

# Mossley Hollins High School



## Pupil Premium Policy

At Mossley Hollins we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally, with respect and dignity, free from discrimination and harassment. Each person will be given fair and equal opportunities to develop their full potential regardless of their age, disability, gender, gender-identity, race, religion or belief, sexual orientation, pregnancy and maternity (refers to staff / employment), socio-economic background and special educational needs. Our school will tackle the barriers which could lead to unequal outcomes for these protected groups, ensuring there is equality of access and that we celebrate and value the diversity within our school community. The school will work actively to promote equality and foster positive attitudes and commitment to an education for equality

### Data Protection Statement

The procedures and practice created by this policy have been reviewed under our Data Protection Policy in line with GDPR.

Accepted by the Governing Body ..... May 2021

**Reviewed by the Governing Body Meeting** May 2022

The Pupil Premium is a Government initiative providing extra funding for pupils from less advantaged backgrounds. The Government has used entitlement to Free School Meals and those who are looked after in care as an indicator of focus. The Pupil Premium is allocated to schools with pupils on roll who are known to have been eligible for free school meals (FSM) at any time in the last six years. Children in care and children adopted are also included in the provision. Schools have the freedom to spend the Premium, which is additional to the underlying schools budget; in a way they think will best support the raising of attainment for the most vulnerable pupils in order to close the gap in achievement.

At Mossley Hollins High School the targeted and strategic use of the pupil premium will support helping such students to hit and beat their individual academic and personal development targets and goal.

### **Principles**

#### **At Mossley Hollins High School**

- We work to ensure that teaching and learning opportunities meet the needs of all pupils.
- We work to ensure that appropriate provision is made for Pupil Premium Pupils.
- In making provision for such pupils, we recognise that many Pupil Premium Pupils are already doing well.
- We also recognise that not all pupils who are disadvantaged are registered or qualify for free school meals.
- Attainment and progress - Pupil Premium students will be tracked carefully and the impact of pupil premium spending closely monitored by the Raising Achievement Leader, her team and SLG.
- Pupil premium funding will be allocated, following a needs' analysis which will identify priority classes, groups or individuals. Limited funding and resources may mean that not all children receiving free school meals will be in receipt of pupil premium interventions at one time.

### **Provision**

The range of provision for the Pupil Premium group could include:

- Providing small group intervention with an experienced teacher or TA focussed on overcoming identified gaps in learning
- 1-2-1 or small group tuition
- Additional teaching and learning opportunities provided through Faculties, trained TAs or external agencies
- Pastoral interventions to raise self-esteem and maximise learning opportunities
- Facilitating extra curriculum activities and educational visits through financial support
- Providing a dedicated member of staff to liaise with parents /carers.
- Pupil premium resources may also be used to target Pupil Premium students who are already doing well.
- Purchasing resources or equipment designed to close the gap.
- Provision will not be aimed at statemented children as funding for need is already in place.
- The school will work with the head of the virtual school where appropriate.

### **Systems, procedures and practice**

Under the strategic leadership of the executive headteacher and the headteacher, the operational management of the school's policy for pupil premium is led by the deputy headteacher and raising achievement team (RAT). Pupils are identified promptly and appropriate support put in place.

The team consists of the following members:

- Assistant Headteacher – senior leader
- Raising Achievement Manager
- Deputy Heads of Faculty
- School business manager

Each member has specific responsibilities, which include sharing and monitoring the impact of any funded support and/or intervention.

#### **Assistant Headteacher**

- Developing robust systems and procedures for planning, monitoring and reviewing the impact of pupil premium
- Ensuring appropriate allocation and use of funding for pupils training for staff and governors
- Providing individual guidance and support for staff to ensure most effective impact of funding
- Provide termly pupil premium progress reports for SLT and governors
- Provide appropriate support and guidance for staff when planning pupil premium targets and support
- Liaise with external partners and agencies, where necessary
- Monitor impact of intervention, e.g. one-to-one support, mentoring, etc.
- Work with designated staff to monitor attendance and evaluate against set targets on PP Plan

#### **School business manager**

- Monitor delegation of funding for pupil premium
- Provide information on allocation for pupil premium funding via the school website and reports to governors

#### **Head of Faculty/ Deputy Head of Faculty**

- Identify and list pupils in each class
- Arrange meetings with parents and pupil where there are concerns over pupil progress
- Work with senior leaders to plan, implement and monitor the impact of the agreed support and intervention plan for children eligible for pupil premium

#### **Class teachers**

- Ensure that planning takes account of the needs of students eligible for pupil premium.
- Provide additional support to ensure good progress for all students eligible for pupil premium.
- Ensure classroom support assistants are fully prepared to assess the progress and learning outcomes for all pupils, including those requiring additional support

## **Impact**

The evaluation of this policy is based on how the school can close the gap between Pupil Premium and Non-Pupil Premium Students. Targets will be identified and evaluated termly and included in the School Improvement Plan.

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### **The key outcomes for the Mossley Hollins Pupil Premium Policy are:**

- Attendance Data
- Progress 8
- Performance in all subjects areas, with a particular focus on core subjects.