



GUILSBOROUGH ACADEMY

PUPIL PREMIUM POLICY

Policy Name	PUPIL PREMIUM
Committee	FULL GOVERNORS
Owner	ASSISTANT PRINCIPAL (Disadvantaged students)
Statutory	NO (A review of PP spending is statutory and on the Academy website)

Date Ratified	Review Date
October 2020	October 2021

1. Aims

This policy aims to:

- Provide background information about the pupil premium grant so that all members of the school community understand its purpose and which pupils are eligible
- Set out how the school will make decisions on pupil premium spending
- Summarise the roles and responsibilities of those involved in managing the pupil premium in school

2. Overarching Principles

Guilsborough Multi Academy Trust is dedicated to diminishing the attainment difference between those that are deemed to be our most deprived pupils and their peers through a variety of methods, one of which is the Pupil Premium Fund.

We believe that we must work in partnership with our students, parents/carers, staff and community to provide both an outstanding education and cultural experiences for our young people. We place a strong emphasis on ensuring a high quality of teaching and learning so that **every student** has equal access to the very best conditions in order to achieve and succeed. Providing quality first teaching and learning is very much our principal approach (and is supported by national research) to diminish the gaps in attainment and progress.

All members of staff and governors accept responsibility for those students recognised as disadvantaged and are committed to meeting their academic, social, personal and emotional needs.

Every child considered to be disadvantaged is valued, respected and entitled to develop to his/her full potential.

3. Background to the Pupil Premium Fund

Introduced in April 2011, the Pupil Premium Fund is a Government initiative that provides additional funding aimed at students from economically disadvantaged backgrounds. Research shows that students from economically disadvantaged backgrounds underachieve compared to their peers who are deemed not to be economically disadvantaged. The Pupil Premium Fund is provided in order to support these students to reach their potential by accelerating their progress.



The Government has used students entitled to Free School Meals and those who are looked after including students who are post local authority care adopted as an indicator for deprivation. Schools are given a fixed amount of money per student, based on the number of students registered for Free School Meals (FSM) or who have been at any point in the last six years (Ever 6), who are looked after by the local authority and those who have been adopted, post local authority care. A premium has also been introduced for children whose parents are currently serving in the armed forces.

Overall Objectives:

- As an academy, we will ensure that the Pupil Premium Fund is used to support these groups of students for whom it was intended and that it makes a significant impact on their education and lives
- The Pupil Premium Fund will be used to provide additional support to improve the progress and raise the achievement of these students. This additional support includes targeted academic support and wider strategies such as attendance support, behaviour and social and emotional support, as deemed appropriate.
- The funding will be used to narrow and diminish the difference between the achievement of these students and their peers
- To ensure exposure to the same rich cultural experiences by funding educational visits and aspirational experiences, as deemed appropriate.
- The school will use the additional funding to address any (within reason and based on the principle of diminishing the attainment difference) underlying inequalities between those deemed as disadvantaged and those that are not
- The Pupil Premium Fund will be used to support the improvement in reading ages for students identified as Pupil Premium and have reading ages assessed below their chronological age.

4. How we will ensure effective use of the Pupil Premium Fund:

- The Pupil Premium will be clearly identifiable within the whole Academy budget
- The Vice Principal (Curriculum) and Assistant Principal, in consultation with the Principal, governors and staff, will decide how the Pupil Premium Fund is spent for the benefit of the entitled students. Funding will be allocated following a needs analysis which will identify priority groups or individuals
- We reserve the right to allocate the Pupil Premium Fund to support any group of/ individual student the Academy has legitimately identified as being socially disadvantaged
- We also recognise that not all pupils eligible for pupil premium funding will have lower attainment than their peers. In such cases, the Pupil Premium Fund will be used to help improve pupils' progress and attainment so that they can reach their full potential.
- The Academy will assess what additional provision should be made for individual and group of students
- The Academy will be accountable for how it has used the additional funding to support the achievement of those students covered by the Pupil Premium Fund
- The Assistant Principal will report to the governing body and parents on how effective the intervention has been in achieving its aims, including publishing online information about how the Fund has been used
- 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
- We will monitor, evaluate and review the success of the impact of the pupil premium funding.

