

Upperby Primary School

Pupil Premium Policy



Aims:

At Upperby Primary School we have high aspirations and ambitions for all our children and believe that no child should be left behind. We strongly believe that it is not where you are from but your passion and thirst for knowledge and your dedication and commitment to learning that make the difference between success and failure. 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 extra money at pupils from deprived backgrounds. Research shows that pupils from deprived 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. At Upperby Primary School we will be using the indicator of those eligible for FSM as well as identified vulnerable groups as our target children to 'narrow the difference' regarding attainment.

Context:

When making decisions about using pupil premium funding, it is important to consider the children can have less support at home, weak language and communication skills, lack of confidence, more frequent behavioural 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'.

Funding:

All schools are free to spend the pupil premium funding as they see fit, but will be held accountable for how they have used the additional funding. The decisions we make on how to use the funding to improve the progress and attainment of the eligible pupils will be based on guidance provided by educational research as well as our analysis of the specific needs of our school and wider community.

Evidence shows that the most effective schools narrow the achievement gap through a combination of high quality teaching, strong leadership, a relevant and coherent curriculum, a culture of high expectations and targeted catch-up and enrichment activities. We intend to use the pupil premium funding to develop these practices at Upperby Primary School and increase student achievement.

Key Principles:

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

We will provide a culture where:

- Staff believe in ALL children
- Staff adopt a 'solution-focused' approach to overcoming barriers
- Staff support children to develop 'growth' mindsets towards learning

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
- ALL teaching and support staff are involved in the identification of pupils
- ALL staff are aware of who pupil premium and vulnerable pupils are
- ALL pupil premium pupils 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...'

We will continue to ensure that all children across the school receive good and outstanding teaching by using the Senior leadership team to:

- Set high expectations
- Address any within school variance
- Ensure consistent implementation of the non-negotiables e.g. marking and guided reading
- Share good practice within the school and draw on external expertise
- Provide high quality CPD
- Improve assessment through joint levelling and moderation

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 support staff and class teachers communicate regularly
- Match the skills of the support staff to the interventions they provide
- Working with other agencies to bring in additional expertise such as educational psychologists and specialist teachers
- Providing support for parents so they can support their children's learning and to help them manage in times of crises
- Tailoring interventions to the needs of the child
- Recognising and building on children's strengths to boost confidence

Overall Objectives:

- We will ensure that pupil premium funding reaches the groups of students for whom it was intended and that it makes a significant impact on their education and lives.
- The pupil premium fund will be used to provide additional educational support to improve the progress and raise the achievement for these students.
- The funding will be used to 'close the difference' between the achievement of these students and their peers.
- We will use the additional funding to address any underlying inequalities between pupils eligible for pupil premium and their peers.

Ensuring effective use of Pupil Premium:

- The pupil premium will be clearly identifiable in the budget
- The governors in consultation with the headteacher and staff, will decide how the pupil premium funding is spent for the benefit of entitled pupils. Funding will be allocated on a needs analysis which will identify priority groups or individuals.
- In making provision for socially disadvantaged pupils, we recognise that not all students who receive free school meals will be socially disadvantaged or underachieving. We also recognise that not all pupils who are socially disadvantaged are registered for free school meals. We therefore reserve the right to allocate pupil premium to support any groups of students the school has legitimately identified as socially disadvantaged.
- The school, through the head teacher and deputy head teacher, will assess what additional provision should be made for individual students.
- The school will be accountable for how it has used the additional funding to support the achievement of those students covered by pupil premium.
- The school will report to the governing body and parents/carers on how effective the interventions have been in achieving their aims, including publishing online information about how the funding has been used.
- We will track the impact of the strategies put into place through the funding to ensure that we can show the value that has been added to the education of the entitled students.
- We will monitor, evaluate and review the success of the impact of the pupil premium funding.

Monitoring and Evaluation:

We will ensure that:

- A wide range of data is used – achievement data, pupils' work, observations, learning walks, case studies, staff, pupil and parents voice
- Assessment data is collected termly so that the impact of interventions can be monitored regularly
- Assessments are closely moderated to ensure they are accurate
- Teaching staff attend 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 and changed if they are not working

- Case studies are used to evaluate the impact of pastoral interventions, such as on attendance and behaviour
- The deputy head teacher will maintain an overview of pupil premium spending
- A governor is given responsibility for pupil premium

Reporting

When reporting pupil premium funding we will include:

- An outline of the provision made since the last report
- A summary of the impact of pupil premium – the performance of disadvantaged pupils compared to non-disadvantaged pupils
- Other evidence of impact e.g. Ofsted

The governors of the school will ensure that there is an annual statement to parents/carers on how the pupil premium funding has been used to address the issue of 'closing the difference' for socially disadvantaged students. This task will be carried out mindful of any requirements published by the Department of Education.