

# Worthington Primary School

## Pupil Premium

Date	Review Date	Pupil Premium Champions	Nominated Governor
17.11.16	17.11.18	All Heads of Department	Mr. Ian Robbins

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Adoption and Children Act 2002
- Education Act 2002
- Equality Act 2010

The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- Pupil Premium 2014 to 2015; conditions of grant (DfE)

We are aware that the Pupil Premium, which is aimed at children from Reception to Year 11 pupils, is additional funding given to schools in order to address the inequalities between those children eligible for free school meals and their peers.

It is our duty to use the Pupil Premium effectively in order to raise achievement and narrow the gap between those children from low income families, looked after children, children whose parents are serving in the armed forces and their peers.

We have in place a number of age-related Pupil Premium Champions who are responsible for coordinating all activity relating to the support of pupils facing disadvantage and will track and monitor academic, pastoral and enrichment provision.

We have adopted the process for deciding how to spend the PP by acknowledging the 'Ten point plan on spending the pupil premium successfully' as outlined by the National Pupil Premium Champion:

- Step 1: Set an ambition for what we want to achieve with Pupil Premium funding.
- Step 2: The process of decision-making on Pupil Premium spending starts with an analysis of the barriers to learning for Pupil Premium pupils.
- Step 3: Decide on the desired outcomes of our Pupil Premium spending.
- Step 4: Against each desired outcomes, identify success criteria.
- Step 5: Evaluate the effectiveness and impact of our current Pupil Premium strategies and change them if necessary.
- Step 6: Research the evidence of what works best.
- Step 7: Decide on the optimum range of strategies to be adopted.
- Step 8: Staff training in depth.
- Step 9: Frequently monitor the progress of Pupil Premium eligible pupils.
- Step 10: Put an audit trail on the school website for Pupil Premium spending.

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It is our intention to disaggregate the Pupil Premium funding from the main school budget and to target the groups of pupils that it is intended for. Also, the funding will be spent on strategies considered to be the most effective on raising achievement.

We understand that we will be held accountable on how we use the Pupil Premium and that the achievements must be quantifiable. This will be done by using the school's performance tables to compare the achievement of Pupil Premium pupils with their peers.

By using pupil tracking data effectively we can identify the strengths and weaknesses of individual pupils and groups and then provide the relevant support that is necessary in order to accelerate pupil progress.

Every year we will publish online details on how we intend to spend our Pupil Premium allocation plus an evaluation of its impact from the previous year.

We will strive to improve the life chances of all disadvantaged pupils by using the extra financial resources of the Pupil Premium wisely and thereby narrow the gap.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

## Aims

- To raise achievement and narrow the gap between those children eligible for free school meals and their peers.
- To identify the strengths and weaknesses of individual pupils and groups by the effective use of pupil performance data.
- To provide relevant support that is necessary in order to accelerate pupil progress.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

## Responsibility for the Policy and Procedure

## Role of the Governing Body

The Governing Body:

- has appointed members of staff to be Pupil Premium Champions;
- will ensure the Pupil Premium is used effectively in narrowing the gap between those children eligible for free school meals and their peers;
- has appointed members of staff to be responsible for analysing school performance data;
- has delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- will ensure the school complies with all equalities legislation;

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- has nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- will ensure funding is in place to support this policy;
- will ensure this policy and all policies are maintained and updated regularly;
- makes effective use of relevant research and information to improve this policy;
- ensures all policies are made available to parents;
- has nominated a link governor to:
  - ☐ visit the school regularly;
  - ☐ work closely with the Headteacher and the Champions;
  - ☐ ensure this policy and other linked policies are up to date;
  - ☐ ensure that everyone connected with the school is aware of this policy;
  - ☐ attend training related to this policy;
  - ☐ annually report to the Governing Body on the success and development of this policy.
- will ensure the effective implementation, monitoring and evaluation of this policy;
- will ensure an annual statement to parents on the effectiveness of the Pupil Premium funding addressing the question of narrowing the gap for socially disadvantaged pupils.

