

# Pupil Premium Policy 2022/23

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## 1. Statement of intent

- 1.1. At Norton Canes High School, 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).

1.2. The PPG was created to provide funding for two separate policies:

- Raising the attainment of disadvantaged pupils.
- Supporting pupils with parents in the armed forces.

1.3. 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.

## **2. Legal framework**

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

2.1. Children Act 1989

2.2. Equality Act 2010

2.3. UK General Data Protection Regulation (UK GDPR)

2.4. Data Protection Act 2018

2.5. The School Information (England) Regulations 2008

2.6. ESFA (2021) 'Pupil premium: allocations and conditions of grant 2021 to 2022'

2.7. DfE (2018) 'Promoting the education of looked-after children and previously looked-after children'

2.8. DfE (2021) 'What academies, free schools and colleges should publish online'

2.9. NCTL and the Teaching Schools Council (TSC) (2018) 'Effective pupil premium reviews'

2.10. Education Endowment Foundation (EEF) (2019) 'The EEF Guide to Pupil Premium'

## **3. Duties and Responsibilities**

3.1. The **local governing board** is responsible for:

- Ensuring the effectiveness of this policy.
- Ensuring the school meets its statutory duties with regards to the use of the pupil premium grant (PPG).
- Maintaining robust oversight of the school's financial affairs.
- Liaising with the headteacher to ensure the school's strategies and activities regarding pupil premium align with the school's values
- Scrutinising the school's plans for, and use of, its pupil premium funding, including reading and reviewing the school's Pupil Premium Impact Statement.

3.2. The **headteacher** is responsible for:

- Ensuring the day-to-day implementation of this policy.
- Appointing an appropriately experienced and knowledgeable pupil premium lead at the school.
- Liaising with the governing board to ensure the school's strategies and activities regarding pupil premium align with the school's values.
- Working with the pupil premium lead to ensure the school spends the PPG funding effectively and in a way which aligns with the school's overall pupil premium strategy.
- Ensuring the school publishes its Pupil Premium Impact Statement, as required.
- Ensuring the school meets the requirements to publish information regarding the PPG on the school website, as required.
- Ensuring the school census is completed accurately.
- Ensuring personal data of pupils eligible for the PPG is stored, processed, and shared in line with the school's Records Management Policy.

3.3. The **pupil premium** lead is responsible for:

- Undertaking the day-to-day implementation of this policy.
- Ensuring the school spends its PPG funding to provide support to all eligible pupils.
- Working with the headteacher and other relevant staff members to draw up the Pupil Premium Impact Statement.
- Liaising with parents regarding any questions or concerns about the PPG.
- Monitoring the effectiveness of the school's PPG strategy as it operates on a day-to-day basis.
- Working with the headteacher and other relevant staff members to implement suitable, effective, and evidence-based interventions for eligible pupils to support their academic and personal progress at school.
- In combination with the headteacher, conducting research into evidence-based strategies for effective use of PPG funding, and demonstrably applying this research in the school's own strategy.

## 4. PPG allocation

4.1. The school adopts the following definitions of PPG eligibility, in line with government expectations:

- **Ever 6 FSM:** pupils recorded in the October 2023 census who have had a recorded period of FSM eligibility since January 2017, as well as those first recorded as eligible during October 2023.

- **NRPF:** pupils with no resource to public funds (NRPF) who are eligible for FSM under the temporary coronavirus (COVID-19) extension to FSM eligibility, even if not recorded on the school census as eligible for FSM.
- **LAC and PLAC:** pupils recorded in the October 2023 census who are in the care of an English LA, or pupils recorded as having been looked after by an English or Welsh LA immediately prior to adoption, a special guardianship order or child arrangements order.
- **Ever 6 service children:** pupils recorded in the October 2023 school census who have been eligible for the service child premium at any point since the January 2017 census, as well as those recorded as a service child for the first time in the October 2023 census.

4.2. For the financial year 2023 to 2024, grant allocations are as follows:

<b>Disadvantaged pupils</b>	<b>PPG amount per pupil</b>
Pupils in Year 7 to Year 11 who are recorded as 'Ever 6 FSM', including those who are eligible NRPF pupils	£1,035
LAC as defined in the Children Act 1989 – children who are in the care of, or provided accommodation by, an English LA	£2,530
PLAC, who have ceased to be looked after by an LA in England or Wales because of adoption, a special guardianship order or a child arrangements order	£2,530
<b>Service children</b>	<b>SPP amount per pupil</b>
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

- 4.3. The school will receive its PPG funding directly from ESFA.
- 4.4. The census change brings pupil premium allocations in line with how the rest of the core schools' budget is calculated.
- 4.5. The change also provides earlier clarity for the school on their allocations. In this transitional year, pupil premium allocations have been confirmed within the usual timeline in June 2023. From 2024, the annual pupil premium allocations for mainstream and special schools will be published in March.
- 4.6. Alongside the pupil premium, pupils who are eligible for FSM, or have been at any point in the last six years, also attract funding through the schools national funding formula.

