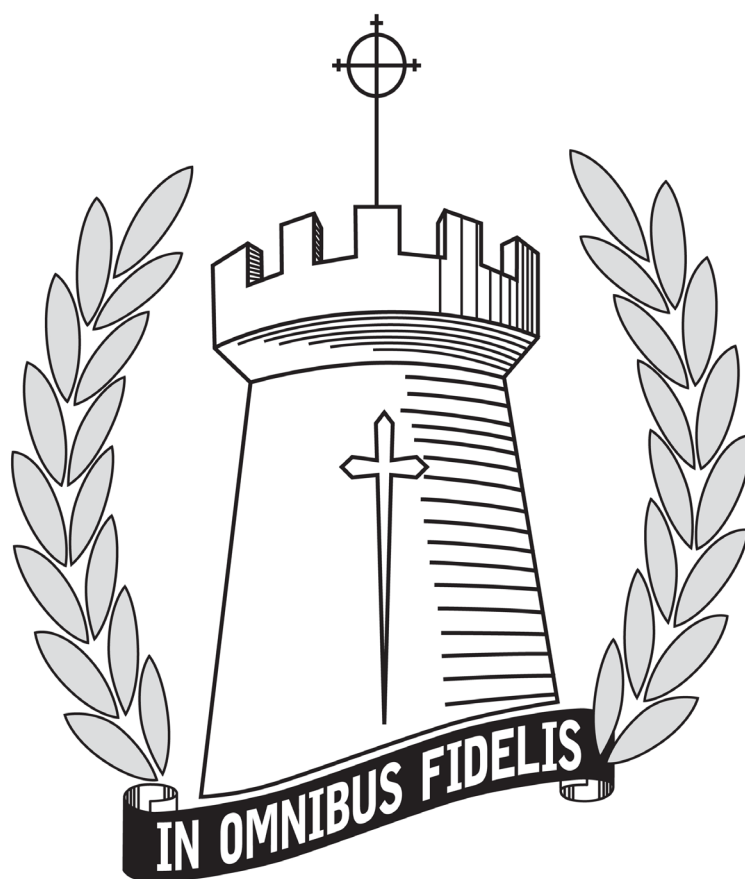


ST. DAMIAN'S RC SCIENCE COLLEGE



Pupil Premium Policy

Approved by Governors:	November 2021
Date to be reviewed:	Annually

PUPIL PREMIUM POLICY

Rationale:

Pupil Premium is an opportunity for the school to provide a fair and inclusive school for all pupils by narrowing attainment gaps. Pupil Premium was introduced in April 2011 and is an additional payment to our main school funding, available to raise aspiration and achievement of pupils eligible for pupil premium funding by providing an individual programme of support so they can achieve to their potential. These pupils include those who are eligible for free school meals, pupils in years 7 to 11 recorded as Ever 6 FSM, Looked-after children (LAC) defined in the Children Act 1989 as one who is in the care of, or provided with accommodation by, an English local authority, children who have ceased to be looked after by a local authority in England and Wales because of adoption, a special guardianship order, or child arrangements order (previously known as a residence order) as well as pupils in year groups reception to year 11 recorded as Ever 6 service child or in receipt of a child pension from the Ministry of Defence. The money enables accelerated progress with target groups using an evidence-based approach. Staff provide additional provision in the mainstream classroom and further raise aspirations and expectations beyond school by engaging parents.

At St Damian's we spend the funding specifically on additional educational support to raise the standards of attainment for these pupils. We do this through rigorously tracking and monitoring pupil progress, 'one to one' support and mentoring by teachers and support staff, providing enrichment activities through school visits/trips, literacy and numeracy support, pupil leadership, liturgy, and homework clubs. We also support pupils through examinations and provide small group work and class support.

We encourage our students to learn together; support each other and develop their own individual strengths. We believe that it is our responsibility to help the young people of today to realise their dreams to fulfil their potential and go on to succeed in the workplace and the wider world. We believe that our all-round and unique educational environment at St Damian's equips our students for life and its many challenges and opportunities.

Objectives

- To ensure that every PP child realises their full potential- socially, morally, academically & spiritually.
- To construct an ambitious curriculum designed to give PP learners the knowledge and cultural capital they need to succeed in life
- To support and develop students' experiences in school in order to ensure high levels of attendance
- To promote positive attitudes to learning and high expectations for the behaviour and conduct of PP learners
- To provide opportunities in Key Stage 3 to raise levels of literacy and numeracy and consequently, close the gap
- To ensure pupils' curriculum experience allows for 'breadth & depth' at KS3
- To raise levels of progress and attainment enabling Key Stage 4 students to achieve a positive Progress 8 residual in their GCSEs
- To raise literacy and numeracy levels with an emphasis on enabling Key Stage 4 students to achieve a minimum of grade 4 in English and Maths
- To provide opportunities for pupils to exceed expected progress in all subjects
- To provide additional intervention programmes which increase students' access to the curriculum
- To provide strategies which raise vulnerable students' confidence and self-belief, enabling them to become confident learners and a valued part of the school community
- To ensure that PP learners are ready for the next stage of education, employment or training.

