



Inspiring Everyone to Learn

The Hermitage School Pupil Premium Policy

Person Responsible:	Inclusion Leader
Date Adopted:	Autumn Term 2017
Date of last review:	Autumn Term 2021
Date of next review:	Autumn Term 2023

This policy incorporates our whole school commitment to ensuring that The Hermitage School is an inspiring community that will be recognised as the school where every individual progresses and achieves in a stimulating, happy and safe environment. This is reflected in 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.

At The Hermitage School, we recognise that not all pupils who are eligible for pupil premium funding are underachieving, while some pupils may be underachieving and not eligible for pupil premium funding. It is school policy to plan, adapt and prepare for any individual or group, in which any area of under-performance is evident. The school does not use this policy to displace current strategies to intervene and support its pupils. Some pupils may be achieving well, but will be entitled to funding to enhance their future educational aspirations and achievements.

Aims

- To provide all pupils with fair and equal opportunities to achieve and excel in all areas of the curriculum using and applying the most effective pedagogy, supported by the use of additional delegated funding.
- 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 well-being of all pupils with potential barriers to learning and achievement.
- To ensure governors fulfil statutory responsibilities to make effective use of pupil premium funding in order to impact positively on pupils' achievement and attainment.
- To ensure that pupils with pupil premium status make accelerated progress, moving children to at least age-related expectations.

Context

There are some common barriers (found locally and nationally) to learning for pupils eligible for pupil premium funding, although these are not by any means exhaustive or applicable to all pupils eligible. We are also mindful that having a pupil premium status does not mean a pupil is of 'low ability'.

- Limited range of vocabulary and weaker language skills
- Poor attendance (absence and/or punctuality)
- Lack of access to high quality reading material
- Less support at home
- Lack of confidence and/or self-esteem issues
- More frequent behaviour difficulties

Procedures and responsibilities

Under the strategic leadership of the Executive Headteacher (EHT), the Pupil Premium Leader (PPL), who will be a member of the Senior Leader Team (SLT), leads the operational management of the school's policy for pupil premium.

All members of staff have a responsibility towards the implementation of the policy and their roles, outlined below.

The Executive Headteacher will:

- Have overall responsibility for pupil premium and will ensure that all staff, governors, pupils and families remain informed and up-to-date with all developments relating to pupil premium.
- Develop robust systems and procedures for planning, monitoring and reviewing the impact of pupil premium funding.
- Ensure appropriate allocation and use of funding for pupils, and training for staff and governors.
- Provide individual guidance and support for staff to ensure the most effective impact of funding.
- Provide regular, detailed and comprehensive information to governors.

The Pupil Premium Leader will:

- Provide appropriate support and guidance for staff when planning for pupil premium targets and support.
- Liaise with external partners and agencies where necessary.
- Complete an audit when required.
- Monitor quality and impact of intervention, e.g. mentoring etc.
- Provide termly pupil premium progress reports for the Executive Headteacher and governors.
- Ensure that current research-based evidence is evaluated and utilised if appropriate.
- Set clear, measurable targets and plan actions for improving outcomes for pupils as part of the school development plan.
- Work with other parties in the SWAN Trust to develop good practice.
- Develop close links with feeder schools and plan transition activities to help pupils feel confident with transition.
- Encourage the uptake of free school meals by removing barriers or stigma attached to claiming free school meals.
- Provide information on allocation for pupil premium funding via the school website and reports to governors.

The School Business Manager will:

- Monitor the delegation of funding for pupil premium.

- Work with designated Pupil Premium Leader.

Class Teachers will:

- Identify pupils in their class in September, ready for the coming academic year.
- Arrange meetings with parents/carers, where barriers and/or needs are identified.
- Work with pupils, parents and other members of staff to plan, implement and monitor the impact of the support that needs to be in place.
- Ensure that teaching assistants are fully prepared to support and assess the progress and learning outcomes of these pupils.
- Liaise with the PPL to seek support and address training needs.
- Ensure that high expectations for all pupils are maintained and modelled.
- Consider, implement and monitor where appropriate, 1:1 support and/or small group work, focusing on overcoming gaps in learning.

The Emotional Literacy Support Assistant (ELSA) will:

- Work with the PPL to support pupils identified as requiring this support.
- Maintain a record of pupil progress and impact of mentoring, providing feedback to the class teacher.
- Seek to promote the personal well-being of pupils and their involvement in the wider opportunities available through the extended curriculum.
- Work with class teachers in supporting provision for pupils.

Governors:

The Designated Link Governor for pupil premium will act on behalf of the Local Governing Committee to monitor and review the progress of pupils and impact of pupil premium funding. This will involve regular meetings with the PPL to evaluate pupil progress and the impact of funding on progress and attainment.