

UNIVERSITY ACADEMY  
HOLBEACH



UNIVERSITY OF  
LINCOLN

# The University Academy Holbeach

*Principal: Sheila Paige*

## **Pupil Premium Policy 2019/2020**

Adopted by the Governing Body:  
28<sup>th</sup> November 2019

To be reviewed annually  
Review date:  
28<sup>th</sup> November 2020

*Executive Principal: S Baragwanath BSc (Hons)*

# **Pupil Premium Policy**

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**Review Date: November of every year**

## **1. The Pupil Premium**

The Pupil Premium was introduced in April 2011, and paid by means of a specific grant based on school census figures for pupils registered as eligible for Free School Meals (FSM) in Reception to Year 11. This eligibility lasts for up to six years after registration has ceased. For Looked After Children the Pupil Premium is calculated using the children Looked After Data returns (SSDA 903). A premium has also been introduced for children whose parents are currently serving in the armed forces. This service premium is designed to address the emotional and social well-being of these pupils. There is also an additional catch-up premium for pupils in Year 7 who did not achieve the expected standard in English and Maths at the end of Year 6. This is designed to support to improvement of their progress in Year 7.

The Pupil Premium is additional to main school funding and it will be used by the school to address any underlying inequalities between children eligible by ensuring that funding reaches the pupils who need it most. It is designed to enable schools to raise the attainment, achievement and progress of these disadvantaged pupils by supporting their educational development throughout their period of entitlement.

### **1.1 Looked After and previously Looked After children**

Schools also receive the Pupil Premium Plus for every pupil who is currently in local authority care or who has left local authority care through adoption, a special guardianship order or child arrangements order. Local authorities get the same amount for each child they are looking after; they must work with the school to decide how the money is used to support the child's Personal Education Plan.

## **2. Objectives**

1. The Pupil Premium will be used to provide additional educational support to improve the progress and to raise the standard of achievement for those pupils.
2. The funding will be used to narrow and close the gap between the achievement of these pupils and their peers.
3. As far as its powers allow the school will use the additional funding to address any underlying inequalities between children eligible for the Pupil Premium and others.

4. We will ensure that the additional funding reaches the pupils who need it most and that it makes a significant impact on their education and lives.

### **3. Strategies**

1. Pupil Premium will be clearly identifiable within the budget.
2. The Principal along with the Senior Management Team, in consultation with governors and staff, will decide how the Pupil Premium is spent for the benefit of pupils.
3. The Principal and Designated Teachers, in consultation with Virtual Schools and other relevant professionals involved, will decide how the Pupil Premium Plus is spent for the benefit of Looked After Children and previously Looked After Children.
4. The school will assess what additional provision should be made for the individual pupils based up their circumstances and individual needs.
5. High quality teaching and learning along with targeted and timely interventions will form the basis of improving the educational achievements of the pupils eligible for extra funding.
6. Interventions identified as high impact such as those identified in the Education Endowment Foundation *Teaching & Learning Toolkit* (2018) will be implemented where possible.
7. The school 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 Principal will report to the governing body and parents on how effective the intervention has been in achieving its aims.
8. We will publish information on the Academy website about how we have used the pupil premium on a yearly basis.
9. We will ensure that parents, governors and others are made fully aware of the attainment of pupils covered by the pupil premium.
10. We will seek to further develop strategies and interventions which can improve the progress and attainment of these pupils.
11. We will track the impact of the strategies put into place through the funding to ensure that we can show the value that has been added to the education of the entitled children.
12. We will regularly monitor, evaluate and review the success of the impact of the pupil premium funding and provide regular feedback to governors about this.

#### **4. Provision and Interventions**

The school will provide timely and targeted intervention and provision for pupils eligible for the pupil premium depending upon their individual need. Such provisions and interventions could for example, include any of the following:

- One-to-one specialist tutoring
- Attendance at an intervention class in any subject, usually at lunchtime or after school
- Saturday School classes
- Easter School classes
- Small group work with a specialist tutor in Mathematics or English
- Behavioural support
- Social and emotional support such as access to the school counsellor
- Homework Club
- Attendance on educational school trips and visits
- Additional support to enable full participation in learning<sup>1</sup>

The Principal reserves the right to make the final decision on the applicability and suitability of any such provisions on the basis of educational need and pupil welfare.

#### **5. Links to other policies and documentation**

This policy should be read in conjunction with:

- The Academy Improvement Plan
- The Academy Self-Evaluation Form
- SEND and Inclusion Policy
- The Academy Website
- Pupil Premium Development Plan and Strategy
- Pupil Premium Report to Parents

Further information can be found on the Academy website about Academy policies and documentation listed above.

#### **6. Roles and Responsibilities**

We expect all members of our school community, particularly staff and governors to be committed to raising standards and narrowing the attainment gaps for our students.

##### **6.1 The Principal and Senior Leadership Team**

The Principal and the Senior Leadership Team are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in narrowing the gaps of our students. They will ensure that all staff are given appropriate support and relevant professional development opportunities to accelerate students' progress and

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<sup>1</sup> See The Education Endowment Foundation *Teaching & Learning Toolkit* (2018) available at [www.educationendowmentfoundation.org.uk](http://www.educationendowmentfoundation.org.uk).

attainment. Through the Academy Improvement Plan process they will make sure that narrowing the gap in progress and attainment between students in receipt of the pupil premium and other students is a priority area of focus for the school.

It will be the responsibility of the Principal to include the following information in the annual report for Governors:

1. The progress made towards narrowing the gap for disadvantaged students
2. An outline of the provision that has been made since the last annual report
3. An evaluation of the estimated costs and their effectiveness, in terms of the progress made by students receiving particular provisions.

### **6.2 Teaching and Support Staff will:**

- Maintain the highest expectations of all students and not equate disadvantage of circumstance with 'low ability'.
- Promote an inclusive and collaborative ethos in their classrooms which enable students from disadvantaged backgrounds to thrive.
- Plan and deliver the curriculum and lessons to a high standard and support the acceleration of progress in learning, so that gaps can be narrowed and improvements maintained.
- Support disadvantaged groups of students in their class through differentiated planning and teaching, especially for those who find aspects of learning difficult and are in danger of falling behind.
- Keep up-to-date with teaching strategies and research, which have a proven track record in narrowing the gaps in attainment and achievement.

The school 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 progress of students and narrowing the gaps.

### **6.3 The Governing Body**

Our governing body has an important role in ensuring our school complies with legislation and that this policy, along with its specific stated actions for narrowing the gaps is implemented.

Our governing body will keep our work in narrowing the gaps under review so that they can monitor the use of the pupil premium. In monitoring and evaluating the work of the school in relation to the pupil premium, the governing body will take into account a range of information, including quantitative (data on progress and attainment) and qualitative (case studies, views, surveys etc.) data as evidence of impact.

At the end of the academic year, our Governors will ensure that there is an annual statement to parents on how the pupil premium funding has been used to address the issues of narrowing the gaps in our school and the impact this has had.

## **7. Outcomes**

This policy will make an important contribution to 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 educational funding is used well to address the challenges they face. The school will use the additional funding to promote the achievement and progress of all entitled pupils

Through wise and effective use of this additional funding we are fully committed to ensuring that the individual needs of each entitled child are met. As a result of the additional funding we will strive to ensure that these children make the best possible progress and achieve the highest possible standards.

*This policy includes recommendations from Ofsted on best practice in the use of the pupil premium within schools.*