



THE
BRITTONS
ACADEMY

PUPIL PREMIUM POLICY

JUNE 2020

The application of this policy and procedure ensures that no employee receives less favourable treatment on grounds of sex, trans-gender status, sexual orientation, religion or belief, marital status, civil partnership status, age, ethnic origin, disability, part-time status or trade union activities.

POLICY REVIEW DATE: September 2022

OVERVIEW

The Pupil Premium was introduced in April 2011 to help schools close the attainment gap between disadvantaged pupils and their peers and is paid by means of a specific grant based on school census figures for pupils. In the 2020 to 2021 financial year, schools will receive the following funding:

Schools will receive £955 for any pupil:

- registered as eligible for free school meals (FSM) at any point in the last 6 years

Schools will receive £2,345 for any pupil:

- identified as having left local authority care as a result of:
 - adoption
 - a special guardianship order
 - a child arrangements order
- who has been in local authority care for 1 day or more
- recorded as both eligible for FSM in the last 6 years and as being looked after (or as having left local authority care)

Schools will receive £310 for any pupil:

- with at least one parent serving in the regular armed forces
- who has been registered as a 'service child' in the school census at any point since 2011
- where one of their parents has died whilst serving in the armed forces and the pupil receives a pension under the Armed Forces Compensation Scheme or the War Pensions Scheme
- with a parent who is on full commitment as part of the full-time reserve service

We recognise that Pupil Premium funding is allocated to children in receipt of free school meals and is a means of addressing some of the issues associated with social disadvantage and in particular, in diminishing the difference in attainment where it exists. In making provision for this, we acknowledge that not all students in receipt of free school meals are socially disadvantaged. We also recognise that not all students who are socially disadvantaged are registered, or qualify for, free school meals. The Brittons Academy reserves the right to allocate Pupil Premium funding to support any student or group of students that have been legitimately identified as needing additional support to achieve improved outcomes in learning and/or well-being.

THE BRITTONS ACADEMY PUPIL PREMIUM VISION

Our Pupil Premium vision is '**Aspire, Act, Achieve**'. We feel this philosophy is one that can apply equally to all staff as well as students.

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| 1 | For disadvantaged students, to achieve consistently high outcomes as a result of quality first teaching. |
| 2 | For disadvantaged students, to receive high quality pastoral care. |

We apply the two principles detailed above to everything we do.

OBJECTIVES

- The Pupil Premium will be used to provide additional educational support to improve the progress and to raise the standard of achievement for eligible pupils
- Pupil Premium funding will be used to support the attendance of those most in need
- The funding will be used to close the gap between the achievement of these pupils and their peers
- The funding will be used to support students to access the curriculum and remove barriers to learning (ICT provision etc)
- As far as its powers allow, the Academy will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others
- We will ensure that the additional funding is used to support the pupils who need it most and that it makes a significant impact on their education and lives, in line with The Brittons Academy's moral purpose

STRATEGIES AND PRINCIPLES

Pupil Premium spending will be clearly identifiable within the budget

- The Principal, in consultation with the governors and the Senior Leadership Team, will decide how the Pupil Premium is spent for the benefit of entitled pupils
- Expectations will be high for all student groups and individuals. We will not equate deprivation and challenge with low ability.
- The Academy will assess what additional provision should be made for the individual pupils
- The Academy will be accountable for how it has used the additional funding to support the achievement of those pupils covered by the Pupil Premium and the Senior Leader leading in this area will report to the governing body and parents on how effective the intervention has been in achieving its aims

- We will publish information annually about how we have used the funding
- We will ensure that parents, governors and others are made fully aware of the attainment of pupils covered by the Premium
- We will seek to further develop strategies and interventions which can improve the progress and attainment of these pupils
- In providing support, we will not socially isolate students, Therefore, it is likely that all groups receiving additional support will be a mix of students eligible for the Pupil Premium and those who are not
- Where additional funding is sought from parents, we will seek to support them using the PP funding where appropriate (e.g. ICT access, uniform subsidy, school trips, extra-curricular activities etc.)
- We will track the impact of the strategies put into place to ensure that we can show the value that has been added to the education of eligible pupils
- We will monitor, evaluate and review the success of the impact of the Pupil Premium funding

OUTCOMES

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

QUALITY FIRST TEACHING

- Any pupil who is falling significantly outside of the range of expected academic achievement in line with predicted performance indicators and grade boundaries, as identified through Progress Meetings, will be monitored by class teachers and Directors of Study and interventions put in place. Heads of Year will be aware of the students who are eligible for the Pupil Premium in their year group and will ensure that support is provided so that they engage with their learning and, in particular, any additional intervention that is provided.
- If a pupil has been identified as underachieving, or *possibly* having special educational needs, they will be closely monitored by teaching staff in order to gauge their level of learning and possible difficulties.

- The child'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.
- The senior leader in charge of Pupil Premium, SENCO and Most Able Advocate, when appropriate, will be consulted as needed for support and advice and may wish to observe pupils in class.
- Through (b) and (d) it can be determined which type of provision the child will need going forward.
- Parents will be informed fully of every stage of their child's development and the circumstances under which they are being monitored. They are encouraged to share information and knowledge with the school. Parental engagement is the key to success.

Through wise use of this additional funding we are fully committed to ensuring that the individual needs of each eligible child are met. As a result of the additional funding, these pupils will make better progress and achieve higher standards.

MONITORING AND EVALUATION

Each year, The Brittons Academy will publish an account of Pupil Premium spending. One member of the senior leadership team will be responsible for oversight of the progress of the children in receipt of the pupil premium and the evaluation of its impact. This information will also be reported to the governing body and will include:

- The academy's Pupil Premium allocation for the current academic year
- Details of how the academy intends to spend the allocation
- Details of how the academy spent its previous academic year's allocation ☒
- The impact this had on the attainment of eligible pupils