



St John's Church of England Academy

Belonging Believing Becoming



Pupil Premium Policy

Date of Review: November 20

Date of Next Review: July 22

Responsible Group: School Policy



Pupil Premium Policy

‘Educating the mind without educating the heart is no education at all.’ Aristotle

Statement of Intent

At St John’s Church of England Academy we believe that the highest possible standards can only be achieved by having the highest expectations of all learners. Some pupils from disadvantaged backgrounds require additional support; therefore, we will use all the resources available to help them reach their full potential, including the pupil premium grant (PPG).

The Pupil Premium Grant was created to provide funding for three key areas:

- Raising the attainment of disadvantaged pupils and closing the gap with their peers.
- Providing funding for LAC and previously LAC (PLAC).
- Supporting pupils with parents in the armed forces.

This policy outlines the amount of funding available, the school’s strategy for spending the PPG effectively, and the procedures for ensuring the funding is allocated correctly.

Curriculum Intent

Through the delivery of our curriculum, we want our children to be ready for life beyond St John’s. We aspire for them to be:

- **Articulate**
- **Aspirational**
- **Curious**
- **Appreciative**

1. Legal framework

1.1. This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Children Act 1989
- Equality Act 2010
- DfE (2018) ‘Promoting the education of looked-after children and previously looked-after children’
- NCTL and the Teaching Schools Council (TSC) (2018) ‘Effective pupil premium reviews’
- Education Endowment Foundation (EEF) (2019) ‘The EEF Guide to the Pupil Premium’
- ESFA (2020) ‘Pupil premium: conditions of grant 2020 to 2021’
- Ministry of Defence (MoD) (2020) ‘The Service Pupil Premium: what you need to know’

2. PPG allocation rates

Belonging Perseverance Respect Forgiveness Trust Aspiration

2.1. For the financial year 2020 to 2021, grant allocations are as follows:

Disadvantaged pupils	PPG amount per pupil
Pupils in Reception to Year 6 recorded as 'Ever 6 FSM'	£1,345
Pupils in Year 7 to Year 11 recorded as 'Ever 6 FSM'	£955
LAC as defined in the Children Act 1989 – children who are in the care of, or provided with accommodation by, an English LA	£2,345
PLAC who have ceased to be looked after by an LA in England or Wales because of adoption, a special guardianship order, a child arrangements order, or a residence order	£2,345
Service children	Grant amount per pupil
Any pupil in Reception to Year 11 recorded as an 'Ever 6 service child' or in receipt of a child pension from the MoD	£310

3. Objectives

- 3.1. To provide additional educational support to raise the achievement of pupils in receipt of the PPG.
- 3.2. To narrow the gap between the educational achievement of these pupils and their peers.
- 3.3. To address underlying inequalities, as far as possible, between pupils.
- 3.4. To ensure that the PPG reaches the pupils who need it most.
- 3.5. To make a significant impact on the education and lives of these pupils.
- 3.6. To work in partnership with the parents of pupils to collectively ensure pupils' success.

4. How PPG can be spent

- 4.1. Under the terms of the PPG, the funding may be spent in the following ways:
 - For the purposes of the school, i.e. for the educational benefit of pupils registered at the school
 - For the benefit of pupils registered at other maintained schools or academies
 - On community facilities, i.e. services whose provision furthers any charitable purpose for the benefit of pupils at the school or their families, or people who live or work in the locality in which the school is situated
- 4.2. If the PPG is not used within the academic year, some or all of it may be carried forward to the following year.

5. Our long-term strategy for success

- 5.1. We maximise use of the PPG by:
 - Assigning a pupil premium lead to champion the educational needs of PPG recipients and ensure the implementation of this policy.
 - Ensuring PPG funding and spending can be identified within the school's budget.
 - Consulting the pupil premium lead, governors, and staff, when deciding how funds are spent.
 - Assessing the individual provisions required for each pupil in receipt of the PPG.

