support staff and class teachers communicate regularly to discuss progress.
- We use research, such as The Sutton Trust Toolkit, to support us in deciding which strategies will be the most effective.

- Assessment data is collected half termly so that interventions and progress can be monitored regularly.
- A wide range of evidence is gathered- achievement data, pupils' work, observations, learning walks, case studies and staff, parent and pupil voice.
- Pupil progress meetings take place each term.
- Regular feedback about progress and achievement is given to children and parents.
- Interventions are adapted or changed if they are not working.
- Case studies are used to evaluate the impact of pastoral interventions, such as attendance and behaviour, as well as academic interventions.
- The Pupil Premium Champion is responsible for monitoring and evaluating the impact of support, extension and pastoral interventions.
- The Headteacher, Finance Officer and Pupil Premium Champion maintain an overview of Pupil Premium spending.
- A governor is given responsibility for Pupil Premium.

### **Reporting**

When reporting about Pupil Premium funding we will include:

- Information about the context of the school
- Aims of the Pupil Premium
- Analysis of data
- Allocation and provision
- An overview of spending
- A summary of the impact of the Pupil Premium funding
- Performance of Pupil Premium children compared to other children
- Implications for Pupil Premium spending the following year

The Governing Body will ensure that an annual statement to parents is posted on the school website outlining how the Pupil Premium funding has been used to address the issue of narrowing the gap for pupils eligible for Pupil Premium. This task will be carried out in line with the requirements published by the Department of Education.