



## **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:**

- All members of Bradfield CE Primary School staff and governors accept responsibility for those pupils recognised as 'disadvantaged' and are committed to meeting their pastoral, social and academic needs.
- Every child who is considered to be 'disadvantaged' is valued, respected and entitled to develop to his/her full potential, irrespective of disadvantage.

### **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 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 2014/15**

<i>PPG supports us in achieving our vision of ensuring that all children reach their potential</i>					
<b>Number of pupils and pupil premium grant (PPG) received</b>					
<b>Total number of pupils on roll</b>			<b>151</b>		
<b>Total number of pupils eligible for PPG</b>			<b>33</b>		
<b>Total amount of PPG received</b>			<b>£46,740</b>		
<b>Nature of Support 2014/15</b>					
<b>Item</b>	<b>Cost</b>	<b>Objective</b>		<b>Outcomes</b>	
Designated Learning Support Assistants for class based support to close the gaps	<b>£34,065</b>	To deliver bespoke support in reading, writing and maths for pupils across the school.		Children made progress in reading, writing and maths that was in line with or exceeded their peers.	
5 hours per week of ELSA support (Emotional Literacy)	<b>£1715</b>	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		Improvements in emotional wellbeing have supported concentration and progress in learning.	
Supporting engagement in afterschool clubs	<b>£825</b>	To ensure equality of access		Children had equal access to extra-curricular facilities	
Supporting the cost of additional music and language lessons	<b>£1468</b>	To ensure equality of access		Children had equal access to extra-curricular facilities	
Supporting participation in school residential trips	<b>£1435</b>	To ensure equality of access To enable pupils to develop key life skills		100% of pupil premium and LAC pupils were able to participate in residential trips, enabling them to develop key life skills in facing and overcoming challenges and developing social skills	
15 hours of LSA support per week	<b>£6050</b>	Support for LAC		Progress made towards closing the gap in writing and maths	
1:1 Tuition	<b>£1182</b>	Support for LAC		Progress exceeding that of peers and outcomes at the end of KS2 above average in Reading and Writing and in line in Maths	
<b>TOTAL</b>	<b>£46,740</b>				
<b>Data end of KS1 Academic Year 2014-2015</b>					
<b>2015 (Unvalidated Data)</b>	<b>Reading</b>	<b>Writing</b>	<b>Maths</b>	<b>All</b>	<b>Y1 Phonics</b>
All Pupils (Local Authority 2015)	16.8	15.4	16.3	16.2	76.5%
All Pupil Premium Pupils (Local Authority)	15.2	13.9	15.0	14.7	-
Non Pupil Premium Pupils (LA)	17.3	15.8	16.7	16.6	-
All Pupils (Bradfield)	18.0	17.1	17.5	17.5	71%
Pupil Premium Pupils (Bradfield)	19.0	17.0	19.0	18.3	67%
Non Pupil Premium Pupils (Bradfield)	17.8	17.1	17.2	17.4	72%
All Pupils Nationally 2015	16.6	15.3	16.4	16.1	77%
Pupil Premium Pupils National	15.2	14.0	15.2	14.8	66%
Non Pupil Premium Pupils National	17.1	15.8	16.8	16.6	80%



<b>Data end of Year 6 Academic Year 2014-2015</b>						
	Reading	Writing	Maths	SPaG	All	
LA	29.5	28.6	29.1	29.0	29.1	
LA Pupil Premium	27.4	26.1	26.6	26.5	26.7	
LA non Pupil Premium	29.9	29.1	29.6	29.6	29.5	
All Pupils (Bradfield)	30.2	28.6	29.2	29.2	29.3	
Pupil Premium Pupils (Bradfield)	32.0	28.0	30.0	29.0	30.0	
Non pupil premium Bradfield	29.3	28.8	28.8	29.3	29.0	
All Pupils National 2015	29.0	28.2	29.0	29.1	28.8	
Pupil premium National 2015	27.6	26.6	27.3	27.5	27.3	
Non pupil premium National	29.6	28.8	29.8	29.8	29.5	
<b>Progress across KS2 based on matched pupils</b>						
	Reading		Writing		Maths	
	2 levels	3 levels	2 levels	3 levels	2 levels	3 levels
National % of all pupils achieving 2 levels progress	91	33	93	36	90	34
National % of pupil premium achieving 2 levels progress	88	–	90	–	86	–
National % of non PP achieving 2 levels progress	92	33	94	37	91	37
Bradfield % of all pupils achieving 2 levels progress	100	44	100	33	95	28
Bradfield % of pupil premium achieving 2 levels progress	100	67	100	17	100	50
Bradfield % of non PP achieving 2 levels progress	100	31	100	42	92	17