## Role of the Headteacher and Senior Leadership Team

The Headteacher and the Senior Leadership Team will:

- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- provide strong leadership and have high expectations to raise achievement;
- use data effectively to identify children who are underachieving;
- put in to place effective strategies and interventions such as:
  - ☐ additional teaching and support staff
  - ☐ one-to-one support
  - ☐ small group work
  - ☐ specialised curriculum tuition
  - ☐ specialised IT software
  - ☐ additional learning sessions outside school hours
  - ☐ educational visits
  - ☐ parent engagement programmes
- evaluate the impact of these strategies and interventions;
- annually report to parents under the following headings:
  - ☐ A description of the Pupil Premium
  - ☐ The total amount allocated for the current academic year
  - ☐ How the money will be spent
  - ☐ Statement comparing the effect of the expenditure with the attainment of those pupils eligible for the Pupil Premium
- ensure that the Pupil Premium Grant is a prominent element of the school development plan;
- work closely with the link governor and Champions;

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- provide leadership and vision in respect of equality;
- make effective use of relevant research and information to improve this policy;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy by:
  - ☐ monitoring learning and teaching through observing lessons
  - ☐ monitoring planning and assessment
  - ☐ speaking with pupils, school personnel, parents and governors
- annually report to the Governing Body on the success and development of this policy.

## Role of the Pupil Premium Champions

The Pupil Premium Champions will:

- collect and analyse and use data relating to individual pupils and groups;
- constantly focus on the quality of teaching;
- identify the main barriers to learning for Pupil Premium eligible pupils;
- use the Education Endowment Foundation Toolkit (<https://educationendowmentfoundation.org.uk/resources/teaching-learning-toolkit>) to decide on which strategies are likely to be most effective in overcoming barriers to learning;
- train teaching and support staff on the chosen strategies;
- undertake the frequent monitoring of the progress of every Pupil Premium eligible pupil;
- put in interventions when a pupil's progress slows;
- engage parents/carers in the education and progress of their child;
- address poor attendance;
- ensure all staff understand and accept the importance of the Pupil Premium agenda;
- evaluate the effectiveness of teaching assistants and if necessary increase through training and improved deployment;
- provide awareness training for governors;

(Accredited to Dr John Dunford, National Pupil Premium Champion)

- lead the development of this policy throughout the school;
- work closely with the Headteacher and the nominated governor;
- report to the Senior Leadership Team and Governors as required and advise where appropriate;
- carry any other duties as directed by the Headteacher as may from time to time be agreed in accordance with the nature of the job as described above;
- make effective use of relevant research and information to improve this policy;
- provide training for all staff on induction and when the need arises;
- keep up to date with new developments and resources;
- review and monitor;
- annually report to the Governing Body on the success and development of this policy.

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## Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Headteacher and the Champions;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;
- attend training related to this policy;
- annually report to the Governing Body on the success and development of this policy.

## Role of School Personnel

School personnel will:

- work closely with the Pupil Premium Champions;
- identify barriers that pupils experiencing disadvantage face;
- identify those pupils not on track to make expected progress;
- use pupil data effectively;
- use support staff effectively;
- put into place a number of strategies and interventions;
- praise and celebrate achievement;
- be aware of all other linked policies;
- maintain high standards of ethics and behaviour within and outside school and not to undermine fundamental British values;
- work in partnership parents and carers keeping them up to date with their child's progress and behaviour at school;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community.

## Role of Pupils

Pupils will:

- be encouraged to work in partnership with the school by making decisions and exercising choice in relation to their educational programme;
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- treat others, their work and equipment with respect;
- support The Worthington Way and other guidance necessary to ensure the smooth running of the school;
- liaise with the school council;
- take part in questionnaires and surveys.

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## Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy;
- be encouraged to take an active role in the life of the school by attending:
  - ☐ parents and open evenings
  - ☐ parent-teacher consultations
  - ☐ class assemblies
  - ☐ school concerts
  - ☐ fundraising and social events
- be encouraged to work in school as volunteers;
- be asked to take part periodic surveys conducted by the school;
- ensure regular and punctual attendance;
- notify school on the first day of pupil absence;
- not have holidays in term time;
- encourage effort and achievement;
- encourage completion of homework and return it to school;
- provide the right conditions for homework to take place;
- hand in homework on time;
- support The Worthington Way and guidance necessary to ensure smooth running of the school;
- ensure correct school uniform is worn.

## Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School Handbook/Prospectus
- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- reports such as annual report to parents and Headteacher reports to the Governing Body.

## Training

All school personnel:

- have equal chances of training, career development and promotion
- receive training on induction which specifically covers:
  - ☐ All aspects of this policy

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- ☐ School Improvement
- ☐ School Effectiveness
- ☐ Use of Data
- ☐ Target Setting
- ☐ Reducing the Impact of Poverty and Disadvantage on Pupil Attainment
- ☐ Emotional Health & Wellbeing of Children & Young People
- ☐ Looked After Children
- ☐ Equal Opportunities
- ☐ Inclusion

- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications.

## **Monitoring the Implementation and Effectiveness of the Policy**

The practical application of this policy will be reviewed annually or when the need arises by the Champions, the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.