

Castlemorton CE Primary School



PUPIL PREMIUM POLICY

Approved by: LAB

Date: July 2023

Last reviewed on: July 2023

Next review due by: July 2026



Our Christian Vision

Our vision, as a church and community school, is to express the love of God, both in word and action, pursuing **compassion**, **respect** for others, **courage**, perseverance and **justice**, so that all our pupils may achieve their full potential as students and citizens, and make a difference in the world.



Pupil Premium Policy

This policy incorporates the aims and values of our school. The aspiration of our school staff and Local Academy Board is to address and overcome socio-economic factors – or any other external factor – which may hinder pupil progress and attainment, and ultimately affect their life chances.

Pupil premium is funding provided by the Government for pupils entitled to free school meals over a rolling six-year period, looked after children and children of service personnel. Pupil premium funding is ring-fenced for this purpose.

The school recognises that not all pupils who are eligible for pupil premium are underachieving, while some pupils may be underachieving and not eligible for pupil premium funding. It is school policy to plan, adapt and prepare for any individual, or group, in which any area of under-performance is evident. The school does not use this policy to displace current strategies to intervene and support its pupils. Some pupils may be achieving well, but will be entitled to funding to enhance their future educational aspirations and achievements.

Aims

To provide all pupils with fair and equal opportunities to achieve and excel in all areas of the curriculum; using and applying the most effective pedagogy supported by use of additional, delegated funding.

To work in partnership with families and pupils eligible for pupil premium, to plan, monitor and evaluate support and intervention in order to secure individual progress and achievement.

To work with external partners and organisations to provide additional support for the social, emotional, health and wellbeing of all pupils with potential barriers to learning and achievement.

To ensure governors fulfil statutory responsibilities to make effective use of pupil premium funds in order to impact positively on pupils' achievement and attainment.

Objectives in spending the pupil premium funding

- Achieving pupils' full potential
- Improved communication skill for pupil premium children
- Pupils start the day on time and ready to learn
- Attendance for pupil premium children is at least in line with non-pupil premium children
- Academic achievement is in line with non-pupil premium pupils nationally
- Improved behaviour with less reported incidents for pupil premium children
- Improved social skills
- Equal opportunities for all activities
- Pupils are able to participate fully in extra curricula activities, both inside and outside school

Key Principles

We follow these key principles to maximise the impact of our pupil premium spending.

Building belief

We provide a culture where

- Staff believe in ALL pupils achieving their best
- There are "no excuses " made for underperformance
- Staff adopt a "solution focused" approach to overcoming barriers
- Staff support pupils to develop a positive mind-set and overcome barriers to learning

Identifying pupils

We will ensure that

- All staff are aware of which pupils are pupil premium
- All staff are aware of which pupils are vulnerable
- All pupil premium pupils benefit from funding, not just those who are under achieving
- Underachievement at all levels is targeted (not just lower attaining pupils)
- Pupil's individual needs are considered carefully

Analysing Data

We will ensure that:

- All staff are involved in the analysis of data so that they are fully aware of strengths and weakness across the school
- We use research to support us in determining the most effective strategies and when writing the pupil premium strategy

Systems, procedures and practice

Under the strategic leadership of the Executive Head, the operational management of the school's policy for pupil premium is led by the Head of School who is the premium lead. Pupils are identified promptly and appropriate support put in place.

The pupil premium team consists of the following members:

- Head of School/SENDCo
- Subject leaders
- Education Welfare Officer
- Family support worker
- School administrator
- Thrive practitioner
- Teachers and teaching assistants

Each member has specific responsibilities, which include sharing and monitoring the impact of any funded support and/or intervention.

Head of School/SENDCo

The Head of School will take overall lead responsibility for ensuring staff, governors, pupils and families remain informed and up-to-date with all developments relating to pupil premium. This will include:

- Ensuring appropriate allocation and use of funding for pupils training for staff and governors
 - Providing individual guidance and support for staff to ensure most effective impact of funding
 - Providing regular, detailed and comprehensive information for governors
 - Rigorous pupil progress meetings supporting the planning of interventions
 - Planning interventions with teachers and teaching assistants
 - Liaise with external partners and agencies, where necessary
 - Monitor quality and impact of intervention, e.g. one-to-one support, mentoring, etc.
 - Monitor attendance and evaluate against set targets
 - Arrange reviews with parents
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- Developing robust systems and procedures for planning, monitoring and reviewing the impact of pupil premium
 - Provide appropriate support and guidance for staff
 - Monitor quality and impact of intervention, e.g. one-to-one support, mentoring, etc.

Administrator

- With the Head of School monitor the delegation of funding for pupil premium
- With the Head of School provide information on allocation for pupil premium funding via the school website and reports to governors
- Keep an up to date record of pupil premium children and the implications for future pupil premium income forecasts

Class teachers

- Identify and list pupils in each class (July–September prior to receiving class for the new academic year).
- Ensure pupil premium pupils are identified and any additional support is noted in planning
- Work with pupils, parents and senior leaders to plan, implement and monitor the impact of the agreed support and intervention plan for children eligible for pupil premium
- Ensure classroom support assistants are fully prepared to assess the progress and learning outcomes for all pupils, including those requiring additional support
- Take prompt action to inform senior leaders of any areas where a child's progress or performance may be directly – or adversely – affected by social or economic disadvantage
- Liaise with the Head of School/SENDCo to implement appropriate interventions to overcome barriers to learning and ensure rapid rates of progress

Subject leaders

- Monitor the progress and check the impact of any interventions
- Arrange reviews with parents
- Identify any pupil premium pupils who are in danger of falling behind/making less than expected progress and ensure interventions cater for needs, with robust measures to accelerate progress and monitor their impact
- Carry out a schedule of monitoring, including observations, work scrutiny and pupil interviews to ensure that pupil premium pupils make sustained progress

Education welfare officer and family support worker (school will request support when needed)

- Work with the Head of School to support families to improve pupil attendance
- Liaise with external partners and agencies, where appropriate
- Seek to promote the personal wellbeing of pupils and their involvement in the wider opportunities available through the extended curriculum
- Work with class teachers, pupils and parents in supporting provision for pupils

Teaching assistants/ Thrive practitioner

- Deliver, monitor and evaluate interventions with the class teachers
- Discuss children of concern regularly with the Head of School/SENDCo

Local Academy Board

The designated link governor for pupil premium will act on behalf of the governors and board of directors to monitor and review the progress and impact of pupil premium funding. This will involve:

- attending regular Local Academy Board meetings where the progress and attainment of pupil premium pupils will be a standing item on the agenda
- meet with the Head of School/SENCO to evaluate plans and subsequent impact on progress and attainment; evaluating termly reports from middle leaders
- participating in discussions with pupils, where appropriate, with a focus on learning and success

The Local Academy Board will consider the information provided and will ensure that there is an annual statement on the school website outlining how the Pupil Premium funding has been used to address the issue of diminishing the difference for pupils eligible for pupil premium. This will be carried out in line with the requirements of the Department for Education.

This policy will be reviewed every three years.

Date agreed: July 2023

Chair of LAB:

Head of School: