



The Thomas Adams School

Policy Statement

Pupil Premium Grant (including Recovery Premium)

Updated September 2021

Reviewed by Governors

Policy for Effective Pupil Premium Spending

Background

The Pupil Premium is allocated by local authorities, or the DfE, to schools and academies with pupils between Foundation Stage 2 and Year 11, on roll in January of each year, that are known to have been eligible for free school meals (FSM) at any time in the last six years (so-called Ever 6 Pupils). The grant per eligible pupil is £955 for the current financial year. Schools have the freedom to spend the Premium, which is additional to their underlying budget, in a way they think will best support raising the achievement of funded pupils in comparison with their non-Pupil Premium peers within the school and nationally, whatever their academic starting point and potential. Service Children (Ever 6) are liable to receive £310 in the current financial year. Pupil Premium Plus students are looked after children (LACs) or adopted from care under adoption act (2005) and are entitled to £2345 in the financial year (also known as post-Lac), and schools will increasingly be accountable to the LA Virtual Headteacher for the ways in which funding is spent.

The targeted and strategic use of pupil premium will support us in achieving our overall vision.

Recovery Premium

The recovery premium provides additional funding for state-funded schools in the 2021 to 2022 academic year. Building on the pupil premium, this funding will help schools to deliver evidence-based approaches for supporting disadvantaged pupils.

Principles

- The Headteacher and Assistant Headteacher will be responsible for Pupil / Recovery Premium provision, with specific delegated responsibilities taken by members of the Senior Leadership Team or wider school staff (eg English and maths provision, welfare and inclusion support)
- We will ensure that teaching and learning opportunities meet the needs of all pupils, since our primary purpose is to ensure that quality first teaching (QFT) is provided throughout the school
- We will 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
- In making provision for socially disadvantaged pupils, we recognise that not all pupils who receive, or have previously received, free school meals will be socially disadvantaged
- We recognise that not all pupils who are socially disadvantaged are registered, or have been registered, for Free School Meals (FSM), so we will ensure that entitled parents and carers are supported sensitively in applying for the meals, but also therefore the additional funding
- Pupil premium funding will be allocated to those pupils who are eligible, including proportional funding of strategies accessed by Pupil Premium and non-Pupil Premium students alike
- The majority of our work through the pupil premium will be aimed at accelerating progress, moving students to at least age related expectations (ARE) especially in English and maths, but even further where they have the potential to achieve beyond ARE
- We will also use Pupil Premium in areas where eligible pupils show a particular aptitude, but where their parents' financial circumstances prevent them from accessing specialist coaching or instruction

- The Pupil / Recovery Premium funding will be allocated to a series of interventions grouped progressively, the ultimate outcome of which will be that pupils will achieve their academic and personal potential (see detail below)
- Funded interventions will include pastoral support where appropriate eg attendance support, family liaison, development of social skills (see detail below)
- Additional provision for SEN pupils will be funded through a combination of any SEN funding and their Pupil / Recovery Premium allocation where applicable
- We will constantly monitor the effectiveness of strategies used and review provision in the light of tracking data and other evidence (eg Data Sweeps, Termly Progress Reports)
- We will inform parents, carers and students about their eligibility for Pupil premium, and where possible we will account to them for its use and impact
- We will involve the widest possible group of appropriate stakeholders, especially members of the staff team, the Governing Body, pupils and their families, in making suggestions about Pupil / Recovery Premium strategies and evaluating their outcomes
- We will liaise with the LA Virtual Headteacher in deciding how to spend Pupil Premium Plus funding

Provision

The Senior Leadership Team and the Governing Body will consider evidence from a variety of sources, including: school's own data, external evaluative material such as the Education Endowment Foundation Teaching and Learning Toolkit, Ofsted Case Studies and visits to other settings, when choosing which of the following QFT approaches or interventions will be appropriate for a particular group of Pupil Premium students, or an individual student:

