



Orsett Heath Academy  
Pupil Premium Policy  
January 2020

**Key Contact Personnel**

**Nominated Member of Leadership Staff Responsible:** Miss S McGrane

**Date written:** January 2020

**Date of next review:** January 2021

**This policy will be reviewed at least annually, and following any concerns and / or updates to national / local guidance or procedures**

## **1) Overview**

The Pupil Premium was introduced in April 2011, and paid by means of a specific grant based on school census figures for pupils.

Pupil Premium is calculated by the number of FSM / E6 children at the school in addition to the number of looked after children, who attend the school, calculated using the Children Looked After data returns (SSDA903). A premium has also been introduced for children whose parents are currently serving in the armed forces. This service premium is designed to address the emotional and social well-being of these pupils.

The Pupil Premium is additional to main school funding and it will be used by this school to address any underlying inequalities between children eligible by ensuring that funding reaches the pupils who need it most.

## **2) Objectives**

- The Pupil Premium will be used to provide additional educational support to improve the progress and to raise the standard of achievement for these pupils;
- The funding will be used to diminish the difference between the achievement of these pupils and their peers;
- As far as its powers allow the school will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others;
- We will ensure that the additional funding reaches the pupils who need it most and that it makes a significant impact on their education and lives.

## **3) Strategies**

Pupil Premium will be clearly identifiable within the budget;

- The Headteacher, in consultation with the governors and senior staff, will decide how the Pupil Premium is spent for the benefit of entitled pupils, responding to published research where appropriate;
- The school will assess what additional provision should be made for the individual pupils;
- The school will be accountable for how it has used the additional funding to support the achievement of those pupils covered by the Pupil Premium and the Headteacher will report to the Trust and parents on how effective the intervention has been in achieving its aims;
- We will publish online information annually about how we have used the funding;
- We will ensure that parents, governors and others are made fully aware of the attainment of pupils covered by the Premium;
- We will seek to further develop strategies and interventions which can improve the progress and attainment of these pupils;
- Where other support mechanisms are withdrawn we will seek to address this through the PP funding where appropriate (e.g. counselling);
- We will track the impact of the strategies put into place through the funding to ensure that we can show the value that has been added to the education of the entitled children;
- We will monitor, evaluate and review the impact of the Pupil Premium funding.

## **4) Outcomes**

This policy will play an important part in the educational development of the individual pupils who are entitled to the Pupil Premium.

We will ensure that these pupils are treated equally and as favourably as others and that the additional funding is used well to address the challenges they face. The school will use the additional funding to promote the achievement and progress of all entitled pupils, paying particular regard to the effectiveness of quality first teaching for all vulnerable groups, including Pupil Premium.

### **5) Quality First Teaching**

- a. Any pupils who are falling significantly outside of the range of expected academic achievement in line with predicted performance indicators and grade boundaries will be monitored by class teachers and department leaders, and interventions put in place.
- b. If a pupil has been identified as underachieving, or possibly having special educational needs, they will be closely monitored by teaching staff in order to gauge their level of learning and possible difficulties.
- c. The child's class teacher will take steps to provide differentiated learning opportunities that will aid the pupil's academic progression and enable the teacher to better understand the provision and teaching style that needs to be applied. Interventions will be monitored, progress assessed and adjustments to differentiation made where necessary.
- d. The PP Interventions Manager, and SENCo when appropriate, will be consulted as needed for support and advice and may wish to observe the pupil in class.

Through (b) and (d) it can be determined which type of provision the child will need going forward.

Parents will be informed fully of every stage of their child's development and the circumstances under which they are being monitored. They are encouraged to share information and knowledge with the school.

Through wise use of this additional funding we are fully committed to ensuring that the individual needs of each entitled child are met. As a result of the additional funding, these children will make better progress and achieve higher standards than would have been likely without it.

### **6) Monitoring and Review**

This Pupil Premium policy will be reviewed by the nominated person in charge of the policy (Miss S. McGrane) every year. At each review, the policy will be approved by the Head of School.