

Bader Primary School

PUPIL PREMIUM POLICY

At Bader we aspire to be a true community school, where pupils, parents, teachers, support staff, governors and other community members work together to achieve and celebrate success and progress for **every** pupil.

At Bader the percentage of pupils eligible for free school meals (FSM) is well above average. School: 48.2%, Local Authority: 28.9%, National: 19.2%

Pupil premium funding represents a significant proportion of our budget and we are committed to ensuring it is spent to maximum effect.

In the financial year 2012-13 we received £79,413 of Pupil Premium funding overall. In the financial year 2013-14 we received £113,400 of Pupil Premium. Next financial year we will be receiving £182,300.

The DfE has given us the freedom to use the Pupil Premium as we see fit, based upon our knowledge of our pupil needs.

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 pupils within their responsibility.

However, we are accountable for the use of this additional funding.

THE PUPIL PREMIUM

The Pupil Premium is additional funding which is allocated to schools on the basis of the number of pupils who have been eligible for free school meals (FSM) at any point over the last six years (Known as 'Ever 6 FSM'). The Pupil Premium is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their more affluent peers. The Pupil Premium also provides funding for have been looked after continuously for more than six months and the children of service personnel.

The Pupil Premium was initially introduced in April 2011 when schools received an additional £488 for each of their pupils eligible for free school meals. In April 2012 this was increased to £623, and then further increased to £900 per eligible pupil in April 2013. Next financial year (that is, from April 2014) the amount per eligible pupil will be £1300, with Looked After Children eligible for £1900. Children of service personnel receive a lower amount of £300.

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 our disadvantaged pupils and their peers.

As a school in receipt of Pupil Premium funding, we are accountable to our parents and school community for how we use this additional resource to narrow the achievement gaps of our pupils. New measures have been included in the performance tables published annually on a national level. They capture the achievement of disadvantaged pupils covered by the Pupil Premium. We are aware that under the School Information (England) (Amendment) Regulations 2012, Schedule 4 there is a 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; details of how it is intended that the allocation will be spent; details of how the previous academic year's allocation was spent, and the effect of this expenditure on the educational attainment of those pupils 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 children, including pupils funded through the Service Premium cannot be identified.

HOW WE WILL MAKE DECISIONS REGARDING THE USE OF THE PUPIL PREMIUM

In making decisions on the use of the Pupil Premium we will:

- Ensure that Pupil Premium funding allocated to our school is used solely for its intended purpose. We will also recognise that the Direct Schools Grant (DSG) has an element of deprivation funding included in it to address the attainment of our disadvantaged pupils.
- Use the latest evidence based research¹ on proven strategies which work to narrow the attainment gap 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 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.

¹ Such as The Sutton Trust - Education Endowment Foundation, Teaching and Learning Toolkit <http://educationendowmentfoundation.org.uk/toolkit/> which is regularly updated., John Hattie's Visible Learning research findings, The two Ofsted reports – 'Pupil Premium', 20th September 2012, <http://www.ofsted.gov.uk/resources/pupil-premium> and the latest 11th February 2013, 'The Pupil Premium: How schools are spending the funding successfully to maximise achievement' www.ofsted.gov.uk/resources/pupil-premium-how-schools-arespending-funding-successfully-maximise-achievement are examples of the research evidence and case studies of best practice which we use.

- Be mindful of the fact that eligibility and take up of FSM does not equate with pupils 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 Pupil Premium, by the school and governing body.
- Recognise the fact that FSM pupils are not an 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.
- 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 pupils who need additional support in a time limited way.
- Use the Pupil Premium for all year groups not just those taking examinations at the end of the year.

DEVELOPMENT OF THE POLICY

This policy has been developed in consultation with our pupils, 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. Further information is available in our school's Equality Single Equality Scheme. The overlap with our Equality Scheme is in relation to how we are meeting the needs of our pupils who are covered under the 'protected characteristics' of the Equality Act. Some of these pupils, especially minority ethnic, English is an additional language, Special Educational Needs and pupils with disabilities can suffer from higher rates of disadvantage and therefore can have higher rates of eligibility for FSM. Where this is the case, we shall take these additional needs into account.

When developing this Pupil Premium Policy, we have also taken into account the Ofsted Inspection Framework 2012, 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 pupils who are disabled and those who have special educational needs.

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 pupils, we will, however ensure that information about our responsibilities under the Equality Act 2010 for other pupils 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 development plan, self-evaluation review, the school prospectus, school web site and newsletters. There will also be references to disadvantaged pupils in our behaviour, admissions, SEN and anti-bullying policies, as well as minutes of meetings involving governors, the whole staff, and the senior leadership team and school council.

ROLES AND RESPONSIBILITIES

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

The Head and Senior Leadership Team

The Head teacher and all members of the Senior Leadership Team are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in narrowing the gaps of our pupils. They will also ensure that staff 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.

It will be the responsibility of the Head to include the following information in termly reports for Governors:

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

The Head teacher (**Mr S Feasey**) has day to day responsibility for coordinating the implementation of this policy and monitoring outcomes. He has expert and informed knowledge of evidence based research of 'what works' and 'how' this works in narrowing the gaps. He knows how to customise this research to fit the needs of our pupils and school context.

The School Business Manager (**Mrs T Williams**) will monitor the use of the Pupil Premium on a termly basis to track the allocation and use of Pupil Premium funding. He will also check to see that it is providing value for money.

Teaching and Support Staff will:

- maintain the highest expectations of all pupils and not equate disadvantage of circumstance with 'low ability';
- promote an inclusive and collaborative ethos in their classrooms which enable pupils 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 pupils 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.

