



Pupil Premium Policy

Reviewed: September 2023, Next Review: September 2024

School vision

Walter Halls is a school that places inclusion, achievement and well-being for all at the top of our agenda. We believe that all children can succeed with the right support from us and with their own dedication and commitment to learning. We are determined to ensure that our children are given every chance to realise their full potential. Pupil Premium funding represents a significant proportion of our budget and this policy outlines how we will ensure it is spent to maximum effect.

Background

The pupil premium is a government initiative that targets extra money towards pupils from a group of backgrounds. Research shows that pupils in these circumstances are at risk of underachievement compared to other groups. The premium is provided to enable these pupils to be supported to reach their potential.

The groups are:

- Those pupils in receipt of free school meals over a rolling six-year period
- Looked after children
- Children who have been adopted from care
- Children of service personnel

At Walter Halls we will be using these indicators as our target children to 'close the gap' regarding attainment. Children who do not fall into these groups may also peripherally benefit from the resourcing that can be provided through pupil premium funding.

Context

When making decisions about pupil premium funding it is important to consider the context of the school and the subsequent challenges faced. Common barriers for those pupils identified for Pupil Premium *can* be less support at home, poor language acquisition and weaker communication skills, lack of confidence, more frequent behaviour difficulties, and attendance and punctuality issues. There may also be a complex family situation that prove a barrier to children flourishing. The challenges are varied and there is no 'one size fits all'.

Key Principles

- By following the key principles below, we believe we can maximise the impact of our Pupil Premium spending.
- A culture exists where:
- Staff have high expectation and ambition for ALL children
- Staff understand the responsibility that comes with working with those children who are entitled to Pupil Premium and are committed to the 'closing the gap' agenda
- Staff adopt a 'solution-focused' approach to overcoming barriers
- Staff support children in being ambitious, enterprising and independent and with a positive mind-set towards learning.

Analysing data:

- All staff are involved in the analysis of data so that they are fully aware of the strengths and weaknesses across the school. The Assistant Head Teacher Oversees Pupil Premium Interventions and data analysis.
- Staff know who their Pupil Premium children are, how Pupil Premium is being used for the children and regularly review rates of progress against the aims of the Pupil Premium spending.
- We use research (such as the Sutton Trust Toolkit) to support us in determining the strategies that will be most effective.
- All Pupil Premium pupils benefit from funding, not just those who are behind age related expectations
- Underachievement at all levels is targeted (not just the lower attaining pupils)

Precision teaching and challenging barriers

We will:

- Accurately match the nature of the intervention to the needs of the child and review progress
- Accurately match the skills of staff to the interventions they provide
- Identify barriers to learning and utilise the time of our Behaviour and Safety team to support break these down (Family Support Worker, Play Therapist, Learning Mentors, excellent staff relationships with families)
- Utilise phase leaders to focus on progress and intervention within their phase
- Seize opportunities to access high quality support from other agencies such as the Students in Classrooms scheme, students from Nottingham Trent University, community volunteers
- Provide educational support for parents through our FSW

Improving teaching and learning

Through monitoring and phase leadership we will:

- Set ambitious targets with children and provide a clear pathway for the children to strive towards them
- Address any variance in the quality of teaching within school
- Ensure all teaching staff including support staff are utilised to maximum effect
- Monitor the quality of pupils work and the quality of feedback given to all pupils
- Through 'teaching 3s' and other mentoring and support programmes we have in place for teachers have good practice across school and between schools
- Provide high quality CPD
- Use joint levelling and moderation to support more accurate agreements on assessment.

Increase learning time

Children will have more opportunities to catch up through:

- Addressing issues of attendance and punctuality
- After school tuition opportunities
- Booster classes
- Additional teaching within the school day
- Precision teaching in classrooms (with up to 2 adults delivering)
- Accessing 'into university' and other locally provided learning opportunities

Monitoring and Evaluation

We will ensure that:

- A wide range of data is used – achievement data, progress data, progress and attainment within children's books, lesson observation, case studies and learning walks and staff, parent and pupil voice.
- Assessment data is collected half termly. Progress is monitored by phase leaders.
- Assessments are moderated to ensure accuracy
- Teaching staff attend pupil progress meetings termly with HT and assessment coordinator.
- Regular feedback about performance is given to pupils and parents
- Interventions are monitored, clear objectives set at the outset of the intervention, evaluated against these objectives throughout and reviewed at the end
- A designated member of the Senior Leadership maintains an overview of Pupil Premium Spending.
- A named governor is given responsibility for Pupil Premium - this is currently Janine Norton (Parent Governor)

Reporting

When reporting about Pupil Premium funding we will include:

- Information about the school context
- Objectives for the year
- Nature of support and allocation
- An overview of spending
- A summary of the impact of spending

The governing body will consider the information provided and will ensure that there is an annual statement to parents on the school website outlining how the Pupil Premium funding has been used to address the issue of closing the gap for pupils eligible for Pupil Premium.