



St George's Primary School is a Church of England school that promotes the spiritual, moral, cultural and physical development of each child.

Our School Aim: to help all children reach their full potential and develop an enthusiasm for lifelong learning within a caring and Christian environment, preparing them to be valuable members of society.

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Policy Title:	Pupil Premium Policy
Responsibility:	Head of School
Review Body:	Executive Head of School
Date:	November 2017
Review:	November 2018

We recognise that our pupils bring with them a wide variety of behaviours influenced by life experiences outside school. We aim to respond to each case professionally, objectively and compassionately. We are sensitive when working with children and families with specific needs and experiences and we continuously seek ways to promote successful partnerships. The basis of differentiation will vary dependant on the needs of each case but we will take into account the views of parents and families, colleagues and external agencies together with any Statement of Special Educational Need or Education, Health and Care Plan. We will also ensure compliance with the trust's Equality Policy taking into account pupils with protected characteristics and making reasonable adjustments for pupils with a disability within the meaning of the Equality Act 2010. Both the school and trust respects the Public Sector Equality Duty (PSED) that requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. By following the trust's Equality Policy, the school seeks to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by such legislation.

*This policy should be read in conjunction with the Trust's Equality Policy.
<https://www.aquinastrust.org/>*

Introduction

This policy incorporates the aims and values of St George's CE Bickley Primary School being that every child is unique and deserves to reach their potential through the provision of suitable education. We are committed to address and overcome socio-economic factors – or any other external factor – which may hinder pupil progress and attainment, and ultimately affect their life chances.

The Government believes that the pupil premium grant, which is additional to main school funding, is the best way to address the current underlying inequalities between children eligible for free school meals (FSM) and their wealthier peers by ensuring that funding to tackle disadvantage reaches the pupils who need it most.

St George's recognises that not all pupils who are eligible for pupil premium are underachieving, as some pupils may be underachieving and not eligible for pupil premium funding. It is St George's policy to plan, adapt and prepare for



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any individual, or group, in which any area of under-performance is evident. This policy is not used to displace current strategies but to intervene and support its pupils. Some pupils may be achieving well, but will be entitled to funding to enhance their future educational aspirations and achievements.

The Aquinas Church of England Education Trust recognises its responsibility to ensure that St George's fulfils its statutory responsibilities to make effective use of pupil premium funds in order to impact positively on pupils' achievement and attainment. This responsibility is delegated to the Head of School and the Trust monitors the use of the pupil premium funding.

Statutory Framework

Pupil Premium has been allocated to St George's and is clearly identifiable in the budget. St George's decides how the pupil premium funding is spent and is accountable for how the funding has been used to support pupils from low-income families.

Additional funding is received for pupils in receipt of FSM, for pupils in care, who have been continuously looked after for six months and those adopted from care and children of service personnel.

Aims

The targeted and strategic use of pupil premium funding will support St George's in achieving its aim of helping all pupils achieve their full potential. To do this, St George's will ensure that the pupil premium funding reaches the groups of pupils for whom it was intended and that it makes a significant impact on their education and lives. St George's will:

- Provide all pupils with fair and equal opportunities to achieve and excel in all areas of the curriculum; using and applying the most effective pedagogy supported by use of pupil premium funding; closing the attainment gap between our disadvantaged pupils and their peers and accelerating their progress.
- Work in partnership with families and pupils eligible for pupil premium, to plan, monitor and evaluate support and intervention in order to secure individual progress and achievement.
- Support and nurture our children from armed forces families to cope with the emotional and other stresses of military life; assessing and addressing their needs.
- Work with external partners and organisations to provide additional support for the social, emotional, health and wellbeing of all pupils with potential barriers to learning and achievement.
- Ensure St George's fulfils statutory responsibilities to make effective use of pupil premium funds in order to impact positively on pupils' achievement and attainment.

Although the use of Free School Meals (FSM) is a generally reliable and nationally accepted method of identifying socially or financially disadvantaged pupils, St George's recognises that:

- Not all pupils who receive FSM are socially disadvantaged.



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- Not all socially disadvantaged pupils are registered for FSM.

