



Excellence for All

PUPIL PREMIUM POLICY

Overview

The Student Premium was introduced in April 2011 and paid by means of a specific grant, based on school census figures for students registered as eligible for Free School Meals in reception to Year 11. For Looked After Children, the Student Premium was calculated using the Children Looked After data returns (SSDA903). A premium has also been introduced for children whose parents are currently serving in the armed forces. This service premium is designed to address the emotional and social well-being of these students.

The Student Premium is additional to main school funding and it will be used by Manor Green School to address any underlying inequalities between children eligible by ensuring that funding reaches the students who need it most.

Objectives

1. The Student Premium will be used to provide additional educational support to improve the progress and to raise the standard of achievement for these students
2. The funding will be used to narrow and close the gap between the achievements of these students and their peers.
3. As far as its powers allow, the school will use the additional funding to address any underlying inequalities between children eligible for Student Premium and others.
4. We will ensure that the additional funding reaches the students who need it most and that it makes an impact on their education and lives.

Strategies

1. Student Premium will be clearly identifiable within the budget
2. The Head of Safeguarding & Wellbeing, in consultation with governors and staff, will decide how the Student Premium is spent for entitled students.
3. The school will assess what additional provision should be made for the individual students.
4. The school will be accountable for how it has used additional funding to support the achievement of those students covered by the Student Premium and this will be reported to the governing body and parents in how effective the intervention has been in achieving its aims.
5. The school will publish online how the Student Premium has been spent and document the attainment of students covered by the Premium, without making those students identifiable.
6. We will seek to further develop strategies and interventions which can improve the progress and attainment of these students.
7. 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 entitled students.
8. We will monitor, evaluate and review the success of the impact of Student Premium funding.

Outcomes

This policy will play an important part in the educational development of the individual students who are entitled to Student Premium. We will ensure that these students are treated equally and as favourably as others and that additional funding is used well to address the challenges they face. The school will use the additional funding to promote the achievement and progress of all entitled students. As a result of the additional funding, these students will make better progress and achieve higher standards that would have been likely without it.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the school website
- meetings with parents
- school events
- meetings with school staff
- Head Teacher's reports

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief and sex.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any student and it helps to promote equality at this school.

Monitoring the effectiveness of the policy

Review of Procedure

This policy and procedure shall be subject to periodic review and may be changed from time to time.

Management of policy

The Governors and Headteacher have overall responsibility for the maintenance and operation of this policy.

The Governing Body approved this policy on date: 24th May 2017



Signed:

Chair of Governors



Signed:

Headteacher

Initial Equality Impact Assessment

Pupil Premium Policy

Existing policy (✓)	New/Proposed Policy (✓)	Updated Policy (✓)
	✓	

This policy affects or is likely to affect the following members of the school community (✓)	Students	School Staff	Parents/carers	Governors	School Volunteers	School Visitors	Wider School Community

Question	Equality Groups															Conclusion																
	Age			Disability			Gender reassignment			Sex			Pregnancy or maternity						Race			Religion or belief			Sexual orientation			Marriage or civil partnership				
Does or could this policy have a negative impact on any of the following?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
			✓			✓			✓			✓			✓			✓			✓			✓			✓			✓		
Does or could this policy help promote equality for any of the following?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓			✓			✓			✓			✓			✓			✓			✓			✓			✓			✓	
Does data collected from the equality groups have a positive impact on this policy?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓			✓			✓			✓			✓			✓			✓			✓			✓			✓			✓	

Conclusion We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.

Preliminary EIA completed by	Date	Preliminary EIA approved by	Date
Warren Griffiths	05/2017	Governing Body	24/5/17