



Ribston Hall High School

Pupil Premium Policy

Date of Policy: July 2020

Person(s) responsible: Headteacher

Date of next review: July 2021

1. Aims

At Ribston Hall High School, we believe that only by having the highest expectations of all learners can the highest possible standards be achieved. Some pupils from disadvantaged backgrounds require additional support; therefore, we will use all the available resources to help them reach their full potential. This policy aims to:

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

2. Legislation and guidance

This policy is based on the [pupil premium conditions of grant guidance \(2020-21\)](#), published by the Education and Skills Funding Agency. 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.

3. Purpose of the grant

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

The school will use the grant to support these groups, which comprise pupils with a range of differing 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.

4. Use of the grant

Ribston Hall High School have used studies produced by the [Education Endowment Foundation](#) to support our approach to utilising the Pupil Premium funding effectively. We are using a three-tiered approach to ensure all children have the opportunities to thrive within school. Those three tiers are:

4.1 Teaching strategies (50% of expenditure)

The school has appointed an Assistant Headteacher in charge of Teaching and Learning. His work alongside the Deputy Headteacher, in staff development and INSET sessions will use the EEF resources, amongst others, to support the teaching of all disadvantaged students in school. This will ensure that teaching strategies allow all students to access and feel challenged in lessons. The EEF publications are widely used in whole staff INSET, and have been regularly used by the teaching and learning group to drive improvement and challenge in lessons. The classrooms of discovery approach and a clear focus on metacognition allows teachers to be confident that all students have the tools to enable them to succeed. The following list, whilst not exhaustive, gives a flavour of the work undertaken to enable this:

- All staff are aware of their PP students and follow their progress in lessons
- Middle Leader meetings and Curriculum Team meetings discuss these students explicitly, work that can be evidenced in meetings
- Intervention by staff is logged as a neutral event in Cloud School
- KPI report is reviewed by the Senior Leadership Team weekly
- Achievement is reviewed through progress reports and link meetings

4.2 Targeted intervention (25% of expenditure)

Targeted academic support can have a positive impact on the progress of all across the spectrum of achievement. Each student identified will have three meetings annually with a member of the pastoral team. These meetings will be to discuss academic progress, identify barriers to learning and to put an action plan in place for students that can be assessed in the subsequent meeting. The next meeting will assess the success of the action plan put in place and then assess what strategies have been successful and could be used to inform future planning and policy.

Information from these meetings will be coordinated by senior staff, and shared during pastoral and curriculum lead meetings throughout the academic year.

This will be a key component of the strategy, and linking this work to the work of teachers and the teaching strategy above and will inform the work undertaken by the teaching and learning team.

4.3 Wider strategies to overcome barriers to learning (25% of expenditure)

This work will relate to the most significant non-academic barriers to success in school, including engagement with external agencies, ensuring all students have access to cultural experiences that will develop and enhance their time in school. This may extend to supporting students to access the curriculum from home or to develop extra curricular interests such as sports or the Arts. When selecting which wider strategies are appropriate it will be important to engage with parents to take their views on the needs of their child into account.

Each student will receive a standard offer, with the opportunity to apply for additional bursaries on top of this. The application form can be found in Appendix B, and will be completed in conjunction with the PP review meetings.

The standard offer will include:

- **Year 7** - Uniform Voucher (1 Blazer, 1 Skirt or Trouser, 2 blouses included); full payment of the Year 7 induction residential
- **Year 10** - Uniform Voucher (1 Blazer, 1 Skirt or Trouser, 2 blouses included)
- **Year 11** - full payment of the Year 11 residential retreat

We will publish information on the school's use of the pupil premium on the school website in line with the requirements set out in our funding agreement and the DfE's guidance on what academies should publish online.

Information on how the school uses the pupil premium is available here:

<https://www.ribstonhall.gloucs.sch.uk/page/?title=Statutory+Information%26%23160%3B&pid=13>

5. Eligible pupils

The pupil premium is allocated to the school based on the number of eligible pupils in years 7-11 inclusive.

Eligible pupils fall into the categories explained below.

5.1 Ever 6 free school meals

Pupils recorded in the most recent January school census who are known to have been eligible for free school 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 school meals in the most recent January census.

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

5.2 Looked after children

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

5.3 Post-looked after children

Pupils recorded in the most recent January census and alternative provision 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.

5.4 Ever 6 service children

Pupils:

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 January census.

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

Requests for financial support should be forwarded to the Assistant Headteacher by completing the form in Appendix A.

6. Roles and responsibilities

6.1 Headteacher and Senior Leadership Team

The Headteacher and Senior Leadership Team are responsible for:

- Keeping this policy up to date, and ensuring that it is implemented across the school
- Ensuring that all school 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 school heads where appropriate
- Monitoring the attainment and progress of pupils eligible for the pupil premium to assess the impact of the school's use of the funding
- Reporting on the impact of pupil premium spending to the governing board on an ongoing basis
- Publishing information on the school's use of the pupil premium on the school 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

6.2 Governors

The governing board is responsible for:

- Holding the Headteacher to account for the implementation of this policy
- Ensuring the school 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 Headteacher, to assess the impact and effectiveness of the school's use of the funding
- Monitoring whether the school is ensuring value for money in its use of the pupil premium
- Challenging the Headteacher to use the pupil premium in the most effective way
- Setting the school's ethos and values around supporting disadvantaged members of the school community

6.3 Other school staff

All school 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 school staff

7. Monitoring arrangements

This policy will be reviewed annually by the Assistant Headteacher in charge of pastoral care. At every review, the policy will be shared with the governing board.

8. Links with other policies

This policy is linked to Child protection and safeguarding policies, teaching and learning policies and the curriculum intent.

9. Funding Allocations

20-21: Students for whom pupil premium is allocated: 69 (10.78% of 11-16 students on roll at January 2020 census, including 16 students from service families)

19-20: Students for whom pupil premium was allocated: 56 (9.18% of 11-16 students on roll at January 2019 census, including 10 students from service families)

The PPG per-pupil rate for 2020 to 2021 is as follows:

£955: Students in years 7-11 recorded as Ever 6 FSM

£310: 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

Expenditure	19-20	20-21
	Actual	Budget
	£ tbc	£
Teaching strategies & CPD		28,263
Pastoral support & interventions		14,134
Wider Strategies		14,133
Total Budgeted Expenditure	47,880	56,530

Ribston Hall High School Pupil Premium Review Document

This document is a record of a meeting taken place between a pupil and a member of the pastoral support staff. The purpose of the meeting is to ensure that all pupils are receiving the necessary support to meet their academic, and non-academic needs in school

Child/Young Person's Name:

Current attendance:

Target attendance:

Current academic progress (please use progress reports as a starting point to a conversation regarding progress):

What is going well?

What needs to improve?

Target for improvement	Target Outcomes	Actions	Resources needed	Comments

Any other comments regarding student need (any upcoming trips etc):

Name of :

Date of Completion:

Date of Next Review:

Appendix A

Ribston Hall High School 2020-21 Pupil Premium Request Form

Please use this form to submit a claim for financial support. The allocation of the Pupil Premium budget is subject to approval and can support the cost of a request fully or in part. The budget allocated to schools is used in a variety of ways, as per the school policy. The form should be completed and returned to Mr Barnard, Assistant Headteacher, ab@ribstonhall.gloucs.sch.uk.

Details

Name of student	
Tutor Group	
Name of parent/carer	
Details of Request	
Date of event (if relevant)	
Total Amount Requested	

Examples of requests

- School visits including field trips and theatre visits that enhance curriculum experience
- Residential visits in term time e.g. Exchange trips, Enrichment Week visits
- Revision guides
- School Uniform (including a contribution towards shoes and basic equipment)
- Materials for practical subjects

Signed Date

For Office use only

Authorised by SLT:		Date:
Amount claimed from PP funding:	Confirmed by finance:	Date: