

St Bartholomew's C of E Primary School

Pupil Premium Policy

Our Christian Vision

Believe Achieve Respect Together Succeed

B – We believe we will flourish in God's family.

A – We know that everyone in St Bart's can achieve.

R – We respect everyone in our family.

T – Together we support and help each other.

S – As part of God's family we support everybody to succeed.

Safeguarding

St Bartholomew's C of E Primary School is committed to safeguarding and promoting the welfare of its pupils. We believe all staff and visitors have an important and unique role to play in the protection of children.

Pupil Premium

The pupil premium is an allocation of additional funding provided to schools to support specific groups of children who are vulnerable to under achievement. These include pupils who are entitled to free school meals (FSM), those who are looked after by the local authority and children of armed service personnel. The intended effect of this funding is to accelerate progress and raise attainment of these groups.

The DFE have stated that schools are "free to spend the Pupil Premium as they see fit". However, as with public money, schools are required to spend the grant for the purpose that it was intended and will be held accountable through the following:

- The performance tables which show the performance of disadvantaged pupils compared with their peers
- The new Ofsted inspection framework, under which Ofsted inspectors focus on the attainment and progress of pupil groups in particular those who attract the pupil premium
- The annual reports for parents that the schools are required to publish online.

Principles

- Expectations are high for all pupil groups and individuals. We do not equate deprivation and challenge with low ability.
- Not all pupils that qualify for FSM are socially disadvantaged and not all socially disadvantaged pupils qualify or are registered for FSM. We therefore focus on the needs and levels of progress of all pupils.
- All teaching and learning strategies are designed to meet the needs of individuals and groups. Additional support is integrated into the teaching programme.
- Research, trialing and self-evaluation are used in order to allocate the funding to activities that are most likely to have an impact on achievement.
- In providing support we will not socially isolate pupils. Therefore, it is likely that all group of receiving additional support will be a mix of FSM and non-FSM pupils.
- Pupil premium funding will be allocated following a needs analysis which will identify priority classes, groups or individuals. This targeted use of funding will ensure that the attainment gap will be narrowed between these vulnerable groups and the rest of the cohort.
- The school works in collaboration 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.

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 Headteacher and Pupil Premium Team. Pupils are identified promptly and appropriate support is put into place.

The pupil premium team consists of the following members

- Headteacher/ Assistant Headteacher
- Pupil premium governor
- Family Support Leader
- School Business Manager

- Designated member of support staff

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

Roles and Responsibilities

Governing Body

- The designated pupil premium governor will act on behalf of the governors to monitor and review the progress and impact of pupil premium funding. This will involve regular meetings with the assistant headteacher to evaluate the impact of the provision in place for disadvantaged pupils. This may involve discussions with pupils and other members of staff, with a focus on learning and success.
- The governing body will approve the overall strategy for deploying pupil premium funding prepared by the head teacher/ assistant headteacher and presented in the school improvement plan.
- The governing body will hold senior leaders to account for implementing the school strategy and evaluating its impact on the achievement of targeted pupils.
- The chair of the finance committee is the governor designated to ensure that the pupils premium grant is used to support eligible pupils within the context of this policy.
- The chair of the standards achievement and curriculum committee is the governor designated to evaluate the impact of creased support on the achievement of targeted pupils.

Headteacher

The Headteacher retains overall responsibility for leading the pupil premium strategy, ensuring staff, governors, pupils and families remain informed and up-to-date with all developments relating to pupil premium.

This will include:

- Developing robust systems and procedures for planning, monitoring and reviewing the impact of pupil premium
- Ensuring appropriate allocation and use of funding for the training of staff and governors
- Providing individual guidance and support for staff to ensure the most effective impact of funding
- Providing regular, detailed and comprehensive information for governors

Assistant Headteacher

The Assistant Headteacher will assist the Headteacher in ensuring the pupil premium strategy is effectively implemented and monitored across school.

This will include:

- Providing termly pupil premium progress reports to the Headteacher and governors
- Providing appropriate support and guidance to staff when planning support and interventions
- Work with other senior leaders and the pupil premium team to monitor the impact of provision on the progress of children
- Liaise with external partners and agencies where necessary

Class Teachers and Subject Leaders

It is the responsibility of class teachers to monitor the progress and attainment of the individual pupils who are eligible for pupil premium.

This will include:

- Identifying pupils and any potential barriers to learning
- Work with pupils, parents and senior leaders to plan, implement and monitor the impact of any agreed support and intervention for children eligible for pupil premium
- Ensuring 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 when a child's progress may be affected by social or economic disadvantage

Subject leaders provide support and challenge to class teachers.

Reporting on Impact

The Headteacher will produce annual reports for the governors on:

- The progress made towards narrowing the gap for socially disadvantaged pupils
- An outline of the provision

- An evaluation of the cost effectiveness in terms of the progress made by pupils receiving a particular provision.

The governors of the school will ensure that there is an annual statement to parents and carers of how the pupils premium funding has been used to address the issue of “narrowing the gap” for socially disadvantaged pupils. This statement will be published on the school website.

Reviewed September 2020

Review date September 2021

Signed by: _____

Head Teacher

Signed by: _____

Chair of Governors