

# RAVENSDALE PRIMARY SCHOOL

'Working together to be the best we can possibly be'

# Pupil Premium Policy

## MONITORING AND REVIEW

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# Ravensdale Primary School

## Working together to be the best that we possibly can



### Overview:

The Pupil Premium was introduced in April 2011, and paid by means of a specific grant based on school census figures for pupils.

Pupil Premium is calculated by the number of FSM children at the school in addition to the number of looked after children, who attend the school, calculated using the Children Looked After data returns (SSDA903). A premium has also been introduced for children whose parents are currently serving in the armed forces. This service premium is designed to address the emotional and social well-being of these pupils.

The Pupil Premium is additional to main school funding and it will be used by this school to address any underlying inequalities between children. School will ensure that funding reaches the pupils who need it most.

### OBJECTIVES:

- The Pupil Premium will be used to provide additional educational support to improve progress and to raise the standard of achievement for these pupils ;
- The funding will be used to diminish the gap between the achievement of these pupils and their peers ;
- As far as its powers allow the school will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others ;
- We will ensure that the additional funding reaches the pupils who need it most and that it makes a significant impact on their education and lives.

### Strategies:

- Pupil Premium will be clearly identifiable within the budget ;
- The Head teacher, in consultation with the governors and senior staff designated to develop and raise attainment of pupil premium, will decide how the Pupil Premium is spent for the benefit of entitled pupils ;
- The school will assess what additional provision should be made for the individual pupils ;
- The school will be accountable for how it has used the additional funding to support the achievement of those pupils covered by the Pupil Premium and the Head teacher will report to the governing body and parents on how effective the intervention has been in achieving its aims;
- We will publish online information annually about how we have used the funding ;
- We will ensure that parents, governors and others are made fully aware of the attainment of pupils covered by the Premium ;
- We will seek to further develop strategies and interventions which can improve the progress and attainment of these pupils ;

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- We will track the impact of the strategies put into place through the funding to ensure that we can show the value that has been added to the education of the entitled children ;
- We will monitor, evaluate and review the impact of the Pupil Premium funding.

### **DEVELOPMENT OF THE POLICY**

This policy has been developed with our students, staff, Governing Body and parents/carers in mind. 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 also 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) and two specific duties. Further information is available in our school's Single Equality Scheme. The overlap with our Equality Scheme is in relation to how we are meeting the needs of our students who are covered under the 'protected characteristics' of the Equality Act. Some of these students, especially minority ethnic, English as an additional language, Special Educational Needs and students with disabilities can suffer from higher rates of disadvantage and therefore can have higher rates of eligibility for FSM. Where this is the case, we shall take these additional needs into account.

When developing this Pupil Premium Policy, we have also taken into account the Ofsted Common Inspection Framework: Education, Skills and Early Years (2015), 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 students who are disabled and those who have special educational needs.

### **OUTCOMES:**

This policy will play an important part in the educational development of the individual pupils who are entitled to the Pupil Premium.

We will ensure that these pupils are treated equally and as favourably as others and that the additional funding is used well to address the challenges they face. The school will use the additional funding to promote the achievement and progress of all entitled pupils, paying particular regard to the effectiveness of quality first teaching for all vulnerable groups, including Pupil Premium.

### **ROLES AND RESPONSIBILITIES**

We expect all members of our school community, particularly staff and Governing Body to be committed to raising standards and narrowing the attainment gaps for our students.

#### **The Headteacher and Senior Leadership Team**

The Headteacher and Senior Leadership Team are responsible for implementing this policy. They will ensure that all staff members are aware of their responsibilities in narrowing the gaps of our students. They will also ensure that staff members are given appropriate

support and relevant professional development opportunities to accelerate students' progress and attainment. Through performance management arrangements, they will make sure diminishing the gaps is a priority area of focus for the school.

It will be the responsibility of the Headteacher to include the following information in the annual report for the Governing Body:

- the progress made towards narrowing the gaps, by year group, for disadvantaged students
- 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 students receiving a particular provision, when compared with other forms of support

The Headteacher of School can delegate the day to day responsibility for co-ordinating the implementation of this policy and monitoring outcomes to a member of the SLT. At Ravensdale this is Jo Stanley – Deputy Headteacher

The School Business Manager will monitor the use of the Pupil Premium on a termly basis to track the allocation and use of Pupil Premium funding. He/She will also check to see that it is providing value for money.

#### **Teaching and Support Staff will:**

- maintain the highest expectations of all students and not equate disadvantage of circumstance with 'low ability'
- promote an inclusive and collaborative ethos in their classrooms which enable students 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 students 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.
- Keep thorough assessments and accurate data to ensure individuals or groups can be targeted accordingly. Be able to present and discuss this in termly pupil progress meetings (PPM) with SLT

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 students 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 diminishing the gaps is implemented. Our Governing Body will at least termly, keep our work in diminishing 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. The Governing Body member with responsibility for the monitoring of this policy is Bill Day.

At the end of the academic year, our Governing Body will ensure that there is an annual statement, published on the website, 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.

Through wise use of this additional funding we are fully committed to ensuring that the individual needs of each entitled child are met. As a result of the additional funding, these children will make better progress and achieve higher standards that would have been likely without it.

