



Pupil Premium Policy

*English Martyrs, as a community centred in Christ,
strives to develop the talents of each person.
'May they all be one.'*

What is Pupil Premium?

The Pupil Premium is additional funding which is allocated to schools for students in Year 7-11 on the basis of the number of students who have been eligible for free school meals (FSM) at any point over the last six years (known as 'Ever 6 FSM'). The Pupil Premium is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their more affluent peers in England. The Pupil Premium also provides funding for children who have been looked after (by the Local Authority) continuously for more than six months and the children of service personnel.

Rationale

The purpose of this policy is identify how English Martyrs will close the gap in achievement between Pupil Premium students and all other students, ensuring that all students at English Martyrs School meet challenging targets and expected levels of progress. In line with the school's Catholic ethos Pupil Premium students will not be singled out unnecessarily. Support will be offered to Pupil Premium students and their families as the school decides is fitting and appropriate in order to meet their needs.

Identification

The school will identify and share data on Pupil Premium students with all staff. Where students are to be offered academic or pastoral support over and above the normal school routine parents will be notified of this.

Allocation

Allocation of Pupil Premium funding for the current year is outlined in Appendix A of this policy.

Prioritisation

Pupil Premium expenditure aims to achieve the following:

- a) Ensure that Pupil Premium students (and others) make expected levels of progress in all subjects, especially English, Literacy & Mathematics.
- b) Ensure that Pupil Premium students (and others) are fully engaged in school and have good attendance.
- c) Ensure that Pupil Premium students access an appropriately tailored and flexible curriculum which best meets the individual's needs.
- d) Ensure that Pupil Premium students are able to develop with confidence and self-assurance.
- e) Ensure that Pupil Premium students are able to engage in the wider curriculum of the school through participation in clubs and societies; arts and sports activities including music lessons; visits and trips.

Accordingly, Pupil Premium funding will be allocated as follows:

- a) Additional mentoring for Pupil Premium students who are not making expected progress through a variety of "interventions" including Morning Study Group; TA support in lessons; One to One and small group tuition for English, Literacy and One to One/small group tuition for Mathematics.
- b) A Lead Teacher for Pupil Premium students has been appointed to track and monitor the overall progress of Pupil Premium students, to meet with Pupil Premium students and their parents and liaise with teachers, tutors, pastoral team and the EWO service.
- c) Pupil Premium funding will be used to support the provision, organisation and mentoring of vocational learning at Leicester College on a part time basis for some students.
- d) Pupil Premium funding will be used to facilitate a key stage 3 Study Club after school on Mondays and Tuesdays and a separate key stage 4 Study Club which supports both Pupil Premium and other students. Pupil Premium funding has also been used to access additional support for students using the "Connexions" service (which advises on career choices and qualification pathways) and to support students in accessing counselling services.
- e) Pupil Premium funding has been used to support Pupil Premium students taking music lessons and attending school visits and trips. Students are also encouraged to undertake visits to HE institutions through the 'Reach' partnership (Leicestershire HE Widening Participation alliance).
- f) Pupil Premium funding has been used to give each Pupil Premium student a budget of £50 in key stage 4 and £30 in key stage 3 to aid in the purchase of educational materials and contributions to trips. This is known as the Pupil Premium Education Allowance

Monitoring of the Pupil Premium and Pupil Premium students will take place as follows:

- a) High, Middle and Low attaining Pupil Premium students have been identified and this information shared with staff to ensure appropriate and equitable support is provided.
- b) The reporting of whole school assessments has been adapted to include gaps in attainment between Pupil Premium students and Non Pupil Premium students. This allows accurate analysis and reporting to highlight areas of strength and weakness.
- c) After each assessment cycle, under achieving Pupil Premium students are identified and appropriate and proportionate interventions are actioned in order to halt under achievement and enable Pupil Premium students to make further progress.
- d) Regular Pupil Premium briefings allow teaching staff to discuss the progress of individual Pupil Premium students identified as under achieving, to collaborate on agreed shared targets and implement these targets and strategies across the school curriculum.
- e) Interventions will be monitored and evaluated for their effectiveness in closing the gap between Pupil Premium and Non Pupil Premium students using the Pupil Premium Tracking spreadsheet.

Roles and Responsibilities

We expect all members of our school community, to be committed to raising standards and narrowing the attainment gaps for all our students.

The Governing body will:

- Review the Pupil Premium policy
- Monitor progress to targets
- Have a named Governor supervising the implementation and impact of the policy
- Ensure that an annual statement on how the Pupil Premium funding has been used is published.

The Principal and Senior Leadership Team will:

- Ensure all staff discharge their responsibilities to Pupil Premium students.
- Have a nominated member of SLT with leadership responsibility for Pupil Premium and an appointed Lead Teacher for Pupil Premium.
- Regularly track and monitor the Pupil Premium students and evaluate the impact of interventions.
- Organise staffing creatively to ensure maximum impact of Pupil Premium expenditure for identified students and all students.

- Keep up to date with teaching strategies and research, which have proven track record in narrowing the gaps in attainment and achievement and provide opportunities for staff to engage in professional development and deploy these strategies.

Teaching and Support Staff will:

- Maintain the highest expectations of all students, promoting an inclusive and collaborative ethos in their classrooms.
- Identify students who are not making expected progress and plan and deliver teaching to enable these students to 'close the gap'.
- Support disadvantaged groups of students in their class through differentiated planning and teaching, especially for those who are in danger of falling behind.
- Identify Pupil Premium students on lesson and seating plans.

Nominated Leads

Shelley Conaghan, SLT Lead for Pupil Premium
Rob Manger, Lead Teacher for Pupil Premium
Eileen Waldron, Designated Governor for Pupil Premium

Monitoring and Reviewing the Policy

The Pupil Premium Policy will be reviewed annually.

Disseminating the Policy

This Pupil Premium policy along with the details of expenditure will be published on the school website (with paper copies available on request in the school office) and in the staff handbook.

Appendix A – Pupil Premium Funding Statement

Approved by Governors: 21 June 2017 (under review)

To be reviewed: June 2018