

PUPIL PREMIUM POLICY 2019-2020

STATEMENT

This policy incorporates the aims and values of our school Mission Statement which is rooted in our belief that every child is unique, made in the image of Christ, and that this is reflected in the desire, commitment and aspirations of our school staff 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.

The school recognises that not all pupils who are eligible for the Pupil Premium are under-achieving, whilst some pupils may be under-achieving 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. The school is fully committed to ensuring the progress of all pupils including disadvantaged pupils and service children.

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, (see Learning & Teaching Policy), supported by use of additional, delegated funding for disadvantaged and service children.

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. This includes all the different strands of the Pupil Premium:

- Ever 6 Free School Meals Children- children who have been eligible for free school meals in of any the last six years.
- Looked after Children in the care of the local authority.
- Children who are no longer looked after by the local authority due to adoption, guardianship or residence order.
- Children recorded as Ever 6 service child or in receipt of a child pension from the Ministry of Defence.

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

To ensure directors fulfil statutory responsibilities to make effective use of Pupil Premium funds in order to impact positively on pupils' achievement and attainment. This also includes LAC Pupil Premium and Catch up Premium.

SYSTEMS, PROCEDURES AND PRACTICE

Under the strategic leadership of the Headteacher, the operational management of the school's policy for Pupil Premium is led by the Assistant Principal and Pupil Premium Team, (PPT). Pupils are identified promptly and appropriate support put in place.

The team consists of the following members:

Senior Leadership Team
Assistant Headteacher – PP Lead
School Business Manager
SEND Coordinator
Heads of Year
Student Support Officers
Key Heads of Department
Department PP Champions
Maths HLTA
English HLTA

PROCEDURES

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

Senior Leadership Team

- To provide termly progress of disadvantaged pupils reports for the Academy directors.
- Ensure Quality First Teaching for all students including disadvantaged students.
- Ensure effective pastoral care for all students including disadvantaged students.

Assistant Headteacher – PP Lead

- To provide termly progress of disadvantaged pupils reports for the Headteacher, Senior Leadership Team and the Directors.
- Liaise with Assistant Headteachers- Pastoral regarding attendance and Looked after children with reference to LAC Pupil Premium.
- Provide appropriate support and guidance for staff when planning targets and support for disadvantaged pupils.
- Liaise with external partners and agencies, where necessary.
- Monitor quality and impact of intervention, eg. one- to - one support, mentoring etc.
- Liaise and monitor work of the PP Department Champions.

- Under the guidance of the Headteacher complete the Pupil Premium Strategy for disadvantaged pupils, incorporating delegated funding and attendance targets.
- Coordinate monthly meetings of Pupil Premium Team to monitor progress and support for disadvantaged pupils and to disseminate strategies and information to departments.
- Participate in termly MAC meetings to promote progress for disadvantaged pupils and service children.

School Business Manager

- Monitor delegation of funding for Pupil Premium, Catch Up Premium and LAC Pupil Premium.
- Provide information on allocation for Pupil Premium funding via the school website and reports to directors.
- Work with designated staff to monitor attendance and evaluate against set targets on PP Plan.
- Under the guidance of the Headteacher, complete the PP Strategy, incorporating delegated funding and attendance targets.

Class Teachers

- Identify and list disadvantaged students in each class and plan effectively for their progress in lessons.
- Ensure Learning Support Practitioners are fully prepared to support learning and assess the progress and learning outcomes for all pupils, including those requiring additional support.
- Invest time in building quality relationships with disadvantaged students to allow them to make rapid progress.
- Use data effectively to produce seating plans that identify disadvantaged pupils and allow them to make accelerated progress.
- Monitor closely the progress of disadvantaged pupils including the use of data to inform planning, teaching and learning.
- Provide quality first teaching to all students including disadvantaged students.
- 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.
- Provide targeted and high impact intervention for disadvantaged students who are identified as underachieving.

Heads of Department

- To monitor the identification of disadvantaged students by class teachers to create effective seating plans.
- To ensure class teachers monitor the progress of disadvantaged students and put timely intervention in place to accelerate progress.
- To monitor the progress of disadvantaged students across the department and in different year groups.
- To create and update Raising Attainment Plans to promote the progress of disadvantaged students.
- To utilise Pupil Premium department funding effectively to support the progress of disadvantaged students and evaluate the use of such funding.
- To ensure that Learning Support Practitioners are used effectively to support the progress of SEN and SEN disadvantaged students.

SENDco and SEN Links

- Work with the Pastoral team, admin team and SLT to monitor the attendance and progress of disadvantaged SEN students.
- Consult with students, families and teachers regarding needs analysis and reviews. This includes making formal contact with parents at least once during the term and being a point of contact for parents.
- Seek to promote the personal wellbeing of SEN disadvantaged students and monitor and increase their involvement in wider enrichment opportunities and the Catholic life of the school.
- To work with class teachers, students and families to support provision for students.
- Work with Senior Leaders, students and families to plan, implement and monitor the impact of the agreed support and intervention plan for SEN disadvantaged children.

Heads of Year

- To liaise with Assistant Headteachers and Admin team and parents re attendance and progress of disadvantaged students.
- To meet with each disadvantaged and Service child once per term with regard to progress and individual needs.
- To liaise with Heads of Department and PP Department Champions re the progress of students and the impact of interventions, as well as liaison with family.
- To offer quality pastoral support to remove barriers to learning for disadvantaged students.

Maths and English HLTAs

- To liaise with the Heads of Department and PP Department links regarding the academic progress of students and the impact of interventions.
- To design and lead a dynamic intervention for disadvantaged students to support academic progress in Maths and English with an emphasis on transferrable skills across the curriculum.
- To be aware of disadvantaged students in each year group.
- To attend regular meetings with the Pupil Premium Team to provide updates on progress of disadvantaged students.
- To meet with disadvantaged students and their families where appropriate to provide support, liaising with the AHT -Pupil Premium.
- To provide pastoral care for disadvantaged students, liaising with the pastoral team and the Pupil Premium lead, as appropriate.

National System -Leader

The Academy Executive Headteacher and School Improvement Partner will provide support and guidance so that staff, directors, pupils and families remain informed and up-to-date with all developments relating to Pupil Premium.

This will include:

- Advice on developing robust systems and procedures for planning, monitoring and reviewing the impact of Pupil Premium.
- Ensuring appropriate allocation and use of PP funding for pupils training for staff and governors.
- Providing individual guidance and support for staff to ensure most effective impact of PP funding for all groups of students.
- Providing regular, detailed and comprehensive information for governors and the Board of Directors in each school across the MAC.

Directors

The designated link Governors 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 regular meetings with the Assistant Headteacher to evaluate pupil plans and subsequent impact on progress and attainment; evaluating termly reports from Senior Leaders; participating in discussions with pupils, where appropriate, with a focus on learning and success of disadvantaged pupils.

Financial Management

It is school policy that Pupil Premium funding is ring-fenced, to support pupils who are deemed to be eligible for this type of support.

This policy will be reviewed annually.

Date of policy: October 2019

Date of Review: July 2020

Headteacher

Chair of Directors