



## **Pupil Premium Policy**

### ***MISSION STATEMENT***

This policy aims to outline how we will spend our Pupil Premium Funding to make our values Respect, Believe Achieve to be a reality for **all** our disadvantaged students.

At Rose Bridge, students entitled to the Pupil Premium are identified in September and a strategy is written based on the identified needs/ barriers of the students. The interventions run from September to July. Throughout the year, the strategy is reviewed and the impact evaluated regularly and when necessary refinements are made to close any new gaps identified.

The Rose Bridge Strategy for Pupil Premium comes in three waves;

### **Inclusive Wave**

The Inclusive Wave of support for Pupil Premium is based on ensuring that all disadvantaged students can access and take part in school life. These strategies are personalised to each student but can include the following general actions:

- Support for equipment and materials to attend school.
- Music Tuition.
- Support with any transportation issues.
- Access to the internet and technology, to support learning both within and beyond the school environment.
- Support to raise levels of Literacy and Numeracy with one to one and small group teaching and support where appropriate.
- Staff are fully briefed on students' needs and issues that could prove to be barriers to progress.
- Additional support to access extra curriculum activities to provide a full educational offer.

### **Supportive Wave**

The Supportive Wave for Pupil Premium is based on ensuring that all disadvantaged students have access to a well-developed pastoral system that meets their social, emotional and behavioural needs in order for them to become well rounded individuals that are well prepared for the next stages of their lives. The strategies employed can include the any of the following interventions, but again are personalized to each student.

- All Pupil Premium students are given a mentor and additional literacy and numeracy, if below expected levels of progress.
- Priority access to inspirational and aspirational opportunities in the form of speakers and guest mentors to the school.
- Opportunity for high quality IAG and additional support.

### **Intervention Wave**

The Intervention Wave for Pupil Premium is based on ensuring that all disadvantaged students achieve their academic potential. Again, the strategies utilised are personalised to each student but can include any of the following methods:



- One to One and small group literacy and numeracy support
- Priority access to all study facilities and library including Homework club
- Priority access to small group intervention and support strategies throughout Year 10 and 11
- Y10 and Y11 Pupil Premium access to master classes in all core subjects Maths, English and Science

All of these actions are underpinned by good and outstanding teaching and learning that supports students in making excellent progress and closing the gap.

The progress of Pupil Premium students is monitored five times in an academic year and regular progress updates will be shared with the Governing body.

## ROLES AND RESPONSIBILITIES

We expect all members of our school community, particularly staff and governors to be committed to raising standards and narrowing the attainment gaps for our pupils.

### The Headteacher and Senior Leadership Team

The Headteacher and Assistant Headteacher are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in closing the gaps for our pupils. They will also ensure that staff are given appropriate support and relevant professional development opportunities to accelerate pupil's progress and attainment. Through Performance Management arrangements, they will make sure narrowing the gaps is a priority area of focus for the school.

It will be the responsibility of the Headteacher to include the following information in the annual report for Governors:

- the progress made towards narrowing the gap, by year group, for disadvantaged pupils
- an outline of the provision that has been made since the last annual report
- an evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support

The Assistant Headteacher has day to day responsibility for co-ordinating the implementation of this policy and monitoring outcomes. She has informed knowledge of evidence based research of 'what works' and 'how' this works in closing the gaps. She knows how to customise this research to fit the needs of our pupils and school context.

The School Business Manager will monitor the use of the Pupil Premium on a monthly basis to track the allocation and use of Pupil Premium funding. She will also check to see that it is providing value for money.

### Teaching and Support Staff will:

- maintain the highest expectations of all pupils and not equate disadvantage of circumstance with 'low ability',



- promote an inclusive and collaborative ethos in their classrooms which enable pupils from disadvantaged backgrounds to thrive,
- plan and deliver curricula and lessons to a high standard and support the acceleration of progress in learning, so that gaps can be narrowed and improvements maintained.
- support disadvantaged groups of pupils in their class through differentiated planning and teaching, especially for those who find aspects of learning difficult and are in danger of falling behind,
- keep up-to-date with teaching strategies and research, which have proven track record in narrowing the gaps in attainment and achievement.

We will provide opportunities for staff to engage in a range of professional development opportunities suited to their particular needs and role. This will support them in implementing successful strategies to accelerate progress of pupils and narrow the gaps.

### Governing body

Our governing body has an important role in ensuring our school complies with legislation and that this policy, along with its specific stated actions for narrowing the gaps is implemented.

- is responsible for ensuring the implementation of this policy.

On a termly basis, the governing body will keep our work on narrowing the gaps under review so that they can monitor the use of the Pupil Premium. In monitoring and evaluating the work of the school in relation to the Pupil Premium, the governing body will take into account a range of information, including quantitative (data on progress and attainment) and qualitative (case studies, views, surveys etc.) data as evidence of impact.

At the end of the academic year, our Governors will ensure that there is an annual statement to parents on how the Pupil Premium funding has been used to address the issue of narrowing the gaps in our school and the impact this has had.