

The Hills Academy

Pupil Premium Policy

Updated: June 2022

Scheduled Review Date: September 2024



POLICY

Headteacher: Mrs. Moya Whitehead

Named personnel with designated responsibility for Safeguarding

Table of Contents

- 1) Details of staff training and training provider
- 2) Background
- 3) Early Years Pupil Premium
- 4) Principles
- 5) Aims
- 6) Provision
- 7) Reporting
- 8) Appeals
- 9) Equal Opportunities
- 10) Inclusion
- 11) Linked Policies

1. Details of staff training and training provider

Date	Staff	Training and provider
3/5/19	All teachers	DB – gave a teach meet to all teaching staff about Pupil Premium looking at both the national picture and what as a school we are doing.
Academic Year 2020 -2021	All teachers	TES course – looking at how to plan and teach with differentiation to meet the individual needs of the children in the class
INSET – January 2021	All teaching staff	Working memory – looking at different strategies for supporting children with poor working memories
January 15 th 2021	DB	TES course -Effective teaching strategies for teaching children with EAL
January 15 th 2021	DB	TES course – Effective strategies for supporting children with phonics
INSET September 21	All teaching staff	Ed Psych Training – Identifying different types of learning difficulties
17 th November 21	Teachers	Sharon Skilling – identifying anxiety
8/12/21 / 23/3/22 and 18/5/22	Teachers	VT/ZP/JP – talking success –

		staff meetings looking at speech, language and communication needs in children and how to support these needs in the classroom
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2) Background:

It is our responsibility to ensure that all children in our school achieve their potential and in order to do so we seek to meet the individual needs of every child. Pupil Premium and Pupil Premium Plus will be used and managed by us to enable us to tailor support for identified children in a range of ways appropriate to their needs.

The Pupil Premium is a Government initiative that was introduced in 2011. Its purpose was to help schools close the attainment gap between children from a disadvantaged start in life and/or low-income household and their peers. In 2011 you got Pupil Premium funding if you had free school meals at any point in the last six years, were a child with a parent who serves in the armed forces or a looked after child. Extra money was targeted at these groups of pupils, which research shows under achieve compared to their peers. The Pupil Premium funding is provided, in order, to support these groups of pupils in reaching their potential and to narrow the attainment gap between them and their peers.

Then in 2013, the government introduced Pupil Premium Plus for looked after and previously looked after children. Its purpose was to acknowledge the enduring impact of trauma and loss on children’s lives and the key role of schools in supporting children who have had a difficult start to life. You get Pupil Premium Plus funding if you are in local authority care, are adopted or have left care under a special guardianship order.

The Government have used pupils who have been entitled to Free School meals in the past 6 years (FSM6) as an indicator for deprivation, and have deployed a fixed amount of money to schools per pupil, based on the number of pupils registered for Free School Meals. This fixed amount of money will increase every year of the course of this current Parliament.

Pupil Premium plus money for looked after and previously looked after children, is to be used to support children’s emotional, social and educational needs by providing specific support to raise their attainment and address their wider needs. Schools get a fixed amount of money per pupil premium plus child and this amount of money will increase every year of the course of this current Parliament. Research has shown that this group of children can particularly struggle with attachment relationships with adults, managing peer relationships, managing their feelings and behaviour, coping with transitions, have poor executive functioning skills and have low-level attainment.

At The Hills Academy, we will be using are Pupil Premium and Pupil Premium Plus children as our target children to ‘close the gap’ regarding attainment. We have the freedom to spend the Pupil Premium, which

is additional to the underlying school budget, in a way we think will best support the raising of attainment for our most vulnerable pupils.

3) Early Years Pupil Premium (EYPP)

The aim of the Early Years Pupil Premium (EYPP) is additional funding for early years settings to close the gap between children from disadvantaged backgrounds and other children by providing additional funding to settings such as ours, therefore providing the opportunity to raise the quality of provision we offer.

All children aged three and four, who meet the eligibility criteria will benefit from the funding. This funding is paid directly to us on an hourly rate basis, linked to claimed hours for entitled children. In order to be able to claim this funding we require parents to sign the funding agreement which asks for details of parent's date of birth and National Insurance number.

4) Principles:

We ensure that appropriate provision is made for pupils who belong to vulnerable groups. This includes ensuring that the needs of socially disadvantaged pupils are adequately assessed and addressed.

We also recognise that not all pupils who are socially disadvantaged are registered or qualify for free school meals. We reserve the right to allocate the pupil premium funding to support any pupil or groups of pupils the school has legitimately identified as being socially disadvantaged.

Pupil premium funding will be used to ensure that all children in receipt of the funding get the opportunity to work in a small teacher led focused group to support their class teachers in raising their attainment in maths, English and reading. This can include supporting the more able pupils achieve higher levels. Funds are limited, but children in receipt of Pupil Premium Plus may be allocated additional groups and/or opportunities, which will be tailored to suit their specific needs.

5) Aims:

All our work through the pupil premium will be aimed at accelerating progress, moving children to at least age-related expectations and supporting the children's mental and emotional welfare.

