



Fletching Church of England Primary School

Pupil Premium Policy

Approved by: Gemma White/ Jenny Barnard-Langston **Date:** 25th September 2018

Signature:

Last reviewed on:

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Pupil Premium Policy Summary

The Pupil Premium is additional funding given to schools so that they can support particular groups of pupils who are known to be at risk of underachievement and close the gap between them and their peers. The Pupil Premium is allocated to schools for pupils, in Year R to 11, that are known to be eligible for free school meals (FSM) or who have been eligible for FSM in the past six years (Ever6).

Pupil Premium is allocated for children who have been looked after by the local authority (CLA) continuously for more than 6 months. In East Sussex, Pupil Premium for CLA is managed by the Virtual School for Children in Care. A premium is also paid for children whose parents are currently in the Armed Forces.

At Fletching, in line with DfE guidance, we spend the Pupil Premium Grant (PPG) on improving the educational and personal outcomes for pupils who are looked after, are subject to a Special Guardianship Order (SGO) or have been adopted from care, including (but not limited to) their attainment. The funding is not ring-fenced and is not for individual children. Therefore, the DfE do not necessarily expect the school to spend the PPG funding on every child eligible for PPG on roll, because the school is best placed to determine how the additional funding can be deployed to have the maximum impact. In our school, if a child has gaps in their educational attainment, we will target support for them, which may be personalised or through a group intervention. Alternatively, for some children a whole class or whole school intervention may be appropriate.

A child is eligible for Pupil Premium if parents/carers receive any of the following benefits:

- Income Support
- Income-based Jobseekers Allowance
- Income-related Employment and Support Allowance
- Support under Part VI of the Immigration and Asylum Act 1999
- The Guarantee element of State Pension Credit
- Child Tax Credit (provided they are not also entitled to Working Tax Credit and have an annual gross income of no more than £16,190, as assessed by Her Majesty's Revenue and Customs)
- Working Tax Credit run-on – paid for 4 weeks after you stop qualifying for Working Tax Credit
- Universal Credit - In England, if you apply on or after 1 April 2018 your household income must be less than £7400 a year (after tax and not including any benefits you get). If your child is currently eligible for free school meals, they'll remain eligible until they finish the phase of schooling (primary or secondary) they're in on 31 March 2022.

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Our School Vision

At Fletching CE Primary School we aim to offer an inspiring education for all pupils through having fun, going on learning adventures, exploring near and far, making friends, caring for our world and living healthy lifestyles. Our key learning behaviours of respect, perseverance, trust, caring and collaboration are embedded in our curriculum. Our teachers are inspiring educationalists who deliver learning in lively and exciting ways which enable all of our learners to set their sights high and reach even higher. They skilfully use feedback and questioning to empower pupils to strive for excellence and enjoy the journey of learning. We encourage pupils to be the 'voice' of our school and create confident individuals who are proud to share their passion for learning and life within our school and wider community. We explore our own faith through our Christian ethos and ponder how our beliefs can help us tackle life's 'Big Questions'.

What is Pupil Premium?

The Pupil Premium is additional funding which is 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 underlying inequalities which exist between children from disadvantaged backgrounds and their more affluent peers.

The Secretary of State for Education lays down the following terms and conditions on which assistance is given in relation to the pupil premium grant (PPG) payable to schools and local authorities for the financial year beginning 1 April 2017. PPG provides funding for two policies:

- ☑ raising the attainment of disadvantaged pupils of all abilities to reach their potential
- ☑ supporting children and young people with parents in the regular armed forces

The PPG per pupil for 2018 to 2019 is as follows: Pupil premium per pupil

Disadvantaged pupils

Pupils in year groups reception to year 6 recorded as Ever 6 FSM £1,320

Looked-after children (LAC) defined in the Children Act 1989 as one who is in the care of, or provided with accommodation by, an English local authority £1,900

Service children £300

Children who have ceased to be looked after by a local authority in England and Wales because of adoption, a special guardianship order, a child arrangements order or a residence order (Post LAC) £2,300

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.

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 currently exist between our 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. Performance tables published annually on a national level capture the achievement of disadvantaged pupils covered by the Pupil Premium.

Latest guidance from the DFE requires (Sept 2016) us to publish a strategy for the school's use of the pupil premium. We no longer have to publish a 'pupil premium statement'.

For the current academic year, we must include:

- Our school's pupil premium grant allocation amount
- a summary of the main barriers to educational achievement faced by eligible pupils at our school
- how we will spend the pupil premium to address those barriers and the reasons for that approach
- how we will measure the impact of the pupil premium
- the date of the next review of our school's pupil premium strategy

For the previous academic year, we must include:

- how we spent the pupil premium allocation
- the impact of the expenditure on eligible and other pupils

Pupil premium funding is allocated for each financial year, but the information we publish online should refer to the academic year, as this is how parents understand the school system.

We shall publish the above information on our website www.harbourprimary.co.uk. In meeting this requirement, we will observe our continuing responsibilities under the Data Protection Act, 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 for its intended purpose.
- Use the latest evidence-based research (Education Endowment Foundation / Sutton Trust / Ofsted) 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 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 children across all year groups, reserving the right to allocate the pupil premium funding to support any pupil or groups of pupils that the school has identified as being socially disadvantaged, even if they have not registered for FSM.

Provision

The range of provision that Governors and senior leaders will consider will reflect the latest research (Education Endowment Foundation / Sutton Trust / Ofsted) and may include;

- Reducing class sizes thus improving opportunities for effective AFL and accelerating progress (for example a nurture class)
- Providing small group work with an experienced teacher focussed on overcoming gaps in learning.
- 1:1 tuition and small group work, with qualified teachers, for identified children
- Additional teaching and learning opportunities and interventions provided through trained TAs or external agencies (for example: Better Reading Partners)
- Supporting or subsidising access to before and after school clubs, trips and visits in order to raise self-esteem, confidence and promote equality of opportunity for socially disadvantaged pupils

Our work through the pupil premium will be aimed at accelerating progress moving children to at least age-related expectations. Pupil premium resources may also be used to target more able children to achieve Greater depth.

Development of the Pupil Premium Policy

This policy has been developed in consultation with our pupils, staff, governors and parents and carers. It is part of our commitment to reducing inequalities in outcomes and promoting the inclusive nature of the work we do at our school.

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 Single Equality Scheme.

When developing this Pupil Premium Policy, we have also taken into account the Ofsted Common Inspection Framework, which places a strong focus on improving the learning and progress of different groups and on narrowing gaps in standards.

Roles and 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.

The *Head 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 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 Head to include the following information in her reports to Governors:

- the progress made by pupil premium children by year group
- an outline of the provision that has been made and its impact each year
- an evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support

Teaching and Support Staff will:

- Have up to date data regarding the FSM Ever 6 children in their class
- maintain the highest expectations of all pupils and not equate disadvantage of circumstance with 'low ability'
- promote an inclusive and collaborative ethos in their classrooms which enable pupils 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 pupils 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 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.

Governing body:

Our governing body 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. Our governing body will, at least termly, keep our work with our vulnerable children 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 (data on progress and attainment) and qualitative (case studies, views, surveys etc.) data as evidence of impact

At the end of the academic year, our Governors will ensure that there is an annual statement to parents on our website 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.

Monitoring and reviewing the Pupil Premium Policy

Our 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. 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.

Disseminating the Pupil Premium 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). We will also use other methods and occasions such as parents' evenings and assemblies, as appropriate to share information about the Pupil Premium.

Appeals

Any appeals against this policy will be through the governor's complaints procedure.