



## Windsor Park CE Middle School

*Learning for Life*

*"Teach me good judgement and knowledge"*

*Psalms 119:66*

### **Pupil Premium & Pupil Premium Plus Policy**

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**RESPECT** 'clothe yourself with compassion, kindness, humility, gentleness and patience'

**RESILIENCE** 'I can do anything through Christ who strengthens me'

**RESPONSIBILITY** 'for God gave us a spirit not a fear, but a power and love and self-control'

## OUR VISION

### Learning for Life

“Teach me good judgement and knowledge”

*Psalm 119:66*

**As an inclusive Church of England school, who aim to provide transformational experiences for all God’s children within our care, the teachings of Jesus are at the heart of all we do. Whilst striving for excellence, we celebrate achievement in all its forms encouraging pupils and staff to live life in all its glory and flourish.**

## OUR MISSION

- 1. Encourage all children irrespective of background or ability to fulfil their God-given potential and flourish. Our broad and balanced curriculum takes a holistic approach to education ensuring that spirituality, emotional intelligence, physical development, academic excellence and social skills are developed creatively across a range of school subjects.*
- 2. Deliver a safe space for children to develop philosophical and theological thinking through Religious Education as a core subject; delivering inspirational lessons which bestow upon pupils the skills to understand Christianity as a living and diverse faith, whilst teaching a knowledge and respect of other faiths and world views.*
- 3. Value education in its widest sense; building on our history and Christian foundations, making the most of today in order that we can make even more of tomorrow and the days, weeks, months and years that lie ahead. This is Learning for Life: ‘teach me good judgement and knowledge’ Psalm 119:66*
- 4. Foster respect for all God’s children; embracing difference and diversity and teaching all to live well together in an inclusive, welcoming community, supporting each other to remove or cross barriers and live with dignity and respect.*
- 5. Reinforce the Christian values and beliefs that will make our children good people: kind, honest, forgiving and courageous.*
- 6. Care deeply about our pupils’ and staff wellbeing and mental health, appreciating that it is the genuine quality of relationships that matter. We strive to support each other to flourish, achieving happiness and fulfilment.*
- 7. Encourage our pupils to approach local and global communities with a deep sense of integrity, justice, responsibility and courageous advocacy; identifying and challenging injustice.*
- 8. Collaborate primarily with St Mary the Virgin church to share the teachings of Jesus through inspirational collective worship. Develop, deliver and evaluate opportunities for pupils and adults to express spirituality through varied worship experiences.*
- 9. Encourage and nurture exploration, creativity and compassion with unlimited and unbounded energy. At Windsor Park learning is not a spectator sport.*

As a Church of England school, we aim to uphold the values of the trust that founded the school. At Windsor Park CE Middle School, we therefore value all of our children equally and believe all are entitled to:

- Build self-esteem and self confidence
- Develop imagination and creativity
- Acquire skills and abilities
- Have a love of learning
- Live life in all its glory and flourish

### **Pupil Premium Funding**

The pupil premium grant is additional funding allocated to publicly funded schools to raise the attainment of disadvantaged pupils and 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 different 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.

It is for schools to decide how the Pupil Premium is spent, since they are best placed to assess what additional provision should be made for the individual pupils for whom they are responsible. As a Church of England school, we will take bold and ethical decisions with regards to expenditure where we feel it is appropriate.

The Pupil Premium is allocated to schools with pupils on roll in January that are known to have been eligible for free school meals (FSM) at any time in the last six years.

All our staff and governors accept responsibility for 'socially disadvantaged' pupils and are committed to meeting their pastoral, social and academic needs within a caring environment. The targeted and strategic use of pupil premium will support us in achieving our vision.

### **Pupil Premium Plus Funding**

The Pupil Premium Plus is allocated to the Virtual Schools and can be applied for by schools with pupils on roll in January that are identified as LAC (Looked After Children). How the grant is to be used must be clearly identified in each young person's Personal Education Plan [PEP] in consultation with the designated teacher and the social worker, plus contributions from the carer and other relevant professionals.

School Staff need to apply each term for the funding potentially attached to each LAC pupil.

The application must state clearly how the money being applied for has been spent on that individual pupil, it is used to fund other projects or staffing.

Where a LAC pupil has benefitted from a whole school project or initiative, the total cost will be divided by the number of pupils involved, to arrive at the total which can be applied for using Pupil Premium Plus.

Where the full allocation is not shown to be used for that pupil's benefit the rest of the Pupil Premium Plus allocation will be retained by the Virtual School and allocated to other pupils.

If this money is not spent on the individual Looked After Child, the funding will not come to school.