Proposed Allocation of Funds for 2015/16			
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	Monitoring of 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.	Half termly progress checks
LSA support in Y1 and Y2 for phonics intervention		To ensure that all pupils meet the required standard	Half termly progress checks
LSA support in Y3 for phonics catch up		To ensure that all pupils meet the required standard by Dec 15	Half termly progress checks
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	Half termly progress checks
Supporting engagement in afterschool clubs	£1,000	To ensure equality of access	Monitor take up
Supporting the cost of additional music and language lessons	£1,640	To ensure equality of access	Monitor take up
Supporting participation in school residential trips	£1,450	To ensure equality of access To enable pupils to develop key life skills	Monitor take up
15 hours of LSA support per week	£6,050	LAC support to close the gaps	Half termly progress checks
<b>TOTAL</b>	<b>£36,300</b>		

### PUPIL PREMIUM GRANT ACTION PLAN FOR 2015/16

Number of pupils and pupil premium grant (PPG) estimated (Jan census)			
Total number of pupils on roll		132	
Total number of pupils eligible for PPG		22	
Total amount of PPG expected			
<b>Targets:</b>			
<ul style="list-style-type: none"> <li>To improve progress for KS2 pupil premium pupils</li> <li>To ensure that 100% of pupils in Y1 achieve the required standard in phonics</li> <li>To ensure that 100% of pupils in Y2 who are retaking the phonics test reach the required standard</li> <li>To continue to narrow the gap for all pupil premium pupils with their peers</li> <li>To refine the monitoring of progress for all pupil premium pupils across the school</li> </ul>			
Action	By Whom	Timescale	Monitoring
To meet with all parents of Pupil Premium pupils to discuss priorities and allocation of funding for these pupils	JSN and class teachers	Oct 15	Forms completed by end of Autumn 1
To produce bespoke action plans for every PPP to show allocated expenditure	JSN	Oct 15	Forms completed by end of Autumn 1
Class teachers to know and include all pupil premium pupils on their intervention timetables and class provision maps and take responsibility for accelerating their progress	Class teachers	Oct 15	Monitoring of intervention timetables Teacher Appraisal cycle
To set up a pupil premium group on target	JSN	Oct 15	Progress tracking half termly



<i>tracker to ensure that these pupils are tracked against their peers</i>			<i>Termly report</i>
<i>To monitor progress of pupil premium pupils half termly to check whether interventions are working and adjust accordingly, especially in writing and phonics</i>	<i>SLT</i>	<i>Half termly</i>	<i>Pupil progress meetings</i>
<i>To produce a termly report on intervention and progress for PPPs for the FGB</i>	<i>JSN</i>	<i>termly</i>	<i>HT report to governors</i>
<i>All M&amp;E exercises to take specific account of progress made by pupil premium pupils; Lesson observations – form to be adapted to include pp progress Planning – pp groups to be identified Book scrutiny – pp pupils to be included in all monitoring activities</i>	<i>SLT and subject leaders</i>	<i>See M&amp;E timeline</i>	<i>Monitoring feedback forms</i>
<i>Ensure that all LSAs are thoroughly trained and understand their role in helping pupils achieve</i>	<i>SLT</i>	<i>termly</i>	<i>Support Staff Appraisal Cycle</i>
<i>Ensure that teachers and LSAs systematically focus on giving pupils clear, useful feedback about their work and ways they could improve it, especially in writing</i>	<i>SLT</i>	<i>Via lesson observations See M&amp;E timeline</i>	<i>Staff meeting minutes, Lesson observations</i>
<i>Ensure that the SLT has a clear overview of how the funding is being allocated and the difference that it is making to pupils</i>	<i>SLT</i>	<i>See M&amp;E timeline</i>	<i>SLT meetings</i>
<i>Ensure receipt of pupil premium funding for pupils in the EYFS and track progress and outcomes for these pupils, putting in support to ensure they meet their ELG</i>	<i>DP, NH</i>	<i>Oct 15</i>	<i>SLT meetings</i>
<i>Include discussions about the progress and support for pupil premium pupils in performance management meetings</i>	<i>JSN, MW</i>	<i>Oct/ Nov 15</i>	<i>Appraisal reviews</i>