



SALEHURST CE PRIMARY SCHOOL AND STAPLECROSS METHODIST PRIMARY SCHOOL

PUPIL PREMIUM POLICY SEPTEMBER 2018

TO BE REVIEWED SEPTEMBER 2019

BACKGROUND

The pupil premium is a government initiative that targets extra money at pupils from disadvantaged backgrounds. Research shows that pupils from disadvantaged backgrounds underachieve compared to their non-deprived peers. The premium is provided to enable these pupils to be supported to reach their potential. The Government has used pupils entitled to free school meals (FSM), looked after children and service children as indicators of deprivation, and have provided a fixed amount of money for schools per pupil based on the number of pupils registered for FSM over a rolling six year period (known as Ever 6). This fixed amount of money is expected to increase every year for the course of this current Parliament. At Salehurst and Staplecross, we will be using the indicator of those eligible for FSM as well as identified vulnerable groups as our target children to 'close the gap' regarding attainment.

CONTEXT

When making decisions about using pupil premium funding it is important to consider the context of the school and the subsequent challenges faced. Common barriers for FSM children can be less support at home, weak language and communication skills, lack of confidence, more frequent behaviour difficulties, and attendance and punctuality issues. There may also be complex family situations that prevent children from flourishing. The challenges are varied and there is no "one size fits all".

KEY PRINCIPLES

By following the key principles below, we believe we can maximise the impact of our pupil premium spending.

BUILDING BELIEF

We will provide a culture where:

- staff believe in ALL children
- there are "no excuses" made for underperformance
- staff adopt a "solution-focused" approach to overcoming barriers
- staff support children to develop "growth" mind-sets towards learning

ANALYSING DATA

We will ensure that:

- all staff are involved in the analysis of data so that they are fully aware of strengths and weaknesses across the school
- we use research and advice from the Local Authority to support us in determining the strategies that will be most effective



IDENTIFICATION OF PUPILS

We will ensure that:

- ALL teaching staff and support staff are involved in the analysis of data and identification of pupils
- ALL staff are aware of who pupil premium and vulnerable children are
- ALL pupil premium children benefit from the funding, not just those who are underperforming
- underachievement at all levels is targeted (not just lower attaining pupils)
- children's individual needs are considered carefully so that we provide support for those children who could be doing "even better if...."

IMPROVING DAY TO DAY TEACHING

We will continue to ensure that all children across the school receive good teaching, with increasing percentages of outstanding teaching achieved by using our subject leaders to:

- set high expectations
- address any within-school variance
- ensure consistent implementation of initiatives on our SIP
- share good practice within the school and draw on external expertise
- provide high quality Continuing Professional Development (CPD)
- improve assessment through joint levelling and moderation

INCREASING LEARNING TIME

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

- improving attendance and punctuality
- providing earlier intervention (KS1 and EYFS)
- extended learning out of school hours, e.g. homework club

INDIVIDUALISING SUPPORT

We will ensure that the additional support we provide is effective by:

- looking at the individual needs of each child and identifying their barriers to learning
- ensuring additional support staff and class teachers communicate regularly
- using subject leaders to provide high quality interventions
- matching the skills of the support staff to the interventions they provide
- working with other agencies to bring in additional expertise
- volunteer readers
- School Home Support
- providing extensive support for parent to support their children's learning within the curriculum to manage in times of crisis
- tailoring interventions to the needs of the child (e.g. targeted maths revision sessions in the afternoons for children who struggle in the main lesson)
- recognising and building on children's strengths to further boost confidence



EXTRA CURRICULAR ACTIVITIES

We will ensure that Pupil Premium children have the same access to extra-curricular activities by making use of Pupil Premium funding.

Extra-curricular enrichment activity	New arrangements to take effect from 1st April 2019
Breakfast Club and 5:20	Breakfast Club and 5:20 Club places are not free for children in receipt of PP. However, free places are offered to children in receipt of PP who are in current receipt of free school meals.
Music lessons	School can contribute 50% of costs.
School trips	School can contribute 50% of costs.
Residential trips	School can contribute 50% of costs.
School clubs	School can contribute 50% of costs.
Karate	School can contribute 50% of costs karate lessons only, not gradings or kit.

GOING THE EXTRA MILE

In our determination to ensure that ALL children succeed we recognise the need for and are committed to providing completely individualised interventions for set periods of time to support children in times of crisis.

MONITORING AND EVALUATION

We will ensure that:

- a wide range of data is used – achievement data, pupils’ work, observations, learning walks, case studies and staff, parent and pupil voice
- assessment data is collected half termly (x6/year) so that the impact of interventions can be monitored regularly
- assessments are closely moderated to ensure they are accurate
- pupil progress meetings are held each term (x3/year) and the identification of children is reviewed
- regular feedback about performance is given to children and parents
- interventions are adapted or changed if they are not working
- the School Business Manager (SBM) maintains an overview of pupil premium spending
- a school governor is given responsibility for pupil premium

REPORTING

When reporting about pupil premium funding we will include:

- the nature of support and allocation
- an overview of spending
- a summary of the impact of Pupil Premium Grant (PPG)

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



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