| Group | Examples |
|---|---|
| 1 Family Engagement | <ul style="list-style-type: none"> • Family Liaison Officer (FLO) / Pastoral Manager / Careers Advisor |
| 2 Attendance | <ul style="list-style-type: none"> • Attendance Officers • Educational Welfare Officer • Reward certificates |
| 3 Engagement in Learning and widening experiences | <ul style="list-style-type: none"> • Educational visits, including a residential trip (or pro rata contribution to the overall cost) • Motivational speakers • Lifestyle initiatives • Lunchtime initiatives and equipment • Staffing of after-school clubs • Transition support • Work skills courses • IAG Opportunities |
| 4 Accelerated Progress | <ul style="list-style-type: none"> • Providing small group work with an experienced teacher focused on overcoming gaps in learning • 1-1 tuition from a qualified teacher • Additional staffing in specific targeted year groups • Additional group teaching and learning opportunities provided by trained TAs or external agencies • Additional curriculum resources (fully or partly funded through Pupil Premium) for school and home use • Staff CPD for outstanding teaching and high-impact interventions (eg feedback, questioning, conferencing, metacognitive activities) |

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| 5 Pupils as enablers | <ul style="list-style-type: none"> • Monitor and mentor opportunities for students (eg Year 11 Student Leaders) |
| 6 Pupil Premium Plus (additional support) | <ul style="list-style-type: none"> • Bespoke provision to aid transitions • Small group/1:1 tuition (e-learning) – My Tutor • Staff development to meet needs • Strategies to improve engagement (pupil resilience) • Aspirational opportunities (home education, apprenticeship, career plans) • Developing cultural capital (support enrichment opportunities) |

Recovery Premium

What is the Recovery Premium?

All schools that are eligible for pupil premium are eligible for recovery premium. The recovery premium will be allocated using the same data as the pupil premium. This means the following pupils will attract recovery premium funding to schools:

- pupils who are eligible for free schools meals (FSM)
- pupils who have been eligible for free school meals at any point in the last 6 years
- children looked after by local authorities and referred to as looked-after children (LAC)
- post-looked after children (post-LAC)

School allocations will be calculated on a per pupil basis. For Mainstream schools, eligible pupils will receive an additional £145.

How is the Recovery Premium spent at TAS?

At TAS, this premium will be spent on evidence-based approaches to support pupils. In line with the Education Endowment Foundation's pupil premium guide, activities will include those that:

- support the quality of teaching, such as staff professional development
- provide targeted academic support, such as tutoring
- deal with non-academic barriers to success in school, such as attendance, behaviour and social and emotional support

Like the pupil premium, TAS can:

- spend the recovery premium on a wider cohort of pupils than those who attract the funding
- direct recovery premium spending where we think the need is greatest

At TAS this will include (along with other initiatives):-

- Year 7 transition reading programme and baseline testing identifying gaps in comprehension and vocabulary.
- Contribution to the cost of a full-time English and Maths Mentor to support students inside and outside of the classroom.
- Identified students, dependent on individual need, are delivered a structured reading and literacy programme that includes paired reading, additional literacy, units of sound, rapid reader.
- Form time group intervention sessions include Tier 2/3 Vocabulary and Numeracy Ninja.

- Year 11 Entry Level delivered in English and Maths with HLTA alongside entry for standard GCSEs in Maths, English Language and Literacy.
- Students extracted from mainstream lessons to be directly taught by our SENCO and HLTAs in small group lessons where basic literacy and numeracy are the focus.
- Pupils are placed in groups with intensive TA support.

For formal information on LAC intervention refer to LAC / PLAC Policy Statement

Reporting

It will be the responsibility of the Headteacher and Assistant Headteacher to produce termly Pupil Premium reports for the Governing Body, including the following:

- an account of the progress made towards closing the gap for socially disadvantaged students (Pupil Premium against non-Pupil Premium students);
- an outline of any changes to provision that have been made since the last meeting;
- an evaluation of the cost effectiveness, in terms of the progress made by the students receiving a particular provision, when compared with other forms of support (using attendance, attitudinal and academic measures depending on the intervention)

The Governing Body and its committees will share responsibility with the Senior Leadership Team for evaluating and improving the interventions used to close the achievement gap through Pupil Premium funding.

Members of the Governing Body and Senior Leadership Team will ensure that an annual statement is published on how the Pupil Premium funding has been used to address the issue of 'closing the gap', for socially disadvantaged students, and what the impact has been. Publication will include posting the statement on the school website.

Appeal

Any appeals against this policy will be through the school's complaints procedure

Review

This policy will be reviewed annually in the light of any statutory or advisory changes (eg Ofsted Reports)