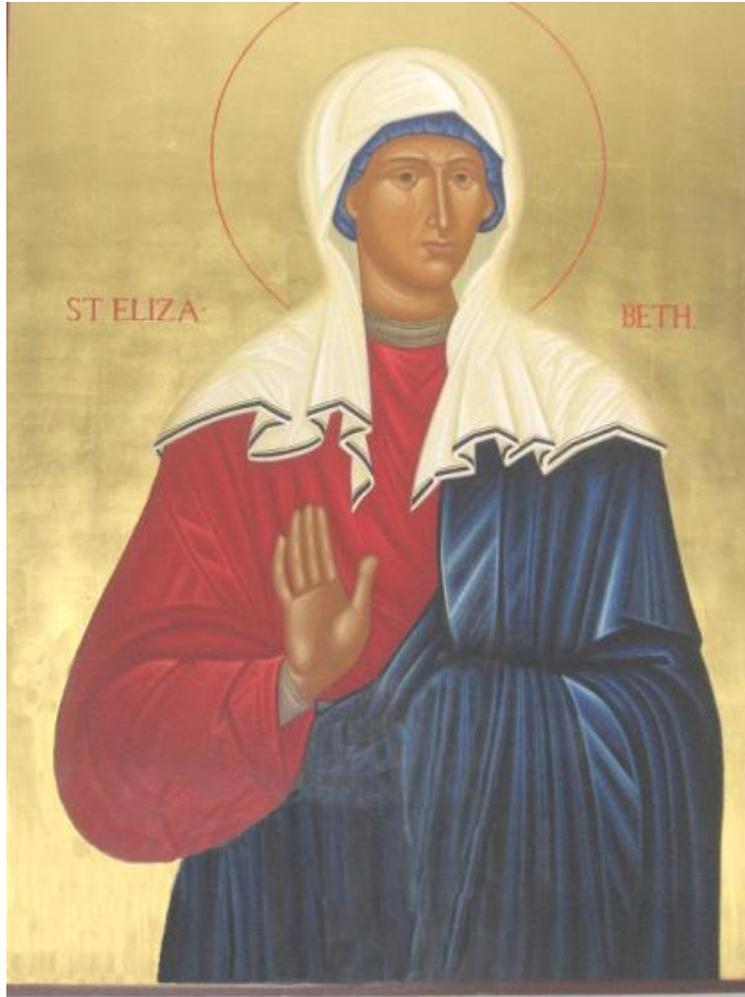


St. Elizabeth Catholic Primary School

Pupil Premium Policy 2018-19



Mission Statement

'Striving for excellence in a caring Catholic community.'

The Governing Body of St Elizabeth Catholic Primary School

Adopted this policy: January 2018

Next Review Date: January 2019

Safeguarding Statement

At St Elizabeth Catholic Primary School, we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at St Elizabeth Catholic Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Equality statement

As a school we are committed to ensuring that equality principles are embedded within all school policies and procedures, as we endeavour to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities, sexual orientation, and ethnic origins.

School Values

As a Catholic school with a strong Christian ethos we actively support and promote a value-based education. By living out our 4Rs – **Relationships, Resilience, Responsibility** and **Respect**, we encourage the whole school community to:

- Think about and reflect upon positive Christian, British and Universal values
- Experience how living out these values impacts on themselves and others, in school, in the wider community and in the world
- Instil a sense of belonging to the school, the local community, the country they live in and the wider global community
- Inspire individuals to choose their own positive personal social, moral and spiritual values
- Promote an inclusive school ethos and a learning climate that will raise aspirations and achievement
- Raise self-esteem and encourage children to take more responsibility for their own behaviour and learning

British Values

At St Elizabeth, we recognise and promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Through this provision of SMSC, the school will:

- enable pupils to develop their self-knowledge, self-esteem and self-confidence;
- enable pupils to distinguish right from wrong and to respect the civil and criminal law of England;
- encourage pupils to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely;
- enable pupils to acquire a broad general knowledge of and respect for public institutions and services in England; further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures;
- encourage respect for other people; and
- encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

GDPR

The General Data Protection Regulation (GDPR) ensures a balance between an individual's rights to privacy and the lawful processing of personal data undertaken by organisations in the course of their business. It aims to protect the rights of individuals about whom data is obtained, stored, processed or supplied and requires that organisations take appropriate security measures against unauthorised access, alteration, disclosure or destruction of personal data.

The School will protect and maintain a balance between data protection rights in accordance with the GDPR. This policy sets out how we handle the personal data of our pupils, parents, suppliers, employees, workers and other third parties.

Changes to data protection legislation will be monitored and further amendments may be required to this policy in order to remain compliant with legal obligations.

All members of staff are required to familiarise themselves with its content and comply with the provisions contained in it. Breach of this policy will be treated as a disciplinary offence which may result in disciplinary action under the School's Disciplinary Policy and Procedure up to and including summary dismissal depending on the seriousness of the breach.

Catholic Ethos

As a Christian community it is our belief that we should endeavour to support all children to realise their full spiritual, moral, social and academic potential.

Aims of the Policy

The Staff and Governors of Saint Elizabeth Catholic Primary School are totally committed to ensuring that provision is made which secures the learning and teaching opportunities that meet the needs of all of the pupils so that all make maximum progress and reach their potential.

