Fox Hollies School

Pupil Premium Policy

Spring 2020
To be reviewed spring 2021
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 the attainment of disadvantaged pupils compared with 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 pupils.

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, 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’. 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.

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 i.e. to narrow the gap between disadvantaged pupils and their peers.

- In making provision for socially disadvantaged pupils, we recognise that not all pupils who received free school meals will be socially disadvantaged.

- We also recognise that not all pupils who are socially disadvantaged are registered, or qualify, for free school meals.

- We reserve the right to allocate the Pupil Premium funding to support any pupil or groups of pupils the school has identified as being socially disadvantaged.

- 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. In doing so, we also recognise the vital role that parents and carers play in the lives of their children.
- Ensure there is robust monitoring and evaluation in place to account for the use of the Pupil Premium, by the school and Governing Board.

- Recognise the fact that FSM pupils 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.

- 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.

**DEVELOPMENT OF THE POLICY**

This policy 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). Special Educational Needs and pupils with disabilities can suffer from higher rates of disadvantage, and therefore can have higher rates of eligibility for FSM.

**ROLES AND RESPONSIBILITIES**

We expect all members of our teaching staff to:

- Promote an inclusive and collaborative ethos in their classrooms which enable pupils from disadvantaged backgrounds to thrive,

- Plan and deliver 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,

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 Board**

Our Governing Board 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 Governing Board is responsible for ensuring implementation of this policy.
Our Governing Board will, at least termly, keep our work in narrowing the gaps under review so that they can monitor the use of the Pupil Premium.

At the end of the academic year, 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. This statement will be published on the school website.

**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.

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) and as part of induction for new staff.

**USE OF THE PUPIL PREMIUM IN OUR SCHOOL AND IMPACT**

This information will be published as a separate report on our website to enable more frequent updating as necessary.

Policy adopted by WGB:

Signed…………………………………………………………Chair of GB

Date: ……………………………………………………

Spring 2020
To be reviewed spring 2021