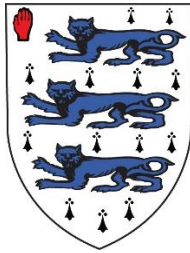


Thomas Adams School



Pupil Premium Policy

Monitoring	Frame of engagement	Date
Member of Staff Responsible	Aspiration Lead	January 2023
Governor Accountability	Link Governor	
Consultation Parameters	Local Governing Body	
Information		
Date of latest version		January 2023
Date for next review (and cycle)		January 2025
Uploaded to Website		Yes

The Thomas Adams School Pupil Premium Policy

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1. Aims

This policy aims to:

- Provide background information about the pupil premium grant so that all members of the school community understand its purpose and which pupils are eligible
- In making provision for PP students, we recognise that not all students who receive free school meals will be socially disadvantaged. We also recognise that not all students who are socially disadvantaged are registered for, or qualify for, Free School Meals. We reserve the right to allocate the Pupil Premium funding to support any pupil or groups of pupils the school has identified as being in need of this intervention. We will, however, ensure that any such group will have within it, identified PP children.
- The Pupil Premium team intend to instil in PP students' high levels of confidence, resilience, and a genuine intention both to achieve academically and socially; it is our expectation that Pupil Premium students perform as well as their non-PP peers. We endeavour to provide appropriate provision for those students who are socially disadvantaged or vulnerable so that their needs are addressed, and the difference in attainment and opportunity is diminished.

2. Legislation and guidance

This policy is based on the Pupil Premium Conditions of Grant Guidance (2021-2022), published by the Education and Skills Funding Agency. It is also based on guidance from the Department for Education (DfE) on virtual school heads' responsibilities concerning the pupil premium, and the service premium. In addition, this policy refers to the DfE's information on what academies should publish online, and complies with our funding agreement and articles of association.

3. Purpose of the grant

Pupil premium is funding to improve education outcomes for disadvantaged pupils in schools in England. Evidence shows that disadvantaged children generally face additional challenges in reaching their potential at school and often do not perform as well as other pupils. The school will use the funding to support pupils on free school meals, looked after and previously looked after pupils and service pupils. These groups are made up of pupils with a range of abilities and the school will support them to narrow any achievement gaps between them and their non disadvantaged counterparts. Thomas Adams School recognises that not all pupils who fall into the disadvantaged category achieve lower than their peers and, in such cases, the funding will be used to ensure they reach their full potential.

4. Use of the grant

The details of how Thomas Adams School allocates the PP grant can be found in The Thomas Adams School Pupil Premium Strategy Statement

- Our Strategy Statement details how the research and information from the guide published by the Education Endowment Foundation (EEF) informs our spending
- The PP Strategy Document is exclusively led by the needs of each PP cohort and their specific requirements. The outcomes of whole school initiatives are led by the needs of all sub groups.
- The Thomas Adams School will use the funding to create an inclusive environment for all Pupil Premium students where they can build personal confidence and intrinsic motivation
- The impact of any interventions that include disadvantaged students is regularly reviewed and is focused on decreasing the difference between disadvantaged students and non-disadvantaged, our areas of focus are:
 - Attendance
 - Progress
 - Attainment
 - Behaviour
 - Engagement
- We aim to engage with parents to take their views on the needs of their child into account

Some examples of how The Thomas Adams School may use the grant include, but are not limited to:

- Providing extra one-to-one or small-group support
- Employing extra teaching assistants and specialist ELSA
- Running A level mentoring programme for KS4 students initially.
- Provision of revision materials and practical materials where necessary.
- Contributing to the funding of educational trips and visits
- Providing pastoral, emotional and wellbeing support where necessary, and behavioural support where appropriate.
- Lesson and IT resources to enable independent study
- Providing support, such as equipment and clothing, that enables disadvantaged pupils to engage fully in the whole school experience, including extracurricular.

