

The Harrowby / National Academies Trust

“Aim High BELIEVE, Fly High ACHIEVE”

Pupil Premium Policy



Trust

“Those who trust in the Lord will become strong again. They will be able to rise up and soar like an eagle in the sky.”
Isaiah 40 v31



Friendship

“A friend loves at all times and is always there to help.”
Proverbs 17 v17

Forgiveness

“Be kind, be humble, gentle and patient. Forgive each other.”
Colossians 3 v13

Wisdom

“Listen to advice and accept correction. Then in the end you will be wise.”
Proverbs 19 v20

Endurance

“I can do all things through Christ because he gives me strength.”
Philippians 4 v13

Peace

“The Fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.”
Galatians 5 v22-23

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| Date of Review | February 2021 |
| Date of Next Review: | Spring 2022 |

Pupil Premium Policy

This policy incorporates the aims and values of our school mission statement, which is rooted in our belief that every child is unique, made in the image of Christ, and that this is reflected in the desire, commitment and aspirations of our school staff to address and overcome socio-economic factors – or any other external factor – which may hinder pupil progress and attainment, and ultimately affect their life chances.

The school recognises that not all pupils who are eligible for pupil premium are underachieving, while some pupils may be underachieving and are not eligible for pupil premium funding. It is school policy to plan, adapt and prepare for any individual, or group, in which any area of under-performance is evident. The school does not use this policy to displace current strategies to intervene and support its pupils. Some pupils may be achieving well, but will be entitled to funding to enhance their future educational aspirations and achievements.

Aims:

- To provide all pupils with fair and equal opportunities to achieve and excel in all areas of the curriculum; using and applying the most effective pedagogy, supported by use of additional, delegated funding.
- To work in partnership with families and pupils eligible for pupil premium, to plan, monitor and evaluate support and intervention in order to secure individual progress and achievement.
- To work with external partners and organisations to provide additional support for the social, emotional, health and wellbeing of all pupils with potential barriers to learning and achievement.
- To ensure Trustees fulfil statutory responsibilities to make effective use of pupil premium funds in order to impact positively on pupils' achievement and attainment.

Systems, procedures and practice:

Under the strategic leadership of the Executive Headteacher (EHT), the operational management of the Trust's policy for pupil premium is led by the Heads of school and Pupil Premium Manager (PPM). Pupils are identified promptly and appropriate support put in place.

Heads of School/Pupil Premium Manager:

- Provide termly pupil premium progress reports for EHT and Trustees
- Provide appropriate support and guidance for staff when planning pupil premium targets and support
- Liaise with external partners and agencies, where necessary
- Monitor quality and impact of intervention, e.g. one-to-one support, mentoring, etc.

School Business Manager/Finance Officer:

- Monitor delegation of funding for pupil premium
- Provide information on allocation for pupil premium funding via the school website and reports to trustees
- Work with designated staff to monitor attendance and evaluate against set targets on PP Plan

Class teachers:

- Identify and list pupils in each class – July–September
- Arrange meetings with parents and pupil re. needs analysis
- Under the guidance of the Executive Headteacher, Heads of School and Pupil Premium Manager, complete PP plan, incorporating delegated funding and attendance targets
- Arrange reviews with parents

- Work with pupils, parents and senior leaders to plan, implement and monitor the impact of the agreed support and intervention plan for children eligible for pupil premium
- Ensure classroom support assistants are fully prepared to assess the progress and learning outcomes for all pupils, including those requiring additional support
- Take prompt action to inform senior leaders of any areas where a child's progress or performance may be directly – or adversely – affected by social or economic disadvantage

Pupil Premium Manager (National Junior School):

- Maintain a record of pupil progress and impact of mentoring, and provide feedback to the class teacher
- Work with the Pupil Attendance Manager and Head of School to monitor pupil attendance
- Liaise with external partners and agencies, where appropriate
- Seek to promote the personal wellbeing of pupils and their involvement in the wider opportunities available through the extended curriculum
- Work with class teachers, pupils and parents in supporting provision for pupils

Trustees:

The designated link Trustees for pupil premium will act on behalf of the Trustees and Members to monitor and review the progress and impact of pupil premium funding. This will involve regular meetings with the Pupil Premium Manager to evaluate individual pupil plans and subsequent impact on progress and attainment; evaluating termly reports from senior leaders; participating in discussions with pupils, where appropriate, with a focus on learning and success.

This policy will be reviewed annually.