



400 YEARS OF EXCELLENCE

Pupil Premium Policy

Policy approval date	September 2020
Policy review date	September 2021
Policy Lead	Matthew Greenwood Deputy Headteacher
Governor or SLT approval	SLT
Governor committee responsible for policy	Pastoral

Aims

This 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
- Set out how the school will make decisions on pupil premium spending
- Summarise the roles and responsibilities of those involved in managing the pupil premium in school

Legislation and guidance

This policy is based on the pupil premium conditions of grant guidance (2017-18), 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 concerning the pupil premium, and the service premium.

In addition, this policy complies with our funding agreement and articles of association.

Purpose of the grant

The pupil premium grant is additional funding allocated to publicly funded schools to raise the attainment of disadvantaged students and support students with parents in the armed forces.

The school will use the grant to support these groups, which comprise pupils with a range of different abilities, to narrow any achievement gaps between them and their peers.

We also recognise that not all students eligible for pupil premium funding will have lower attainment than their peers. In such cases, the grant will be used to help improve students' progress and attainment so that they can reach their full potential.

Use of the grant

We use the grant to support the learning of our pupil premium students across the school. This is used in a variety of ways to ensure that pupil premium students individual needs are met through a range of strategies which are both whole school in approach and set individually.

The funds received for Pupil Premium have been set aside for the support of pupil premium students and how this money is allocated and spent is identified in the Pupil Premium Development Plan.

We have decided to allocate the funding based on research such as that identified from the Education Endowment Foundation and best practice in other schools.

Some examples of how the school may use the grant include, but are not limited to:

- Staffing for key staff to support and improve the outcomes of Pupil Premium Students
- Admin and Finance team support to engage parents with the school
- Resources for departments to support students who are pupil premium
- Individual support for students for extra-curricular, music tuition, visit support etc.

Our Pupil Premium Development Plan is available on the website under the Pupil Premium tab.

We will publish information on the school's use of the pupil premium on the school website in line with the requirements set out in our funding agreement and the DfE's guidance on what academies should publish online.

Information on how the school uses the pupil premium is available here:

<http://www.richardhale.herts.sch.uk/pupil-premium/>

Eligible pupils

The pupil premium is allocated to the school based on the number of eligible students in years 7 to 11.

Eligible students fall into the categories explained below.

- **Ever 6 free school meals**

Students 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 students first known to be eligible for free school meals in the most recent January census. It does not include students who received universal infant free school meals but would not have otherwise received free lunches.

- **Looked after children**

Students who are in the care of, or provided with accommodation by, a local authority in England or Wales.

- **Post-looked after children**

Students 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**

Students:

- With a parent serving in the regular armed forces
- Who have been registered as a 'service child' in the school census at any point in the last 6 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

Roles and responsibilities

- **Headteacher and senior leadership team**

The headteacher and senior 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 students 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 where appropriate
- Monitoring the attainment and progress of students eligible for the pupil premium to assess the impact of the school's use of the funding
- Reporting on the impact of pupil premium spending to the governing 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
- Ensure that a member of SLT has overall responsibility for Pupil Premium across the school

- **Governors**

The governing board is responsible for:

- Holding the headteacher 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 students eligible for the pupil premium, in conjunction with the headteacher, to assess the impact and effectiveness of the school's use of the funding
- Monitoring whether the school is ensuring value for money in its use of the pupil premium
- Challenging the headteacher to use the pupil premium in the most effective way
- Setting the school's ethos and values around supporting disadvantaged members of the school community

- **Other 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 senior leadership team
- Sharing insights into effective practice with other school staff

- **Virtual School Heads**

Virtual school heads are responsible for managing pupil premium funding for children looked after by a local authority, and allocating it to schools. Their responsibilities include, but are not limited to:

- Identifying the eligible looked after children and informing the local authority
- Making sure methods for allocating and spending ensure that looked after children benefit without delay
- Working with each looked after child's educational setting to put together a personal education plan, agree how pupil premium 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
- Virtual school heads are in charge of promoting the educational achievement of all the children looked after by the local authority they work for.

Monitoring arrangements

This policy will be reviewed annually by the SLT member with responsibility for Pupil Premium. At every review, the policy will be shared with the governing board.

The development plan for Pupil Premium will be reviewed termly and updated annually in order to improve the school's outcomes for pupil premium students.