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 pupils and narrow the gaps.

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.

Mrs J Brown is responsible for ensuring the implementation of this policy.

Our governing body will at least termly, keep our work in narrowing the gaps under review so that they can monitor the use of the Pupil Premium. In monitoring and evaluating the work of the school in relation to the Pupil Premium, 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 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.

KEY CONTACTS

Mr S Feasey (Head teacher)

Mrs J Brown (Pupil Premium Governor)

MONITORING AND REVIEWING THE POLICY

Our work in relation to the Pupil Premium will be reviewed on a termly 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.²

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

DISSEMINATING THE POLICY

This Pupil Premium policy along with the details of actions will be published:

- on our website (with paper copies available on request in the school office)
- in the staff handbook and as part of induction for new staff

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

² [http://educationendowmentfoundation.org.uk/uploads/pdf/EEF_DIY_Evaluation_Guide_\(2013\).pdf](http://educationendowmentfoundation.org.uk/uploads/pdf/EEF_DIY_Evaluation_Guide_(2013).pdf)
January 2013.

APPEALS PROCEDURE

Any appeals against this policy can be made through the governor's complaints procedure.

USE OF THE PUPIL PREMIUM IN OUR SCHOOL AND IMPACT

In this section we will outline how we have used the Pupil Premium in our school and will report, at the end of the academic year, on the impact this has had on outcomes for our eligible pupils.

Pupil Premium Grant Expenditure 2013-14

Funding Priorities

This year our aim is to further increase the percentage of outstanding teaching across the school, through the Outstanding Teacher Intervention Programme. A cohort of 5 senior leaders will attend the training, in-school, focusing on: engaging pupils in their learning; questioning and the art of challenge; and feedback. Those teachers are, in turn, responsible for coaching assigned teachers. School's Performance Management systems will make all teachers accountable to this initiative, through two key objectives: Improving the quality of teaching, and Distributed leadership.

Further to that, we are investing in additional high-quality extra support for teaching and learning, focusing on identified areas of need, and those children eligible for FSM in identified groups.

We also want to raise standards in reading, by enthusing children to become avid readers and will further develop the school library by installing and embedding a new library lending system, using the latest information technology. All pupils will also get the opportunity to visit the Seven Stories National Centre for Reading in Newcastle.

Additional reading interventions are to be introduced across school for those pupils identified to be in need of a boost. We will celebrate World Book Day by welcoming West End in Schools into school, on Friday 7th March, with a series of 'Bringing Books to Life' dance workshops for all children in Years 1, 2, 3 and 4. Years 1 and 2 will be working on The Enormous Crocodile and Years 3 and 4 will be working on The Butterfly Lion.

Where we see it to be legitimate, we are covering the total cost of the described projects. Where we have targeted support that is benefitting pupils other than those eligible for FSM, as well as those that are, we are apportioning the cost of that according to the percentage of FSM 'Ever 6' pupils in the targeted group.

Project	Objective	Outcome	Cost
Outstanding Teaching Intervention	Further increase the percentage of outstanding teaching across school by sharing best practice and by using the best teachers and leaders in school to support,	Increase in percentage of outstanding teaching across school, with all teaching being at least 'Good'.	Osiris £9,000 Whole staff training £1,600 Supply Cover £6,804

	through coaching, the development of other – including new – teachers.		
Seven Stories Y3/Y4 Nov 2013 Y1 Feb 2014 Y5 Mar 2014	Enthusing children in the joy of reading	Raising of standards in Reading	£1870
World Book Day Celebration	Enthusing children in the joy of reading	Raising of standards in Reading	£550
Library lending system	Enthusing children in the joy of reading	Raising of standards in Reading	£1,450
Intensive support programme to ensure secondary school readiness for those FSM pupils most in need of extra support in Year 5 and Year 6	Accelerated progress across Year 5 and Year 6 for identified pupils	Accelerated progress across Year 5 and Year 6 for identified pupils	£30,192
Additional reading teaching for Year 5 pupils, through creative approach to teaching & learning	Accelerated progress in Year 5 for identified pupils	Accelerated progress in Year 5 for identified pupils	£6,263
Additional HLTA provision in school to increase high level support in teaching and learning + quality of targeted intervention work for those pupils identified as having a need for extra input.	Closing of achievement and attainment gaps between those pupils eligible for FSM and their peers.	Closing of gaps across school	£37,901
Additional teacher provision at KS1	Closing of achievement and attainment gaps between those pupils eligible for FSM and their peers.	Closing of gaps in KS1	£7,664
Literacy support classes for parents	Increase level of support and level of engagement in children's learning		£2,242
School participation in the Achievement	Secure parental engagement and	Closing of achievement and	£3,000

for All Programme – offering the parents of identified pupils structured conversations on pupil progress	effective home-school partnership working	attainment gaps between those pupils eligible for FSM and their peers.	
Educational visit (including residential) subsidies	To ensure that all pupils benefit from Bader’s experience-based, creative curriculum	Closing of achievement and attainment gaps between those pupils eligible for FSM and their peers.	£6,000
TOTAL			£114,536
Total number of pupils on roll (excluding Nursery)			282
Total number of pupils eligible for PPG			137
Pupil Premium Grant received from government 2013-14			£113,400
PPG committed			£114,536
Balance			-£1,136

EVALUATION OF IMPACT

To be completed by 30th September 2014

SIGNED AND DATED

Mr S Feasey (Head teacher) _____ Date _____

Mr D Griffiths (Chair of Governing Body) _____ Date _____

Mrs J Brown (Pupil Premium Governor) _____ Date _____

Date of Policy..... Review Date