Respect Reflection Responsibility Resilience

Green Shoots Partnership

Pupil Premium Policy

Our Vision

Green Shoots Partnership is a nurturing federation with a strong sense of pride and belonging, with the belief that all have the potential to thrive.

Our Purpose

We exist to cultivate a love of learning by broadening horizons and opening minds to new possibilities. Through our Federation Values, we grow confident individuals who aspire to shape the future.

Meadowside Primary School

Great Doddington Primary School

Last Updated: July 2024

Philosophy:

In Green Shoots Federation the spiritual, social, moral and cultural (SMSC) development of all of our children and being safe is paramount. We believe that the most important function of our schools is to maintain environments in which every member of the school can achieve success and self-fulfilment. There must be a total consistency of expectation that everyone, irrespective of gender, race or culture, should feel safe and secure, have empathy for all others, and place a high value upon individual achievement and personal development.

Aims

This policy aims to:

- Provide background information about the pupil premium grant so that all members of the school community understand its purpose and which pupils are eligible
- Set out how the Federation will make decisions on pupil premium spending
- Summarise the roles and responsibilities of those involved in managing the pupil premium in our schools

Legislation and guidance

This policy is based on the pupil premium conditions of grant guidance (2023-24), published by the Education and Skills Funding Agency. It is also based on guidance from the Department for Education (DfE) on virtual school heads' responsibilities concerning the pupil premium, and the service premium.

The Purpose of the Grant

The pupil premium grant is additional funding allocated to publicly funded schools to raise the attainment of disadvantaged pupils and support pupils with parents in the armed forces.
The school will use the grant to support these groups, which comprise pupils with a range of different abilities, to narrow any achievement gaps between them and their peers.
We also recognise that not all pupils eligible for pupil premium funding will have lower attainment than their peers. In such cases, the grant will be used to help improve pupils' progress and attainment so that they can reach their full potential.

Eligible pupils

5.1 Ever 6 free school meals
Pupils recorded in the most recent January school census who are known to have been eligible for free school meals at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance).
It does not include pupils who received universal infant free school meals but would not have otherwise received free lunches.

5.2 Looked after children
Pupils who are in the care of, or provided with accommodation by, a local authority in England or Wales.

5.3 Post-looked after children
Pupils recorded in the most recent January census and alternative provision census who were looked after by an English or Welsh local authority immediately before being adopted, or who left local authority care on a special guardianship order or child arrangements order.

5.4 Ever 6 service children
Pupils:

- With a parent serving in the regular armed forces
- Who have been registered as a 'service child' in the school census at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance), including those first recorded as such in the most recent January census
- In receipt of a child pension from the Ministry of Defence because one of their parents died while serving in the armed forces.

We also note that Pupil Premium children are also referred to as 'disadvantaged' pupils.

Green Shoots Federation Ethos and Aims

- Green Shoots Federation schools will adopt a whole school approach with all staff being empowered and accountable for our Pupil Premium pupils.
- Quality First Teaching will be an expectation for all our pupils to ensure universal whole school strategies are employed to close the gap. Pupil Premium is a key focus of teaching and learning and plays a crucial part in planning, monitoring and assessment.
- Bespoke and personalised interventions will be implemented to target individual pupils to build upon the rising standards as a result of high-quality teaching and learning occurring across the school.

- Pupil Premium funds will be ring fenced to directly benefit and target Pupil Premium pupils, they will be specifically tailored to meet their individual needs and the provision will include ways which are in addition to and different from other intervention programmes as required.
- All expenditure is evaluated using key performance indicators, including attendance, attainment, progress and punctuality.
- The governors will be fully involved in the monitoring and evaluation of the Pupil Premium spending and outcomes.

Pupil Premium Provision and Practices

Schools within the Green Shoots Federation have a Pupil Premium Register whereby all children are identified on entry to the school and this clearly demonstrates the areas they fulfil the PP criteria and other vulnerable group data. This register is given to all staff members.During these times, interventions and provisions are discussed, renewed and analysed for impact.
The Inclusion and SLT team evaluate value for money through the scrutiny of analysed data, as well as additional evidence, which demonstrates the positive impact of our interventions.

Pupil Premium Provision and Interventions

No one child is the same and this is reflected in the wide variety of ways Pupil Premium is utilised. The provision provided encompasses both direct approaches to 'narrowing the gap' and other more creative interventions, which subsequently influence academic achievement and very importantly enhance their social and emotional well-being. We believe that Pupil Premium should be used to impact the wider school but it is also pertinent that the Pupil Premium is specifically tailored to meet the needs of individual Pupil Premium pupils, in addition to and in different ways from our other intervention programmes. Interventions for each pupil are decided on an individual, needs-led basis thus enabling the children to benefit from more than one intervention, which are directly matched to their needs.

Menu of Approaches

At Green Shoots Federation we ensure the use of the PP grant is focused on effective approaches to raising the educational attainment of eligible pupils, we use our PP grant in line with the 'menu of approaches' set by the Department for Education (DfE). The menu of approaches is in the using pupil premium guidance.

The menu has been developed in line with the Education Endowment Foundation's (EEF's) 3-tiered approach to help schools allocate spending across the following 3 key areas:

- support high-quality teaching, such as staff professional development

- provide targeted academic support
- tackle non-academic barriers to academic success, such as difficulties with attendance, behaviour and social and emotional wellbeing

In line with the EEF's recommended approach, we prioritise high-quality teaching, though the exact balance of spending between tiers will vary depending on the specific needs of their pupils.

Roles and Responsibilities

Executive Head Teacher, Heads of School and Senior Leadership Team

The Executive Head Teacher, Heads of School and Senior Leadership Team are responsible for:

- Keeping this policy up to date, and ensuring that it is implemented across the school
- Ensuring that all school staff are aware of their role in raising the attainment of disadvantaged pupils and supporting pupils with parents in the armed forces
- Planning Pupil Premium spending and keeping this under constant review, using an evidence-based approach and working with virtual school heads where appropriate
- Monitoring the attainment and progress of pupils eligible for the Pupil Premium to assess the impact of the school's use of the funding
- Reporting on the impact of Pupil Premium spending to the governing board on an ongoing basis
- Providing relevant training for staff, as necessary, on supporting disadvantaged pupils and raising attainment.

Governors

The governing body is responsible for:

- Holding the Executive Head Teacher and Heads of School to account for the implementation of this policy
- Ensuring the school is using Pupil Premium funding appropriately, in line with the rules set out in the conditions of grant
- Monitoring the attainment and progress of pupils eligible for the Pupil Premium, in conjunction with the Executive Head Teacher and Heads of School, to assess the impact and effectiveness of the school's use of the funding
- Monitoring whether the school is ensuring value for money in its use of the Pupil Premium

- Challenging the Executive Head Teacher and Heads of School to use the Pupil Premium in the most effective way
- Setting the school's ethos and values around supporting disadvantaged members of the school community

Other school staff
All school staff are responsible for:

- Implementing this policy on a day-to-day basis
- Setting high expectations for all pupils, including those eligible for the Pupil Premium
- Identifying pupils whose attainment is not improving in response to interventions funded by the Pupil Premium, and highlighting these individuals to the Senior Leadership Team

Monitoring and Reviewing the Policy:

Our work in relation to the Pupil Premium will be reviewed twice a year to ensure it is having the intended impact in narrowing the gaps. This will allow us to make adjustments if particular strategies are not working well, rather than leaving things to the end of the year.
Our Pupil Premium Policy will be reviewed on an annual basis and adjustments will be made to it according to the impact the school is having in narrowing the gaps. It will also take into consideration the increased funding that becomes available under the Pupil Premium Grant.
We recognise the importance of context and will evaluate new strategies as robustly as possible to ensure that the approaches we are using have the desired effect.

Additional Information:

Overseeing Pupil Premium at Green Shoots Federation are:

Executive Head Teacher- Mrs J Garnham
Pupil Premium Governor – Angela Pratt

Meadowside Primary School
MPS Assistant Head teacher- Miss M Lewis
Pupil Premium Lead- MPS Assistant Head teacher- Mrs Astley

Great Doddington Primary School
Head of School-Miss R Shelton
Pupil Premium Lead- MPS Assistant Head teacher- Mrs Astley