

Pupil Premium Policy

Coopers Lane School



Our aim is not only for all children to reach their potential academically but also, through educating the whole child, to prepare them for a full and useful life and to develop in them a passion for learning.

We recognise that all children have talents and interests and foster these through a huge range of experiences and opportunities both curricular and extra curricular.

All different, all equal, all smiling, and all achieving.

May 2016 (to be reviewed May 2017)

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Our Aim

At Coopers Lane, we have high aspirations and ambitions for all of our children and we feel that every child should experience success. We strongly believe that a child's background should not determine their future, and that engendering a thirst for knowledge and a commitment to learning within our pupils can make the difference between success and failure. We are determined to ensure that all of our children are given every chance to realise their potential, and ultimately become life-long learners. Pupil Premium funding represents a significant proportion of our budget and this policy outlines how we ensure that it is spent with maximum impact.

The Pupil Premium Grant

The Pupil Premium Grant (PPG) was introduced in April 2011 to provide additional funding to schools to support children from families that are or were eligible for Free School Meals (FSM) at any time in the last six years. The funding is also given to looked after children, those who have been in care for more than six months, children adopted from care, those who left care under special guardianship, residents order or child arrangement order, and those whose parents are in the armed forces. The funding is made available to support schools to narrow the attainment gap between these children and others.

Schools can decide how they spend the funding. However, we are accountable for how we use the additional funding to support eligible pupils. We are required to publish online information about how we have used our funding (please see our school website). This will ensure that parents and all stakeholders are made fully aware of the attainment of pupils covered by the Pupil Premium Grant and the extra support that they receive.

PURPOSE OF THE PUPIL PREMIUM POLICY

The purpose of this policy is to outline how we will ensure that the Pupil Premium allocated to us has an impact on narrowing the attainment gaps which currently exist between those eligible for the Pupil Premium Grant and their peers.

As a school in receipt of Pupil Premium funding, we are accountable to our parents, governors and the school community for how we are using this additional resource to narrow the achievement gaps of our pupils. Measures have been included in the performance tables published annually on a national level, which capture the achievement of children entitled to the Pupil Premium Grant.

The Pupil Premium Grant is given to schools to support them in enabling all pupils to reach or exceed the nationally expected level for their age. Often parents are concerned that there is a stigma attached to being seen as a family entitled to the Pupil Premium Grant. At Coopers Lane, all matters regarding free school meals and pupil premium are treated confidentially. There is never an assumption that children from these families will be less able. On the contrary, we believe that every child can succeed. We work with our families and colleagues to make sure everyone involved with the child has high aspirations for them.

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DEVELOPMENT OF THE POLICY

This policy has been developed in consultation with our pupils, staff, governors, 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.

When developing this Pupil Premium Policy, we have also taken into account the Ofsted Inspection Framework 2014, which places a strong focus on the achievement of specific groups of pupils and individuals, including those eligible for support from the Pupil Premium Grant and on the effective use of the funding to overcome specific barriers to learning.

This 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 and based upon a robust evaluation of the strategies we employ. It will also take into consideration the increased funding that becomes available under the Pupil Premium Grant.

HOW WE WILL USE PUPIL PREMIUM FUNDS

When making decisions about using Pupil Premium funding, we consider the context of our school and the subsequent challenges faced. We work hard to identify barriers to children's learning and plan to provide the right support to overcome these. The challenges faced by our children are varied and we use all of our resources to ensure that every child has an equal opportunity to become an empowered learner.

At Coopers Lane Primary School, we aim to support all of our pupils by providing high quality classroom teaching supplemented by interventions to support vulnerable learners, as and when required, and ensuring that pupils' emotional needs are met. We also ensure that our children entitled to the Pupil Premium Grant have the opportunity to participate in extra curricular activities and residential trips, which contribute to their global development, empowering them to become creative and engaged citizens in society later in life.

