



## Pupil Premium Policy



School: St. George's C.E. First School, Redditch  
LA: Worcestershire  
Pupil Premium Lead: Mrs. T. Koser  
Reviewed: December 2018

### **Introduction**

As a church school this policy is informed and underpinned by our shared Christian values as reflected in our whole school vision and aims. These reflect the desire, commitment and aspirations of our school staff to address and overcome socio-economic factors, or any other external factor, which may hinder pupil progress and attainment, and ultimately affect their life chances.

The school recognises that not all pupils who are eligible for pupil premium are underachieving, while some pupils may be underachieving and not eligible for pupil premium funding. The school will aim to plan, adapt and prepare for any individual or group, in which underperformance is evident.

Evidence shows that the most effective schools narrow the achievement gap through a combination of high quality teaching, strong leadership, a relevant and coherent curriculum, a culture of high expectations, targeted catch-up and enrichment activities. We intend to use the pupil premium grant to continually develop these practices at St George's School and increase pupil achievement.

### **Aims**

To ensure that the pupil premium grant reaches the groups of pupils for whom it was intended and that it makes a significant impact on their education and lives.

To ensure the additional funding is used to address any underlying inequalities between pupils eligible for pupil premium and their peers.

To work in partnership with families and pupils eligible for pupil premium, to plan, monitor and evaluate support and intervention in order to secure individual progress and achievement.

To work with external partners and organisations to provide additional support for the social, emotional, health and wellbeing of all pupils with potential barriers to learning and achievement.

To ensure governors fulfil statutory responsibilities to make effective use of pupil premium funds in order to impact positively on pupils' achievement and attainment.

### **Provision**

We are committed to excellence and the maintenance of high standards. In addition to quality first teaching for all pupils we offer a wide range of provision aimed at enabling target pupils to achieve their best. All our work through the pupil premium will be aimed at accelerating progress and moving pupils to at least age related expectations. A considerable focus will be on Literacy and Numeracy. We will regularly seek to develop strategies and interventions which can improve the progress and attainment of pupils eligible for pupil premium funding. In addition we will continue to encourage and support pupils to develop healthy lifestyles, achieve emotional well being and raise their aspirations through a range of interventions and out of school hour's clubs/activities.

## **Systems, procedures and practice**

Under the strategic leadership of the head teacher, the operational management of the school's policy for pupil premium is led by the deputy head teacher.

### **Deputy Head teacher**

- Provide termly pupil premium updates to governors
- Provide appropriate support and guidance for staff when planning pupil premium targets and support
- Liaise with external partners and agencies, where necessary
- Monitor the quality and impact of interventions

### **Class teachers**

- Identify and list pupils eligible for pupil premium on the 'Vulnerable Learners' register
- Meet with parents and pupils to plan against needs analysis and review any programme of support/intervention
- Work with pupils, parents and senior leaders to plan, implement and monitor impact of the agreed support and intervention plan for children eligible for pupil premium
- Ensure classroom support staff are fully prepared to assess the progress and learning outcomes for all pupils, including those requiring additional support
- Take prompt action to inform senior leaders of any areas where a child's progress or performance may be directly or adversely affected by social and economic disadvantage

### **Head teacher**

- Develop robust systems and procedures for planning, monitoring and reviewing the impact of pupil premium
- Ensure appropriate allocation and use of pupil premium funding
- Provide individual guidance and support for staff to ensure effective impact of funding
- Provide regular, detailed and comprehensive information for governors

### **Governors**

The designated link governor for pupil premium will act on behalf of the governors to monitor and review the progress

The governors of the school will ensure that there is an annual statement to parents/carers on how the pupils premium grant has been used to address the issue of 'narrowing the gap' for disadvantaged pupils. This task will be carried out within the requirements published by the Department for Education.

### **Reporting Outcomes**

The head teacher, or a delegated member of senior staff, will report to the governing body:

- The progress made through closing the gap, by year group, for pupils eligible for the pupil premium
- An outline of the provision made and the impact of this provision on closing the gap
- An evaluation of the cost effectiveness, in terms of progress made by the pupils receiving a particular provision, when compared with other forms of support

This policy will be reviewed annually. Date agreed:

(signed)

Chair of Governors

(signed)

Headteacher