Pupil Premium Policy & Strategy

2016

Banks Road Infant and Nursery School

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THE PUPIL PREMIUM

The Pupil Premium, originally introduced in April 2011, 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 children who have been looked after continuously for more than six months and the children of service personnel.

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 are using 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 specified information which has to be 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 individuals, including children funded through the Service Premium cannot be identified.

PUPIL PREMIUM AT BANKS ROAD

Schools receive an additional £1320 for each of their pupils eligible for free school meals. Children of service personnel receive a lower amount of £300. Looked after children will receive £1900 for the year. Children in receipt of Early Years Pupil Premium also receive the lower amount of £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.

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 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 research on proven strategies which work to narrow the attainment gaps 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 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.
- 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 SATs at the end of the year two.

DEVELOPMENT OF THE POLICY

This policy has been developed in consultation. 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. When developing this Pupil Premium Policy, we have also taken into account the Ofsted Inspection Framework 2016 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 with a clearer emphasis on disadvantaged pupils, in particular from different starting points.

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 Headteacher and Assistant Headteachers 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 teacher appraisal 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 the annual report 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 annual 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
- Miss Rachael Morris has day to day responsibility for coordinating the implementation of this policy and monitoring outcomes.

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.
Mr Andy Hitchcock 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
Mrs Carole Clemens – Headteacher
Mrs Helen Taylor and Miss Maria Holmes– Assistant Headteachers
Miss Rachael Morris - SENCo
Mr Andy Hitchcock – Chair of Governors
Mrs Sarah Williams – Governor with responsibility for Pupil Premium

MONITORING AND REVIEWING THE POLICY

Our work in relation to the Pupil Premium will be reviewed on a half termly basis to ensure it is having the intended impact in narrowing the gap. This will allow us to review progress and make adjustments if particular strategies are not working well.
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 gap. 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.

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, as appropriate, to share information about the Pupil Premium.

APPEALS PROCEDURE

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

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 improvement 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
- anti-bullying policies,

as well as minutes of meetings involving governors, the whole staff, and the senior leadership team and school council.

PUPIL PREMIUM STRATEGY 2016-17

PUPIL PREMIUM FUNDING ALLOCATION

Banks Road Infant & Nursery School will receive £20,420 for this academic year based on the children eligible for Pupil Premium funding at the time of the Spring 2016 pupil census.

This academic year the Pupil Premium funding received will benefit:

- 9 children eligible for FSM
- 2 looked after children
- 5 children with parents working in the armed services
- 4 children eligible for Early Years Pupil Premium

SUMMARY OF BARRIERS FACED BY ELIGIBLE PUPILS AND AREAS FOR EXTENSION

Following analysis of data from the end of the Summer term as well as the initial baseline assessments, and in collaboration with class teachers, the following areas have been identified as points for development for children eligible for Pupil Premium this academic year:

- Academic support
- Effectively accessing learning environment
- Social, emotional, behavioural needs
- Medical needs
- Accessing extra-curricular experiences and activities

Please see the planned expenditure and projected use of pupil Premium table below to see how these identified barriers will be addressed.

MEASURING THE IMPACT OF PUPIL PREMIUM FUNDING

The impact of pupil premium funding will be monitored by Rachael Morris (PP lead teacher), Sarah Williams (governor with responsibility for PP) and Carole Clemens (Headteacher) throughout the year with a formal impact statement written in July.

Monitoring activities throughout the year:

- Work scrutiny
- Pupil interviews
- Data analysis
- Intervention monitoring activities

PLANNED EXPENDTURE & PROJECTED USE OF PUPIL PREMIUM 2016-17 (£20,420)

In this section we will outline how the Pupil Premium funding will be used in our school and the impact this will have on outcomes for our eligible pupils.

Allocated fund	Intervention	Description	How success will be evidenced	Intended Impact on pupils	Actual impact on pupils
£345.80 Based on 9 children receiving FSM + 4 EYPP	**School milk**				
£2513.70 Based on 9 children receiving FSM	**School dinners**				
£320 Based on £20 per child	**Supporting cost of school trips in school** [redacted]	Enabling pupils (pupil premium) to partake in educational trips	Pupil feedback on enjoyment of trip. PSHE development and confidence in pupil's ability to separate from school.	All FSM pupils enjoy trip and provide positive feedback of experience. All FSM pupils would recommend trip and want to repeat experience.	
£140 (£35/EYPP child)	**Additional learning experiences FS1** [redacted]	To enable children to access extra-curricular activities & visits e.g animal handling, Attenborough, Sudbury Hall	Pupil feedback on enjoyment of trip. PSHE development and confidence in pupil's ability to separate from school. Widening of learning experiences	All pupils enjoy trip and provide positive feedback of experience. All pupils would recommend trip and want to repeat experience	
£160 (£20 per new	**Tesco voucher** [redacted]	To be used as an incentive for parents for see if they are eligible for pupil	More parents will apply for pupil premium funding and more	Increased funding will be used to enrich children's learning and experiences.	

child successfully applying for PP)		premium & in turn increase funding received by school	children will be able to access funding.	Children will have appropriate equipment/clothing for school/Nursery	
£1980.00 (£110.00 per session)	**1:1 quality first teaching & specialist music teacher (1 afternoon/wk)**	Music teacher to relieve class teacher to carry out pupil premium intervention in opposite class	Pupil attainment for FSM pupils. Extending curriculum for all children.	Enriched curriculum. Additional 1:1/small group quality first teaching in specific focus areas dependent on the needs of the child.	
£1900 Support for 1 LAC far exceeds this	**Adapted learning environment** [redacted]	To ensure the FS2 learning environment can be accessed effectively.	Pupil attainment, particularly within prime areas of learning. Spotlighting tracking.	Child will be comfortable and settled in learning environment. Child will be able to make progress in areas of learning.	
£1184.82 **£2632.93** **£789.88**	**TA academic intervention** *Small group learning extension* 1:4 SPAG (30mins/wk) [redacted] 1:4 Reading & phonics (20 mins/day) [redacted] *Small group learning support* 1:1 Basic maths (30mins/wk) [redacted]	TAs delivering small group intervention to raise literacy and numeracy levels.	Pupil attainment outcomes for FSM pupils. Tracking of reading, writing, numeracy levels.	All FSM pupils meeting at least age related expectations in Literacy or making significant progress within each term.. Pupils to make good to outstanding progress – ensuring significant value added from end of FS2.	

£1481.03 **£493.68** **£1974.70**	**TA PSHE intervention** *Nurture* 1:6 Approx. 1.25hrs/week [redacted] *Silver SEAL* 1:4 (approx. 30mins/week) [redacted] Circle time Modelled play & behaviour 1:4 (approx. 1hr/day) [redacted] 1: 4 Approx 20 mins/day [redacted]	TAs delivering one to one or small group intervention to address social, emotional and well-being needs.	Pupil attainment for FSM pupils	TAs delivering one to one or small group intervention to address social, emotional and well-being needs.	
£1320 Support for 1 child entitled to FSM far exceeds this	**Medical supervision & intervention** [redacted]	Staff ensuring medical needs are met effectively.	Child's medical needs will be met.	Child's medical needs will be met. Child will be able to make academic progress & disruption to learning will be minimal.	
TOTAL EXPENDITURE		**£17236.54** (Please note this will be reviewed in February 2017 to ensure funding can be allocated effectively)			

NB – TA hourly rate based on Point 23 with on costs (£15.19)