



LONG FIELD ACADEMY

Pupil Premium Policy

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Leadership Team Responsibility:	S Maloney
Governors' Reviewing Committee:	FRHP
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Associated documentation:	

1. PUPIL PREMIUM POLICY

Each financial year we receive Pupil Premium funding dependant on the number of students entitled to Pupil Premium support. This financial year 2016/2017 we will be receiving approximately £125,000

The DfE has given us the freedom to use the Pupil Premium as we see fit, based upon our knowledge of our pupil needs. This is determined by a number of factors that include vigorous analysis of student data; student interviews; parent consultation and the use of a disadvantaged calculator

'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 students within their responsibility.'

However, we are accountable for the use of this additional funding and measuring its impact.

2. THE PUPIL PREMIUM GRANT (PPG)

The PPG is additional funding which is allocated to schools on the basis of the number of students who have been eligible for free school meals (FSM) at any point over the last six years (known as 'Ever 6 FSM'). The PPG is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their more affluent peers.

The PPG also provides funding for children who have been looked after continuously for more than six months and the children of service personnel.

3. PURPOSE OF THE PUPIL PREMIUM POLICY

The purpose of this policy is to outline how we will ensure that the PPG allocated to us has an impact on narrowing the attainment gaps which currently exist between our disadvantaged students and 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 students. New measures have been included in the performance tables published annually on a national level. They capture the achievement of disadvantaged students covered by the PPG.

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.

Section 9 of this regulation requires schools to publish 'The amount of the school's allocation from the Pupil Premium grant in respect of the current academic year; detail of how it is intended that the allocation will be spent; detail of how the previous academic year's allocation was spent, and the effect of this expenditure on the educational attainment of those students at the school in respect of whom grant funding was allocated'.

Through this policy we shall publish the above information. 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.

4. HOW WE WILL MAKE DECISIONS REGARDING THE USE OF THE PPG

In making decisions on the use of the PPG we will:

- Ensure that Pupil Premium funding allocated to our school is used solely for its intended purpose. We also recognise that the Direct Schools Grant (DSG) has an element of deprivation funding included in it to address the attainment of our disadvantaged students.
- 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 students e.g. Sutton Trust reports
- Be transparent in our reporting of how we have used the PPG, 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 and to remove any potential barriers or stigma attached to claiming FSM. 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 FSM does not equate with students being considered to be of 'low ability' because of their social circumstances.
- Ensure there is robust monitoring and evaluation in place to account for the use of the PPG, by the school and governing body
- Recognise the fact that FSM students are not a 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, holistically and academically.
- 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 students who need additional support in a time limited way
- Use the PPG for all year groups not just those taking examinations at the end of the year

5. DEVELOPMENT OF THE POLICY

This policy has been developed in consultation with our students, staff, governors and parents and carers. It 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) and two specific duties.

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. We also note that Ofsted has a statutory duty to report on the outcomes and provision for students who are disabled and those who have special educational needs.

6. 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 students, we will, however ensure that information about our responsibilities under the Equality Act 2010 for other students 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 improvement plan, self-evaluation review, the school prospectus, school web site and newsletters. The Academy will also produce an annual Pupil Premium Action plan outlining the key actions regarding Pupil Premium expenditure in a given academic year.

There will also be references to disadvantaged students in our behaviour, admissions, SEN and anti bullying policies, as well as minutes of meetings involving governors, the whole staff, and the leadership team and student leadership teams.

7. ROLES AND RESPONSIBILITIES

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

7.1 The Leadership Team

The Principal and Disadvantaged Lead are responsible for implementing and monitoring the effectiveness of this policy. They will ensure that all staff are aware of their responsibilities in narrowing the gaps of our students. They will also ensure that staff are given appropriate support and relevant professional development opportunities to accelerate students' progress and attainment. Through 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 Principal & Disadvantaged Lead to include the following information in the annual report for Governors:

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

- an evaluation of the cost effectiveness, in terms of the progress made by the students receiving a particular provision, when compared with other forms of support

The Disadvantaged Lead has day to day responsibility for coordinating the implementation of this policy and monitoring outcomes as well as managing the Pupil Premium budget.

The Academy Business Director will support the Disadvantaged Lead and monitor the use of the Pupil Premium to track the allocation and use of Pupil Premium funding including a check to see that it is providing value for money.

The Disadvantaged Lead will track the academic progress of Pupil Premium students and work with all staff to plan, coordinate and measure the impact of interventions for students identified as under- performing.

7.2 Curriculum Directors will:

- Work with their teams to track the progress of Pupil Premium students in their curriculum areas and plan, implement and measure the impacts of interventions to tackle under performance
- Quality check and quality assure the classroom practice within their faculties
- Report to the Principal on how their faculty is narrowing the attainment gap

7.3 Teaching and Support Staff will:

- maintain the highest expectations of all students and not equate disadvantage of circumstance with 'low ability'
- promote an inclusive and collaborative ethos in their classrooms which enable students from disadvantaged backgrounds to thrive,
- plan and deliver curricula and 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 students 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 proven track record in narrowing the gaps in attainment and achievement
- Keep accurate records of student progress for key cohorts and record interventions and the impact of said interventions through class profile sheets

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 students and narrow the gaps.

7.4 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.

Our governing body will at least termly, keep our work in closing the gaps under review so that they can monitor the use of the PPG. In monitoring and evaluating the work of the school in relation to the PPG, 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, our Governors will ensure that there is an annual statement available 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.

8. MONITORING AND REVIEWING THE POLICY

Our work in relation to the Pupil Premium will be reviewed weekly with basis 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 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. In order to do this effectively, we will where relevant, undertake ongoing evaluations of the strategies we are using, such as that outlined in The DIY Evaluation Guide provided by the Education Endowment Foundation.

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

9. DISSEMINATING THE POLICY

This Pupil Premium policy along with the details of actions will be published on our website and shared drives (with paper copies available on request.)

We will also use other methods and occasions such as parents' evenings and assemblies, as appropriate to share information about the Pupil Premium Grant.