In deciding how best to use the Pupil Premium Grant, we will:

- Ensure that Pupil Premium funding allocated to our school is used solely for its intended purpose.
- Be transparent in our reporting of how we have used the Pupil Premium Grant, so that our parents, other interested stakeholders and Ofsted are fully aware of how this additional resource has been used to make a difference.
- Encourage take up of free school meals (FSM) by working proactively with our parents and carers in a sensitive and supportive manner 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.
- Recognise that not all pupils eligible for free school meals will be socially disadvantaged. We also recognise that not all pupils who are socially disadvantaged are eligible for free school meals.
- Use evidence based research (e.g. Sutton Trust Toolkit) to support us in determining the strategies that will be most effective.

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- Regularly and rigorously assess the progress made by pupils, and use these assessments to monitor whether the interventions put in place are proving successful in closing gaps for eligible pupils.
- Ensure that all staff are involved in the analysis of data so that they are fully aware of strengths and weaknesses across the school.
- Use our pupil premium funding to support any pupil, or groups of pupils, who are eligible.
- Ensure that **ALL** eligible pupils benefit from the funding, not just those who may be underperforming.

Type of intervention/additional provision

These are available on our Pupil Premium Expenditure statement (please see our website for these documents). Some previous examples have included:

- Subsidising breakfast and after school club sessions, clubs, music and sport tuition where appropriate;
- Subsidising school trips and residential;
- Employing additional teachers to run interventions with small groups of children, or one-to-one with children, to raise attainment;
- Timetabling outstanding Higher Level Teaching Assistants to work with groups to boost progress;
- Providing early intervention for our youngest pupils in speech and language (Talk Boost) and reading/phonics;
- Ensuring our Learning Mentors, Inclusion Leader, and other external agencies, offer additional support for our families to make sure any barriers to learning are removed.

Assessing the effect of interventions

We will use all available assessment, tracking and other data to judge the effect of individual interventions, and regularly review the success of different uses of Pupil Premium funding when developing our school development plan and school budget each year. This information is available on our Pupil Premium Grant Expenditure statement (on our school website).

ROLES AND RESPONSIBILITIES

The expectation of the senior leadership team of the school is that all members of our school community, particularly staff and governors be committed to raising standards and narrowing the attainment gaps for our pupils.

The Head Teacher and Senior Leadership Team

The Head Teacher, Deputy Head Teacher and School Business Manager are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in narrowing the gaps of our pupils entitled to the Pupil Premium Grant and that they are given appropriate support and relevant professional development opportunities to accelerate pupil's progress and attainment. Through performance management arrangements, they will make sure narrowing the gaps is a priority area of focus for the school.

The School Business Manager will monitor the use of the Pupil Premium Grant on a regular basis (at least once a term) to track the allocation and use of Pupil

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Premium funding and check that it is providing value for money. This will be reported to and discussed with the Head Teacher and the Governors.

The Head Teacher and Deputy Head Teacher will be responsible for producing an annual report to Governors, which will:

- outline the provision that has been made since the last annual report
- demonstrate the progress made towards narrowing the gap for pupils entitled to the Pupil Premium Grant
- provide an evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support.

Teachers and Support Staff

Our teaching staff will be responsible for:

- planning and delivering lessons to a high standard which support the acceleration of progress in learning, so that gaps can be narrowed;
- supporting pupils entitled to the Pupil Premium Grant in their class through differentiated planning and teaching;
- maintaining the highest expectations of all pupils;
- promoting an inclusive and collaborative ethos in their classrooms which enables pupils from all backgrounds to thrive;
- helping to identify those children and families who may be eligible for the funding but are not already on the school's Pupil Premium register.

The Governors

Our Governors have 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.

The Chair of the Resources Committee is responsible for ensuring the implementation of this policy. Our Governors will, at least termly, keep our work in narrowing the gaps under review so that they can monitor the use of the Pupil Premium Grant. In monitoring and evaluating the work of the school in relation to the funding, the Governors 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.

The Governors will assign a Link Governor for Inclusion every year; this Governor will meet with Deputy Head Teacher on a half termly basis to analyse data, review interventions, ask challenging questions regarding impact and discuss changes for improvement.

At the end of the academic year, our Governors will ensure that there is an annual statement to parents and carers 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. This will be available for all parents and carers on our school website.