



INVESTOR IN PEOPLE

# Pupil Premium Policy

## Version 18/19-1.0

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| <b>Important:</b> This document can only be considered valid when viewed on the school's website. If this document has been printed or saved to another location, you must check that the version number on your copy matches that of the document online. |                                                                                        |
| <b>Name and Title of Author:</b>                                                                                                                                                                                                                           | KPE                                                                                    |
| <b>Name of Responsible Committee/Individual:</b>                                                                                                                                                                                                           | Local Governing Body                                                                   |
| <b>Implementation Date:</b>                                                                                                                                                                                                                                | Spring 2019                                                                            |
| <b>Review Date:</b>                                                                                                                                                                                                                                        | Spring 2020                                                                            |
| <b>Related Documents:</b>                                                                                                                                                                                                                                  | <ul style="list-style-type: none"><li>• SEN Policy</li><li>• Equality Policy</li></ul> |

This policy is written with wider key principles in mind:

- Appropriateness for the audience for whom the policy is intended which covers the range from parents, visitors and staff
- To provide clarity of intent for all stakeholders
- To clearly identify the procedures and processes to ensure that the Pupil Premium funding is appropriately organised, allocated and shows impact
- To be transparent and clear for all stakeholders
- To clearly articulate the responsibilities of the Governing Body in the formulation, execution and evaluation of the Pupil Premium funding

## **Introduction**

The Pupil Premium is designed to tackle the attainment gap between pupils from low income families and their peers. After prior attainment, poverty is seen by many as the single most important factor in predicting a young person's life chances. Statistically the chances of a Pupil Premium supported pupil achieving 5 9 - 5 including English and Maths are less than one third of pupils who do not qualify for Pupil Premium.

The Pupil Premium is additional to main school funding and is intended to be spent in the school to take action to close the gap in achievement between Pupil Premium supported pupils and those not eligible. The Government allocates money on the basis of the number of eligible pupils. The money is not ring fenced but it is expected that all funding is used to improve the life chances of pupils who qualify for Pupil Premium funding. There are also additional funds for Children Looked After and the children of Service personnel.

The decisions on how to spend the grant will be made on the guidance from educational research on the effectiveness of individual interventions as well as an analysis of our own needs and that of the wider community. It will be discussed and agreed with the Governing body. In addition, the use of the Pupil Premium and its impact will be held to account by the Governing Body and will form part of all Assistant Headteacher - Pastoral Reports and the Governing Body will receive and agree the plan and the spending for each year. In addition the Governing Body will receive an evaluation of impact of the spending for each academic year.

A great deal of research evidence shows that the most effective schools close the gap between Pupil Premium supported pupils and their peers through a combination of strong leadership, a relevant and coherent curriculum, a culture of high expectation, targeted enrichment and catch up activities and equally critical high quality teaching. Indeed there is evidence to show that high quality teaching has a more significant impact on the achievement of pupils seen to be at risk of underachievement than almost any other factor. These areas form areas of strategic intent and need to generate clear targeted action that can be evaluated for impact. The use of Pupil Premium at Malet Lambert will focus on these areas and it is therefore clear that some of the actions will be targeted specifically at Pupil Premium supported pupils others are wider improvements that improve the chances of all pupils but may have a differential impact on Pupil Premium pupils.

## **Overall Objectives**

- We will ensure that the Pupil Premium grant is allocated for its intended purpose and that it seeks to raise the level of achievement and improve the life chances of its intended pupils
- The Pupil Premium grant will be used to provide additional educational support for these pupils to maximise the achievement levels and increase the support in transitional phases.

- The grant will aim to eradicate the gap between the achievement between pupils eligible for Pupil Premium support and their peers both in academic terms but also in terms of widening educational experience and increasing life chances
- Funding will be used to address underlying inequalities to ensure that all pupils have an equal opportunity for success.

### **How we will ensure effective use of the Pupil Premium**

- The Pupil Premium funding will be clearly identifiable within the budget with proposed spending identified within the Action plan
- The Governors in consultation with the Assistant Headteacher - Pastoral and staff will decide how the budget will be spent for the benefit of entitled pupils
- Funding will be allocated following a needs analysis and the establishments of a baseline position and related to reviews of impact
- In making provision for Pupil Premium pupils, it is recognised that not all pupils who are eligible will be disadvantaged or underachieving. We also recognise that not all pupils who are disadvantaged fall within this cohort. The school therefore may allocate the Pupil Premium grant to support pupils that can be seen as legitimately at risk of underachievement and who are not supported in any other way,
- Actions that are not targeted specifically at Pupil Premium pupils and funded through Pupil Premium and have an impact on all pupils chances of success are expected to have a disproportionately positive impact on Pupil Premium pupils
- The school through the Assistant Headteacher - Pastoral or identified staff will assess individual provision made for individual Pupil Premium supported pupils and will be funded from a specific ring-fenced hardship grant to ensure that lack of funding does not prevent and Pupil Premium pupils engaging in educational events that would enhance their life chances.
- The school will be accountable for how the funding is allocated, spent and evaluated through the Governors, the LA and parents through clear self-review. In partnership with the Governing Body strategic changes to allocation will be made through self-review.
- The Assistant Headteacher - Pastoral will report to the Governing Body and parents/carers the amount the allocation and the impact of Pupil Premium funding including online information
- The impact of the strategies adopted will be tracked to assess impact and inform future planning.
- Ensure that the closing the gap is established as a high priority with high profile and accountable to all staff both teaching and support staff.

### **Reporting Outcomes**

It will be the responsibility of the Assistant Headteacher - Pastoral to produce a report for the Governing Body that will include; -

1. A clear Pupil Premium system within school to show how need for spending is identified and intervention is put into place
2. The progress made in closing the gap, by year group for disadvantaged pupils over a number of measures
3. An outline of provision and rationale and progress from one report to another
4. An evaluation of cost effectiveness
5. A clear costed action plan
6. The above information to be shared on the school website