Pupil Premium Grant Allocation [PPG]

For the financial year 2021 to 2022, grant allocations are unchanged, and therefore, are as follows:

Disadvantaged pupils	PPG amount per pupil
Pupils in Reception to Year 6 who are recorded as 'Ever 6 FSM', including those who are eligible NRPF pupils	£1,345
Pupils in Year 7 to Year 11 who are recorded as 'Ever 6 FSM', including those who are eligible NRPF pupils	£955
LAC as defined in the Children Act 1989 – children who are in the care of, or provided accommodation by, an English LA	£2,345
PLAC, who have ceased to be looked after by an LA in England or Wales because of adoption, a special guardianship order or a child arrangements order	£2,345
Service children	SPP amount per pupil
Any pupil in Reception to Year 11 recorded as an 'Ever 6 service child' or in receipt of a child pension from the MoD	£310

Long Term Strategy for Success

As part of its strategy, St. Damian's maximises the use of the pupil premium grant by:

- Assigning the DHT to oversee the educational needs of PP pupils and ensure the implementation of this policy.
- Ensuring PPG funding and spending is identified within the school's budget.
- Consulting, as necessary and as appropriate, with the pupil premium lead, governors, staff when deciding how funds are spent.
- Assessing the individual provisions required for each pupil in receipt of the PPG.

St. Damian's conducts termly reviews on pupil progress in each year group to inform the strategic plan and determine the school's Pupil Premium Impact Statement.

St. Damian's explores evidence-based summaries of PPG use, such as the EEF's Teaching and Learning Toolkit, to determine the best use of the funding. The school makes decisions about PPG spending that demonstrably illustrates its use of evidence-based research.

When researching and implementing PPG use, the school focuses on approaches that:

- Are individually tailored to the strengths and needs of each pupil, and include targeted academic support, such as tutoring
- Are consistent (based on agreed core principles and components), but also flexible and responsive.
- Are evidence-based.
- Are focussed on clear short-term goals providing opportunities for pupils to experience success.
- Include regular, high-quality feedback from teaching staff.
- Engage parents in the agreement and evaluation of support arrangements, e.g. via pupil's personal education plans (PEPs).
- Support pupils' transitions through the stages of education, e.g. from primary school to secondary school.

- Raise aspirations through access to high-quality educational experiences.
- Promote each pupil's awareness and understanding of their own thought processes and help them to develop problem-solving strategies.
- Support the quality of teaching, including staff professional development.
- Tackle non-academic barriers to success at school, by supporting good attendance and behaviour and providing social and emotional support.

The school also chooses approaches that emphasise:

- Positive relationships with staff and peers
- Positive social, emotional and mental health
- The setting of clear behaviour boundaries
- Building confidence, resilience and self-esteem
- High aspirations and expectations
- A joined-up approach involving the pupil's social worker, carer, virtual school head (VSH) and other relevant professionals.

A tiered approach to PPG spending

The school operates a tiered approach to PPG spending to ensure spending is both balanced and focussed. Spending priorities are as follows:

- 1: Teaching
- 2: Targeted academic support
- 3: Wider strategies

Ensuring effective teaching in every classroom is the priority for PPG spending. To achieve this, the school spends the PPG in the following ways:

- Professional development
- Recruitment and retention
- Supporting early career teachers

Evidence shows that targeted support has a positive impact and is a key component of effective PPG use. The school spends the PPG on targeted support in the following ways:

- Structured interventions
- Small group tuition
- One-to-one support

Wider strategies are used to overcome non-academic barriers to success. The school spends the PPG on the following wider strategies:

- Behaviour support & Inclusion
- Attendance initiatives
- Student support officers
- Mental health support
- Independent Careers Education

Use of the LAC and PLAC premiums

The LAC premium is managed by the designated Virtual School Headteacher[VSH] of the various local authorities involved with the school.

The LAC premium will be used to benefit a pupil's educational needs as described in their PEP. To avoid any delays in providing support, the school works with the VSH to ensure that funding allocation is as simple as possible.

The LAC premium is used to facilitate a wide range of educational support for LAC. The designated teacher and carers work with the VSH to gain a full understanding of each pupil's needs and determine how to use the premium to support each pupil effectively. The designated teacher works with the VSH to ensure that all available funding is spent.

PLAC premium is allocated directly to the school. LAC premium and PLAC premium is not treated as personal budgets for individual pupils; however, the VSH and the school may choose to allocate an amount of funding to an individual to support their needs.

Reporting:

- It is the responsibility of the Deputy Headteacher to produce regular reports for the Governing Body, this includes:
 - the progress made towards narrowing the gap, by year group, for socially disadvantaged pupils
 - an outline of the provision that was made since the last meeting
 - 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 Governors of the school will ensure that the 'Pupil Premium Statement of Intent' will be updated annually and published to parents. It will outline key objectives of the Pupil Premium strategy plan which includes challenges, intended outcomes and activities in the areas of Teaching & Learning, Targeted Academic Support & Wider Strategies. It will report on how the Pupil Premium funding has been used to address the issue of 'closing the gap', for socially disadvantaged pupils and the impact. This task will be carried out within the requirements published by the Department for Education and will appear on our school website.

Appeals:

Any appeals against this policy should be through the governors' complaints procedure which is available on request from the school: 0161 330 5974

Ethos:

As a Catholic Christian community, the care for and support of each individual is our highest priority. St Damian's RC Science College aims to create and maintain a safe learning environment where all children feel safe, secure and valued and know they will be listened to and taken seriously. Our school is committed to the principles of the 'Every Child Matters' Strategy and implements policies, practices and procedures which promote safeguarding and well being.

Roles and Responsibilities:

- The Designated Senior Member of Staff for Pupil Premium is Mrs M. Henshaw
- The Designated Senior Member of staff for financial reporting is Mrs A. Ogden
- The Designated Governor for Pupil Premium is Mrs K. Lowe

Informing Parents/Carers:

The policy is available for parents on the college website. Hard copies are available on request. Our approach to working with parents/carers is one of transparency and honesty and our responsibility is to safeguard and promote the welfare of all the children in our care. We aim to do this in partnership with our parents/carers. In most cases parents and carers will be informed when concerns are raised about their child. Parents and carers are given the opportunity to address any concerns raised.