

Pupil Premium policy

Summary

This policy document is to detail the approach to the allocation of Pupil Premium funding and accompanying strategies.



If you are unsure about the validity of the content of this policy please refer to the Policy Owner.

Please Note: This policy is applicable to All Employees

Policy owner	Trust Board
Policy holder	Director of Education
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Approved by

Consultation Group	Board
Approval Committee	Board
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Version Control

Control No	Change summary	Consultation Group	Effective date
01	Policy aligned with relevant up to date legislation. Additional wording added regarding accountability.	Board	March 2024

Aims

This policy aims to:

- Provide background information about the pupil premium grant so that all members of the academy community understand its purpose and which pupils are eligible
- Set out how the academy will make decisions on pupil premium spending
- Summarise the roles and responsibilities of those involved in managing the pupil premium in academy

Legislation and guidance

This policy is based on the pupil premium [allocations and conditions of grant guidance 2023 to 2024](#), published by the Education and Skills Funding Agency (ESFA). It is also based on guidance from the Department for Education (DfE) on [virtual school heads' responsibilities concerning the pupil premium](#), and the [service premium](#).

In addition, this policy refers to the DfE's information on [what academies should publish online](#), and complies with our funding agreement and articles of association.

Purpose of the grant

The pupil premium grant is additional funding allocated to publicly funded academies to raise the attainment of disadvantaged pupils and support pupils with parents in the armed forces.

The academy will use the grant to support these groups, which comprise pupils with a range of different abilities, to narrow any achievement gaps between them and their peers.

We also recognise that not all pupils eligible for pupil premium funding will have lower attainment than their peers. In such cases, the grant will be used to help improve pupils' progress and attainment so that they can reach their full potential.

Use of the grant

All EMAT academies are expected to formulate their own strategy for pupil premium expenditure, and this should be available on all academy websites. Academies must pay consideration to the evidence-based approaches outlined within the Education Endowment Foundation Toolkits and any strategy must be based on a secure evidence-based approach.

Some examples of how the academy may use the grant include, but are not limited to:

- Providing extra one-to-one or small-group support
- Employing extra teaching assistants
- Running catch-up sessions before or after academy (for example, for children who need extra help with maths or English)
- Providing extra tuition where needed (for example, ahead of national assessments such as SATs or GCSEs)
- Funding educational trips and visits
- Funding English classes for children who speak another language

Each academy will publish their strategy on the academy's use of the pupil premium in each academic year on the academy website, in line with the DfE's requirements on what maintained academies must publish online.

Pupils eligible for Pupil Premium

Pupil premium is allocated to each academy based on the number of eligible pupils and fall into the following categories:

Ever 6 free academy meals

Pupils recorded in the most recent January academy census who are known to have been eligible for free academy meals at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance).

This includes pupils first known to be eligible for free academy meals in the most recent January census. This also includes pupils with no recourse to public funds (NRPF). The government has permanently extended FSM (Free School Meals) eligibility to include children in all households with NRPF.

It does not include pupils who received universal infant free academy meals but would not have otherwise received free lunches.

Looked after children

Pupils who are in the care of, or provided with accommodation by, a local authority in England or Wales.

Post-looked after children

Pupils who are in the care of, or provided with accommodation by, a local authority (LA) in England or Wales for at least 1 day. Allocations will be provisionally based on the children looked-after data return in March of the previous year, and then confirmed in December of the current year based on the children looked-after data return in March of the current year.

Post looked-after children

Pupils recorded in the most recent October census 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

In state care from outside England and Wales before being adopted.

Ever 6 service children

Pupils recorded in the most recent October census:

With a parent serving in the regular armed forces

Who have been registered as a 'service child' in the school census at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance), including those first recorded as such in the most recent October census

In receipt of a child pension from the Ministry of Defence because one of their parents died while serving in the armed forces

Roles and responsibilities

Principal and senior leadership team

The principals and senior leadership team are responsible for:

- Ensuring that this policy is implemented across the academy
- Ensuring that all academy staff are aware of their role in raising the attainment of disadvantaged pupils and supporting pupils 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 academy heads where appropriate
- Monitoring the attainment and progress of pupils eligible for the pupil premium to assess the impact of the academy's use of the funding
- Reporting on the impact of pupil premium spending to the Academy Council on an ongoing basis
- Publishing information on the academy's use of the pupil premium on the academy website, as required by our funding agreement and in line with guidance from the DfE
- Providing relevant training for staff, as necessary, on supporting disadvantaged pupils and raising attainment

Academy Council Members

The Academy Council is responsible for:

- Holding the Principal to account for the implementation of this policy
- Ensuring the academy is using pupil premium funding appropriately, in line with the rules set out in the conditions of grant
- Monitoring the attainment and progress of pupils eligible for the pupil premium, in conjunction with the principal, to assess the impact and effectiveness of the academy's use of the funding
- Monitoring whether the academy is ensuring value for money in its use of the pupil premium
- Challenging the Principal to use the pupil premium in the most effective way
- Setting the academy's ethos and values around supporting disadvantaged members of the academy community

Other academy staff

All academy staff are responsible for:

- Implementing this policy on a day-to-day basis
- Setting high expectations for all pupils, including those eligible for the pupil premium
- Identifying pupils whose attainment is not improving in response to interventions funded by the pupil premium, and highlighting these individuals to the senior leadership team
- Sharing insights into effective practice with other academy staff

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 each looked-after child's educational setting 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 in charge of promoting the educational achievement of all the children looked after by the local authority they work for.

Monitoring arrangements

This policy will be reviewed every three years by the Executive Leadership Team. At every review, the policy will be shared with the Board and each Academy Council.

Accountability for the implementation of this policy sits with each academy with associated oversight from the Academy Committee.

In addition, a further layer of assurance is provided by the trust executive in the form of the School Improvement Directors and the Director for Education who are responsible for reporting to the trust board and for review of the policy. Safeguarding reviews, academy audits and notes of visit provide a line of sight from the academies as part of the quality assurance process.

Strategic approval remains the responsibility of the trust Board.