

Normanby Primary School

Ironstone Academy Trust

Pupil Premium Policy

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Normanby Primary Pupil Premium Policy

Normanby Primary's Vision

At Normanby 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 the 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 Governors and Staff. At every stage the impact of our actions on identified groups is tracked and analysed. If any initiative doesn't work it's dropped.

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

Pupil Premium funding represents approximately 7% of our budget - this policy outlines how we will ensure it is spent to maximum effect.

What is the Pupil Premium?

The pupil premium is additional funding for publicly funded schools in England to raise the attainment of disadvantaged pupils and close the gap between them and their peers.

Pupil premium funding is available to:

- local-authority-maintained schools, including special schools, pupil referral units (PRUs), and voluntary-sector alternative provision (AP)
- special schools not maintained by the local authority (NMSS)
- academies and free schools, including special and AP academies

In the 2014 to 2015 financial year, Normanby Primary School received the following funding for each child registered as eligible for free school meals at any point in the last 6 years:

- £1,300 for pupils in reception year to year 6

Normanby Primary School also received £1,900 for each pupil who has left local authority care because of 1 of the following:

- adoption
- a special guardianship order
- a child arrangements order
- a residence order

Children who have been in local authority care for 1 day or more also attract £1,900 of pupil premium funding. Funding for these pupils doesn't go to our school; it goes to the virtual school head (VSH) in the local authority that looks after the child. VSHs are responsible for managing pupil premium funding for looked-after children.

In the 2015 to 2016 financial year, Normanby 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 year to year 6

The funding for pupils who have left local authority care or who have been/are in local authority care will remain the same as in 2014 to 2015.

The DfE has given our school the freedom to use the Pupil Premium as we see fit, based upon our knowledge of our pupil 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 the individual pupils within their responsibility.'

However, we recognise that we are accountable for the use of this additional funding.

Normanby Primary School's Context

- Normanby Primary School is a larger than average primary school.
- We became an Academy in June 2014.
- The percentage of pupils who are known to be eligible for free school meals (17.8%) is below the national average.
- The percentage of children with special educational needs is similar to the national average.
- Normanby Primary School was awarded National Support School status in Spring 2014.
- We have national accreditation in Computing, Global Learning, Healthy Schools, Rights Respecting Schools Award, Green Flag, Sainsbury's Schools Games Gold Award and numerous others.

Barriers to Learning

At Normanby 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 whole school on a termly basis – including governing body;
- Case studies are produced and shared with staff;
- Introduction of 'clipboards' to ensure all teaching staff are aware of identified pupils and that the children are offered the appropriate support and challenge;
- Use of 'daisy diagrams', which are reviewed termly, ensure that every child's individual circumstances are understood and that the appropriate challenge/support is offered;
- Learning walks;
- Member of governing body (currently chair of governors) given specific role of overseeing use of the Pupil Premium – meeting with Pupil Premium Champion termly.

Evidence Based Strategies

At Normanby Primary School, we recognise that best educational practice is informed by research evidence. As such, in determining how to spend our school's pupil premium allocation, we refer to the following sources:

<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.

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 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 school liaison officer.

Roles and Responsibilities

Head Teacher

The head teacher's responsibilities comprise:

- Overseeing and evaluating the impact of pupil premium spending on eligible pupils' achievement;
- Sharing priorities for improvement with Normanby Primary School's governing body and Senior Leadership Team;
- Overseeing pupil premium spending plans.

Governors

The governors' responsibilities are to monitor spending and the impact of that spending on children who are eligible to receive the Pupil Premium. Each year group has a link governor who meets with the appropriate teaching staff.

Governor given specific responsibility of overseeing the use of Pupil Premium (currently the chair of governors) meets termly with pupil premium champion ensuring accountability.

Pupil Premium Champion

The pupil premium champion in Normanby Primary School is Andrew Drage. His responsibilities comprise:

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

Identification of disadvantaged pupils

In order to ensure that Normanby 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:

- Normanby Primary School's school bursar accesses the DfE's Key to Success website at the beginning of each term and obtains a list of pupils eligible for pupil premium funding;
- Normanby Primary School's pupil premium champion shares the identified pupils names with teachers and Teaching Assistants on a termly basis through use of the Pupil Premium Tracker and 'clipboards'.

Achievement

The attainment and progress of pupils eligible for pupil premium funding 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 meeting between class teacher, relevant teaching assistant(s) and the pupil premium champion/head teacher/subject leader to establish why each pupil is not making 'good progress' and to develop a responsive action plan;
- Implementation of action plan;
- Review of progress towards achieving objectives in action plan after 2/3/4 weeks and modification to provision made, as required.

Intervention Impact Measurement

In order to ensure that Normanby 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 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 school tracking system.

Accountability

The head teacher, school leaders, teachers and teaching assistants are all accountable for the performance of pupils eligible for pupil premium funding.

Pupil Premium report

Normanby Primary School produce an annual Pupil Premium report, which complies with statutory requirements and is published on the school's website:

<http://normanbyprimary.co.uk>