## **5. Objectives**

5.1. The school has the following objectives with regards to its use of the PPG:

- To provide additional educational support to raise the achievement of pupils in receipt of the PPG
- To narrow the gap between the educational achievement of these pupils and their peers
- To address underlying inequalities between pupils, as far as possible
- To ensure that the PPG reaches the pupils who are eligible for it
- To make a significant impact on the education and lives of these pupils
- To work in partnership with the parents of pupil to collectively ensure pupils' success

## **6. How PPG is spent**

6.1. Under the ESFA's terms of the PPG, the school only spends the funding 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 whose provision furthers any benefit for pupils at the school

6.2. If the school has not spent the PPG within the financial year in which it was allocated, the school will carry the remainder forward to the following financial year. When the school carries PPG funding forward, it continues to only spend the funding in line with the above criteria.

## **7. Long-term strategy for success**

7.1. The school has a long-term strategy to ensure it maximises the use of PPG funding. The school has also adopted a long-term three-year strategic plan, aligned to the school's values.

7.2. The school explores evidence-based summaries of PPG use, such as the EEF's Teaching and Learning Toolkit, to determine the best use of the funding. The school consults the EEF's Families of Schools Database to learn about effective practice in similar schools. The school makes decisions about PPG spending that demonstrably illustrates its use of evidence-based research.

7.3. When researching and implementing PPG use, the school focuses on approaches that:

- Are individually tailored to the strengths and needs of each pupil, and include targeted academic support, such as tutoring
- Are consistent (based on agreed core principles and components), 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 pupil's personal education plans (PEPs).
- Support pupils' transitions through the stages of education, e.g., from primary school to secondary school.
- Raise aspirations through access to high-quality educational experiences.
- Promote each pupil's awareness and understanding of their own thought processes and help them to develop problem-solving strategies.
- Support the quality of teaching, including staff professional development.
- Tackle non-academic barriers to success at school, by supporting good attendance and behaviour and providing social and emotional support.

7.4. The school also chooses approaches that emphasise:

- Relationship-building, both with appropriate adults and with pupils' 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.
- A joined-up approach involving the pupil's social worker, carer, virtual school head (VSH) and other relevant professionals.

## **8. A tiered approach to PPG spending**

8.1. The school operates 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

8.2. Ensuring effective teaching in every classroom is the priority for PPG spending. To achieve this, the school spends the PPG in the following ways:

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

8.3. Evidence shows that targeted support has a positive impact and is a key component of effective PPG use. The school spends the PPG on targeted support in the following ways:

- Structured interventions

- Small group tuition
- One-to-one support

8.4. Wider strategies are used to overcome non-academic barriers to success. The school spends the PPG on the following wider strategies:

- Behaviour support
- The breakfast club
- Attendance initiatives

## **9. Use of the LAC and PLAC premiums**

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

9.2. The premium will be used to benefit a pupil's educational needs as described in their PEP. To avoid any delays in providing support, the school works with the VSH to ensure that funding allocation is as simple as possible.

9.3. The LAC premium is used to facilitate a wide range of educational support for LAC. 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. The designated teacher works with the VSH to ensure that all available funding is spent.

9.4. PLAC premium is allocated directly to the school. LAC premium and PLAC premium is not treated as 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.

## **10. Use of the service pupil premium (SPP)**

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

10.2. 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 2016 (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

## **11. Accountability**

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

- 11.2. Ofsted inspections will report on the attainment and progress of disadvantaged pupils in receipt of the PPG. 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.
- 11.3. The school publishes its strategy for using the PPG on the school website by the 31 December 2022 utilising the DfE template.
- 11.4. The school uses its recovery premium alongside its pupil premium funding and reports on the use of them as a single sum in their strategy statement.
- 11.5. 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.

## 12. Reporting

- 12.1. The PP lead reports annually to the governing board and parents regarding how effective PPG spending has been and what impact has been made. 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.
- 12.2. Information regarding PPG spending is published on the school website. The school does not publish any personal data regarding individual pupils on the school website.
- 12.3. For parents of pupils in receipt of PPG, details of the pupil's academic progress and behaviour are sent home in their reports. This information informs the development of additional or alternative strategies and interventions to further improve the attainment of these pupils.

## 13. Overpayments

The school repays any overpayment of the PPG.

## Appendix A - Document Control Sheet

Dissemination	<p>How will the policy be disseminated?</p> <p>Who should read the document?</p> <p>All staff, LGB and parents.</p>
Implementation	<p>How will the policy be implemented?</p> <p>To be emailed to staff following approval from the Headteacher and LGB.</p>
Training	<p>What formal training is required and who requires training?</p> <p>Ongoing training for staff to ensure they are aware of our policy and to ensure they understand their role in achieving the best possible outcomes for all students.</p>



Monitoring & Audit	How and where compliance with the policy will be monitored and audited and by whom?
Statutory Requirement	<p>Is the policy a.... (please tick).</p> <p><input type="checkbox"/> Statutory Policy</p> <p><input checked="" type="checkbox"/> Mandatory Policy</p> <p><input type="checkbox"/> Good Practice</p>
Website Publication	<p><input checked="" type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>