



Pupil Premium Policy

Introduction:

Introduced in April 2011, the Pupil Premium is a Government initiative that provides additional funding aimed at pupils from deprived backgrounds. Research shows that pupils from deprived backgrounds underachieve compared to their non-deprived peers. The Pupil Premium is provided in order to support these pupils in reaching their potential by accelerating their progress.

The Government has used pupils entitled to Free School Meals and those who are looked after as an indicator for deprivation. They have given a fixed amount of money to schools per pupil, based on the number of pupils registered for Free School Meals and who are looked after by the local authority. 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.

Mission Statement:

- All members of Bradfield CE Primary School staff and governors are passionate about ensuring that those pupils recognised as 'disadvantaged' reach their full potential and are fully committed to meeting their pastoral, social and academic needs.
- Staff and governors will track the progress and outcomes of these pupils on a termly basis and ensure that the additional funding is used as effectively as possible to support their outcomes.

Aims:

Bradfield CE Primary School 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:

- The Pupil Premium will be used to provide additional educational support to improve the progress and raise the achievement for these pupils.
- The funding will be used to narrow and close the gap between the achievement of these pupils and their peers.
- Bradfield CE Primary School will use the additional funding to address any underlying inequalities between children eligible for Pupils Premium and others.

How we will ensure effective use of the Pupil Premium

- The Pupil Premium will be clearly identifiable within the budget.
- The Headteacher and the Senior Leadership Team, in consultation with the governors and staff, will decide how the Pupil Premium is spent for the benefit of the entitled pupils. Funding will be allocated following a needs analysis which will identify priority groups or individuals.
- In making provision for socially disadvantaged pupils, we recognise that not all pupils who receive free school meals will be socially disadvantaged or underachieving. We also recognise that not all pupils who are socially disadvantaged are registered or qualify for free school meals. We therefore reserve the right to allocate the Pupil Premium funding to support any groups of pupils that the school has legitimately identified as being socially disadvantaged.



Bradfield CE (VA) Primary School

- Bradfield CE Primary School will assess what additional provision should be made for the individual pupils.
- Bradfield CE Primary School will be accountable for how it has used the additional funding to support the achievement of those pupils covered by the Pupil Premium.
- The Headteacher and the Senior Leadership Team will report to the governing body and parents on how effective the intervention has been in achieving its aims, including publishing online information about how the Premium has been used.
- 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 success of the impact of the pupil premium funding.

Provision

We will regularly seek to further develop strategies and interventions which can improve the progress and attainment of these pupils. Examples of the range of provision we may put in place include:

- Providing small group or 1:1 support with an experienced member of staff to focus on overcoming barriers to learning
- Facilitating pupils' access to education and the curriculum through additional or specialist resources e.g. specialist software
- Additional teaching and learning opportunities provided through learning mentors, trained TAs or external agencies
- Staff training to support quality teaching and learning, improving outcomes for pupils

Reporting outcomes

It will be the responsibility of the Headteacher and the Senior Leadership Team to produce a report for the Governing Body that will include:

- The progress made towards closing the gap, by year group, for disadvantaged pupils.
- An outline of the provision made during the term since the last report.
- An evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support.

The governors will ensure that there is an annual statement to parents outlining how the Pupil Premium funding has been used to address the issue of closing the gap for socially disadvantaged pupils. This will be posted on the Bradfield CE Primary School website.