6) Provision:

- The pupil premium champion will work in rotated weeks across year groups 1-6 (unless circumstances dictate otherwise) with each pupil premium child. Targets will be provided by the class teacher and with the support of Target Tracker and the pupil premium champion. The pupil premium champion will individually tutor these targets through bespoke planning or through adapted class plans for each pupil premium child.
- Class teachers will highlight in their weekly English and maths planning where pupil premium children are to get focused support in class lessons by the teacher or TA.
- Each pupil premium child will be a weekly reader
- A curriculum which is designed to offer maximum flexibility to meet the needs of individuals

- Constant staff development and training to ensure that all staff in school are able to provide for each individual child.
- Resources to meet the need of particular individuals or groups of pupils.
- A broad and varied extra-curricular programme to offer experience outside of the classroom to all children.
- Individual mentoring and support programmes – including emotional and mental welfare support
- Financial support to ensure that children do not miss educational opportunities due to financial hardship i.e. educational visits, residential visits and after school clubs
- Providing in school support for children with particular educational needs.
- Additional teaching and learning opportunities through trained TAs, teachers or external agencies.
- Family welfare support group
- Breakfast club
- Homework club is available to support children complete their homework in school
- Robins – outdoor learning provision (previously Dragonflies)
- Access to the library, at dinnertime, to promote reading and a love of books. The pupil premium champion will attend weekly to read stories and promote a love of books.
- Half-termly progress meeting to track the progress of all children including pupil premium children. The pupil premium champion will keep a record of termly attainment for pupil premium children.
- Each September, each class teacher (in years 2 to 6) will be given a document showing black and red targets (targets below age related expectations), from the previous academic year, in maths and English for each pupil premium child to focus their attention on the exact needs of each child as they start their new class.
- Yearly, the pupil premium champion carries out 'pupil voice' to hear the voices and views of this group of learners.

Covid Provision

At The Hills Academy, we recognised the impact that Covid could potentially have on our most disadvantaged learners. During lockdown one (23rd March 2020 until the end of summer term 2020), all the pupil premium pupils were emailed individual weekly work by the pupil premium champion in addition to the work set by the class teacher. The work emailed was mostly themed based and required no extra resources in the hope of easily engaging the children in their learning. When lockdown shut schools for the Spring Term 2021, the pupil premium champion invited the pupil premium children to attend school. The children were taught by their class teachers. The pupil premium champion rotated around each year group on a weekly basis to support the children with their learning. Clubs, homework club, breakfast club, extra-curricular clubs, robins and access to the library were suspended during Covid to ensure safe working practices.

7) Reporting:

It will be the responsibility of the Head teacher and Assessment coordinator to produce termly reports for the Governors on:

The progress made towards narrowing the gap by year group for socially disadvantaged pupils.

An outline of the provision and changes made.

An evaluation of the cost effectiveness in terms of progress made by the pupils receiving a particular provision, when compared with other forms of support.

The Governors of the school 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 gap for socially disadvantaged pupils. This task will be carried out within the requirements published by the DFE.

8) Appeals:

Any appeals against this policy will be through each school's complaints procedure.

9) Equal Opportunities:

The Hills Academy is committed to working towards equality of opportunity for all children, regardless of age, ability, gender, race and social circumstances. All pupils are of equal value and have the same right to take part in the varied activities and opportunities wherever possible.

10) Inclusion:

There is a commitment to inclusive practice. Inclusion is the responsibility of everyone in the school. The Equality Act 2010 provides an updated statutory framework to ensure that all people with protected characteristics are given equal opportunities. All children have the right to attend a mainstream school, unless their parents choose otherwise or if this is incompatible with 'efficient education for other children.' Alongside the act The Disability Equality Duty (DED), introduced into The Disability Discrimination Act in 2005, place new duties on schools not to treat disabled pupils less favourably than others and to make 'reasonable adjustments' to ensure that they are not disadvantaged. This may involve disabled pupils receiving more favourable provision.

11) Linked policies

These include:

- * Curriculum policy
- * Safeguarding policy
- * Charges and remissions policy
- * Inclusion policy
- * Equal opportunities policy

Amendment Details	Made By	Date
PP 1-2 – Further details included about the difference between pupil premium and pupil premium plus	D Bennett	May 2019
<p>P 3 – Further details given about the provision available</p> <p>Pupil Premium Champion to work weekly with each pupil premium child.</p> <p>Class teachers to highlight in weekly English and maths planning when PP children will get support in lessons.</p> <p>Pupil Premium Champion to attend weekly homework club to support KS2 PP children.</p> <p>Breakfast club</p> <p>PP children have access to the library at dinner times through the school librarian</p> <p>PP champion to attend pupil progress meeting</p>	D Bennett	May 2019
<p>P3 - The way pupil premium children are supported by the pupil premium champion. The children are now tutored individually in a six weekly cycle.</p> <p>P4 – Assessments – The pupil premium champion keeps a record of termly attainment for each pupil premium pupil and produces a document showing black and red targets for maths and English, at the end of the academic year, for the next class teacher.</p> <p>P4 - Covid provision (new information)</p> <p>P4 – Carrying out pupil voice each year (new provision)</p>	D Bennett	June 22