



# Limehurst Academy Policy Document

## Pupil Premium Policy

Date Approved by Governors:

Review Date:

Headteacher's signature:

Chair of Governors' signature:

## **1. 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 students are eligible.
- Set out how the school will make decisions on pupil premium spending.
- Summarise the roles and responsibilities of those involved in managing the pupil premium in school.

## **2. Legislation and Guidance**

This policy is based on the pupil premium conditions of grant guidance (2019 -2020), published by the Education and Skills Funding Agency. It is also based on guidance from the Department for Education (DfE) on pupil premium funding and accountability for schools, virtual school heads' responsibilities concerning the pupil premium and the service pupil premium.

In addition, this policy refers to the DfE's information on what academies should publish online.

## **3. Purpose of the Grant**

The pupil premium grant is additional funding for publicly funded schools to give extra resources to help them to meet challenges, including those arising from deprivation. It is allocated to raise the attainment of disadvantaged pupils of all abilities and to support children and young people with parents in the regular armed forces.

The Department for Education introduced the Service Pupil Premium (SPP) in April 2011 in recognition of the specific challenges children from service families face and as part of the commitment to delivering the armed forces covenant.

Limehurst Academy will use the grant to support pupil premium students to narrow achievement gaps, improve progress and raise aspirations so that they can reach their full potential. In making provision for socially disadvantaged students, we recognise that not all students who receive free school meals will be socially disadvantaged or underachieving. We also recognise that not all students 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 students the school has legitimately identified as being socially disadvantaged.

## **4. Use of the Grant**

There is no expectation that schools should spend the grant only on eligible pupils, or on a per eligible pupil basis.

Limehurst Academy has made a long-term commitment to our most vulnerable students by developing the learning opportunities for our cohort of students who are disadvantaged. When planning strategies to support our disadvantaged students, we take a research-driven approach to ensure that we have maximum impact on the outcomes and overall wellbeing of our pupils.

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

- Providing small group or one to one support with an experienced member of staff to focus on overcoming barriers to learning.
- Additional teaching and learning opportunities provided through learning mentors, LSAs or external agencies.
- Staffing of the curriculum to allow for smaller groups of students to make sustained and rapid progress.
- Providing a breakfast club that is free to access.

For specific allocation of the use of the grant, see the Pupil Premium Strategy document. A direct link to this can be found at the end of this policy.

## **5. Eligible Students**

The pupil premium is allocated to schools based on the number of eligible students recorded on the January 2019 school census. Eligible students fall into the categories explained below:

### **5.1 Ever 6 Free School Meals**

Students 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). This includes students first known to be eligible for free school meals in the most recent January census.

### **5.2 Children adopted from care or who have left care**

Students 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 (previously known as a residence order). These are collectively referred to as Post-Looked After Children.

### **5.3 Ever 6 Service Children**

Students attract the service pupil premium if they meet the following criteria:

- one of their parents is serving in the regular armed forces.
- they have been registered as a 'service child' on the January school census at any point since 2014.
- one of their parents died whilst serving in the armed forces and the student receives a pension under the Armed Forces Compensation Scheme or the War Pensions Scheme.
- students with a parent who is on full commitment as part of the full-time reserve service are classed as service children.

### **5.4 Looked After Children (LAC)**

Students who are LAC are eligible for the LAC Premium, also called the Pupil Premium Plus, which is allocated separately. The LAC premium is managed by the designated virtual school head (VSH) in the local authority that looks after the child and used without delay for the benefit of the looked-after child's educational needs as described in their personal education plan.

The VSH should ensure there are arrangements in place to discuss how the child will benefit from pupil premium funding with the designated teacher.

## **6. Roles and Responsibilities**

### **6.1 Headteacher and Senior Leadership Team**

The Headteacher 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 students and supporting students 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 students 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.
- Publishing information on the school's use of the pupil premium on the school website, as required and in line with guidance from the DfE.
- Providing relevant training for staff, as necessary, on supporting disadvantaged students and raising attainment.

### **6.2 Governors**

The governing body is responsible for:

- Holding the Headteacher and Senior Leadership Team 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 students eligible for the pupil premium, in conjunction with the Headteacher and Senior Leadership Team, 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 Headteacher and Senior Leadership Team 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.

### **6.3 Other School Staff**

All school staff are responsible for:

- Implementing this policy on a day-to-day basis.

- Setting high expectations for all students, including those eligible for the pupil premium.
- Identifying students whose attainment is not improving in response to interventions funded by the pupil premium and highlighting these individuals to their line manager.
- Sharing insights into effective practice with other school staff.

#### **6.4 Virtual School Heads**

Virtual school heads are responsible for managing pupil premium funding for children looked after by a local authority and allocating it to schools. Their responsibilities include, but are not limited to:

- Identifying the eligible looked after children and informing the local authority.
- Making sure methods for allocating and spending ensure that looked after children benefit without delay.
- Working with the designated teacher for Limehurst Academy to put together a personal education plan, agree how pupil premium funding will be spent to meet the need identified in this plan, and ensure the funding is spent in this way.
- Demonstrating how pupil premium funding is raising the achievement of looked after children.

Virtual school heads are responsible for promoting the educational achievement of all the children looked after by the local authority they work for.

#### **7. Monitoring Arrangements**

This policy will be reviewed annually by the Senior Leadership Team. At every review, the policy will be shared with the governing board. The pupil premium strategy will also be reviewed annually.

#### **8. Links to other Documents**

This policy is linked to:

Pupil Premium Strategy: <https://www.limehurst.org.uk/pupilpremium>

Further information about pupil premium can be found at:

- <https://www.gov.uk/government/publications/pupil-premium-allocations-and-conditions-of-grant-2019-to-2020>
- <https://www.gov.uk/guidance/pupil-premium-information-for-schools-and-alternative-provision-settings>
- <https://www.gov.uk/government/publications/the-service-pupil-premium/service-pupil-premium-what-you-need-to-know>