Appeal

Any appeals against this policy will be through the governor's complaints procedure



PUPIL PREMIUM GRANT EXPENDITURE REPORT 2015/16

PPG supports us in achieving our vision of ensuring that all children reach their potential

Number of pupils and pupil premium grant (PPG) received

Total number of pupils on roll	138
Total number of pupils eligible for PPG	27
Total amount of PPG received	£36,300

Nature of Support 2015/16

Item	Cost	Objective	Outcomes
Designated Learning Support Assistants for whole class and Intervention support	£22,860	To deliver bespoke small group work in reading, writing and maths for pupils across the school.	Internal progress data shows that pupil premium pupils have narrowed gaps very effectively in reading and maths across the school.
LSA support in Y1 and Y2 for phonics intervention		To ensure that all pupils meet the required standard	100% of pupil premium pupils passed the phonics test.
LSA support in Y3 for phonics catch up		To ensure that all pupils meet the required standard by Dec 15	Regular additional reading support has ensured that 100% of Y3 PP pupils are working at age related expectations in reading.
Increase to 7 hours per week of ELSA support (Emotional Literacy)	£3,300	To support individual children to improve well-being, self-esteem, social skills and anger management and to prepare them for transition and change at the end of the year	A thorough programme of ELSA support has made a significant difference to individual pupil's confidence and self-esteem.
Supporting engagement in afterschool clubs	£1,000	To ensure equality of access	Achieved 73% of PP pupils at KS2 took part in at least 1 after school club 67% of PP pupils at KS2 took part in at least 1 inter school competition For Y6 the figure was 100%
Supporting the cost of additional music and language lessons	£1,640	To ensure equality of access	Achieved
Supporting participation in school residential trips	£1,450	To ensure equality of access To enable pupils to develop key life skills	Achieved 100% take up for PP pupils in residential trips from Y4 – Y6
15 hours of LSA support per week	£6,050	LAC support to close the gaps	Achieved
TOTAL	£36,300		

Data Outcomes end Academic Year 2015-2016

2016 (Unvalidated Data) KEY STAGE 1	Reading		Writing		Maths		All		Y2 Phonics
	ARE/ ARE+	ARE+	ARE/ ARE+	ARE+	ARE/ ARE+	ARE+	ARE/ ARE+	ARE+	
All Pupils West Berks	75	23.4	64.8	12.6	72.3	18.0	59.3	8.8	68.4
All Pupils Bradfield	83	33	77.7	27.7	72.2	22.2	64.7	22.2	100%
Pupil Premium Pupils Bradfield	100	0	50	0	100	0	50	0	100%
Non Pupil Premium Pupils Bradfield	81	38	81	31	69	25			100%
All Pupils Nationally	74	24	65	13	73	17.8	60.3	8.9	68.4
Pupil Premium Pupils National	78	27	70	15	77	20			86
Non Pupil Premium Pupils National	78	27	70	15	77	20			93



Bradfield CE (VA) Primary School

Data Outcomes end of Academic Year 2015-2016										
KEY STAGE 2	Reading		Writing		Maths		GPS		RWM	
	ARE	ARE+	ARE	ARE+	ARE	ARE+	ARE	ARE+	ARE	ARE+
All Pupils West Berks	70	25.1	70	13.5	69.3	17.4	71.2	23	55	6.3
All Pupils Bradfield	75	33	67	25	75	25	75	33.3	67	8
Pupil Premium Pupils Bradfield	67	33	67	0	67	0	67	0	67	0
Non Pupil Premium Bradfield	78	33	67	33	78	33.3	78	44	67	11.1
All Pupils National 2016	66	19	74	14.7	69.8	16.6	72.4	22.5	53	5
Pupil Premium National 2016	72	23	79	18	76	20	78	27	60	7
Non Pupil Premium National	72	23	79	18	76	20	78	27	60	7



Proposed Allocation of Funds for 2016/17			
Total number of pupils on roll		142	
Total number of pupils eligible for PPG		22	
Total amount of PPG funding expected		£28,320	
Nature of Support 2016/17			
Item	Cost	Objective	Monitoring of Outcomes
Designated Learning Support Assistants for whole class and Intervention support	£21,070	Writing conferencing – structured feedback and support Spelling interventions	Progress tracking through the year
		Maths Intervention group for Y5 and 6 Maths intervention support for Y3 and 4	Intervention impact analysis at termly points
		Reading support through 1:1 reading and guided reading Phonics interventions Y1 and Y2	Progress tracking half termly
		Other specific support as identified by the class teacher for individual pupils	
Maths Tuition (LAC)	£600	To support progress and outcomes in maths	Progress tracking half termly
Additional Equipment support	£100	For homework support	Liaison with parents
Sustain the 7 hours per week of ELSA support (Emotional Literacy)	£3,300	To develop self-confidence and self-esteem and to prepare for the transition to secondary school	Pupil feedback
Support engagement in afterschool clubs	£100	To ensure equality of access	Analysis throughout the year
Support the cost of additional music and language lessons	£800	To ensure equality of access	Analysis throughout the year
Support participation in school residential trips	£2,200	To ensure equality of access To enable pupils to develop key life skills	Analysis throughout the year
LSA Training on SNAP maths and reading assessments	£150	To upskill LSAs to support with assessment and leading interventions	
TOTAL	£28,320		



PUPIL PREMIUM GRANT ACTION PLAN FOR 2016/17

Number of pupils and pupil premium grant (PPG) estimated (Jan census)			
Total number of pupils on roll	142		
Total number of pupils eligible for PPG	22		
Total amount of PPG expected	£28,320		
Targets:			
<ul style="list-style-type: none"> To further improve progress for KS2 pupil premium pupils, particularly in writing To ensure that pupil premium pupils also identified as SEND are supported to make the most progress possible To continue to ensure that 100% of pupil premium pupils in Y1 achieve the required standard in phonics To continue to ensure that 100% of pupils in Y2 who are retaking the phonics test reach the required standard To continue to narrow the gap for all pupil premium pupils with their peers in every class across the school 			
Action	By Whom	Timescale	Monitoring
Set ambitious for all PP pupils.	JSN and class teachers	Sept 16	Targets in Learning Improvement Plan
Consider the individual needs for each child eligible for pupil premium funding and produce bespoke action plans to show allocated expenditure	JSN	Oct 16	Forms completed by end of Autumn 1
Class teachers to be responsible for the outcomes of the pupil premium pupils in their class through performance and appraisal targets.	Class teachers	Oct 16	Monitoring of intervention timetables Teacher Appraisal cycle
Continue to use target tracker to ensure that these pupils are tracked against their peers on a half termly basis, enabling adjustments to interventions where necessary.	JSN	Oct 16	Progress tracking half termly Termly report
Subject leaders to monitor progress of pupil premium pupils through all internal monitoring activities such as book scrutinies and lesson observations	SLT	Half termly	Pupil progress meetings
Respond to internal progress data which suggests that writing is the area where our PPPs find it harder to close the gap: writing conferencing for PP pupils, discrete SPAG sessions, spelling intervention, action research	JSN and SLT	Oct 16	Progress tracking half termly Termly report
To produce a termly report on intervention and progress for PPPs for the FGB	JSN	termly	HT report to governors
LSA training and appraisal targets to address the needs of pupil premium pupils.	SLT	termly	Support Staff Appraisal Cycle
Whole school focus on giving pupils clear, useful feedback about their work and ways they could improve it, especially in writing.	All teachers	Via lesson observations See M&E timeline	Staff meeting minutes, Lesson observations
Challenge for All training to ensure that all teachers have the highest expectations for pupil premium children – more pupil	All teachers	Oct 2016 and ongoing	Staff meeting minutes Lesson observations Progress tracking



Bradfield CE (VA) Primary School

<i>premium pupils to attain above age related expectations</i>			
<i>Continue whole school work on behaviour for learning and positive attitudes to learning</i>	<i>All teachers</i>	<i>Sept 16 and ongoing</i>	<i>Staff meeting minutes Lesson observations Progress tracking</i>
<i>Investigate homework club/ extra tuition for vulnerable PPG pupils</i>	<i>SLT</i>	<i>Oct 16</i>	<i>Tuition in place</i>