



IMBERHORNE SCHOOL

Policy Document



The Cornerstones of our
Learning Community

Headteacher: Mr Martin Brown

Policy Name:

Pupil Premium

Date:

December 2021

All members of teaching staff, governors and support staff accept responsibility for 'socially disadvantaged' pupils and are committed to meeting their pastoral, social and academic needs within the school and the local community.

As with every child in our care, a child who is considered socially disadvantaged is valued, respected and entitled to develop to his/her full potential, irrespective of need.

The Pupil Premium

The Pupil premium is additional funding which is allocated to schools on the basis of the number of pupils who have been eligible for free school meals (FSM) at any point over the last six years (known as Ever 6 FSM). It also provides funding for children that have been looked after continuously for more than six months, adopted children and the children of service personnel. At Imberhorne school we will use these indicators but also our Vulnerability Index to identify vulnerable groups of students and work to narrow the gap between them and their peers. Students eligible for Pupil Premium will all feature on our Vulnerability Index, however additional factors may make some of these students more vulnerable than others.

The government has not instructed schools how to spend the funding, rather it has instructed schools to 'spend the funding as they see fit' (DfE 2011). It is our responsibility to show how we have spent the funding to improve the progress of those students identified as vulnerable.

Policy statement

The purpose of this policy statement is to outline how we will ensure that the Pupil Premium allocated to Imberhorne School has an impact on narrowing the attainment gap between disadvantaged students and their peers. This will be reflected in the national performance tables, which are published annually. Equally important is that we use this funding to address any barriers to learning that Pupil Premium students may have and support their personal and emotional development.

We are accountable to our parents and school community for how we are using this funding and are aware that specified information must be published on our school website. In meeting this requirement, we will be aware of our responsibilities under the Data Protection Act and not identify individuals or groups.

Imberhorne School is committed to:

- Valuing all students equally
- Focusing on the needs and levels of progress of all students
- Addressing barriers to learning
- Meeting the academic, social and pastoral needs of all students
- Encouraging the aspirations and ambitions of all students
- Narrowing the attainment gap between socially disadvantaged students and their peers

- Supporting students personal and emotional development so that they attend school regularly, manage their behaviour appropriately and engage with their learning effectively
- Keeping stakeholders informed of how the Pupil Premium is allocated and used
- Transparency in reporting and a robust monitoring of the use and impact of the Pupil Premium
- Encouraging the take up of FSM by working proactively with our parents and carers

We recognise that:

- Not all socially disadvantaged students qualify for FSM and we will use other funding to address their needs
- Not all students who qualify for FSM are at risk of underachieving academically and provision may take the form of cultural enrichment
- FSM students are not a homogenous group and cover a wide range of needs. As such, the strategies we use will take these group and individual needs fully into account

Principles

- Expectations are high for all students, groups and individuals. Therefore, we do expect and challenge students of low ability or from disadvantaged backgrounds to reach their full potential.
- In providing support we will not socially isolate students so it is likely that all groups receiving additional support will be a mix of FSM and non-FSM students
- Additional support will be integrated into the curriculum.

Allocation of funding

Priority will be given to:

- Measures which improve teaching and learning in the classroom (e.g. effective feedback; support)
- Strategies to support individual learners (e.g. small group provision; one-to-one; peer mentoring)
- Personalised curriculum provision with appropriate programmes of study and enrichment opportunities
- Pastoral support to improve self-esteem, personal/study skills; behaviour and attendance
- Enrichment and out-of-hours learning so that students can access opportunities that would otherwise be unavailable

Accountability - Roles and responsibilities:

The Governing Body

- Will ensure the school complies with legislation
- Will approve the overall strategy for deploying Pupil Premium funding prepared by the Headteacher
- Will hold the Headteacher responsible for the implementation of the school's strategy and for evaluating the impact on the achievement of targeted students
- Will act as a critical friend to the school

Headteacher

- Will retain overall responsibility for leading the Pupil Premium strategy
- Will produce a plan showing identified barriers to learning for PP students and approaches taken by the school to reduce or mitigate these challenges
- Will produce an annual statement to parents on how the Pupil Premium has been used and the impact that it has had
- Will produce an annual report for governors which will:
 - Show progress made towards narrowing the gap between socially disadvantaged students and their peers.
 - Identify the provisions made during the year.
 - Evaluate the cost and effectiveness of the provisions made

Leader for Vulnerable students

- Will maintain an ongoing programme of support for socially disadvantaged students, including Pupil Premium students
- Will report termly on the progress made by such disadvantaged students
- Will monitor the impact of any initiatives in place
- Will, using pupil case studies, report to the governing body as requested.
- Will report annually to parents and staff about how the budget has been spent

Teaching and Support staff

- Will have high expectations of all students regardless of disadvantage of circumstance
- Will support disadvantaged students in their class through suitably differentiated teaching and planning
- Will promote an inclusive and collaborative ethos to enable students from disadvantaged backgrounds to thrive
- Will keep up to date with teaching strategies and research which have a proven track record of narrowing the gaps in attainment and achievement

The School will provide opportunities for staff to engage in relevant professional training opportunities. Staff will be better enabled to implement strategies, which will accelerate the progress of the students and succeed in narrowing the gap between their achievement and that of their peers.

Evaluating impact: success criteria

Short term: Imberhorne will have an effective strategy for supporting Pupil Premium students with the necessary allocation of resources and staff time in order to raise performance/attainment, improve attendance, build confidence and develop interpersonal skills.

Medium term: Imberhorne will review the effectiveness of the above strategies, refining and developing support and provision to ensure that all vulnerable students start to achieve and develop in line with their peers.

Long term: Imberhorne will embed the very best practice, systematically monitoring, reviewing and targeting appropriate interventions and support thereby ensuring that all vulnerable students achieve to their full potential and make the same rapid progress as their peers.

Monitoring and Review

We will regularly review our work in relation to the Pupil Premium to ensure that it is having the intended impact in narrowing the gaps. This will allow adjustments to be made if particular strategies are proving ineffective.

The Pupil Premium policy will be reviewed on an annual basis and adjustments made to it according to the impact the school is having on narrowing the gaps.

The annual review will involve the whole school community.

Disseminating the policy

This Pupil Premium policy along with details of actions will be published:

- on our website (with paper copies available on request)
- in the electronic staff handbook and as part of induction for new staff

We will also use other methods and occasions such as parents' evenings and assemblies as appropriate.

Appeals procedure

Any appeal against this policy may be made through the governors' complaints procedure.