



Hamilton-Northwood Federation

Pupil Premium Policy

Spring 2017

What is Pupil Premium funding?

Pupil Premium is funding allocated to schools for the specific purpose of boosting the attainment of pupils who are registered for a free school meal, children placed in care (Looked after Children) and children whose parents are members of the Armed Forces. It is for schools to decide how the Pupil Premium is spent, since they are best placed to assess what provision should be made for the individual pupils within their responsibility. Within this directive, schools are also accountable for their spending and are expected to evidence and report impact.

At the Hamilton-Northwood Federation, all members of staff and governors accept responsibility for 'social and economically disadvantaged pupils' and are committed to meeting their pastoral, social and academic needs within the school environment. We are committed to closing attainment gaps between vulnerable pupils and those pupils who are classed as not. The pupil premium funding forms a vital part of this process. The school carries out a review of its Pupil Premium strategy each September.

Reporting Pupil Premium

It is the responsibility of the governors to explain pupil premium expenditure to parents in the form of an annual statement. The Governing body has a nominated Governor who takes responsibility for expecting regular updates from Senior Leaders and monitoring and challenging the use of the funding on pupil impact. There is no set format for the report of pupil premium. The Hamilton-Northwood Federation has published details of a report online annually since September 2012 for both schools. This report has developed over time and aims to detail information on how Pupil Premium has been used within the schools and the impact that it has had on improving outcomes for pupils. Reports will detail the attainment and progress of pupils who are covered by the premium and detail the progress made towards narrowing gaps.

Aims of this policy

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, (see Learning & Teaching Policy), supported by 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 funds in order to impact positively on pupils' achievement and attainment.

Ethos, Culture and Values

We have very high expectations of everyone in our school community. We are uncompromising in holding children at the centre of everything we do and it is our ambition to ensure ALL of our children reach their full potential.

Everyone matters and everyone is special within our Federation and we welcome both internal and external challenge and feedback because we are committed to using our resources most effectively to achieve the best standards possible.

All staff share our commitment to improvement, and we have a commitment to develop all staff through induction, empowerment and supported delegation. Our Appraisal systems challenge and support teachers' improvement so that teaching is highly effective.

Our school is a safe and secure environment, we are vigilant and prioritise pupils' welfare. Our children are listened to and feel safe and staff are effective when a pupil may be at risk in any way.

We will constantly challenge ourselves, take risks and innovate to ensure our curriculum is broad, balanced, challenging and linked to our children's interests. We have adopted a 'Disney' approach to our curriculum.

We will encourage our children and staff to be MAGIC learners throughout their lives - being Motivated and Communicating well with others will inspire good Attitudes for learning and empower them to use their Gumption and understand how they (I) learn best.

We will inspire children to learn through creative, exciting and challenging learning experiences which will broaden their horizons and inspire them to be whatever they want to be.

All staff lead by example, we recognise and value diversity, respecting everyone for who they are. Our staff ensure everyone can take part and everyone has the opportunity to be all they can be. We do not tolerate any prejudice.

We believe in Charitable Acts—If you want to feel good, then do good! We will consult with parents and will nominate charities for each year who we will support and have a fundraising total in the hall.

Our Federation is in modern Britain and the promotion of fundamental British values are at the heart of the school's work and impact positively on children's spiritual, moral, social and cultural development.

We protect our pupils from radicalisation and extremism and ensure high quality training develops staff's vigilance, confidence and competency to challenge pupils' and parents' views and encourage debate.

To sum up our vision;

***'If you can dream it, then you can do it!
Now, go out there and change the world...'***

Systems, Procedures and Practice

Under the strategic leadership of the Executive Head teacher, the operational management of the school's policy for Pupil Premium is led by the Head of School and Pupil Premium Team, (PPT). Pupils are identified promptly and appropriate support is put in place.

The team consists of the following members:

Head of School
Inclusion leader
Assistant Head teacher (PDBW lead)
Assistant SENCo
Home School Link Worker
Office Manager
School Business Manager

Each member has specific responsibilities, which include sharing and monitoring the impact of any funded support and/or intervention.

Head of School

The Head of School is a designated System Leader for Pupil Premium and will take overall lead responsibility for ensuring staff, governors, pupils and families remain informed and up-to-date with all developments relating to Pupil Premium.

This will include:

- Developing robust systems and procedures for planning, monitoring and reviewing the impact of Pupil Premium;
- Ensuring appropriate training for staff and governors in effective use of PP funding;
- Providing individual guidance and support for staff to ensure most effective impact of PP funding;
- Providing regular, detailed and comprehensive information for governors;
- To provide PP progress reports for EHT and governors;
- To monitor pupil performance offering strategic and targeted support to narrow attainment gaps for those pupils not on track to achieve national standards.

Inclusion leader and Assistant SENCo

- Provide appropriate support and guidance for staff when planning Pupil Premium targets and support;
- Monitor quality and impact of intervention, e.g. one-to-one support, mentoring etc.;
- Liaise with external partners and agencies, where necessary;
- Under the guidance of the Executive Head teacher and Head of School, complete PP plan, incorporating delegated funding;
- To work with class teachers, pupils and parents in supporting provision for pupils;
- Monitor the impact of the agreed support and intervention plan for children eligible for Pupil Premium.

Assistant Head teacher (PDBW lead)

- Under the guidance of the Executive Head teacher and Head of School, complete PP plan, incorporating delegated funding;
- Liaise with external partners and agencies, where necessary;
- Work with HSLW to monitor and improve parental engagement;
- Work with parents and families to improve parental engagement.

Home School Link Worker

- To provide additional support to help facilitate social and emotional development for identified children;
- Liaise with external partners and agencies, where appropriate;
- Seek to promote the personal well-being of pupils and their involvement in the wider opportunities available through the extended curriculum;
- To work with class teachers, pupils and parents in supporting provision for pupils.

School Business Manager/ Office Manager

- Monitor delegation of funding for Pupil Premium;
- Provide information on allocation for Pupil Premium funding via the school website and reports to governors;

Class Teachers

- Identify and list pupils in each class through the class context pack - July –September;
- Meet with parents and pupils to discuss needs, progress and attainment;
- Carry out reviews with parents;
- Work with pupils, parents and senior leaders to plan, implement and monitor the impact of the agreed support and intervention plan for children eligible for Pupil Premium;
- Provide enrichment experiences for pupils;
- Ensure classroom support assistants are fully prepared to assess the progress and learning outcomes for all pupils, including those requiring additional support;
- Take prompt action to inform senior leaders of any areas where a child's progress or performance may be directly- or adversely - affected by social or economic disadvantage.

Governors

The designated link governor for Pupil Premium will act on behalf of the governors and Board of Directors to monitor and review the progress and impact of Pupil Premium funding.

This will involve regular meetings with the Inclusion Leader to evaluate individual pupil plans and subsequent impact on progress and attainment; evaluating termly reports from senior leaders; participating in discussions with pupils, where appropriate, with a focus on learning and success.