



St. Joseph's Catholic Primary School, Bradford

Pupil Premium Policy

AIMS:

St Joseph's Catholic Primary School is determined and committed to providing all pupils with the best education possible; assisting all to achieve the very best they can within our Catholic ethos. The pupil premium grant is used strategically to achieve this aim in a variety of ways:

- Assuring quality first teaching for all pupils
- High quality professional development for staff
- Targeted support for pupils who require a more personalised curriculum or intervention to access learning and make good progress.
- Offering an alternative learning environment with a more specialised focus on Nurture group principles and activities to motivate pupils and raise self-esteem and aspirations to create a positive view of learning
- Offering an alternative learning environment and curriculum for New to English pupils, with a specialised focus on accelerated language acquisition
- Ensuring pupils are not disadvantaged from engaging with learning opportunities off site, outside the school day or enhancements to the curriculum.
- Offering targeted support for families to raise the profile of learning and raise aspirations for all pupils' and their families.

PRINCIPLES:

At St Joseph's Catholic Primary School all teaching and learning opportunities should meet the needs of all pupils. Where necessary our provision will be varied and adapted (funded by pupil premium) to meet the differing needs of our pupils and ensure we close the gap in achievement between pupils who receive pupil premium compared to other pupils.

Variation of need is determined by analysis of pupil data and tracking, discussions with staff, pupils and their parents/carers. The school has made use of research information around Nurture group and alternative provision to create designated learning environments to address the more specific needs of some of our pupils and maximise the use of pupil premium funding and impact on pupil progress.

In structuring our range of provision, funded by pupil premium, we recognise that not all pupils who receive pupil premium will be “socially disadvantaged” or “vulnerable”. Furthermore, we also recognise that not all pupils that could be described as “socially disadvantaged” or “vulnerable” qualify for pupil premium. As a result, the provision which is generated through the pupil premium funding is accessed according to need through our ethos of fairness to all.

Pupil premium funding is strategically allocated by the Senior Leadership Team following regular needs analysis, as described above.

PROVISION:

The provision may include:

- Achievement and standards: This includes additional class based or intervention activities to accelerate progress for targeted groups or individuals. Additional Educational Psychology time, as needed to support assessment and provision for vulnerable pupils.
- Nurture group: A designated Nurture Team who assess, plan and monitor the social and emotional development of targeted pupils in order to raise the profile of learning and support raised aspirations and successful inclusion in the classroom learning environment.
- Talking Classroom for New to English pupils: A specialised learning environment and curriculum designed to support accelerated language acquisition enabling access and greater progress in all learning areas. This includes higher staff to pupil ratios and a specific assessment procedure (NASSEA) to determine needs and plan appropriately.
- Pastoral work: A qualified Art Psychotherapist supporting pupils with emotional or socially related issues which inhibit learning, impacting on self-esteem or mental health. A Parental Liaison Mentor who gives additional pastoral support to LAC pupils in school ensuring they are emotionally supported and feel continued success and achievement.
- Family Support: A Parental Liaison Mentor who gives specific, targeted support to families and pupils on a needs basis. The support providing is tailored to meet their specific needs. A Parental Involvement Worker ensures that all families are working effectively as partners in the education of their children and accessing the range of additional activities and family learning that is available through the Community Room provision.
- Out of hours and enrichment: To ensure that all pupils have equal opportunity to develop a range of skills and talents including sport and creativity, music and dance,

also improving self-confidence and motivation for learning. These can take a variety of forms from clubs afterschool to additional music tuition and curriculum based trips to enhance the pupils understanding and learning. Additional and specialised sports and drama provision within the curriculum to enhance skills and self-confidence which impacts on improved learning and concentration. Residential learning to enable pupils to develop new skills as well as independence and confidence through access to alternative activities which cannot be offered on site.

- Provision of school uniform: To ensure the provision of quality uniform for all supporting our ethos, inclusion and cohesion. (Following the removal of the council uniform voucher scheme for pupil who access Free School Meals)

Though varied in its nature and form, all our work through the use of the Pupil Premium is aimed towards a common outcome: accelerated progress, ensuring all pupils make expected or better than expected progress to enable them to achieve or exceed age related expectations.

CONTINUOUS PROFESSIONAL DEVELOPMENT FOR ALL STAFF

Pupil premium funding is used to provide sustained professional development opportunities for all staff. This is targeted to improve the quality of teaching and learning in relation to specific strategies or approaches that research suggests will disproportionately benefit “vulnerable” pupils. The release of the Senior leadership team to provide training, advice, support and challenge so that teaching for all vulnerable groups is Good or better in order to close the achievement gap.

REPORTING

It is the responsibility of the Senior Leadership Team to produce regular updates for governors, to ensure that funds have been used appropriately and effectively.

- Annual spending plan for pupil premium published on the school website
- Data analysis of pupil progress and attainment
- Case studies as part of the SENCO update to governors
- Nurture group assessments and reports to parents and staff on individual pupils’ social and emotional development
- Art Psychotherapist progress reports for parents and staff of individual pupils who are accessing the provision.

Policy ratified on _____January 2016_____

Signed: _____Chair of Governors

Reviewed:January 2017.....