



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.



**Initial Equality Impact Assessment**

**Pupil Premium Policy**

<b>Existing policy (✓)</b>	<b>New/Proposed Policy (✓)</b>	<b>Updated Policy (✓)</b>
	✓	

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

<b>Question</b>	<b>Equality Groups</b>															<b>Conclusion</b>																
	<b>Age</b>			<b>Disability</b>			<b>Gender reassignment</b>			<b>Sex</b>			<b>Pregnancy or maternity</b>			<b>Race</b>			<b>Religion or belief</b>			<b>Sexual orientation</b>			<b>Marriage or civil partnership</b>			<b>Undertake a full EIA if the answer is 'yes' or 'not sure'</b>				
<b>Does or could this policy have a negative impact on any of the following?</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Yes</b>	<b>No</b>
			✓			✓			✓			✓			✓			✓			✓			✓			✓			✓		
<b>Does or could this policy help promote equality for any of the following?</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Yes</b>	<b>No</b>
	✓			✓			✓			✓			✓			✓			✓			✓			✓			✓				✓
<b>Does data collected from the equality groups have a positive impact on this policy?</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Y</b>	<b>N</b>	<b>NS</b>	<b>Yes</b>	<b>No</b>
	✓			✓			✓			✓			✓			✓			✓			✓			✓			✓				✓

<b>Conclusion</b>	<b>We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.</b>						
<b>Preliminary EIA completed by</b>	<b>Date</b>	<b>Preliminary EIA approved by</b>	<b>Date</b>				
<b>Warren Griffiths</b>	<b>05/2017</b>	<b>Governing Body</b>	<b>24/5/17</b>				