

Manshead CE Academy

Diminishing the difference

“Our approach to the effective use of pupil premium funding”.

1. Context

The pupil Premium is additional funding which is allocated to schools on the basis of the number of students 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 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. The Pupil Premium also provides funding for children who have been looked after for more than six months. The Pupil Premium was initially introduced in April 2011 when the school received an additional £488 for each of their pupils eligible for free school meals. In April 2013 this was increased to £623 and following a further increase currently stands at £935 per eligible student.

2. The Purpose

The purpose of this policy is to outline how Manshead CE Academy will ensure the Pupil Premium allocated to us has an impact on narrowing the attainment gaps which currently exist between our disadvantaged students and their peers.

AS an Academy in receipt of Pupil Premium funding, we are accountable to our parents and educational community for how we are using this additional resource to narrow the achievement gaps for our students. Performance measures have been included in the performance tables and are published annually on a national level. They capture the achievement and progress of disadvantaged students covered by the Pupil Premium.

We are aware that under the School Information (England) (Amendment) Regulations 2012, Schedule 14 there is specified information which has to be published on the Academy's website. Section 9 of this 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 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". Through this Policy we shall publish the above information, In meeting this requirement we will observe our continuing responsibilities under the Data Protection Act 1998 so that individuals or groups of individuals cannot be identified.

3. How we will make decisions regarding the use of Pupil Premium

In making decisions on the use of Pupil Premium the academy will:

3.1 Ensure that Pupil Premium funding allocated to our academy is used solely for its intended purpose. We also recognise that the Direct School Grant (DSG) has an element of deprivation funding included in it to address the attainment of disadvantaged students.

3.2 Use the latest evidence based on proven strategies which work to narrow the attainment gaps and adapt these as necessary to meet the needs of our students.

3.3 Be transparent in our reporting of how we have used the Pupil Premium so that parents, interested stakeholders and Ofsted are fully aware of how this additional resource has been implemented.

3.4 Encourage the take up of FSM by working proactively with our parents and carers in a sensitive manner and to remove any potential barriers or stigma attached to claiming FSM. In doing so, we also recognise the pivotal role that parents and carers play in the lives of their children.

3.5 Be mindful of the fact that eligibility and the take up of FSM does not equate with students being considered to be of 'low ability' because of social circumstances.

3.6 Ensure there is robust monitoring and evaluation in place to account for the use of Pupil Premium by the academy and HUB board.

3.7 Recognise the fact that FSM pupils are not a homogenous group and cover a wide range of needs. As such, the strategies or range of strategies the school uses to raise attainment will take their group or individual needs fully into account.

3.8 Use quality first teaching and learning as a preferred way to narrow the gaps in attainment in the first instance. We will also use high quality targeted interventions with proven evidence of impact to assist students who need additional support in a time-limited way.

3.9 Use the Pupil Premium for all year groups, not just those taking examinations at the end of the academic year.

4. Development of the Policy

This policy has been developed in consultation with students and staff with the belief that at Manshead CE Academy aspirations are high for all students and teachers will implement targeted interventions and support to ensure these aspirations are realised. We place a strong focus on improving the learning and progress of all groups of students and narrowing gaps in standards but believe this is best achieved through a comprehensive understanding of the students as individuals.

5. Links to other documentation

Although this policy is the key document outlining our approach to narrowing the gaps in attainment and progress for our disadvantaged pupils the rigorous approach to this issue is also incorporated in the ATIP, monitoring process, school website and staff development programmes.

6. Roles and Responsibilities

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

7. Senior Leadership Team

The Headteacher, along with the SLT, are responsible for implementing this policy.

They will ensure that all staff are given appropriate support and relevant professional development opportunities to accelerate students' progress and attainment. Through the Academy Termly Improvement Plan (ATIP) they will make sure 'diminishing the difference' is a priority focus for the academy.

It will be the responsibility of the Headteacher to include the following information in the termly report:

- The progress made towards diminishing the difference by year group for disadvantaged students.
- An outline of the provision that has been made since the last report.
- An evaluation of the cost effectiveness, in terms of progress made by the students receiving a particular provision, when compared with other forms of support.

The use of pupil premium funding will be monitored on a termly basis by the academy's Business Manager. The allocation and use of Pupil Premium funding will be recorded and checked to see if 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 their lessons to a consistently high standard and support the acceleration of progress in learning, so that gaps can be identified, addressed and improvements in the pace of learning maintained.
- Support disadvantaged groups of students in their classes through differentiated planning and teaching, especially for those who find aspects of learning difficult and are at risk of making less than expected progress.
- Be aware of teaching strategies and research which have proven track record in diminishing the difference in progress and achievement.

The academy will provide opportunities for staff to engage in a range of professional development experiences suited to their particular needs and responsibilities.

8. HUB Board

The HUB Board has an important role in ensuring the implementation of this policy. The board will keep the academy's work in diminishing the difference under review on a termly basis in order to monitor the use of Pupil Premium. In monitoring and evaluating the work of the academy in relation to the Pupil Premium the HUB Board will take into account a range of information, including quantitative (progress and attainment data) and qualitative (case studies, views, surveys etc.) data as evidence of impact.

At the end of each academic year the Headteacher will ensure there is an annual statement to parents on how the pupil Premium funding has been used to diminish the difference in the academy and the impact this has had.

9. Review

This policy will be reviewed in two years (earlier if any legislation changes).