



Dream Believe Achieve

Policy Premium Policy

Adopted:	January 2022
Renewal Date:	January 2023
Version Record	V1 – 31012022

Aims

Our Pupil Premium policy should be read alongside our school Vision Statement and Values, Inclusion Policy and Teaching and learning Policy.

Our aims for all children are as follows:

- To inspire a love for learning in children and adults and to enable them to operate as independent learners and thinkers
- To provide a relevant curriculum for all. To equip each child with the basic skills, knowledge and understanding appropriate to their needs through a broad, balanced and creative curriculum designed to promote their spiritual, moral, social and cultural development in preparation for adult life
- To encourage a mature and positive attitude to work, to relationships and to life in general
- For children to value themselves, have good standards of behaviour and respect for others
- To foster a social, moral and religious awareness that will enable each child to become a happy, well balanced individual with a sense of belonging to a community.

In line with our school mission statement and aims, here at Whittlefield Primary School we have high aspirations and ambitions for our children and we believe that no child should be left behind. We strongly believe that it is not about where you come from but your passion and thirst for knowledge, and your dedication and commitment to learning that make the difference between success and failure, and we are determined to ensure that our children are given every chance to realise their full potential. Pupil Premium funding represents a significant proportion of our budget, and this policy outlines how we will ensure it is spent to maximum effect.

Background

The pupil premium is a government initiative that targets additional funding for pupils from deprived backgrounds, in local authority care, adopted from care and families in the services. Research shows that pupils from these backgrounds underachieve compared to their 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. At Whittlefield, 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 how best to use pupil premium funding, it is important to consider the context of the school, the subsequent challenges faced as well as research based findings. Common barriers for FSM children can be less support at home, poor language and communication skills (e.g. literacy deficit), lower self-esteem, self-confidence and wellbeing, more frequent behaviour

difficulties, and attendance and punctuality difficulties. There may also be complex family situations that hinder children from flourishing. Some FSM children experience none of these barriers. 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 and do not place a ceiling on what they can achieve
- There are “no excuses” made for underperformance
- Staff adopt a “solution-focused” approach to overcoming barriers
- Staff support children to develop “growth” mindsets 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 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....”

Quality First Teaching

We will continue to ensure that **all** children across the school receive quality first teaching, achieved by leaders:

- Setting high expectations.
- Addressing any within-school variance
- Ensuring consistent implementation of policies
- Sharing good practice within the school and drawing on external expertise
- Investing and providing high quality CPD
- Continuing to improve assessment through joint assessing and moderation.

Increasing Learning Time

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

- Actively teaching Behaviour for Learning to maximise lesson time
- Improving attendance and punctuality
- Providing earlier intervention (KS1 and EYFS)

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
- Providing high quality intervention across the phases
- Matching the skills of the support staff to the interventions they provide
- Working with other agencies to bring in additional expertise
- Providing support for parents to develop their own skills to support their children’s learning within the curriculum and to manage in times of crisis
- Tailoring interventions to the needs of the child (e.g. Targeted maths’ revision sessions for children who struggle in the main lesson)
- Recognising and building on children’s strengths to further boost

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 need.

Monitoring and Evaluation

We will ensure that:

- A wide range of checking strategies are used – analysis of performance data, scrutiny of pupils’ work, lesson observations, learning walks, case studies, and feedback (and feedforward) from staff, parent and pupil voice.
- Internal assessment data is collected and evaluated half termly so that the impact of interventions can be monitored regularly
- Internal assessments are closely moderated to ensure they are accurate
- Teaching staff and support staff attend and contribute to pupil progress meetings each term 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
- Case studies are used to evaluate the impact of pastoral interventions, such as on attendance and behaviour. Provision mapping keeps a record of support given to every child
- Jo McCue is the named Governor for Pupil premium spending.

Reporting

When reporting about pupil premium funding we will include:

- Information about the context of the school
- Objectives for the year
- Reasons for decision making
- Analysis of data
- Use of research

Nature of support and allocation

- Learning in the curriculum
- Social, emotional and behavioural needs
- Enrichment within and beyond the curriculum
- Families and community

An overview of spending

- Total PPG (pupil premium grant) received
- Total PPG spent
- Total PPG remaining

A summary of the impact of PPG

- Performance of disadvantaged pupils (compared to non-pupil premium children)
- Other evidence of impact e.g. Ofsted, Accreditations.
- Case studies (pastoral support, individualised interventions)
- Implications for pupil premium spending the following year.

The Governing Board 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. This task will be carried out in line with the requirements published by the Department for Education.