



Pupil Premium Policy

Aim of the Trust

One community. Many ideas. Everyone's future.

We aim to provide an exceptional education for every child in the Trust through an ethos of collaboration and high aspirations and through the principles of quality learning using curiosity, exploration and discovery.

This policy is linked to the Pupil Premium Strategy Statement.

Principles

All members of the school community accept responsibility for students classed as disadvantaged and are committed to developing their full potential irrespective of need.

Purpose

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 allocations and conditions of grant guidance (2018-19), 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 refers to the DfE's information on what academies should publish online, and 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 pupils and support pupils 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 pupils eligible for pupil premium funding will have lower attainment than their peers. In such cases, the grant will be used to help improve pupils' progress and attainment so that they can reach their full potential.

Use of the grant

Funding is used to support key posts, improve teaching and learning and to fund interventions

strategies such as (this is not an exhaustive list):

- Providing small group support
- Employing and training teaching assistants
- Running catch up sessions after school
- Providing extra tuition
- Running breakfast club before school
- Funding educational trips and visits

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://langleyacademy.org/pages/pupilpremium.html>

Eligible pupils

The pupil premium is allocated to the school based on the number of eligible pupils in years 7 to 11. Eligible pupils fall into the categories explained below.

Ever 6 free school meals

Pupils 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 pupils first known to be eligible for free school meals in the most recent January census.

Looked after children

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

Post-looked after children

Pupils 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 Pupils:

- 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
- Create an action plan to support the progress of disadvantaged students
- Ensuring that all school staff are aware of their role in raising the attainment of

- disadvantaged pupils and supporting pupils 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 pupils 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
- Providing relevant training for staff, as necessary, on supporting disadvantaged pupils and raising attainment

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 pupils 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

Disadvantaged Coordinator

The disadvantaged coordinator is responsible for:

- Maintaining an up-to-date Pupil Premium register
- Communicating the criteria for funding and make staff aware of those students in receipt of Pupil Premium and their needs
- To liaise with RSL's, assistant RSL's and house tutor teams to arrange one-to-one discussions with every disadvantaged student, assess the level of need and share strategies as appropriate
- Use the school tracking system to monitor progress and liaise with teachers to ensure effective strategies are in place in response to the data
- To run more focused intervention with those pupils who have been identified as requiring a higher level of need
- Use SIMS to track intervention, attendance, punctuality and behaviour for individual disadvantaged students and to intervene when there are issues
- Develop and keep up-to-date case studies for disadvantaged students
- Allocating funds and maintain records in relation to individual need and in response to bids made by Faculty areas
- Promote and provide support for individual students to access extra-curricular/enrichment activities
- Monitor, evaluate and review the impact of the pupil premium funding over time

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 and review

This policy will be reviewed annually by the Assistant Headteacher in charge of the progress of disadvantaged students. At every review, the policy will be shared with the governing body.

Review Date: January 2019

Ratified Date: January 2019

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Date of next review: January 2021