



PUPIL PREMIUM POLICY

Date reviewed	September 2022
Frequency	Annually
Next review date	October 2023
Reviewed by	Academic Standards, SEN and Educational Trips Committee

Signed: .....

Dated: 13.10.2022

Chair of Governors

Signed: .....

Dated: 13.10.2022

Principal

BACKGROUND & AND CONTEXT

A good education, with the qualifications to show for it, can transform lives for the better. Conversely, students who complete their studies without attaining the expected standards will face challenges both in further study and the world of work. The gap in outcomes between those students from disadvantaged backgrounds and their peers is already evident by the time they begin school, aged 5. Over the next 11 years of full-time education, the gap worsens, growing at every stage of education thereafter (Education Endowment Foundation (EEF)). Of concern, in February 2022 the Education Policy Institute (EPI) reported that government education policy has failed to narrow the gap in GCSE grades between rich and poor students over the last 10 years. The EPI reported that students living in long term poverty trail their more affluent classmates by an average of 1.6 GCSE grades, the same gap as in 2011. The EPI's fear is that the disadvantage gap could widen further in schools as more students fall into longer term poverty.

To close the attainment gap, the Government launched the Pupil Premium in 2011, at a cost of £623 million (£430 per eligible pupil). For the academic year 2022-23, the government's total funding for Pupil Premium is set to be £2.6 billion, which includes £1385 for each eligible pupil at primary school and £985 for each FSM and Ever6 FSM eligible student (including NRPf students who qualify for FSM), £2410 for each LAC/PLAC student and £320 for eligible service children at secondary school.

In each of the academic years listed below, Goldington Academy received the following Pupil Premium funding:

Funding received:

(current year) 2022-23 - £177,300

~~(current year)~~ 2021-22 - £148,980

2020-21 - £134,655

2019-20 - £124,300

2018-19 - £156,500

2017-18 - £158,000

2015-16 - £150,000

2014-15 - £166,000

2013-14 - £147,768

The government's conditions of grant stipulate that the Pupil Premium Grant (PPG) can be spent:

- for the benefit of pupils registered at the academy that receives it

- for the benefit of pupils registered at other academies or maintained schools
- on community services whose provision furthers the benefit of pupils at the academy

A portion of PPG funding can also be used to support pupils who do not meet any of the PPG eligibility criteria but have other identified needs, where schools deem it beneficial to do so.

Rules state that academies must use PPG funding for the purpose of raising the educational attainment of PLAC, LAC and pupils who are recorded as FSM Ever 6. This means that in line with the 3-tiered approach in the EEF's pupil premium guide, activities **must** be those that:

- support the quality of teaching, such as staff professional development
- provide targeted academic support, such as tutoring, and
- tackle non-academic barriers to academic success, such as attendance, behaviour and social and emotional support

In order to achieve the aims for PLAC, it is the stated responsibility of an academy to ensure that their use of the PPG addresses the specific needs of PLAC attending the academy. In order to achieve the aims for LAC, it is the stated responsibility of the Virtual School Head (VSH) in the local authority that looks after the child, in consultation with the child's educational setting, to ensure that the PPG is used to support those children's educational needs in accordance with their personal education plans.

The primary purpose of the SPP (Service Pupil Premium) is to enable schools to offer mainly pastoral support to eligible students during challenging times and to help mitigate the negative impact on service children of family mobility or parental deployment. It can be used to help improve the academic progress of eligible students if schools deem this to be a priority.

Schools are required to spend the PPG for the purpose that it was intended and will be held accountable through the following:

- the performance tables which show the performance of disadvantaged students compared with their peers
- the Ofsted inspection framework, under which inspectors focus on the attainment of student groups, including those who are eligible for the pupil premium
- the annual reports for parents that schools are required to publish online.

PURPOSE

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

As a school in receipt of Pupil Premium funding, we are accountable to our parents and school community for how we are using this additional resource to narrow the attainment gaps of our students. New measures have been included in the performance tables published annually on a national level. They capture the attainment of disadvantaged students covered by the Pupil Premium.

We are aware that there is specific information which must be published on a school's website as stipulated by the Department of Education (*What academies, free schools and colleges should publish online (updated 21 February 2021)*). This information can be found on the Goldington Academy website under Performance; Pupil Premium.

HOW WE WILL MAKE DECISIONS REGARDING THE USE OF THE PUPIL PREMIUM

In making decisions on the use of the Pupil Premium Grant we will:

- Ensure that Pupil Premium funding allocated to our school is used for its intended purpose.
- Use the latest evidence-based research on proven strategies which work to narrow the attainment gaps and adapt these as necessary to meet the needs of our students.
- Be transparent in our reporting of how we have used our Pupil Premium funding, so that our parents, interested stakeholders and Ofsted are fully aware of how this additional funding has been used to make a difference.
- Encourage take up of FSM by working proactively with our parents and carers in a sensitive and supportive manner and to remove any potential barriers or stigma attached to claiming FSM. In doing so, we also recognise the vital role that parents and carers play in the lives of their children.
- Be mindful of the fact that eligibility and take up of FSM does not equate with pupils being considered to be of 'low ability' because of their social circumstances.
- Ensure there is robust monitoring and evaluation in place to account for the use of the Pupil Premium, by the school and Governing Body.
- Recognise the fact that there is no typical disadvantaged child. As such the strategies we use to raise attainment will take these group and individual needs fully into account.
- Focus on high quality teaching and learning as the preferred way to narrow the gaps in attainment in the first instance. We will also use high quality interventions with proven evidence of impact to assist our students who need additional support in a time- limited way.
- Use the funding to develop the skills and personal qualities of our students.
- Use the funding to respond to individual need (e.g. supply equipment or uniform; support extra-curricular activities both in school and outside of school).
- Use the funding to offer opportunities that other students might take for granted (e.g. learning a musical instrument; school trips).
- Use the grant for all year groups, not just those taking examinations at the end of Year 11.

DEVELOPMENT OF THE POLICY

This policy reflects our commitment to reducing inequalities in outcomes and promoting the inclusive nature of the work we undertake at our school.

When developing this Pupil Premium Policy, we have also taken into account the Ofsted Inspection Framework, which places a strong emphasis on improving the learning and progress of different groups and on narrowing gaps in educational outcomes.

LINKS TO OTHER POLICIES AND DOCUMENTATION

This policy should be read in combination with our Pupil Premium Strategy document (available on our website), which outlines our approach to narrowing the gaps in attainment and achievement for our disadvantaged students. We will also ensure that information about our responsibilities under the Equality Act 2010 for other students for whom narrowing the gap remains an issue but are not covered by the Pupil Premium, are also included in key documents such as our school development plan, self-evaluation documents and the school web site.

Linked policies:

- Behaviour Policy
- Admissions Policy
- SEN Policy
- Anti-bullying Policy

Minutes of meetings will, where appropriate, reference disadvantaged students. (e.g. Governors, SLT, Head of Year, Curriculum Meetings, etc.).

ROLES & RESPONSIBILITIES

Governing Body

- The Governing Body will approve the overall strategy for deploying Pupil Premium funding prepared by the Pupil Premium Coordinator.
- The Governing Body will hold Senior and Middle leaders to account for implementing the school's strategy and for evaluating its impact on the attainment of targeted students.
- The Pupil Premium Governor will ensure that the pupil premium grant is used to support eligible students within the context of this policy and evaluate the impact of increased support on the attainment of targeted students.

Principal and SLT

- At Goldington Academy the Principal retains overall responsibility for leading the Pupil Premium strategy.
- Subsequent to each TA data collection point, the Data Team will produce a gap analysis so that the Pupil Premium Coordinator can identify and follow up with

departmental teams, those students who are furthest away from their targets. The aim will be to intervene in order to reduce the gaps between the disadvantaged and their peers.

- When requested, the Pupil Premium Coordinator/Data Manager will produce reports for the Governing Body, showing the progress made by disadvantaged students.
- The Principal will have overall responsibility for evaluating the impact of the support programme.

Curriculum leaders

Subject leaders are responsible for the progress of all students within their subjects and will contribute to reports to the Governing Body through the SLT.

Teaching and Support Staff

- Staff will maintain the highest expectations of all students and not equate disadvantage of circumstance with 'low ability'.
- Staff will promote an inclusive and collaborative ethos in their classrooms which enables **all** students to thrive.
- Teaching staff will plan and deliver curricula and lessons to a high standard and support the acceleration of progress in learning, so that gaps can be narrowed and improvements maintained.
- Staff will support disadvantaged groups of students in their classes through differentiated planning and teaching, not least for those who find aspects of learning difficult and are therefore in danger of falling behind.
- Staff will keep up-to-date with teaching strategies and research which have proven track record in narrowing the gaps in attainment and achievement.

We will provide opportunities for staff to engage in a range of professional development opportunities suited to their particular needs and role. This will support them in implementing successful strategies to accelerate the progress of students and narrow the gaps.

MONITORING AND REVIEWING THE POLICY

Our work in relation to the Pupil Premium will be reviewed on a termly basis to ensure it is having the intended impact in narrowing the gaps. This will allow us to make adjustments if particular strategies are not working well, rather than waiting until the end of the year.

Our Pupil Premium Policy will be reviewed on an annual basis and adjustments will be made to it according to the impact the school is having in narrowing the gaps. It will also take into consideration any increased funding that becomes available under the Pupil Premium Grant.

We recognise the importance of context and will evaluate new strategies as robustly as possible to ensure that the approaches we are using have the desired effect. In order to do this effectively, we will where relevant, undertake ongoing evaluations of the strategies we are using.

DISSEMINATING THE POLICY

This Pupil Premium policy along with our Pupil Premium Strategy will be:

- Published on our website (with paper copies available on request in the school office)
- Disseminated to teaching and support staff through staff training.

We will also use other methods and occasions such as parents' evenings and assemblies, as appropriate, to share information about the Pupil Premium.

APPEALS PROCEDURE

Any appeals against this policy can be made through the Governors' complaints procedure.