5. Terms on which the Pupil Premium Fund is allocated to schools:

The grant may be spent in the following ways:

- For the purposes of the school i.e. for the educational benefit of pupils registered at that school



- On community facilities e.g. services whose provision furthers any charitable purpose for the benefit of pupils or their families, or people who live or work in the locality in which the school is situated

6. Provision

We will seek to further develop strategies and interventions that can improve the progress and attainment of these pupils. For some students, provision may be personalised to meet their individual needs. Our provision will be based on research, both national and local, in our aim to diminish the difference. One of the principal pieces of research we will use is the Education Endowment Fund Teacher Toolkit as well as our own in-house best practice. As stated above, our primary focus is very much on providing quality first teaching for all students.

From 2020- 2021 the funding is set at:

- £955 for any child on Free School Meals (FSM), or who has been eligible for FSM at any point in the last 6 years (Ever 6)
- £2,345 for any child who is looked after (LAC) and for any child who has left local-authority care (because of one of the following: adoption, a special guardian order, a child arrangements order or a residence order)
- £310 for any student whose parent(s) is in the armed forces

There is no dictate from the government in terms of how we use the Pupil Premium Fund. At Guilsborough, we strive to achieve both a rigorous and sustained reduction in the attainment gaps between socially disadvantaged students (on the Pupil Premium register) and their peers. Most importantly, Guilsborough Multi Academy Trust is dedicated to ensuring that this attainment difference is consistently reduced and then these standards are maintained. Following consultation with the Department of Education, it is clear that the Fund is not a personal budget and it is for schools to decide how it should be spent. The vast majority of the Pupil Premium Fund will therefore be spent on securing the highest quality teaching and learning. Equally, we place importance on working with our parents/carers and students to achieve the most effective use of the Fund.

In addition to the principal use of the Fund, in our aim for quality first teaching and learning, we have detailed, below, what we consider the remaining monies can and cannot fund. This is based on our principles to diminish the attainment difference but also to support all of our students in their social, emotional and personal growth. Equally, we recognize that the needs of each student and each cohort are different and therefore we may modify the provision based on this. Please see Appendix A.

7. Eligible pupils

The pupil premium is allocated to the school based on the number of eligible pupils in **Year 7 to 11**.

Eligible pupils fall into the categories explained below.

7.1 Ever 6 free school meals

Pupils recorded in the most recent January school census who are known to have been eligible for free school meals at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance).

This includes pupils first known to be eligible for free school meals in the most recent January census. It does not include pupils who received universal infant free school meals but would not have otherwise received free lunches.

7.2 Looked after children

Pupils who are in the care of, or provided with accommodation by, a local authority in England or Wales.



7.3 Post-looked after children

Pupils recorded in the most recent January census and alternative provision census who were looked after by an English or Welsh local authority immediately before being adopted, or who left local authority care on a special guardianship order or child arrangements order.

7.4 Ever 6 service children

Pupils:

- With a parent serving in the regular armed forces
- Who have been registered as a 'service child' in the school census at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance), including those first recorded as such in the most recent January census
- In receipt of a child pension from the Ministry of Defence because one of their parents died while serving in the armed forces

8. Roles and responsibilities

8.1 Vice Principal and Assistant Principal

The Vice Principal and Assistant Principal, in consultation with the Principal, are responsible for:

- Keeping this policy up to date, and ensuring that it 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 and working with virtual school heads where appropriate
- 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

6.2 Governors

The governing board is responsible for:

- Holding the Academy 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 Academy staff, 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
- Setting the school's ethos and values around supporting disadvantaged members of the school community

6.3 Other 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

Please note:

The Academy recognizes that individual needs may arise during the academic year that does not 'fit' into one of these categories. In such cases any request should be made in writing to Mrs Concar for due



consideration. Please note that the Principal's decision, following any request, will be final; this is based on the premise of a fair and consistent approach to diminish the **attainment** gaps for all students deemed to be disadvantaged.