Thus, St George's reserves the right to allocate the pupil premium to support any pupil identified as being disadvantaged, following a needs analysis.

Responsibility

The Head of School is responsible for the effective application of pupil premium funding. The day to day responsibility is delegated to;

Michelle Fahey, Assistant Head of School for Inclusion,

This team will:

- Provide termly pupil premium progress reports for consideration by the SLT.
- Provide appropriate support and guidance for staff when planning pupil premium targets and support.
- Liaise with external partners and agencies, where necessary.
- Monitor quality and impact of intervention, e.g. one-to-one support, mentoring, etc.
- Monitor delegation of funding for pupil premium.
- Provide information on allocation for pupil premium funding via the school website and reports to the Trust.
- Work with designated staff to monitor attendance and evaluate against set targets on the pupil premium plan.
- Ensure teachers identify pupil premium pupils and their needs in order to ensure that they achieve expected progress.
- Ensure that meetings are held with parents and pupils to analyse and discuss needs.
- Work with pupils, parents and senior leaders to plan, implement and monitor the impact of the agreed support and intervention plan for children eligible for pupil premium.
- Ensure classroom support assistants are fully prepared to assess the progress and learning outcomes for all pupils, including those requiring additional support.
- Take prompt action to inform senior leaders of any areas where a child's progress or performance may be directly – or adversely – affected by social or economic disadvantage.
- Maintain a record of pupil progress and impact of mentoring, and provide feedback to the class teacher.
- Liaise with external partners and agencies, where appropriate.
- Seek to promote the personal wellbeing of pupils and their involvement in the wider opportunities available through the extended curriculum.

Provision at St George's

St George's will look at the individual needs of each pupil in receipt of pupil premium funding and identify his/her barriers to learning whilst recognising and building on their strengths. There will be regular communication between



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staff to ensure that these pupils are identified and the necessary support and differentiation is put in place. St George's will engage with parents to provide extensive support for them to develop their own skills in order support their children's learning

Common Barriers to Learning

The barriers to learning experienced by pupils attracting pupil premium funding include:

- Special educational needs either educational, social and emotional or physical disability.
- Less support at home.
- Weak language and communication skills.
- Lack of confidence.
- Behaviour difficulties.
- Attendance and punctuality issues.

Given these barriers, the range of provisions that St George's may consider making for this group may include:

- Achievement and standards - Interventions, Speech and Language therapist, Specially trained TAs in key areas of the curriculum, Specific interventions – e.g Talk Boost.
- Learning support – Family worker, TAs, SENCO assistant, Literacy and maths interventions. Reading groups, ELSA, school counsellor, lunch club.
- Pastoral support – St George's will take steps to raise self-esteem, extend the personal skill set and support pupils in receipt of pupil premium to make appropriate choices in order to maximise learning opportunities.
- Extra-curricular and enrichment provision. This may include: Individual Music lessons, Gym club, Football club, Boxercise, School journey, Art club, Photography club.
- Links with parents - St George's will take steps to develop parental engagement and raise aspirations.
- External services - St George's may use pupil premium funding to buy in additional psychological and welfare services to support pupils in receipt of pupil premium and their families.

Measuring and reporting

St George's will evaluate the impact on each pupil at the end of each term. Evaluation will focus on academic gains and how pupils' self-confidence has developed as a consequence of the intervention. It will consider:

- The progress made towards narrowing the gap by year group for pupil premium pupils (and compare this with the national average where data is available).
- An outline of the provision that was made during the term
- An evaluation of the effectiveness in terms of the progress made by pupil premium pupils.

St George's will issue an annual statement online to parents on how the pupil premium funding has been used to address the issue of closing the gap for disadvantaged pupils.

Evaluation



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The success criteria for this policy is:

- An effective system for identifying, assessing and monitoring pupils.
- The majority of pupil premium children meeting their individual targets.
- Developing confident and independent learners.
- Parents that are engaged and involved in their children's learning

The evaluation will be considered by the Head of School and reported to the Trustees as part of the report provided to the Education Scrutiny Committee by the member of staff responsible for Inclusion and SEND.