

Title	Pupil Premium
Associated Policies	<ul style="list-style-type: none"> • Single Equalities Policy (TPO/EO/01) • Accessibility (TPO/EO/02)

REVIEWED: APRIL 2019

NEXT REVIEW: APRIL 2022

1. Policy Statement

- 1.1 The pupil premium grant is additional funding allocated to publicly funded schools to raise the attainment of disadvantaged pupils and support pupils with parents in the armed forces.
- 1.2 The Trust will use the grant to support these groups, which comprise pupils with a range of different abilities, to narrow any achievement gaps between them and their peers.
- 1.3 We also recognise that not all pupils eligible for pupil premium funding will have lower attainment than their peers. In such cases, the grant will be used to help improve pupils' progress and attainment so that they can reach their full potential.
- 1.4 This policy is based on the pupil premium conditions of grant guidance (2017-18), published by the Education and Skills Funding Agency. It is also based on guidance from the Department for Education (DfE) on virtual school heads' responsibilities concerning the pupil premium, and the service premium.
- 1.5 In addition, this policy refers to the DfE's information on what academies should publish online, and complies with our funding agreement and articles of association.
- 1.6 In meeting this requirement we will observe our continuing responsibilities under the Data Protection Act 2018, so that individuals or groups of individuals, including children funded through the Service Premium cannot be identified.

2. Who does this policy apply to?

- 2.1 The purpose of this policy is to outline how we will ensure that the Pupil Premium allocated to our schools has an impact on narrowing the attainment gaps which currently exist between our disadvantaged pupils and their peers.

3. Who is responsible for carrying out this policy?

3.1 The Trust Board of Directors

- To set the strategic direction of the Trust in relation to the use of pupil premium funding and to approve strategic actions for improvement
- To delegate authority to individual Academy Local Governing Bodies to monitor the implementation of this policy at Academy level and to the Education Standards Committee to oversee the implementation of this policy at a Trust level

3.2 Principal and Senior Leadership Team

The Principal and senior leadership team are responsible for:

- Ensuring this policy is implemented across the school
- Ensuring that all school staff are aware of their role in raising the attainment of disadvantaged pupils and supporting pupils with parents in the armed forces
- Planning pupil premium spending and keeping this under constant review, using an evidence-based approach

- Monitoring the attainment and progress of pupils eligible for the pupil premium to assess the impact of the school's use of the funding
- Reporting on the impact of pupil premium spending to the governing board on an ongoing basis
- Publishing information on the school's use of the pupil premium on the school website, as required by our funding agreement and in line with guidance from the DfE
- Providing relevant training for staff, as necessary, on supporting disadvantaged pupils and raising attainment

3.3 Governors

The governing body is responsible for:

- Holding the Principal to account for the implementation of this policy
- Ensuring the school is using pupil premium funding appropriately, in line with the rules set out in the conditions of grant
- Monitoring the attainment and progress of pupils eligible for the pupil premium, in conjunction with the Principal, to assess the impact and effectiveness of the school's use of the funding
- Monitoring whether the school is ensuring value for money in its use of the pupil premium
- Challenging the Principal to use the pupil premium in the most effective way
- Setting the school's ethos and values around supporting disadvantaged members of the school community

3.4 School Staff

All school staff are responsible for:

- Implementing this policy on a day-to-day basis
- Setting high expectations for all pupils, including those eligible for the pupil premium
- Identifying pupils whose attainment is not improving in response to interventions funded by the pupil premium, and highlighting these individuals to the senior leadership team
- Sharing insights into effective practice with other school staff

4. What are the principles behind this policy?

- 4.1 The Pupil Premium funding will be used to provide additional educational support to raise the standard of achievement for these pupils.
- 4.2 The funding will be used to narrow and close the gap between the achievement of these pupils and their peers.
- 4.3 As far as possible the school will use the additional funding to address any underlying inequalities between children eligible for the Pupil Premium Grant and others.
- 4.4 The school will ensure that the additional funding reaches the pupils who need it most and that it makes a significant impact on their education and lives.
- 4.5 The school will work closely with parents of pupil premium students to ensure that we collectively ensure the success of these students.

5. Procedures

- 5.1 The individual Principals in consultation with the local governors, staff and parents, will decide how the Pupil Premium is spent for the benefit of entitled pupils

- 5.2 The individual academies will assess what additional provision should be made for the individual pupils.
- 5.3 The academies will be accountable for how it has used the additional funding to support the achievement of those pupils covered by the Pupil Premium and the Principal will report to the governing body and parents on how effective the intervention has been in achieving its aims.
- 5.4 We will publish online information annually about how we have used the Premium, via our individual academy websites.
- 5.5 We will ensure that parents, governors and others are made fully aware of the attainment of pupils covered by the Premium.
- 5.6 We will seek to further develop strategies and interventions which can improve the progress and attainment of these pupils.
- 5.7 We will track the impact of the strategies put into place through the funding to ensure that we can show the value that has been added to the education of the entitled children.

6. Code of Conduct

- 6.1 In all of our schools we will;
 - Ensure that Pupil Premium funding allocated to our school is used solely for its intended purpose.
 - Use the latest evidence-based research on proven strategies which work to narrow the attainment gaps and adapt these as necessary to meet the needs of our pupils.
 - 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 Pupil Premium by working proactively with our parents and carers in a sensitive and supportive manner and to remove any potential barriers or stigma attached to claiming Pupil Premium. In doing so, we also recognise the vital role that parents and carers play in the lives of their children.
 - Be mindful of the fact that eligibility and take up of Pupil Premium does not equate with pupils being considered to be of 'low ability' because of their social circumstances.

7. Policy Review

- 7.1 This policy will be monitored as part of the Academy's annual internal review and reviewed on a three year cycle or as required by legislature changes.