

# THE HIGHFIELD SCHOOL

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## PUPIL PREMIUM PROTOCOL

This protocol has been reviewed by the Leadership of The Highfield School to ensure that it reflects the values of the Co-operative Movement.

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## 1. Introduction

The Pupil Premium, introduced in 2011, is funding allocated to schools on the basis of the number of students who have been eligible for free school meals (FSM) at any point over the last six years. It also provides funding for children who have been looked after continuously for more than six months and the children of service personnel.

The Pupil Premium is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their peers.

## 2. Purpose

All members of staff and governors accept responsibility for 'socially disadvantaged' students and are committed to meeting their pastoral, social and academic needs within The Highfield School's caring environment. This is an essential, integral part of the spiritual development of the whole community.

As with every child in our care, a child who is considered to be 'socially disadvantaged' is valued, respected and entitled to develop to his/her full potential, irrespective of need.

The Pupil Premium will be:

- Used to provide additional educational support to improve the progress and to raise the standard of achievement for these students;
- Used to narrow and close the gap between the achievement of these students and their peers;
- Used so as to ensure that the funding reaches the students who need it most and that it makes a significant impact on their educational lives.

In making provision for socially disadvantaged students, the Governors of the school recognise that not all students who receive free school meals will be socially disadvantaged.

The Governors also recognise that not all students who are socially disadvantaged are registered or qualify for free school meals. The Governors reserve the right to allocate the Pupil Premium funding to support any student or groups of students the school has identified as being socially disadvantaged.

## 3. Strategies

- Pupil Premium will be clearly identifiable within the budget;
- The Headteacher, in consultation with the Governors and Leadership Team will decide how the Pupil Premium is spent for the benefit of entitled students;
- The school will assess what additional provision should be made for the individual students;

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- The school will be accountable for how it has used the additional funding to support the achievement of those students covered by the Pupil Premium and the Headteacher will report to the Governing Body and parents on how effective the intervention has been in achieving its aims;
- We will publish online information about how we have used the Premium;
- We will ensure that parents, and others are made fully aware of the attainment and/or progress of students covered by the premium;
- We will report to Governors once per term on the attainment and progress of students covered by the Pupil Premium;
- We will seek to further develop strategies and interventions which can improve the progress and attainment of these students;
- We will track the impact of the strategies put into place through the funding to ensure that we can show the value that has been added to the education of the entitled children;
- We will monitor, evaluate and review the success of the impact of the Pupil Premium funding.

We expect our colleagues to:

- Know who their PP students are and monitor their progress carefully;
- Provide support where confidence or self-image is affecting progress;
- Proactively seek advice from Form Tutors and Middle Leaders;
- Be aware of when students don't have access to resources and plan accordingly;
- Stretch and challenge these students in accelerating progress.

## 4. Success Criteria/Outcomes

The evaluation of this protocol is based on how quickly the school can 'narrow the gap' between socially disadvantaged students and their peers. Targets will be identified, aimed at reducing the gap, and evaluated annually and included within the School Development Plan.

The Pupil Premium programme will be evaluated using the following criteria:

- Effective quality first teaching for all vulnerable groups, including Pupil Premium;
- Early identification of and intervention and support for socially disadvantaged children;
- The vast majority of socially disadvantaged children will meet their individual targets;
- Effective parental-carer liaison;
- Having an effective system for identifying, assessing and monitoring students;
- Having a whole-school approach;
- Create a positive school atmosphere in which students' differences are recognised and valued as full members of the school community; developing confident and independent learners.