



**challenger**  
multi-academy  
trust

**embrace  
challenge:  
expect  
excellence**

## **Springfield Primary School**



# **Pupil Premium Policy**

Version: CMAT Board approved

Revision: Nov 2019

**The school recognises that not all pupils who are eligible for pupil premium are underachieving, while some pupils may be underachieving and not eligible for pupil premium funding. It is school policy to plan, adapt and prepare for any individual or group, in which any area of under- performance is evident.**

#### **RATIONALE:**

The Pupil Premium is designed to ensure that funding, to tackle disadvantage, reaches pupils who need it most. The funding is allocated to schools from Reception to Y11 who are eligible for free school meals are looked after or have parents currently in the armed forces. This policy incorporates the values of Springfield Primary which is rooted in our belief that every child matters. We are committed to ensuring all staff work together to tackle and overcome socio- economic factors which can hinder pupil progress and attainment, and ultimately affect their life chances.

#### **Aims**

- To provide all pupils with fair and equal opportunities to achieve and excel in all areas of the curriculum, supported by use of additional, delegated funding.
- To work in partnership with families and pupils eligible for pupil premium to plan, monitor and evaluate support and intervention in order to secure individual progress and attainment.
- To work with external agencies to provide additional support for the social, emotional health and well being of all pupils with potential barriers to learning and achievement.
- To ensure governors fulfil statutory responsibilities to make effective use of pupil premium funds in order to impact positively on pupils' progress and attainment.

#### **Systems, procedures and practice**

Under the strategic leadership of the Head Teacher, the operational management of the policy is led by the Pupil Premium Champion and Key Stage Leads. Pupils are identified promptly and appropriate support is put in place.

The team consists of:

- Pupil Premium Champion (Senior Leader)
- Key Stage Leads
- Behaviour Support Assistant
- Nursery Liaison Assistant
- School Bursar
- Attendance Officer

Each member has specific responsibilities which includes sharing and monitoring the impact of any funded support and/or intervention.

#### **Pupil Premium Champion**

- Provide termly pupil premium attainment and progress reports for SLT and governors
- Provide appropriate support and guidance to Key Stage Leads when planning for pupil premium targets and lead INSET
- Liaise with external organisations where necessary
- Monitor the quality of interventions

## **School Finance**

- Monitor delegation of funding for Pupil Premium

## **Attendance Officer**

- Maintain records of attendance and punctuality and share these half termly with Key Stage Leads

## **Key Stage Leads**

- Provide appropriate support and guidance for class teachers and other intervention staff
- Monitor and evaluate the implementation of Pupil Premium intervention plans
- Provide termly Key Stage reports to Pupil Premium Champion evidencing impact and quality of interventions

## **Class Teachers**

- Identify and familiarise themselves with pupils in their class (July)
- Arrange meetings with parents and pupils to explore individual needs
- Complete an individual PP Plan incorporating attendance and punctuality
- Arrange termly reviews with parents
- Ensure all support staff are equipped to probe and assess outcomes of pupils
- Inform Key Stage Leaders promptly of any areas where a pupil's performance is directly affected by socio- economic factors

## **Behaviour Support Assistant**

- Maintain records of intervention support and restorative justice providing feedback to the class teacher
- Seek to promote personal wellbeing of pupils and their involvement in wider opportunities
- Work with class teachers, pupils and parents in supporting provision for all pupils

## **The Head Teacher**

- Will take overall lead responsibility for ensuring staff, governors, pupils and families remain informed and up to date with developments relating to pupil premium.

This will include:

- Developing robust systems and procedures for planning, monitoring and reviewing the impact of Pupil Premium
- Ensuring appropriate allocation of funding for pupils training for staff and governors
- Providing individual guidance and support for staff to ensure most effective impact of funding
- Providing regular detailed and comprehensive information for governors and CMAT directors.

## **Governors**

The designated link governor for Pupil Premium will monitor and review the progress and impact of Pupil Premium funding. This will involve regular meetings with the Pupil Premium Champion to evaluate individual pupil plans and subsequent impact on progress and attainment; evaluating termly reports; participating in discussions with pupils, where appropriate, with a focus on learning and success.

This policy will be reviewed annually.