



# STEP Academy Trust

## Pupil Premium Policy

**Date of Policy:** Autumn 2017

**Review:** Autumn 2020

### Introduction

The STEP Academy Trust Board of Trustees has agreed this Policy and as such, it applies to all Academies within the Trust.

### Rationale

STEP Academy Trust values the abilities and achievements of all its pupils, and is committed to providing for each pupil the best possible environment for learning. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils. This means that equality of opportunity must be reality for our children. We make this a reality through the attention we pay to the different groups of children within our Academies.

### Background to Pupil Premium

Introduced in April 2011, Pupil Premium is a Government initiative that provides additional funding aimed at pupils from deprived backgrounds. Research shows that pupils from deprived backgrounds underachieve compared to their non-deprived peers. Pupil Premium is provided in order to support these pupils in reaching their potential by accelerating their progress.

The Government has used pupils entitled to Free School Meals or those who are Looked After as an indicator for deprivation. They have given a fixed amount of money to schools per pupil, based on the number of pupils registered for Free School Meals or who are Looked After by the local authority. 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.

### Principles

At our STEP Academies, all members of staff and governors accept responsibility for those pupils recognised as 'disadvantaged' and are committed to meeting their pastoral, social and academic needs.

Every child who is considered to be 'disadvantaged' is valued, respected and entitled to develop to his/her full potential, irrespective of disadvantage.

### Aims

STEP Academies will ensure that the Pupil Premium funding reaches the groups of pupils for whom it was intended and that it makes 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 for these pupils.

The funding will be used to narrow and close the gap between the achievement of these pupils and their peers.

STEP Academies will use the additional funding to address any underlying inequalities between children eligible for Pupil Premium and others.

## Practice

How we will ensure effective use of the Pupil Premium:

- The Pupil Premium will be clearly identifiable within the budget.
- The Headteacher (or, in some cases, the Executive Headteacher or Head of School), 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 allocated following a needs analysis, which will identify priority groups or individuals.
- 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 are registered or qualify for Free School Meals. We therefore reserve the right to allocate the Pupil Premium funding to support any groups of pupils our STEP Academies have legitimately identified as being socially disadvantaged.
- STEP Academies will assess what additional provision should be made for the individual pupils.
- STEP Academies will be accountable for how it has used the additional funding to support the achievement of those pupils covered by the Pupil Premium.
- The Headteacher (or, in some cases, the Executive Headteacher or Head of School) will report to the governing body and parents on how effective the intervention has been in achieving its aims, including publishing online information about how the Pupil Premium funding has been used.
- 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 success of the impact of the Pupil Premium funding.

## Provision

We will regularly seek to further develop strategies and interventions which can improve the progress and attainment of these pupils. Examples of the range of provision we may put in place include:

- Providing small group or 1:1 support with an experienced member of staff to focus on overcoming barriers to learning.
- Facilitating pupils' access to education and the curriculum through additional or specialist resources e.g. specialist software.
- Additional teaching and learning opportunities provided through learning mentors, trained TAs or external agencies.

The range of provision that STEP Academies may consider are evidenced-based and tools such as the Education Endowment Foundation's Teaching and Learning Toolkit (see [www.educationendowmentfoundation.org.uk/evidence-summaries/teaching-learning-toolkit](http://www.educationendowmentfoundation.org.uk/evidence-summaries/teaching-learning-toolkit)) are used to use Pupil Premium funding in ways which has been proven successful.

## Reporting Outcomes

It will be the responsibility of the Headteacher to produce a report 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 term 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.

Governors will ensure that there is an annual statement to parents outlining how the Pupil Premium funding has been used to address the issue of closing the gap for socially disadvantaged pupils.

## Appeal

Any appeals against this policy will be through our STEP Academy Trust Complaints Procedure.