



Hollingworth  
Learning Trust

A Hollingworth Learning Trust Academy

## NEWHOUSE ACADEMY

### Pupil Premium Policy

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| Reviewed:    | March 2023<br>SLT Responsibility – Mr. D Whittle<br><b>Ratified by the meeting of the Local Governing Board – Wednesday 26<sup>th</sup> March 2023.</b> |
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# **Pupil Premium Policy**

## **1. Rationale:**

At Newhouse Academy we believe that all students can and will succeed. We are passionate about the power of education to improve the life chances of all of our students regardless of their circumstances. We are determined to do everything we can to remove any barriers that stand in the way of students achieving an outstanding education, therefore our main purpose is to focus on closing the gaps in achievement and attainment that may exist for any and every group of students in our school.

We understand that not all students who are eligible for pupil premium funding are underachieving, while some may be underachieving and not eligible for pupil premium funding. It is school policy to intervene where under-performance is evident for any individual and/or group.

## **2. Background:**

One of the most important factors in predicting a child's future attainment is the level of deprivation. Material deprivation reduces the educational resources that families can provide and can adversely affect the home environment. Deprivation is also commonly associated with:

- poor health
- family stress
- increased risk factors
- low levels of parental education and involvement in their children's education
- low levels of cultural and social capital
- low aspirations.

As a result, there is a wide gap between the attainment of students from deprived backgrounds and others at all educational stages.

Since 2011, additional funding has been provided by the government through the Pupil Premium in order to help schools close this gap. In schools, the entitlement to free school meals (FSM) is used as an indicator for deprivation. A fixed amount allocated to schools for each student registered for FSM at any point in the last six years (known as 'FSM Ever 6'). Schools also receive funding for children who have been looked after continuously for more than six months and additionally children of service personnel

In February 2021, the government announced a recovery premium as part of its package of funding to support education recovery.

The recovery premium provides additional funding for state-funded schools. Building on the pupil premium, this funding will help schools to deliver evidence-based approaches for supporting disadvantaged pupils.

All schools that are eligible for pupil premium are eligible for recovery premium.

The recovery premium will be allocated using the same data as the pupil premium. This means the following pupils will attract recovery premium funding to schools:

- pupils who are eligible for free school meals (FSM)
- pupils who have been eligible for free school meals at any point in the last 6 years
- children looked after by local authorities and referred to as looked-after children (LAC)
- post looked-after children (post-LAC)

Mainstream schools will get £276 for each eligible pupil in mainstream education.

The Recovery Premium and Pupil Premium spending will be outlined together in one single Strategy Statement. Elements of the Strategy Statement are encouraged to be part of an extended three-year plan, although impact will still be reviewed each term and budgets adjusted annually, dependent on the numbers of students in the academy attracting the funding.

Schools '*are free to spend the Pupil Premium as they see fit*'. However, as with all public money, schools are required to spend the grant for the purpose that it was intended and will be held accountable through the following:

- annual reports for parents that schools are required to publish online
- performance tables which show the performance of disadvantaged pupils compared with their peers
- annual reports for governors
- Ofsted inspection framework, under which inspectors focus on the attainment of pupil groups, in particular those who attract the Pupil Premium

### **3. Aim of the Pupil Premium Policy:**

The aim of this policy is to detail how we will ensure that the Pupil Premium funding allocated to Newhouse Academy has an impact on narrowing the attainment gaps that currently exist between disadvantaged pupils and their peers.

The Pupil Premium will be used:

- to provide all students with equitable outcomes in all areas of the curriculum; using and applying the most effective interventions as detailed in the school's Pupil Premium Strategy Statement
- to work with families and students 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.

In providing support we will not socially identify or isolate students. Therefore, it is likely that groups receiving additional support will be a mixture of students eligible for Pupil Premium funding and those who are not, in line with the proportions of each group within the school/year totals.

#### **4. Roles and Responsibilities:**

Everyone in school, particularly staff and governors are committed to raising standards and narrowing the attainment gaps for students. All stakeholders understand that *quality first teaching* has the biggest impact on the progress of all of our students. The difference for our disadvantaged students in particular could be as much as a year's progress between those exposed to good Teaching & Learning and those who are not.

#### **5. Bidding for Funding:**

Where an individual/group need has been identified and additional intervention is required, members of staff can request Pupil Premium funds. In all cases, before funding will be considered, the member of staff will need to seek approval by completing a 'Pupil Premium Request Form' (see appendix 1), upon which they are required to detail:

- which student(s) will benefit,
- an outline of the strategy/intervention,
- projected costs,
- what the proposed outcome(s) and success criteria are
- a clear indication of when the strategy will be evaluated and to whom feedback will be given.