5.2. We have adopted a long-term three-year strategic plan, aligned to the wider School Improvement Plan, which contains the following considerations:

- Expenditure
- Recruitment
- Teaching practice
- Staff development

5.3. We conduct an annual evaluation to inform the plan and form the school's pupil premium statement.

5.4. We explore evidence-based summaries of PPG use, such as the EEF's Teaching and Learning Toolkit, to determine the best use of the funding.

5.5. We consult the EEF's Families of Schools Database to learn about effective practice in similar schools.

5.6. We focus on approaches that:

- Are individually tailored to the strengths and needs of each pupil.
- Are consistent, but also flexible and responsive.
- Are evidence-based.
- Are focussed on clear short-term goals providing opportunities for pupils to experience success.
- Include regular, high-quality feedback from teaching staff.
- Engage parents in the agreement and evaluation of support arrangements (e.g. via pupils' personal education plans (PEP)).
- Support pupil transition through the stages of education (e.g. from primary to secondary).
- Raise aspirations through access to high-quality educational experiences.
- Promote each pupil's awareness and understanding of their own thought process (metacognition) and help them to develop problem-solving strategies.

5.7. We choose approaches that emphasise:

- Relationship-building, both with appropriate adults and with their peers.
- An emotionally intelligent approach to the setting of clear behaviour boundaries.
- Increasing pupils' understanding of their emotions and identity.
- Positive reinforcement.
- Building self-esteem.
- Relevance to the learner – the approach relates to pupils' interests and makes success matter to them.
- A joined-up approach involving the pupil's social worker, carer, virtual school head (VSH), and other relevant professionals.
- A child-centred approach to assessment for learning.

6. A tiered approach to PPG spending

6.1. We operate a tiered approach to PPG spending to ensure spending is both balanced and focussed. Spending priorities are as follows:

- 1: Teaching
- 2: Targeted academic support
- 3: Wider strategies

6.2. Ensuring effective teaching in every classroom is the priority for PPG spending. To achieve this, we spend the PPG in the following ways:

- Professional development
- Recruitment and retention
- Supporting early career teachers

6.3. Evidence shows that targeted support has a positive impact and is a key component of effective PPG use. We spend the PPG on targeted support in the following ways:

- Structured interventions
- Small group tuition
- One-to-one support

6.4. Wider strategies are used to overcome non-academic barriers to success. We spend the PPG on the following wider strategies:

- Behaviour support; Thrive / Elsa
- Breakfast club
- Attendance initiatives

7. Use of the Looked After Children (LAC) and Previously Looked After Children (PLAC) premiums

7.1. The LAC premium is managed by the LA's designated VSH.

7.2. The premium is used to benefit a pupil's educational needs as described in their PEP.

7.3. To avoid any delays in providing support, the school works with the VSH to ensure that funding allocation is as simple as possible.

7.4. The LAC premium is used to facilitate a wide range of educational support for LAC.

7.5. The designated teacher and carers work with the VSH to gain a full understanding of each pupil's needs and determine how to use the premium to support each pupil effectively.

7.6. The designated teacher works with the VSH to ensure that all available funding is spent.

7.7. PLAC premium is allocated directly to the school.

7.8. LAC premium and PLAC premium are not personal budgets for individual pupils; however, the VSH and the school may choose to allocate an amount of funding to an individual to support their needs.