Our school welcomes and shares the government's aim of tackling all forms of disadvantage and working tirelessly to ensure inclusion and equal access for all learners.

We recognise that the pupil premium funding is allocated to children in receipt of free school meals and is a means of addressing some of the issues associated with social disadvantage, in particular, in narrowing and hopefully eventually closing any gap in attainment where this exists. In making appropriate provision for this we also acknowledge that not all pupils in receipt of free school meals are socially disadvantaged.

We ensure that appropriate provision is made for pupils who belong to vulnerable groups, this includes ensuring that the needs of socially disadvantaged pupils are adequately assessed and addressed.

We also recognise that not all pupils who are socially disadvantaged are registered or qualify for free school meals. We will ensure that the additional funding reaches the pupils who need it most and that it makes a significant impact on their education and lives.

Pupil premium funding will be allocated following a needs analysis, which will identify priority classes, groups or individuals.

Provision

We are committed to excellence and the maintenance of high standards. We offer a wide range of provision aimed at enabling all learners to enjoy and thrive in learning and achieve their best. All our work through the Pupil Premium will be aimed at accelerating progress and moving children to at least age related expectations. Initially this will be in communication, English and Maths. The range of provision the Governors may consider making for this group could include:

- providing small group work with an experienced teacher focussed on overcoming gaps in learning.
- 1-1 support through trained TAs or external agencies.
- additional teaching and learning opportunities provided through learning mentors, trained TAs or external agencies.
- extended school provision including booster classes and Easter School.
- Pupil Premium resources may also be used to target able children on FSM to achieve the expected standards at the end of Key Stage 1 (2S) and at the end of Key Stage 2 (6S).

Rationale for decisions about provision

Pupil Premium Funding will be used in the first instance to support the learning needs of children in receipt of free school meals who need extra support, however, this provision may well also include other children who have been identified as 'vulnerable'.

The school's leadership team will monitor the attainment and progress of all pupils and decide which pupils need additional provision and what this provision will be. We use on-going and fixed-point assessment to identify children's learning needs and plan next steps teaching. A range of additional support may be provided that is felt to best meet the child's needs at the time. The Inclusion Leader is also involved in this process. We always seek to provide outstanding quality first teaching for all pupils. Timely and precise teaching intervention is also used to maximise pupils' progress and attainment.

When considering the deployment and funding of additional support through Pupil Premium and other school budget monies, we carefully take into account the following options in order to maximise the impact for the pupil:

- facilitating pupils' access to education
- facilitating pupils' access to the school's curriculum
- support in addition to the provision made in the classroom e.g. specific programmes or targeted interventions
- additional opportunities to enhance or complement the school offer e.g. after school clubs, holiday clubs etc.
- alternative support and intervention,

Where it is considered that there is a need for alternative provision from external providers that complements the school's offer, the Head Teacher will agree this following discussion and advice from colleagues and other relevant sources.

Monitoring and Evaluating Provision

Once decided, additional provision is monitored session by session by those staff providing support. Adaptations are then made as necessary. The overall effectiveness and impact is evaluated termly usually through pupil progress meetings and meetings to review the impact of interventions.

In evaluating effectiveness, a range of evidence is used including:

- attainment and progress outcomes;
- feedback from staff, the child, parents and other professionals who may be involved;
- examples of learning through photographs, recorded learning, transcriptions or tapes of what the child says;
- anecdotal, impressionistic evidence relating to improved confidence, well-being, attitude, behaviour etc.

The governors' Curriculum Committee will have a monitoring oversight of the use of Pupil Premium Funding and the provision it supports.

Reporting

The Headteacher, or a delegated member of senior staff alongside the PP Governor, will produce yearly reports for the Governors' curriculum Committee. This report will include:

- the progress made towards narrowing the gap, by year group, for children eligible for the pupil premium.
- an outline of the provision and the impact of this provision on narrowing the gap.
- an evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support.
- the average progress of these pupils receiving support funded from pupil premium.
- the progress made towards narrowing the gap, by year group, for socially disadvantaged pupils.
- comparative progress and attainment data for all non-socially disadvantaged pupils by year group.
- provide comparative data showing our school's progress relative to other schools nationally through data supplied in the annual Analyse School Performance (ASP) report.
- an outline of the provision that was made during since the last meeting.

- include financial details of how pupil premium was spent and an evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support.

The Committee Chair will share this report with the full governing body.

The Governors of the school will ensure that there is an annual statement to parents on how the Pupil Premium funding has been used to address the issue of 'narrowing the gap', for socially disadvantaged pupils. This task will be carried out within the requirements published by the Department for Education and published on the school website. Parents/carers will be informed when this has been done via the school's newsletter.

Website

The school website will include the following:

- Up to date and easily accessible Pupil Premium information.
- The amount of Pupil Premium funding given to the school.
- How the funding is spent.
- A link to support free school meals registration.
- A school coordinator and link governor identified.
- The Pupil Premium Policy.

Appeals and Complaints

Any allegation, complaint, disagreement or appeal regarding the deployment of Pupil Premium Funding will be considered by a panel of Governors convened by the Chair of Governors, as necessary, for this purpose. The panel will only be convened in cases where the matter has not been resolved through the governors' complaints procedure.

Review

This policy will be reviewed at least every year as part of the school's cycle, sooner in the case of new information, changes and/or legislation.