#### **6. Teaching/Support Staff will:**

1. Maintain the highest expectations of all students and not equate disadvantage of circumstance with 'low ability'
2. Be able to identify disadvantaged students in each class
3. Plan and deliver lessons to a high standard, support the students in their class through differentiated planning and teaching in order to facilitate the acceleration of progress in learning, so that gaps can be narrowed and improvements maintained especially for those who find aspects of learning difficult and are in danger of falling behind
4. Promote an inclusive and collaborative ethos in their classrooms to enable students from disadvantaged backgrounds to thrive
5. Ensure Teaching Assistants are fully prepared to assess the progress and learning outcomes for all students, including those requiring additional support
6. Work with students, parents and senior leaders to implement any identified support or intervention plan for children eligible for pupil premium
7. Keep up to date with teaching strategies and research, which have proven track-record in narrowing the gaps in attainment and achievement

#### **7. The Pupil Premium Lead will:**

1. Provide pupil premium progress reports for the Senior Leadership Team (SLT) and governors

2. Provide appropriate support and guidance for staff when planning pupil premium targets and support
3. Liaise with external partners and agencies, where necessary
4. Monitor the quality and impact of intervention, e.g. one-to-one support, mentoring, etc.

## **8. The Senior Leadership Team will:**

1. Ensure all staff are aware of their responsibilities in narrowing the gaps of students
2. Provide staff with appropriate support and relevant professional development opportunities to accelerate student progress and attainment
3. Develop robust systems and procedures for planning, monitoring and reviewing the impact of pupil premium
4. Ensure the appropriate allocation and use of funding for training for staff and governors
5. Provide individual guidance and support for staff to ensure the most effective impact of funding
6. Provide regular, detailed and comprehensive information for governors in school

## **9. The Governors will:**

The designated link governor for pupil premium will act on behalf of the governing body to:

1. Monitor and review the progress and impact of pupil premium funding. This will involve meeting with the Pupil Premium Lead to evaluate plans and the subsequent impact on progress and attainment
2. Evaluate reports from senior leaders; participate in discussions with students, where appropriate, with a focus on learning and success

## **10. Monitoring and reviewing of the Policy:**

The school's work in relation to the Pupil Premium will be reviewed on a termly basis to ensure it is having the intended impact in narrowing the gaps. This will allow us to make adjustments if particular strategies are not working well, rather than leaving things to the end of the year.

This Pupil Premium Policy will be reviewed on an annual basis and adjustments will be made to it according to the impact the school is having in narrowing the gaps. It will also take into consideration any changes in funding.

The school recognises the importance of context and will evaluate new strategies to ensure that the approaches it is using have the desired effect, in order to do this effectively, we will where relevant, undertake ongoing evaluations of the strategies we are using.

## **11. Disseminating the Policy:**

This Pupil Premium policy, along with the details of actions, will be published:

- On the school website (paper copies available on request from school)
- In staff secure and as part of induction for new staff

The school will also use other methods and occasions such as parents' evenings, newsletters and assemblies, as appropriate to share information about the Pupil Premium.

## **12. Appeals procedure:**

Any appeals against this policy should be made by following procedures in the school's Complaints Policy.

# REQUEST FOR PUPIL PREMIUM

Completed By:

Authorised by:

Reason for Request and Achievable Outcome:

Students Involved (or attach a list)

What is the expected impact that this expenditure will have on these students?

How will you measure the impact?

What date will you have measured it by?

Please State Staff Names and Hours Involved:

Cost for Resources Needed:

Supplier

Amount



**14 - Appendix 2 - To be completed by staff member and sent to PP lead for authorisation**

| <b>PUPIL PREMIUM</b>   |              |
|--|--------------|
| <b>Requested By:</b>   | <b>Date:</b> |
| <b>Student Name:</b>   | <b>Form:</b> |
| <b>Amount needed:</b>  |              |
| <b>Reason for Request:</b>   |              |
| <b>Expected impact that this expenditure will have on the student:</b> |              |
| <b>Follow up action:</b>   |              |
| <b>Outcome of follow up:</b>   |              |
| <b>Authorised By:</b>  |              |
| <b>1.</b>  |              |
| <b>2.</b>  |              |