



Hoo Primary School and Marlborough Centre Pupil Premium Policy

Signed:
Chair of Governors

Signed:
E. Headteacher

Date Reviewed: 9th September 2014

Pupil premium funding was introduced by the Government in April 2011 to provide additional support for children who are looked after or those from low income families. The measure of low income families is those pupils who are entitled to Free School Meals. The extra funding is made available to schools to help them narrow the attainment gap that still exists nationally between pupils from disadvantaged and more affluent backgrounds. (Ofsted: The Pupil Premium 2013)

National statistics are very clear that attainment is different for these pupils across phases in education.

The Government have used pupils entitled to Free School Meals (FSM) and more recently have included those pupils previously entitled to Free School Meals over the last 6 years (EVER6) as an indicator of low income, and have deployed a fixed amount of money to schools per pupil, based on the number of pupils that register for Free School Meals. This fixed amount of money will increase every year of the course of this current Parliament. Pupils whose families are in the Army also receive a fixed amount of additional funding. At Hoo Primary School and Marlborough Centre we will be using the nationally agreed indicators of those eligible for pupil premium as our target children to 'close the gap' regarding attainment.

The Government are not dictating how schools should spend this money, but are clear that schools will need to employ the strategies that they know will support their pupils to increase their attainment, and 'close the gap'. Schools will be accountable for closing the gap and reform to the school performance tables includes measures that show the attainment of pupils who receive the pupil premium compared with their peers. The school's Data Dashboard also shows these measures.

Provision

In order to meet the above requirements, the Governing Body of Hoo Primary School and Marlborough Centre will ensure that provision is made which secures the most effective teaching and learning opportunities to meet the needs of all pupils and to close any gaps.

As part of the provision made for pupils who belong to vulnerable groups, the Governors of the school will ensure that the needs of all pupils are adequately assessed, tracked and addressed through a range of procedures and processes including pupil progress meetings and performance targets. The school has tracked the progress of all pupils and pupil groups for a number of years. At the end of 2012 the school successfully exceeded its target of closing the gaps between disadvantaged pupils and their peers at the end of KS2. Since this time there have been varied outcomes for pupils. We are striving to continually improve provision for all pupils.

The range of provision

Examples of how schools have successfully implemented the Pupil Premium (as highlighted in the Ofsted publication: The Pupil Premium 2013 and update July 2014) include:

- Carefully ring fencing funding
 - Never confusing low ability with eligibility
 - Thoroughly analysing which pupils are underachieving, particularly in English and Maths and why
 - Drawing on research evidence to allocate funding
 - Recognising that high quality teaching and learning meets the needs of the learner rather than simply relying on interventions to compensate for teaching that is less than good
 - Allocating their best teachers to teach interventions or employ teachers who have a good track record in raising attainment in those subjects
 - Using achievement data to check whether interventions are working and make adjustments accordingly rather than waiting until the data retrospectively shows it hasn't worked
 - Making sure support staff, particularly teaching assistants, are highly trained and understand their role in helping pupils to achieve
 - Systematically focusing on giving pupils clear useful feedback about their work and ways to improve it
 - Ensuring that a designated senior leader has a clear overview of how the funding is being allocated and the difference it is making for pupils
 - Ensuring that the class and subject leaders know which pupils are eligible so that they can take responsibility for accelerating their progress
 - Having a clear policy on spending the Pupil Premium agreed by Governors and publicising it on the website
 - Providing well targeted support to improve attendance behaviour or links with families where these are barriers to learning
 - Having a robust performance management process and including discussions about eligible pupils
- Through careful monitoring, demonstrating the impact of each aspect of spending on the outcomes for pupils

Possible spending

- Individual and small group tuition in English and Maths
- Employing additional teachers and tutors or specialists
- Employing additional support staff and deploying current staff on pupils need basis rather than 'per class'
- Extended targeted teaching outside of usual class time (eg a breakfast provision or after school provision)
- New ICT provision at home and at school
- Enrichment activities to engage and inspire
- Improving attendance
- Training to improve the quality of feedback in whole class, small group and individual lessons and through marking
- Training for support staff on specific skilled interventions
- Altering class groups and teaching groups to improve achievement
- Training on independent learning and assessment that supports the consistent improvement of teaching
- Additional resources for pupils at home and in school
- Improving access to work from home (Learning platform, Athletics)
- Intensive intervention at a younger age to stop the gap widening

Responsibilities and Accountabilities

- Governors will publish information annually on how they have used their Pupil Premium Grant to address the issue of 'closing the gap' for eligible pupils. There will be a named Governor for Pupil Premium.
- The Executive Headteacher and School Business Manager will track the allocation and clearly account for spending of the Pupil Premium funding.
- The Heads of School and Inclusion Leader (PPG team) will ensure that good practice for the spending of the Pupil Premium is implemented and that all pupils receive their entitlement that closes the gap and improves their achievement. The use of the intervention toolkit and Bluehills software (costed provision map) enables the tracking of progress and evidences impact. SIMS is also used to prepare data report comparisons.
- It will be the responsibility of the PPG Team to produce regular data reports for Governors' Achievement and Standards meetings, or by request, outlining:
 - *The progress made towards closing the gap, by year group and across key school data measures for eligible pupils compared to their peers in school and nationally.
 - *An evaluation of and clear impact statement regarding pupil premium provision and educational outcomes since the last report and recommendations for adjustments and improvements. Pupil premium must be clearly identifiable compared to other initiatives.
- Teachers are held accountable for the progress of all pupils.

Evaluation of the Policy

The evaluation of this policy is based on the school's success in continuing to 'close the gaps' at key data measures and within year groups as seen in the costed provision map, tracking systems and reports to Governors. All pupils will have received their financial entitlement.