Furthermore, the policy may be subject to change based on wider school needs and national developments/ changes.

Appeal

It is best to try and resolve any appeals by talking first with the Academy – please contact the Assistant Principal responsible for Disadvantaged students (Mrs Concar) in the first instance. In the event of your concern remaining unresolved, please follow the Academy's complaints procedure.

9. Reporting outcomes

It will be the responsibility of the Assistant Principal to produce a report for the Governing Body that will include:

- The progress made towards diminishing the difference for disadvantaged students.
- An outline of the provision made during the term since the last report.
- An annual 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 governors will ensure that there is an annual statement to parents outlining how the Pupil Premium Fund has been used to address the issue of diminishing the difference for socially disadvantaged students which will be published on the Academy's website.

10. Monitoring and evaluation

The Pupil Premium policy will be monitored through:

- The Pupil Premium Governor and Assistant Principal reporting to governors
- Pupil Premium link Governor visits
- Tracking of student data at each key assessment point and reporting findings to SLT, whole staff and governors
- Examination results

ADDITIONAL INFORMATION

Education Endowment Fund:

https://educationendowmentfoundation.org.uk/public/files/Publications/Pupil_Premium_Guidance_iPDF.pdf

Teaching and learning toolkit:

<https://educationendowmentfoundation.org.uk/evidence-summaries/teaching-learning-toolkit/>

Tuition

<https://www.mytutor.co.uk/schools.html>



Appendix A:

<u>Can be funded/ contribution made to:</u>	<u>Cannot be funded/ contribution cannot be made to:</u>
1: Curriculum linked visits e.g. Geography field trip, curriculum theatre trips etc. If students are current FSM then the Academy will pay the full amount, if Ever 6 then we will pay half of the costing. This will also extend to the reward trip at the end of the academic year with the academy paying in full for any students currently FSM and half the full amount for those that are Ever 6.	Residential non-curriculum visits e.g. Ski Trip and Sports Tour (please note if a student is post local authority care adopted the Academy will pay for one such school-arranged visit during their school career at Guilsborough Academy. This exception is because of our recognition of the significant national difference (concerning progress) between this group of students and their peers and therefore the difference in the amount of funding provided by the government. If any parent/carer wishes for such an experience to be considered, please write into school. Please address your request to Mrs Concar detailing how this will support your son/ daughter's academic, social, emotional and personal development.
2: Additional learning resources, as deemed necessary, to enhance learning (If a non-consumable resource, only one such resource can be funded during the students time at Guilsborough Academy)	Insurance for any electronic device.
3: Payment in full for the Year 7 team building/ resilience/ resourcefulness/ confidence outdoor activity day.	
4: Music lessons with visiting music teachers at school	Music lessons with external teachers
5: In Year 7 for all DS and in Year 9 for those receiving currently FSM £50 to cover essential uniform purchases from school in Year 7 and Year 9 e.g. ties and blazers and essential items of PE kit but not optional PE kit items	Optional items of PE kit e.g. hoodies, waterproof jackets, base layers etc.
6: Full payment for one Year 11 hoody for FSM students and half for those who are Ever 6.	
7: Full payment for FSM and half payment for those who are Ever 6 for either: a ticket to the end of Year 11 prom, or reward trip after the summative exams or the Year 11 year book.	
9: Materials for classroom use e.g. for Art, Design Technology, ingredients for those taking GCSE Food, and essential stationery for all students (as needed)	
10: Revision packs for all Key Stage Four Disadvantaged Students: pencil case that meets exam regulations (including: pens, pencils, rubber, ruler), maths equipment (including a scientific calculator), post-its, folder, dividers, lined paper, revision cards	
11: Revision guides recommended by and purchased through the school	
12: All Key Stage Four students considered disadvantaged, Core English Literature texts	
13: Up to three exam re-sit fees	