As a result of Pupil Premium Plus payments, Social Workers can no longer apply for PEA payments, these were used to fund items which parents would usually pay for which had educational purposes such as extra tuition, laptops, iPads, etc.

### **Principles of Pupil Premium and Pupil Premium Plus**

- We seek to ensure that teaching and learning opportunities meet the needs of all of the pupils;
- We seek to ensure that appropriate provision is made for pupils who belong to vulnerable groups, this includes ensuring that the needs of socially disadvantaged pupils are adequately assessed and addressed;
- In making provision for socially disadvantaged pupils, we recognise that not all pupils who receive free school meals will be socially disadvantaged;
- We also recognise that not all pupils who are socially disadvantaged are registered or qualify for free school meals. We reserve the right to allocate the funding to support any pupil or groups of pupils the school has legitimately identified as being in need of intervention and support;
- Funding will be allocated following a needs analysis which will identify priority classes, groups or individuals.

### **Provision for Pupil Premium**

The range of provision the staff and governors consider making for this group include:

- Reducing class sizes thus improving opportunities for effective teaching and accelerating progress;
- Providing 1-1 and small group work with an experienced practitioner focused on overcoming gaps in learning;
- Additional teaching and learning opportunities provided through learning mentors, trained TAs or external agencies;
- The majority of our work through the pupil premium will be aimed at accelerating progress moving children to at least age related expectations. Initially this will be in English and Maths;
- In addition, the school recognises that the wider curriculum supports and enriches children's development in English and Maths, and therefore funding will also be allocated to enable children to participate fully and actively in wider and extra-curricular activities.
- Funding will be used to support Pupil Premium pupils to attend one outdoor educational residential visit in Year 8 for two thirds of the full cost. Funding will also be used to support one educational residential visit in Years 5, 6 and 7 up to the value of £100 each year. This does not apply for overseas visits which must be paid in full by parents/guardians.

- Applications for additional funding will be considered by the local governing board on an individual basis. The school will fund theatre and workshop visits up to two thirds of the total cost.
- Provision will not be aimed at statemented children as funding for need is already in place.
- Each year all students may be invited to attend an end of year enriching activity. Pupil Premium children will be supported by funding two thirds of the cost of the visit.
- I-Pads will not be funded. There will be opportunity to use i-Pads from the school's i-Pads bank (at the teacher's discretion). Students will have access to IT in homework clubs.

### **Provision for Pupil Premium Plus**

Our work through pupil premium plus will be aimed at the specific needs of the individual pupil, whether this be

- Accelerating progress - moving children to at least age related expectations

or

- Social, helping them to become a resilient member of the community by providing them with opportunities to mix with their peers in a range of different situations.

How the grant is to be used must be clearly identified in each young person's Personal Education Plan [PEP] in consultation with the designated teacher and the social worker, plus contributions from the carer and other relevant professionals. Each expenditure must link to one of the Pupil's short or long term PEP objectives.

Uses may include:

- Providing 1-1 and small group work with an experienced practitioner focused on overcoming gaps in learning
- Additional teaching and learning opportunities provided through learning mentors, trained TAs or external agencies
- In addition, the school recognises that the wider curriculum supports and enriches children's development in English and Maths, and therefore funding will also be allocated to enable children to participate fully and actively in wider and extra-curricular activities.
- Priority will be given to academic progress, however, once funding has been allocated for academic purposes, any further available Pupil Premium Plus funding may be used to fund residential visits.
- Each year all students may be invited to attend an end of year enriching activity. Pupil Premium Plus children will be funded.
- Priority will be given to academic progress, however, once funding has been allocated for academic purposes, any further available Pupil Premium Plus funding may be used to provide technology or equipment as deemed necessary at the PEP meeting.

### **Reporting on Pupil Premium and Pupil Premium Plus**

- It will be the responsibility of the Headteacher, or a delegated member of staff, to report on Pupil Premium to the governors on:

- The progress made towards narrowing the gap, for socially disadvantaged pupils;
- An outline of the provision that was made since the last meeting;
- An evaluation of the cost effectiveness and impact of the provision in terms of the progress made by the pupils receiving a particular provision.

- The Head teacher will sign the proposed expenditure for the Pupil Premium Plus outlined in the termly Pupil Premium Plus Provision Plan and ensure that the Provision Plan is returned by the given date to the Virtual School Provision Plan inbox.
- The designated Teacher for Looked After Children will report annually to local governing board on outcomes for Looked After Children and the use of Pupil Premium Plus.
- Parents will receive information as to the progress of pupils through personal information sent home on individual education plans and through reporting of assessment results throughout the year.