



Viewley Hill Academy

Pupil Premium Policy

Approved by the Governors of Viewley Hill Academy on:9.6.14

Date	Amendment	Signed
14.10.15	Reviewed by SIC; amendments: <ul style="list-style-type: none">• P4 - updated to say 'current Ofsted framework'• P6 - updated to say info is provided to staff during staff induction and appraisal	HM

INTRODUCTION

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.

THE PUPIL PREMIUM

The Pupil Premium is additional funding which is allocated to schools on a 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 can 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 closing the progress and attainment gaps which can exist between our pupil premium 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 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 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.'*

We shall publish the above information and update it on an annual basis.

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 academy is used solely for its intended purpose.
- Use evidence based research on proven strategies which work to close the progress and 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, interested stakeholders and Ofsted are fully aware of how this additional resource has been used to make a difference.
- 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 academy 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 to close the gaps in progress and attainment in the first instance. We will also use high quality interventions 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 external assessments at the end of the year.

DEVELOPMENT OF THE POLICY

This policy has been developed as part of our commitment to reducing inequalities in outcomes and promoting the inclusive nature of the work we do at our academy.

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 current Ofsted Inspection Framework, which places a strong focus on improving the learning and progress of different groups and on closing 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.

ROLES AND RESPONSIBILITIES

We expect all members of our academy community, particularly staff and governors to be committed to raising standards and closing the attainment gaps for our pupils.

The Head and Senior Leadership Team

The Head and the Senior Leadership Team are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in closing the gaps of our pupils. They will also ensure that staff are given appropriate support and relevant professional development opportunities to accelerate pupils' progress and attainment. Through appraisal arrangements, they will make sure closing 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 closing the gap, by year group, for pupil premium pupils
- An outline of the provision that has been made since the last annual report

The Deputy Headteacher has day to day responsibility for co-ordinating the implementation of this policy and monitoring outcomes. She has expert and informed knowledge of evidence based research of 'what works' and 'how' this works in closing the gaps and knows how to customise this research to fit the needs of our pupils and academy context.

The Academy Business Manager will monitor the use of the Pupil Premium money on a termly basis to track the allocation and use of Pupil Premium funding.

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 enables pupil premium pupils to thrive,
- Plan and deliver lessons to a high standard and support the acceleration of progress in learning, so that gaps can be closed and improvements maintained.
- Support pupil premium 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 closing 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 close the gaps.

Governing Body

Our governing body has an important role in ensuring our academy complies with legislation and that this policy, along with its specific stated actions for closing the gaps is implemented.

Our governing body will at least termly, keep our work in closing the gaps under review so that they can monitor the use of the Pupil Premium. In monitoring and evaluating the work of the academy 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 closing the gaps in our academy and the impact this has had.

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 closing 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. 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 Pupil Premium Policy will be reviewed on an annual basis and adjustments will be made to it according to the impact the academy is having in closing the gaps. It will also take into consideration any changes to funding under the Pupil Premium Grant.

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)

For staff information is made available:

- As part of induction for new staff
- As part of pupil progress discussions and through appraisal meetings
- In the Academy Policy folder on the staff shared network drive

We will also use other methods and occasions such as parents' evenings as appropriate to share information about the Pupil Premium.