




# Pupil Premium Policy

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**November 2018**

<b>Signed (Chair of Trustees):</b>	
<b>Date:</b>	November 2018
<b>Date of Review:</b>	November 2019

*The Arbor Academy Trust reviews this policy annually. The Trustees may, however, review the policy earlier than this, if the Government introduces new regulations, or if the Trust receives recommendations on how the policy might be improved.*

*This document is also available in other formats e.g. e-mail and enlarged print version, on request to the School Offices and is displayed on the schools' websites.*

## **Introduction**

We have high aspirations and ambitions for all our children and we believe that no child should be left behind. We strongly believe that it is not about where you come from but your passion and thirst for knowledge, opportunities, experiences and your dedication and commitment to learning that make the difference between success and failure, and we are determined to ensure that our children are given every chance to realise their full potential.

The Pupil Premium was introduced in April 2011, and paid by means of a specific grant based on school census figures for pupils. Pupil Premium is calculated by the number of FSM children at the school, the number of looked after children and children whose parents are currently serving in the armed forces. This service premium is designed to address the emotional and social well-being of these pupils.

The Pupil Premium is additional to main school funding and represents a significant proportion of our budget. This policy outlines how we will ensure it is spent to maximum effect and how it will be used by the schools within the Trust to address any underlying inequalities between children. The targeted and strategic use of pupil premium funding will support us in ensuring that every child reaches their full potential.

We will do this by:

- Providing a range of high-quality, proven and monitored interventions designed to meet specific needs to narrow and close the gap between the achievement of these pupils and their peers;
- Providing additional educational support to improve the progress and to raise the standard of achievement for these pupils;
- Addressing any underlying inequalities between children eligible for Pupil Premium and others;
- Offering a wide variety of wider-curricular and extra-curricular activities designed to ensure equal access and raise aspirations;
- Ensuring that the additional funding reaches the pupils who need it most and that it makes a significant impact on their education and lives;
- Ensuring the well-being of Pupil Premium children by supporting them on an individual needs basis;
- Building the belief of children, parents and the wider community that they can achieve at the highest possible level.

## **Principles**

The Trust ensures that teaching and learning is designed to meet the needs of and challenge all pupils. Quality teaching and learning is the preferred way to narrow the gaps in attainment in the first instance.

The Headteacher, in consultation with the governing body and senior staff, will decide how the Pupil Premium is spent for the benefit of entitled pupils. We ensure that appropriate provision is made for pupils who belong to vulnerable groups, including those who are socially disadvantaged, including opportunities to develop children's particular skills or talents.

We also recognise that not all pupils entitled to claim FSM are registered and therefore reserve the right to target pupil premium funding at those pupils where a legitimate social disadvantage has been identified. Groups may consist of both FSM and non-FSM children, where their needs are similar or where meeting their needs helps to create a learning environment conducive to success for all.

Pupil Premium funding will be allocated based on an assessment of children's needs, during pupil progress meetings and/or intervention team meetings, with input from the class teacher and Inclusion Manager. Parents

will be made aware of any interventions their child receives, the aims and support needed at home. We will work proactively with parents in a caring and sensitive manner and to remove any potential barriers or stigmas attached to claiming FSM.

Pupil Premium funding will be budgeted discretely and its impact will be monitored both through half- termly intervention meetings and by the named governor and the Headteacher. We will 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.

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 and through regular monitoring, evaluation and review will seek to further develop strategies and interventions, which can improve the progress and attainment of these pupils.

### **Provision**

This may include:

- Additional support in class, with clear targets communicated both to the pupil and parents.
- Intervention either in a small group or 1:1 outside the classroom, which may include Numbers Count, speech and language groups, reading and writing groups.
- Extending learning opportunities through after-school, Saturday school or holiday interventions.
- Pastoral work to help raise self-esteem or address other behavioural concerns.
- Challenge groups for higher attainers.
- Access at reduced (or no) cost to extra-curricular activities, including sport and the arts, school trips and residential visits.
- Personalised support, which may be extended to the family.

### **Reporting**

The Trust will publish online information annually about how we have used the Premium and will ensure that parents, governors and others are made fully aware of the attainment of pupils covered by the Premium.

It will be the responsibility of the Headteacher and Inclusion Managers to produce regular reports for governors on:

- An outline of provision in place across the Trust.
- The progress towards narrowing the gap for socially disadvantaged pupils.
- The impact of how the schools have used the additional funding to support the achievement of those pupils covered by the Pupil Premium and effectiveness of the intervention in place.

### **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 a 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. The named pupil premium governor is responsible for ensuring the implementation of this policy. The governing body will 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.