

PUPIL PREMIUM POLICY

AUTUMN 2016

To be reviewed autumn 2017

COLMERS FARM PRIMARY SCHOOL
PUPIL PREMIUM POLICY

School Vision

Colmers Farm Primary School is an inclusive school. Children who attend come from a diverse of social, economic and cultural/religious backgrounds. Although many of the children come to school with positive and advantageous backgrounds a proportion do not. It is the purposeful vision of the school to ensure that all children, regardless of family background and circumstances, have full opportunity to succeed and do well at school.

OUR SCHOOL

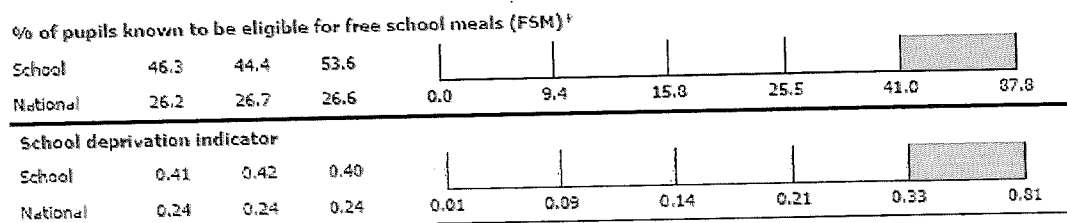
This year, in the first year as a Primary School 2016/17 we received XXXX.

The DfE has given us the freedom to use the Pupil Premium as we see fit, based upon our knowledge of our pupil needs.

"It is for schools to decide how the Pupil Premium, allocated to schools per FSM pupil, is spent, since they are best placed to assess what additional provision should be made for the individual pupils within their responsibility."

As a school we are accountable for the use of this additional funding.

SCHOOL CONTEXT



From the above data the following contextualised factors can be deduced about the school population:

- The percentage of pupils in receipt of Free School Meals indicates negative economic factors that are well above the national average.
- That deprivation factors in the localities of the school are above the national average

The above indicators do not indicate that those families to whom it is relevant have less than positive attitudes to education and aspirations to their children's learning and futures. However, there is proportion of families whose particular dispositions make it difficult for their children to make similar achievements to those of their peers. This can be categorised as follows:

- Low family incomes due to benefit receipt
- Social dependency
- Low aspirational expectations
- Most families not entering further or higher education

- Be transparent in our reporting of how we have used the Pupil Premium, so that our parents, interested stakeholders and Ofsted are fully aware of how this additional resource has been used to make a difference.
- Encourage take up of FSM by working proactively with our parents and carers in a sensitive and supportive manner. In doing so, we also recognise the vital role that parents and carers play in the lives of their children.
- Ensure there is robust monitoring and evaluation in place to account for the use of the Pupil Premium, by the school and governing body.
- Recognise the fact that FSM pupils are not an homogeneous group and cover a wide range of needs. As such the strategies we use to raise attainment will take these group and individual needs fully into account.
- Use high quality teaching and learning as the preferred way to narrow the gaps in attainment in the first instance. We will also use high quality interventions with proven evidence of impact to assist our pupils who need additional support.

DEVELOPMENT OF THE POLICY

This policy is part of our commitment to reducing inequalities in outcomes and promoting the inclusive nature of the work we do at our school. In developing this policy we have taken into account our statutory responsibilities in meeting the requirements of the Equality Act 2010. The Equality Act 2010 requires us as a public organisation to comply with the Public Sector Equality Duty (PSED). Further information is available in our school's Equality Policy. The overlap with our Equality Policy is in relation to how we are meeting the needs of our pupils who are covered under the 'protected characteristics' of the Equality Act. This Policy has been created with the support of Equitable Education. Some of these pupils, especially minority ethnic, English as an additional language, Special Educational Needs and pupils with disabilities can suffer from higher rates of disadvantage, and therefore can have higher rates of eligibility for FSM. Where this is the case, we shall take these additional needs into account.

When developing this Pupil Premium Policy, we have also taken into account the Ofsted Inspection Framework, which places a strong focus on improving the learning and progress of different groups and on narrowing gaps in standards between pupil premium pupils and all other pupils. We also note that Ofsted has a statutory duty to report on the outcomes and provision for pupils who are disabled and those who have special educational needs.

LINKS TO OTHER POLICIES AND DOCUMENTATION

Although this policy is the key document outlining our approach to narrowing the gaps in attainment and achievement for our disadvantaged pupils, we will, ensure that information about our responsibilities under the Equality Act 2010 for other pupils for whom narrowing the gap remains an issue but are not covered by the Pupil Premium, are also included in key documents such as our school development plan, self evaluation review, the school prospectus, school web site and newsletters.

ROLES AND RESPONSIBILITIES

We expect all members of our school community, particularly staff and governors to be committed to raising standards and narrowing the attainment gaps for our pupils.

The Head and Senior Leadership Team

The Head, SLT, and designated Governor are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in narrowing the gaps of our pupils. They will also ensure that staff are given appropriate support and relevant professional development opportunities to accelerate pupil's progress and attainment. Through

- Mis-spent incomes and debt
- Low adult literacy rates
- Drug uptake in family homes
- Reduced health
- Parental breakdown, multi-relationships and single parents
- Domestic family violence

THE PUPIL PREMIUM

The Pupil Premium is additional funding which is allocated to schools on the basis of the number of pupils who have been eligible for free school meals (FSM) at any point over the last six years (known as 'Ever 6FSM'). The Pupil Premium is aimed at addressing the current underlying inequalities that exist between children from disadvantaged backgrounds and their more affluent peers. The Pupil Premium also provides funding for children who have been looked after continuously for more than six months and the children of service personnel.

