



## **Pupil Premium Policy**

*This is to be read in line with the CIT Looked After Children (LAC) Policy.*

### **Policy Aims:**

- To provide background information about the pupil premium grant so that all members of the school community understand its purpose and which pupils are eligible
- To set out how the school will make decisions on pupil premium spending
- To summarise the roles and responsibilities of those involved in managing the pupil premium in school

### **Current National Guidelines:**

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. 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 GANF to address any underlying inequalities between children eligible by ensuring that funding reaches the pupils who need it most.

At GANF, we track the achievement 'gap' between all pupils and those eligible for Pupil Premium funding. While the number of pupils receiving free school meals determines much of our Pupil Premium Grant, we are also required to narrow the achievement gap between all the various groups of pupils.

This policy is based on the [Pupil Premium Conditions of Grant Guidance](#), published by the Education and Skills Funding Agency. It is also based on guidance from the Department for Education (DfE) on [Virtual School Heads' Responsibilities](#) and the [Service Premium](#).

In addition, this policy refers to the DfE's information on [what academies should publish online](#), and complies with our funding agreement and articles of association.

### **Eligible pupils:**

The Pupil Premium is allocated to the school based on the number of eligible pupils in Reception to Year 11. Eligible pupils fall into the categories explained below.

#### **Ever 6 Free School Meals:**

Pupils recorded in the most recent January School Census who are known to have been eligible for Free School Meals at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance). This includes pupils first known to be eligible for Free School Meals in the most recent January census.

## Grantham Additional Needs Fellowship

### **Pupil Premium Policy**

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It does not include pupils who received Universal Infant Free School Meals but would not have otherwise received free lunches.

#### **Looked After Children:**

Pupils who are in the care of, or provided with accommodation by, a Local Authority in England or Wales.

#### **Previously Looked After Children:**

Pupils recorded in the most recent January census and Alternative Provision census who were looked after by an English or Welsh local authority immediately before being adopted, or who left Local Authority Care on a Special Guardianship Order or Child Arrangements Order.

#### **Ever 6 Service Children:**

These include pupils who are:

- With a parent serving in the regular armed forces.
- Previously registered as a 'service child' in the school census at any point in the last six years (as determined by the DfE's latest conditions of grant guidance), including those first recorded as such in the most recent January census.
- In receipt of a child pension from the Ministry of Defence because one of their parents died while serving in the armed forces.

### **Key Aims for use of Pupil Premium Grant at GANF:**

Diminishing the Difference:

- To improve knowledge and understanding of diminishing the difference strategies and interventions of staff and to share good practice.
- To develop a clear direction and focus to diminish the difference for all eligible for Pupil Premium pupils.
- To embed 'Diminishing the Difference' across the whole Fellowship curriculum, using a range of resources and strategies.

Schools have the freedom to spend the Pupil Premium Grant, which is additional to the underlying school's budget, in a way they think will best support the raising of attainment for the pupils in this category.

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 as equally and as others and that the additional funding is used well to address the challenges they face. The Fellowship 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.



### **Interventions Process:**

- a) Any pupils who are falling significantly outside of the range of expected academic achievement in line with predicted performance indicators will be monitored by class teachers and the Teacher in Charge of Interventions, and the appropriate interventions will be put in place.
- b) If a pupil has been identified as underachieving, they will be closely monitored by teaching staff in order to gauge their level of learning and possible difficulties.
- c) The pupil's class teacher will take steps to provide differentiated learning opportunities that will aid the pupil's academic progression and enable the teacher to better understand the provision and teaching style that needs to be applied. Interventions will be monitored, progress assessed and adjustments to differentiation made where necessary.
- d) The Teacher in Charge of Interventions, or other members of the leadership team, will be consulted, as needed, for support and advice and may wish to observe the pupil in class.
- e) Through (b) and (d), it can be determined which type of provision the pupil will need going forward. A pupil may be removed from non-core subjects and intensive intervention sessions will be delivered. These sessions will finish once the pupil is showing as making the expected progress.

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

### **Roles and responsibilities:**

#### **The School Leadership Team:**

The School Leadership Team are responsible for:

- Keeping this policy up to date, and ensuring that it is implemented across the school.
- Ensuring that all school staff are aware of their role in raising the attainment of disadvantaged pupils and supporting pupils with parents in the armed forces.
- Planning Pupil Premium Spending and keeping this under constant review, using an evidence-based approach and working with Virtual School Heads and Co-ordinators, where appropriate
- Monitoring the attainment and progress of pupils eligible for the Pupil Premium.
- To assess the impact of the school's use of the funding and report this to the Local School Board on an ongoing basis.
- Publishing information on the school's use of the Pupil Premium on the school website, as required by our funding agreement and in line with guidance from the DfE.
- Providing relevant training for staff, as necessary, on supporting disadvantaged pupils and raising attainment.



### **Local School Board:**

The Local School Board are responsible for:

- Holding the leadership team (or nominated person) to account for the implementation of this policy
- Ensuring the school is using Pupil Premium funding appropriately, in line with the rules set out in the conditions of grant
- Monitoring the attainment and progress of pupils eligible for the pupil premium, in conjunction with the leadership team (or nominated person), to assess the impact and effectiveness of the school's use of the funding
- Monitoring whether the school is ensuring efficiency and economic value in its use of the Pupil Premium.
- Providing appropriate support and challenge to the leadership team (or nominated person) on using Pupil Premium in the most effective way, which places pupil progress at the centre.
- Setting the school's ethos and values around supporting disadvantaged members of the school community

### **School staff:**

All school staff are responsible for:

- Implementing this policy on a day-to-day basis.
- Setting high expectations for all pupils, including those eligible for the Pupil Premium.
- Identifying pupils whose attainment is not improving in response to interventions funded by the pupil premium, and highlighting these individuals to the Teacher in Charge of Pupil Premium, Interventions & LAC.
- Sharing insights into effective practice with other school staff.

### **Virtual School Heads and Co-ordinators:**

Virtual School Heads and Co-ordinators are responsible for managing Pupil Premium funding for children looked after by a Local Authority and allocating it to schools. They have a duty of care and responsibility to promote the educational achievement of all the children looked after by the local authority they work for. Their responsibilities include, but are not limited to:

- Identifying the eligible looked after children and informing the local authority.
- Ensuring that they provide a method to report and record the allocation and expenditure of funding.
- Working with the education setting, social care and other agencies, if necessary, to create and implement a Personal Education Plan (PEP), agree how the Pupil Premium Plus funding will be spent to meet the need identified in this plan and ensure the funding is spent in this way.
- Demonstrating how Pupil Premium funding is raising the achievement of looked after children.