



Fairfield Primary School

Pupil Premium Policy

1. Aims

Fairfield Primary School is determined and committed to providing all pupils with the best education possible; assisting all to achieve the very best they can. The pupil premium grant is used strategically to support targeted pupils to achieve this aim in a number of ways:

- Assuring quality first teaching for all pupils
- High quality professional development for staff
- Targeted support for pupils who require a more personalised curriculum or intervention to access learning
- Offering an alternative learning environment with a more specialised focus on nurture type activities to motivate pupils and raise aspirations to create a positive view of learning

2. Background

The pupil Premium is a government initiative which provides additional funding in schools in order to raise the attainment of disadvantaged pupils and thus close the gap between them and their peers.

The government has used pupils entitled to free school meals (FSM), looked after pupils and service pupils as indicators of deprivation. Currently a fixed amount of funding is provided for each child registered as eligible for free school meals at any point in the last 6 years:

- £1,320 for pupils in reception to year 6.

Schools will also receive £1,900 for each pupil who has left local authority care because of one of the following:

- Adoption
- Special guardianship order
- A child arrangement order
- A residence order

Pupils who have been in local authority care for one day or more also attract £1,900 of pupil Premium money.

3. Principles

At Fairfield Primary School all teaching and learning opportunities should meet the needs of all pupils. Where necessary our provision will be varied and adapted (funded by pupil premium) to meet the differing needs of our pupils.

Variation of need is determined by analysis of pupil data and tracking, discussion with parents, pupils and staff. The school has made use of research information around the topic of nurture groups and alternative provision to create a designated area within Key Stage 2 to address the more specific needs of some of our pupils and maximise the use of pupil premium funding and impact on pupil progress.

In structuring our provision, funded by pupil premium, we recognise that not all pupils who receive or have previously received free school meals (FSM) will be “socially disadvantaged” or “vulnerable”. Furthermore, we also recognise that not all pupils who could be described as “socially disadvantaged” or “vulnerable” are registered or qualify for free school meals, either at the present or in the past. As a result, whilst always linked to a pupil or a group of pupils receiving pupil premium, additional pupils identified as “socially disadvantaged” or “vulnerable”, may also benefit from variation or adaptation in provision. Therefore, groups funded by the grant may be made up of FSM pupils and non-FSM pupils, where needs are similar, or where meeting their needs helps to create a learning environment conducive to success for all.

Fairfield Primary School will provide a culture where:

- Staff believe in all pupils.
- There are no excuses made for underperformance.
- Staff adopt a “solution focussed” approach to overcome barriers to learning.
- Staff support pupils to develop growth mind-set towards learning.

Pupil premium funding will be allocated following the needs analysis, as described above, by the Senior Leadership Team (SLT).

4. Provision

The provision may include:

- **Achievement and standards** work including additional class based or intervention activities to accelerate progress for targeted groups or individuals, alongside tracking systems to monitor pupil progress.
- **Nurture Group** work in a designated Nurture Room with a curriculum planned to meet the specific needs of pupils.

- **Pastoral work** with a qualified counsellor supporting pupils with emotional or socially related issues which inhibit learning, impact on self-esteem or mental health.
- **Out of hours and enrichment** to ensure that pupils are given the opportunity to develop a range of talents including sport and creativity, also improving self-confidence and motivation for learning.

Though varied in its nature and form, all our work through the use of pupil premium will be aimed towards a common outcome: accelerating progress, ensuring pupils make expected or better than expected progress to enable them to achieve or exceed age related expectations.

5. Continuous Professional Development for teachers and support staff

Pupil premium funding may also be used to provide sustained professional development opportunities for teaching staff. This will be targeted to improve the quality of teaching in relation to specific strategies or approaches that research suggests will disproportionately benefit “vulnerable” pupils.

6. Analysing data, monitoring and evaluation.

All staff are involved in the analysis of data and are fully aware of strengths and weaknesses across the school. Teaching and support staff identify which pupils need intervention to cater for their specific needs. Pupil progress meetings take place termly with the assessment lead. This information is then shared with the SLT, governors and parents at parents. Staff are fully aware of who the pupil premium and vulnerable pupils are and they ensure that all pupil premium pupils benefit from the funding. Underachieving at all levels is targeted (not just lower attaining pupils) and all pupils’ needs are considered carefully so that we provide support for those pupils who have the potential to improve further.

7. Increasing learning time

We will maximise learning time through:

- Monitoring and improving attendance and punctuality
- Extending learning out of school hours

8. Reporting

It will be the responsibility of the SLT to produce regular updates for governors, to ensure that funds have been used appropriately.

- Annual spending plan for pupil premium published on the school website
- Spreadsheet of individual provision

- Data analysis of pupil progress and attainment
- Case studies as part of SENCO report to governors
- Nurture group reports to teachers on pupil progress
- School counsellor reporting to SLT and parents on pupil progress (subject to pupil confidentiality protocols)

Policy ratified on.....

Signed.....

(Chair of Governors)

Reviewed.....

