

PUPIL PREMIUM POLICY

Key principles of the policy

- The staff and governors of Katharine Lady Berkeley's School accept responsibility for those pupils recognised as 'disadvantaged' and are committed to meeting their pastoral, social and academic needs.
- Every pupil who is considered to be 'disadvantaged' is valued, respected and entitled to develop to his/her full potential.

Background to the Pupil Premium

Introduced in April 2011, the Pupil Premium is a government initiative that provides additional funding for pupils from deprived backgrounds. Research shows that pupils from deprived backgrounds underachieve compared to their non-deprived peers and face extra challenges in reaching their potential. The premium is therefore provided in order to help pupils by improving their progress and the exam results they achieve.

The premium is allocated to schools to work with pupils who have been registered for free school meals at any point in the last six years. Funding is also received for pupils who have been in local authority care for more than six months; for pupils who have ceased to be looked after by a local authority because of adoption, a special guardianship order and a child arrangements order or a residence order. Pupils who are in any of these categories are referred to as being 'disadvantaged' in this policy. In addition, pupil premium includes pupils who are children of service personnel. The pupil premium is not based on ability.

The school has clear strategies to support pupils in raising their achievement and attainment need to be employed and schools are accountable for this. The three year plan is described in detail in the school's Pupil Premium Strategy Statement, last updated in December 2021. Measures in the school performance tables show the attainment and achievement of Pupil Premium pupils in relation to their peers.

Aims in spending the Pupil Premium Grant

- The school will take a tiered approach, targeting spending across teacher training and professional development, academic support and wider approaches such as extra curricular trips and enrichment opportunities. The focus is on improving the impact effective teaching has on pupil progress.
- The school will ensure that the Pupil Premium funding reaches the groups of pupils for whom it was intended and that it will make a significant impact on their education and lives.
- The Pupil Premium will be used to provide additional educational support to improve the progress and raise the achievement of these pupils.
- The funding will be used to narrow and close the gap between the achievement of these pupils and all other pupils.
- The school will use the additional funding to address any underlying inequalities between pupils eligible for Pupil Premium and others.

How we will ensure effective use of the Pupil Premium

- The Pupil Premium will be clearly identifiable within the budget.
- The Headteacher and delegated senior leader, in consultation with the governors and staff, will decide how the Pupil Premium is spent for the benefit of the entitled pupils. Funding will be based on a needs analysis and will be allocated accordingly.
- In making provision for socially disadvantaged pupils, we recognise that not all pupils who receive free school meals will be socially disadvantaged or underachieving. We also recognise that not all pupils who are socially disadvantaged or underachieving are registered for or qualify for free school meals. Therefore there will also be opportunities for pupils who are not eligible for Pupil Premium funding to benefit from this additional support.

- The school will assess what additional provision should be made for 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.
- 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 pupils.
- The effectiveness of the strategies used to support disadvantaged pupils will be monitored during the year and when public examination results are available. Strategies which are less successful will either be changed or not used while those which clearly raise the achievement of disadvantaged pupils will be further developed.

The nature of the support provided

The school will regularly seek to further develop strategies and interventions which can improve the progress and attainment of Pupil Premium pupils. A breakdown of the support will be provided in Pupil Premium Strategy Statement published on the school website. The following are examples of the provision made for the Pupil Premium pupils:

- 1:1/small group tuition (mathematics and English)
- 1:1/small group departmental targeted support
- Student Support Mentors
- Dedicated Education Welfare Officer time
- Welfare support for pupils and parents
- Independent study resources
- Support for the costs associated with educational visits and enrichment activities
- Music tuition fees support
- Uniform cost support
- Targeted support for Looked after Children
- Alternative Provision is available for pupils who need the support
- Support with access to devices and technology at home to support learning

Financial management Separate budget lines will be maintained in the school's accounts system to track expenditure of the Pupil Premium Grant. These lines will include teacher staffing, non-teacher staffing, fees and subscriptions, uniform, music tuition, trips and resources. The actual expenditure will be monitored against the planned expenditure on a monthly basis in order to ensure effective use of the grant.

Reporting outcomes

It will be the responsibility of the designated senior leader to produce a report once a year for the governing body that will include:

- The progress made towards closing the gap, by year group, for disadvantaged pupils.
- An outline of the provision made during the year since the last report.
- An evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support.

The Governing Body will consider the information provided in conjunction with the revised schools' league tables. They will also ensure that the Pupil Premium Strategy is updated on an annual basis statement to parents outlining how the Pupil Premium funding has been used to address the issue of closing the gap for socially disadvantaged pupils.

Discussed by Governors' Teaching and Learning Committee: March 2023

Approved by full Governing Body: April 2023

Review: March 2025