We will publish information on the school's use of the pupil premium on the school website in line with the requirements set out in our funding agreement and the DfE's guidance on what academies should publish online, using the templates on GOV.UK.

Information on how the school uses the pupil premium is available here: [Appendix 4 \(thomasadams.net\)](https://www.thomasadams.net)

5. Eligible pupils

The pupil premium is allocated to the school based on the number of eligible pupils between Years 7 and year 11.

Eligible pupils fall into the categories explained below.

- Ever 6 free school meals Pupils recorded in the most recent October school census who are known to have been eligible for free school meals at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance). This includes pupils first known

to be eligible for free school meals in the most recent October census. It does not include pupils who received universal infant free school meals but would not have otherwise received free lunches.

- Looked after children: Pupils who are in the care of, or provided with accommodation by, a local authority in England or Wales for at least 1 day. Allocations will be provisionally based on the children looked-after data return in March of the previous year, and then confirmed in December of the current year based on the children looked-after data return in March of the current year.
- Previously-looked after children: Pupils recorded in the most recent October census who were looked after by an English or Welsh local authority immediately before being adopted, or who left local authority care on a special guardianship order or child arrangements order.
- Ever 6 service children Pupils recorded in the most recent October census:
 - With a parent serving in the regular armed forces
 - Pupils who have been registered as a 'service child' in the school census at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance), including those first recorded as such in the most recent October census
 - In receipt of a child pension from the Ministry of Defence because one of their parents died while serving in the armed forces

6. Roles and responsibilities

Headteacher, senior leadership team and aspirations team

The headteacher, senior leadership team and aspirations team are responsible for:

- Keeping this policy up to date, and ensuring that it is implemented across the school
- Ensuring that all school staff are aware of their role in raising the attainment of disadvantaged pupils and supporting pupils with parents in the armed forces
- Planning pupil premium spending and keeping this under constant review, using an evidence-based approach and working with virtual school heads where appropriate
- Monitoring the attainment and progress of pupils eligible for the pupil premium to assess the impact of the school's use of the funding
- Reporting on the impact of pupil premium spending to the governing board on an ongoing basis
- Publishing information on the school's use of the pupil premium on the school website, as required by our funding agreement and in line with guidance from the DfE
- Providing relevant training for staff, as necessary, on supporting disadvantaged pupils and raising attainment

Governors

The governing board is responsible for:

- Holding the headteacher to account for the implementation of this policy
- Ensuring the school is using pupil premium funding appropriately, in line with the rules set out in the conditions of grant
- Monitoring the attainment and progress of pupils eligible for the pupil premium, in conjunction with the headteacher, to assess the impact and effectiveness of the school's use of the funding
- Monitoring whether the school is ensuring value for money in its use of the pupil premium
- Challenging the headteacher to use the pupil premium in the most effective way
- Setting the school's ethos and values around supporting disadvantaged members of the school community

Other school staff

All school staff are responsible for:

- Implementing this policy on a day-to-day basis
- Setting high expectations for all pupils, including those eligible for the pupil premium
- Identifying pupils whose attainment is not improving in response to interventions funded by the pupil premium, and highlighting these individuals to the senior leadership team
- Sharing insights into effective practice with other school staff

Virtual school heads

Virtual school heads are responsible for managing pupil premium funding for children looked after by a local authority, and allocating it to schools. Their responsibilities include, but are not limited to:

- Identifying the eligible looked after children and informing the local authority
 - Making sure methods for allocating and spending ensure that looked after children benefit without delay
 - Working with each looked after child's educational setting to put together a personal education plan, agree how pupil premium funding will be spent to meet the need identified in this plan, and ensure the funding is spent in this way
 - Demonstrating how pupil premium funding is raising the achievement of looked after children
- Virtual school heads are in charge of promoting the educational achievement of all the children looked after by the local authority they work for.

7. Monitoring arrangements

This policy will be reviewed every 2 years by the Aspirations Lead.

At every review, the policy will be shared with the governing board.