



Heath Hayes Academy

Pupil Premium Policy

REVIEW DATE:	October 2018
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Signed by Chair of Governors	Date
	October 2017

Pupil Premium Policy – Heath Hayes Academy

Background

Pupil Premium is a Government initiative that targets extra money at pupils from deprived backgrounds, using the indicator of Free School Meals. Research shows that statistically these pupils underachieve compared to their peers. The premium is provided in order to support these pupils in reaching their potential and schools will be accountable for narrowing the gap. In addition, the premium supports children from service families and children who are 'looked after'.

Our Principles

At Heath Hayes Academy we believe that every child deserves the opportunity to achieve their full potential.

We will be using the Pupil Premium to raise standards regarding attainment and to improve equality of opportunities for all, as follows:

- Ensuring teaching and learning opportunities meet the needs of all children in receipt of Pupil Premium, to maximise the progress and attainment achieved.
- Recognising that this group of children have the right to enhanced opportunities through effective use of this funding, which is deployed specifically to support their individual needs.
- Careful consideration of these needs by senior leaders, who identify priority groups and individuals during valuable professional conversations with staff. The specific skills and talents of staff are used to best effect and enhanced through professional training.
- Evaluating carefully matched interventions for effectiveness against progress and attainment data to ensure they are constantly improving and have maximum impact on achievement.
- Ensuring that any subsidiary benefits do not detract from the purpose of this funding.

Our Provision

In order to meet the above requirements the Governing Body will ensure that provision is made which secures the teaching and learning opportunities to meet the needs of identified pupils. The SENCO with the Senior Management Team will maintain an ongoing programme of monitoring, evaluation, support and review of individual children's barriers to learning, intervention strategies and their impact.

This includes:-

- Analysis of school pupil progress and attainment data each half term compared with published local and national data.
- Professional 1-1 conversations with teaching staff every half term to identify barriers to learning, agree accelerated progress targets and plan interventions.
- Monitoring and evaluation of the impact of teaching, intervention strategies and additional resources on progress and attainment throughout the year.
- An emphasis on early intervention with a programme of frequent reviews to constantly challenge the effectiveness of provisions.
- Provision of resources that inspire independent learning, particularly reflecting increased use of ICT.
- Parental involvement, which is recognised as being crucial to success. Activities such as parent learning sessions are provided.
- Pastoral and emotional support and equal access to enrichment activities. These are important in raising motivation and self esteem, leading to greater engagement and success in learning.
- Ensuring that provision is the best it can be, through research and knowledge of current developments.

Reporting

The school will publish online information about how we are using the premium.

Leaders of the school will report to Governors each term on the progress of identified pupils, the provision and an evaluation of cost effectiveness.

Governors will ensure that there is an annual statement to parents on how the Pupil Premium Grant has been used to address the issue of narrowing the gap.

Outcomes

Our Pupil Premium will ensure that:-

- Pupils make accelerated progress and the gap between their attainment and that of their peers is narrowed.
- Children have enhanced opportunities which will raise motivation and self-esteem.
- The school has more effective systems to support and involve parents/carers.

Review

The governing body reviews this policy annually. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

POLICY CREATED: January 2015

ADOPTED BY GOVERNORS ON: (date)

SIGNED BY:

POSITION:

DATE:

REVIEW DATE: