

ST RICHARD'S CATHOLIC COLLEGE

PUPIL PREMIUM POLICY



The Policy was approved by the Governing Body: September 2021

Chair of Governors: _____

The Governing Body will review the policy in September 2022

1 INTRODUCTION

- 1.1 Related document: Pupil Premium Strategy document.
- 1.2 In the community of St Richard's, all pupils are entitled to be equally valued. This principle is clearly defined in our Mission Statement:

“St Richard's Catholic College is a community where all are welcomed in the spirit of Christian love and respect. Our school encourages the wonder and joy of learning in order to ensure that every pupil reaches their full potential. We enable all to flourish and grow together in friendship and in faith. We aspire to be courageous, having the integrity and the spiritual strength to make a positive difference in the world, both now and in the future. We endeavour to cherish our school motto of Community, Charity and Knowledge. 'I have come so that all may have life, and live it to the full.' (John 10:10).”

- 1.3 Pupil Premium pupils have the right to the same expectations of education as all others, namely full participation in the life of the college and fulfilment of their potential.
- 1.4 This Pupil Premium Policy sets out the additional care we expect to provide and it reflects our ambition to set all pupils aspirational targets and do all we can to help them achieve these targets.
- 1.5 Pupil Premium pupils maybe disadvantaged and may not have the same levels of support outside of school that other pupils enjoy.
- 1.6 Here we set out who Pupil Premium pupils are, how we will support them, what we will do to track their progress and intervene if it is not up to expectation, and how we will allocate the resources provided to support Pupil Premium pupils.
- 1.7 We follow the recommendations of Professors Alan Dyson and John Dunford (the former DFE Pupil Premium champions) as well as research by Marc Rowland by using a mix of a systemic approach (*Responds to need, Focused on multiple outcomes, Uses context driven approach, Schools act with partners*) and Focused (*Target at Pupil Premium exactly, Focus on attainment, Use proven interventions (Education Endowment Fund (EEF) toolkit), Schools act alone*) in order to prevent the gap, produce long term impacts on Pupil Premium pupil progress and experiences.

2 WHO ARE PUPIL PREMIUM PUPILS?

- 2.1 Pupil Premium covers several groups of pupils for whom the college receives extra funding. They are pupils who have received free school meals (FSM) at any time within the last 6 years and the college receives £955 per pupil; pupils who are/were in care with a fund of £2,345 (this fund is managed by the Virtual School for Children in Care) and pupils whose parents are in the armed services, where the college is allocated £310 per pupil.
- 2.2 The money comes to the college not to the pupil and is to be spent on enabling the progress of pupils in these groups compared to the progress of other pupils at the college and/or nationally.

3 HOW WILL WE SUPPORT OUR PP PUPILS?

- 3.1 EEF Research, local and our own internal research, will be used to guide our Pupil Premium provision so we can give the most effective support.
- All teaching and support staff will know who the Pupil Premium pupils are.
 - They will know their entry level data (KS2 levels), as well as current progress.
 - In line with all pupils in the college, Pupil Premium pupils will have targets set to reflect all data on the pupil (our own tests, Cognitive Ability Tests (CATs) and profiles from the transition programme) so we can close any gaps already in place.

- St Richard's has a no excuse policy with regard to progress and attainment so that all staff expect Pupil Premium pupils to make at least as much progress as other pupils in the school. We analyse any barriers to learning and act to mitigate them.
- High quality teaching will form the backbone of support and our extensive programme of CPD and monitoring will ensure staff deliver on this front including providing support through a Graduate Tutor.
- Additional support in literacy and maths for Pupil Premium pupils is another vehicle for closing the gap.
- 1-to-1 and small group tuition will take place where it is most effective, i.e. mainly in Years 7 and 8, in specific areas such as literacy or numeracy
- Where appropriate, the curriculum will be adapted to help Pupil Premium pupils e.g. by reducing some subjects to provide more English and maths support, or using an off-site provider.
- Outside agencies will help strengthen links with home e.g. by arranging transport for Parent Evenings or doing home visits.
- Pastoral Leaders check attendance by parents of Pupil Premium pupils and contact home when they have not made appointments. Help will be given to improve the attendance of identified Pupil Premium pupils.
- Prep Club and Prep Club Plus will support Pupil Premium pupils with homework.
- A room is in use at lunchtime with a Teaching Assistant in support to further help.
- Help will be given to make sure Pupil Premium pupils access curriculum trips and other extra-curricular activities and clubs.
- Pastoral care of Pupil Premium pupils will be a priority and involve many support programmes and agencies.
- Use will be made of pastoral support such as counsellors and/or a pastoral TA for pastoral interventions.
- We will use catch up funding to support pupils who have an identified need pastorally and/or academically following lockdown as a result of the pandemic, including providing Summer Schools to our new Year 7 and older groups.

4 TRACKING PROGRESS

- 4.1 Twice a year staff report on each pupil in the college to demonstrate if they are meeting targets, are above or below target. Where they are below, specific interventions are identified. Pupil Premium pupils are tracked specifically with relevant staff informed where support may be required.
- 4.2 A member of LMT oversees the progress by receiving reports on the percentage of Pupil Premium on target and a central record term by term is kept in order to see trends. This is also shared with staff and discussed with Pupil Premium champions in each department. The member of LMT also maintains an overview of Pupil Premium spending.
- 4.3 4Matrix is used to improve data analysis and show on-going gap analyses which is led by the Data Manager and Pupil Premium lead.
- 4.4 GCSE results analysis reports on attainment by Pupil Premium pupils as a group. Achievement in maths and English especially is reported for all vulnerable groups so that gaps can be identified and actions put in place. Governors have a role in this analysis.
- 4.5 Data is used to predict possible gaps at GCSE using the DFE framework and intervention is put in place to close any gaps identified.
- 4.6 Departmental meetings check on Pupil Premium pupil progress and interventions put in place. Each department has a Pupil Premium Champion who leads in this area.

4.7 Attendance of Pupil Premium pupils is tracked daily by Pastoral Leaders and followed up with support as required.

4.8 Take up of clubs and activities is monitored by the lead for Pupil Premium.

5 IMPACT

5.1 The additional help given to Pupil Premium pupils is reviewed according to the level of impact it has on closing the gap and this is done twice a year and reported to Governors.

5.2 All documentation regarding impact can be found on the Pupil Premium Strategy or Catch Up Funding Strategy on the school website.

6 ALLOCATION OF PUPIL PREMIUM GRANT

6.1 There is a detailed annual report on Pupil Premium spending on the website which is monitored and evaluated by Governors with an annual review.

6.2 Pupil Premium at St Richard's is not simply to do with allocating funds. It is about making sure all people, including the Pupil Premium pupils themselves, have high expectations and have plans and support in place to translate these expectations into high grades which show progression at least in line with others of similar prior attainment.

7 ISSUE DATE

7.1 Issue date: September 2020