8. Example interventions

8.1. We may utilise the following achievement-focussed interventions:

- Providing one-to-one and small group work with experienced teachers to address pupils' specific knowledge gaps
- Reducing class sizes to improve opportunities for effective teaching
- Creating additional teaching and learning opportunities using TAs
- Targeting English and maths teaching for pupils who are below age-related expectations
- Targeting pupils who require additional help to reach age-related expectations

8.2. We may utilise the following teaching-focussed interventions:

- Individual additional CPD for staff
- A termly one-day teaching development programme delivered by external experts
- Whole School CPD, identified on the SIP to support teachers and teaching assistants.
- Coaching sessions to support teachers

8.3. We may utilise the following wellbeing-focussed interventions:

- One-to-one counselling sessions
- Occupational therapy-based interventions
- Allocating funds to enable pupils to participate in extra-curricular activities

8.4. We may utilise the following communication-focussed interventions:

- Vocabulary interventions for pupils with poor oral language and communication skills
- Transport for parents to attend annual reviews
- Support for pupils to access a range of off-site trips and experiences

8.5. We may utilise the following independence-focussed interventions:

- Work experience opportunities
- Opportunities to lead sessions

9. Use of the service pupil premium (SPP)

9.1. The SPP is provided to allow the school to give pastoral support to service children during challenging times and mitigate the negative impact of family mobility or parental deployment.

9.2. Pupils qualify for the SPP if they meet at least one of the following criteria:

- They have a parent serving in the regular armed forces
- They have been registered as a 'service child' on the January school census at any point since 2015 (known as the 'Ever 6 service child measure')
- They have a parent who died whilst serving in the armed forces and the pupil receives a pension under the armed forces compensation scheme or the war pensions scheme
- They have a parent who is on full commitment as part of the full-time reserve service

9.3. The school does not combine the SPP with any other form of PPG.

9.4. SPP spending is accounted for separately to any other form of PPG.

9.5. The school may use the SPP for:

- Providing pastoral support in the form of counselling, nurture groups, clubs, etc.
- Improving the means of communication between the pupil and their deployed parent(s), such as introducing a 'video call club'.
- Helping pupils to develop scrapbooks and diaries that can be shown to their parent(s) on their return.
- Funding staff hours spent assisting the pupil when they join a new school as a result of a new posting.
- School trips specifically for service children, such as military-specific trips that allow pupils to join a wider community and better understand the role their service parent plays.

9.6. The school does not use the SPP to subsidise routine school activities.

10. Accountability

10.1. Individual targets are set for each pupil in receipt of the PPG and their progress towards achieving these targets is analysed at the end of interventions.

10.2. The progress of pupils in receipt of the PPG is regularly discussed with subject teachers.

10.3. Ofsted inspections will report on the attainment and progress of disadvantaged pupils in receipt of the PPG.

10.4. The school is held to account for the spending of the PPG through the focus in Ofsted inspections on the progress and attainment of the wider pupil premium-eligible cohort.

10.5. The school publishes its strategy for using the PPG on the school website.

10.6. The school publishes a link to the school and college performance tables search tool, as well as the schools' individual performance tables page, on the school website.

11. Reporting

11.1. The headteacher reports annually to the governing board and parents regarding how effective PPG spending has been and what impact has been made.

11.2. The impact of PPG spending, in terms of improving educational outcomes and cost effectiveness, is monitored, evaluated, and reviewed by the headteacher and the governing board.

11.3. The EEF's DIY Evaluation Guide is used to measure the impact of the school's spending.

11.4. Information regarding PPG spending is published on the school website.

12. Pupil premium reviews

12.1. If disadvantaged pupils are not meeting expected levels, or slow progress means they are failing to realise their full potential, the school will consider undertaking a pupil premium review to objectively evaluate the pupil premium strategy and identify ways to use the PPG more effectively.

12.2. If requested to do so by Ofsted, the LA, or the DfE, the school will commission a pupil premium review.

12.3. The school undertakes reviews in partnership with an experienced, independent system leader with a proven track record in improving outcomes for disadvantaged pupils.

12.4. The cost of the review reflects the DfE's guideline that says day rates for external reviews should reflect pay and expenses for a senior leader, including any costs incurred by their school to release them.

12.5. At the end of the review, the school has an improved strategy and plans to implement it.

13. Overpayments

13.1. The school repays any overpayment of the PPG.

14. Monitoring and review

14.1. The Headteacher, SBM and governors are responsible for reviewing this policy annually.