



Pupil Premium Policy

Overarching Principles

- At Uplands Manor, all members of staff and governors accept responsibility for those pupils recognised as 'disadvantaged' and are committed to meeting their pastoral, social and academic needs.
- Every child who is considered to be 'disadvantaged' is valued, respected and entitled to develop to his/her full potential, irrespective of disadvantage.

Background to the Pupil Premium

Introduced in April 2011, the Pupil Premium is a Government initiative that provides additional funding aimed at pupils from deprived backgrounds. Research shows that pupils from deprived backgrounds underachieve compared to their non-deprived peers. The Pupil Premium is provided in order to support these pupils in reaching their potential by accelerating their progress.

The Government has used pupils entitled to Free School Meals over the last six years and those who are looked after as an indicator for deprivation. They have given a fixed amount of money to schools per pupil, based on the number of pupils registered for Free School Meals and who are looked after by the local authority. 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.

Statement of Intent

At Uplands Manor we are privileged to be able to make a difference to the lives of our children and the choices they make about their future. Our children have an entitlement to a high-quality education and any additional support required that will enable them to lead purposeful, successful lives and make a positive contribution to society.

We believe that all pupils deserve the very best start and opportunities in life, regardless of any social or economic disadvantages that they may face. As such, our ultimate objective is for all children, including disadvantaged children, to make strong progress throughout their time at our school in order to fulfil their potential.

We will work towards achieving this objective by:

- ✓ Ensuring all pupils receive quality-first teaching by ensuring teachers receive high quality CPD and support.
- ✓ Considered use of assessment data to identify gaps in learning for priority pupils so additional support can be given through targeted support in class and additional evidence-based intervention programmes.
- ✓ Ensuring SEMH and wellbeing support for disadvantaged pupils and families through the work of our safeguarding lead, attendance team, family support worker and pastoral team.

- ✓ Supporting families financially through subsidised trips, enrichment opportunities and experiences out of school such as residential trips

Overall Objectives:

- Our school will ensure that the Pupil Premium funding reaches the groups of pupils for whom it was intended and that it makes a significant impact on their education and lives.
- The Pupil Premium will be used to provide additional pastoral and educational support to improve the progress and raise the achievement for these pupils.
- The funding will be used to narrow and close the gap between the achievement of these pupils and their peers.
- The school will use the additional funding to address any underlying inequalities between children eligible for Pupils Premium and others.

How we will ensure effective use of the Pupil Premium

- The Pupil Premium will be clearly identifiable within the budget.
- The Head Teacher, in consultation with the governors and staff, will decide how the Pupil Premium is spent for the benefit of the entitled pupils. Funding will be allocated following a needs analysis which will identify priority groups or individuals.
- In making provision for socially disadvantaged pupils, we recognise that not all pupils who receive free school meals will be socially disadvantaged or underachieving. We also recognise that not all pupils who are socially disadvantaged are registered or have qualified for free school meals. We therefore reserve the right to allocate the Pupil Premium funding to support any groups of pupils the school has legitimately identified as being socially disadvantaged.
- The school will assess what additional provision should be made for the individual pupils.
- 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.
- 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.
- A link Pupil Premium governor will meet termly with the Head Teacher to discuss the strategy and review its effectiveness.
- We will monitor evaluate and review the success of the impact of the pupil premium funding.

Provision

We will regularly seek to further develop strategies and interventions which can improve the progress and attainment of these pupils. Examples of the range of provision we may put in place include:

- Providing small group or 1:1 support with an experienced member of staff to focus on overcoming barriers to learning
- Facilitating pupils' access to education and the curriculum through additional or specialist resources e.g. specialist software

- Pastoral support such as counselling, nurture, interventions
- Additional teaching and learning opportunities provided through learning mentors, trained TAs or external agencies

We have created a three-year plan / strategy which is reviewed and updated annually. This ensures that staffing and provision are sustainable and embedded in order to make a positive impact.

Reporting outcomes

It will be the responsibility of the Headteacher to produce an annual report on our pupil premium strategy. This will be completed using the DfE Pupil Premium form and will include the impact that our provision has made.

- ✓ The report will be discussed and scrutinised by the link Pupil Premium governor every term
- ✓ This report will be published on our website so that it can be viewed by parents and other stakeholders.

Appeal

Any appeals against this policy will be through the governors' complaints procedure.