



PUPIL PREMIUM POLICY

Committee:	Board of Governors
Author:	Principal, School Business Manager
Last reviewed:	January 2017
Next review date:	December 2018
Required to publish on website:	Yes
Statutory:	Yes

1. Purpose and principles

St Mary's & St John's CE School (the 'school') is a Christian community in which our vision is guided by our belief that 'Everything is possible' (Matthew 19.26). We have high expectations for all our pupils and inspire, guide and support them to achieve their potential. The school is currently expanding with a new Secondary phase which opened in September 2014. The school's deprivation indicator is just below the national average being between the 40th and 60th percentile.

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 currently exist between disadvantaged 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 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 the Pupil Premium.

Schools are required to publish 'The amount of the school's allocation from the Pupil Premium grant in respect of the current academic year; 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.

"Everything is possible" (Matthew: 19.26)

1.1 The Pupil Premium

The Pupil Premium is additional funding, 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'). The Pupil Premium is aimed at addressing the current inequalities which exist between children from disadvantaged backgrounds and their more affluent peers.

Current figures for 2016/17 indicate the amount of additional funding per pupil is:

- per eligible Primary phase pupil: £1320
- per eligible Secondary phase pupil; £935
- per eligible Looked-after children: £1900 (children who have been looked after continuously for more than six months)
- children of service personnel: £300

The total amount of Pupil Premium funding for the financial year 2016/17 is £256,645
In the previous financial year 2015/16 the funding was £186,405.

2. Policy development

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.

This ensures we are meeting the needs of our pupils who are covered under the act. Minority ethnic groups, children with English as an additional language, children with 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. When developing this Pupil Premium Policy we have taken into account the current Ofsted Inspection Framework 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.

3. How the school will make a decision about the use of Pupil Premium funding

The Department for Education has given schools 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 is spent, since they are to 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 specific additional funding.

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

- Ensure that Pupil Premium funding allocated to our school is used for its intended purpose. We also recognise that the Direct Schools Grant (DSG) has an element of deprivation funding included in it to address the attainment of our disadvantaged pupils
- 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

"Everything is possible" (Matthew: 19.26)

- 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 pupils being considered to be of '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 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 the Pupil Premium for all year groups

4. Roles & responsibilities

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

4.1 The Principal and Senior Leadership Team

The Principal and the Senior 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 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 Principal to ensure the Governors are provided with information about the progress of these pupils and the provision put in place for them.

4.2 Teaching and support staff will:

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

“Everything is possible” (Matthew: 19.26)

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

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.

4.3 Board of Governors

Our Board of Governors has a crucial role in ensuring our school complies with legislation and that this policy, along with its specific stated actions for narrowing the gaps is implemented. Our Governors will keep our work in narrowing the gap 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 governing body will take into account a range of information, including quantitative and qualitative data as evidence of impact.

Our Board of Governors will ensure that there is an annual statement 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.

5. Monitoring and reviewing this policy

Our work in relation to the Pupil Premium will be reviewed regularly 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 ongoing evaluations of the strategies we are using.

5.1 Disseminating this policy

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

- on our website (with paper copies available on request in the school office)
- in the staff handbook and as part of induction for new staff

“Everything is possible” (Matthew: 19.26)