The Pupil Premium was initially introduced in April 2011 when schools received an additional £488 for each of their pupils eligible for free school meals. This amount has increased year on year and in 2015/16 each FSM child attracted £1,320.

PURPOSE OF THE PUPIL PREMIUM POLICY

The purpose of this policy is to outline how we will ensure that the Pupil Premium allocated to us has an impact on the attainment of disadvantaged pupils compared with their peers. As a school in receipt of Pupil Premium funding, we are accountable to our parents and school community for how we are using this additional resource to narrow the achievement gaps of our pupils. New measures have been included in the performance tables published annually on a national level, which capture the achievement of disadvantaged pupils covered by the Pupil Premium.

We are aware that under The School Information (England) (Amendment) Regulations 2012, Schedule 4 there is specified information which has to be published on a school's website. From the 1 September 2016, schools maintained by the local authority must publish their strategy for the school's use of the pupil premium on their websites (See Pupil Premium Strategy document).

In meeting this requirement we will observe our continuing responsibilities under the Data Protection Act 1998, so that individuals or groups of individuals, including children funded through the Service Premium cannot be identified.

HOW WE WILL MAKE DECISIONS REGARDING THE USE OF THE PUPIL PREMIUM

In making decisions on the use of the Pupil Premium we will:

- Ensure that Pupil Premium funding allocated to our school is used solely for its intended purpose i.e. to narrow the gap between disadvantaged pupils and their peers.
- In making provision for socially disadvantaged pupils, we recognise that not all pupils who received free school meals will be socially disadvantaged.
- We also recognise that not all pupils who are socially disadvantaged are registered, or qualify, for free school meals.
- We reserve the right to allocate the Pupil Premium funding to support any pupil or groups of pupils the school has identified as being socially disadvantaged.
- Use the latest evidence based on research* and on proven strategies which work to narrow the attainment gaps and adapt these as necessary to meet the needs of our pupils.

performance management arrangements, they will make sure narrowing the gaps is a priority area of focus for the school.

It will be the responsibility of the Head to include the following information in the annual report for Governors:

- the progress made towards narrowing the gap, by year group, for disadvantaged pupils.
- an outline of the provision that has been made since the last annual report.
- an evaluation of the cost effectiveness.

The Head Teacher has day-to-day responsibility for co-ordinating the implementation of this policy and monitoring outcomes.

The School Business manager, will monitor the use of the Pupil Premium on a termly basis to track the allocation and use of Pupil Premium funding.

Teaching and Support Staff will:

- Maintain the highest expectations of all pupils and not equate disadvantage of circumstance with 'low ability',
- Promote an inclusive and collaborative ethos in their classrooms which enable pupils from disadvantaged backgrounds to thrive,
- Plan and deliver lessons to a high standard and support the acceleration of progress in learning, so that gaps can be narrowed and improvements maintained.
- Support disadvantaged groups of pupils in their class through differentiated planning and teaching, especially for those who find aspects of learning difficult and are in danger of falling behind,
- Keep up-to-date with teaching strategies and research, which have a proven track record in narrowing the gaps in attainment and achievement.

We will provide opportunities for staff to engage in a range of professional development opportunities suited to their particular needs and role. This will support them in implementing successful strategies to accelerate progress of pupils and narrow the gaps.

Governing body

Our governing body has an important role in ensuring our school complies with legislation and that this policy, along with its specific stated actions for narrowing the gaps is implemented. Jim Harrison, Governor, is responsible for ensuring the implementation of this policy.

Our governing body will, at least termly, keep our work in narrowing the gaps under review so that they can monitor the use of the Pupil Premium. In monitoring and evaluating the work of the school in relation to the Pupil Premium, the governing body will take into account a range of information, including quantitative (data on progress and attainment) and qualitative (case studies, views, surveys etc.) data as evidence of impact.

At the end of the academic year, Governors will ensure that there is an annual statement to parents on how the Pupil Premium funding has been used to address the issue of narrowing the gaps in our school and the impact this has had. This statement will be published on the school website.

MONITORING AND REVIEWING THE POLICY

Our work in relation to the Pupil Premium will be reviewed regularly to ensure it is having the intended impact in narrowing the gaps. This will allow us to make adjustments if particular strategies are not working well, rather than leaving things to the end of the year.

Our Pupil Premium Policy and Strategy will be reviewed on an annual basis and adjustments

will be made to it according to the impact the school is having in narrowing the gaps. It will also take into consideration the increased funding that becomes available under the Pupil Premium Grant.

We recognise the importance of context and will evaluate new strategies as robustly as possible to ensure that the approaches we are using have the desired effect.

Our annual review will involve staff, pupils, governors and parents and carers.

DISSEMINATING THE POLICY

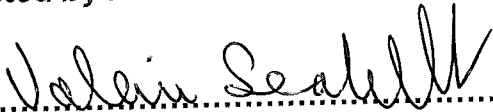
This Pupil Premium policy along with the details of actions will be published on our website (with paper copies available on request in the school office) and as part of induction for new staff.

USE OF THE PUPIL PREMIUM IN OUR SCHOOL AND IMPACT

This information will be published as a separate report on our website to enable more frequent updating as necessary.

To be reviewed autumn 2017

Policy adopted by FGB:

Signed..........Chair of Governors

Date:23/11/16.....