



Pupil Premium Policy

Policy Version Control	
Policy type	Pupil Premium
Policy prepared by (name and designation)	Laura Robinson Assistant Head Teacher
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Next review date	September 2021

Northwood Primary's Vision

At Northwood Primary School we believe that every child and young person should leave our care able to live healthily; enjoying safe, happy and fulfilling lives, free from poverty and with a desire to continue learning, expand their horizons and realise their ambitions and aspirations.

Pupil Premium funding is used as part of our school wide approach to managing resources. Our aim is to not use it as an 'add on', it is targeted to support activities we judge to have the greatest impact.

All staff are involved in considering how it is allocated on a termly basis; performance data is analysed in teams then shared with staff and Governors. At every stage the impact of our actions on identified groups is tracked and analysed. If any initiative doesn't work it is dropped.

Northwood Primary School recognises that eligibility of the Pupil Premium is by no means linked with low ability; our focus is entirely on supporting all children (including disadvantaged pupils) to unlock their full potential and achieve their very best.

What is the Pupil Premium?

The Pupil Premium is additional funding for schools in England to raise the attainment of disadvantaged pupils and close the gap between them and their peers.

In the 2019 to 2020 financial year, Northwood Primary School will receive the following funding for each child registered as eligible for Free School Meals at any point in the last 6 years:

- £1,320 for pupils in Reception to Year 6

Northwood Primary School also receives £1,900 for each pupil who is either

- Adopted
- Has a special guardianship order
- A residence order

The DfE has given our school the freedom to use the Pupil Premium as we see fit, based upon our knowledge of our pupils needs.

'It is for schools to decide how the Pupil Premium, allocated to schools per FSM pupil, is spent, since they are best placed to assess what additional provision should be made for individual pupils within their responsibility.' We recognise that we are fully accountable for the use of the additional funding.

Barriers to Learning

At Northwood Primary School, we recognise that pupils eligible for Pupil Premium funding often encounter barriers to their learning. In order to ensure we accurately target our Pupil Premium funding at removing these barriers, we regularly take the following steps to identify our eligible pupils' barriers to learning:

- Tracking data is reviewed and plans updated termly.
- Data, successes and barriers to learning for each year group are shared with the whole school on a termly basis-including the governing body.
- Case studies are produced and shared with staff.
- Use of 'clipboards' to ensure all teaching staff are aware of identified pupils and that the children are offered the appropriate support and challenge.
- Learning Walks.
- Pupil Progress Meetings termly.
- Member of the Governing Body (currently a Parent Governor) given the specific role of overseeing the use of the Pupil Premium-meeting with the Pupil Premium Champion (SENCO) termly.
- Attendance of Pupil Premium children is carefully monitored and follows the school's attendance strategy.
- In some cases the cost of alternative provision for children with complex SEMH needs is part funded by the Pupil Premium funding.

Evidence Based Strategies

At Northwood Primary School, we recognise that best educational practice is informed by research evidence. As such, in determining how to spend our Pupil Premium allocation, we refer to the following resources:

- <http://educationendowmentfoundation.org.uk/toolkit/>
- www.pupilpremiumawards.co.uk
- The Pupil Premium: How schools are spending the funding successfully to maximise achievement. Ofsted 2013
- The Pupil Premium: an update. Ofsted 2014.

Each of our actions identified in the Pupil Premium Strategy for 2019-2020 is based on evidence based research and this is highlighted in the strategy report.

We acknowledge the significant impact that highly effective teaching has on disadvantaged pupils and ensure that we invest our Pupil Premium funding into our relentless pursuit of consistently excellent teaching and learning experiences for all of our eligible pupils. We are

committed to ensuring that quality first teaching meets the needs of all learners and aim to ensure that all teaching is never less than good and much is outstanding. Similarly, we recognise that our teaching assistants and other support staff should be highly skilled and deployed in such a way as to meet the specific needs of individual pupils.

In addition, we acknowledge that pastoral support is essential in ensuring our eligible pupils are 'school ready' each day so that they benefit fully from the high quality teaching and learning offered and have therefore employed a Parent Support Advisor.

Roles and Responsibilities

Head Teacher

The Head Teacher's responsibilities comprise:

- Overseeing and evaluating the impact of Pupil Premium spending on eligible pupils' achievements;
- Sharing priorities for improvement with Northwood Primary School's Governing Body and Senior Leadership Team;
- Overseeing Pupil Premium spending plans and budget allocation.

Governors

The Governors' responsibilities are to monitor spending and impact of that spending on children who are eligible to receive Pupil Premium. The school has a Link Governor for Pupil Premium who meets termly with the pupil Premium Champion ensuring accountability.

Pupil Premium Champion

The Pupil Premium Champion in Northwood Primary School is Laura Robinson (SENCO and Vulnerable Pupil Lead), working alongside the Head Teacher. Her responsibilities comprise:

- A review and update of the Pupil Premium Policy on an annual basis;
- Ensuring ALL pupils eligible for Pupil Premium funding are identified;
- Ensuring that ALL leaders/teachers and support staff are aware of who the pupils are who are eligible for Pupil Premium funding;
- Co-ordinating the termly identification of Northwood Primary School's eligible pupils' barriers to learning;
- Analysing end of year achievement data for eligible pupils and determining priorities for improvement;
- Monitoring the academic progress of eligible pupils on a termly basis and sharing with ALL stakeholders;
- Undertaking regular Pupil Premium Learning Walks and book scrutiny;
- Evaluating the impact of Pupil Premium spending on eligible pupils' achievement and sharing finding with ALL stakeholders.

Identification of disadvantaged pupils

In order to ensure that Northwood Primary School's vision is achieved, it is essential that all school leaders, teachers and support staff know who our disadvantaged pupils are. Therefore the following steps are taken to ensure ALL pupils eligible for Pupil Premium funding are identified:

- The Admin Team access the DfE's Key to Success website at the beginning of each term and obtains a list of eligible pupils;
- The Pupil Premium Champion shares the identified pupils' names with all staff on a termly basis through the use of the Pupil Premium Tracker system and 'clipboards'.
- All eligible pupils are capitalised on any tracking systems in operation.

Achievement

The attainment and progress of eligible pupils is monitored on a half termly basis. The following steps are taken if a pupil is identified as not making at least 'good' progress:

- Pupil Progress meetings between class teacher, relevant teaching assistants/support staff and the Pupil Premium Champion/Head Teacher/Subject Leader to establish why each pupil is not making 'good' progress and to develop a responsive plan;
- Implementation of the action plan;
- Review of progress towards achieving objectives in the action plan after 2/3/4 weeks and modification to provision made, as required.

Intervention Impact Measurement

In order to ensure that Northwood Primary School's Pupil Premium funds positively impact on eligible pupils' achievement, we recognise that it is essential to evaluate the effectiveness of any intervention, initiative or strategy that the Pupil Premium funds. We review this regularly based on progress and ensure that plans meet the needs of each individual. Cost and impact is measured through the tracking systems in operation in school.

Accountability

The Head Teacher, School Leaders, Teachers and Teaching Assistants/Support Staff are all accountable for the performance of pupils eligible for Pupil Premium funding.

Pupil Premium Report

Northwood Primary School produce an annual Pupil Premium report, which complies with statutory requirements and is published on the school's website (below). Northwood Primary School also produce termly impact reports which reflect the excellent offer that disadvantaged children receive.

<http://northwoodprimary.org.uk>

Approved by the LGB: