



Pupil Premium Policy

Name of Policy	PUPIL PREMIUM POLICY
Policy Level	RFSS Local Policy
Date of issue	November 2021
Author:	Rugby Free Secondary School
Date of Next Review:	November 2022
Signature	
Date of Signature:	November 2021



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1. Pre-Amble & Overview

The performance gap between students from more and less advantaged backgrounds in England is one of the largest among OECD countries (OECD, 2014). The pupil premium was introduced to increase social mobility and reduce the gap in performance between students from disadvantaged backgrounds and their peers. Schools receive funding for each disadvantaged student and can use the funding flexibly, in the best interests of eligible students.

For 2021-2022, schools within England are required to:

- Use the recovery premium alongside your pupil premium funding and report on your use of them as a single sum in your strategy statement
- Publish a strategy statement
- Demonstrate how spending decisions are informed by a range of evidence

2. 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 students are eligible
- Set out how the school will make decisions on pupil premium spending
- Summarise the roles and responsibilities of those involved in managing the pupil premium in school

Contextually, the Pupil Premium is particularly significant in Rugby for the following reasons:

- The majority of Rugby's jobs fit into the category of 'professional', meaning more is expected of students in this region as compared to another set of students in another region



- The majority of jobs in Rugby therefore require GCSE passes between grades 4 and 9, as an absolute minimum
- The average cost of living, and the prices of houses, are higher in Rugby than in other areas of the country. This means that students need to earn higher wages to counteract this, which is directly correlated to examinations and qualifications.

3. Legislation and guidance

This policy is based on the pupil premium conditions of grant guidance (2017-18), 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.

4. Purpose of the grant

The pupil premium grant is additional funding allocated to publicly funded schools to raise the attainment of disadvantaged students and support students with parents in the armed forces.

The school will use the grant to support these groups, which comprise students with a range of different abilities, to narrow any achievement gaps between them and their peers.

We also recognise that not all students eligible for pupil premium funding will have lower attainment than their peers. In such cases, the grant will be used to help improve students' progress and attainment so that they can reach their full potential.

5. Use of the grant

Rugby is a dichotomous town, and our catchment similar. We have students who are from some of the least deprived areas of the UK and some who are in the top ten percentile for most deprived. Couple this with a higher than average number of students in the country



and school with SEND needs and a higher proportion of students for whom English is an additional language, as well as a higher rate of attempted suicides in young people, we understand that many of our students face the same barriers to learning.

These include:

- Low levels of literacy, particularly in Year 7 and Year 8. This has been exemplified by CATs data and testing in September 2021. In addition to this, low deductive reasoning in Year 8 and Year 9 also features prominently.
- Low aspirations, particularly in the 'legacy' year groups of Year 10 and Year 11 means that students do not always understand the importance of qualifications and examinations
- High prevalence of social and emotional needs including high numbers of vulnerable students
- Those PP students with SEN 'K' face additional challenges
- Above the National Average rates for persistent absenteeism with a small number of PP students

When considering how to spend the funding we use a range of evidence-based research and resources from sources such as the Education Endowment Foundation and learning from what works for our school and our students. Furthermore, we engage with parents taking into account their views on what the needs of their child are and how they feel we could address them. In this way we are able to address a wide range of needs, taking both group and individual needs into account.

Some examples of how the school may use the grant include, but are not limited to:

- Providing extra one-to-one or small-group support
- Employing extra teaching assistants
- Running catch-up sessions before or after school (for example, for children who need extra help with maths or literacy)
- Providing extra tuition where needed (for example, ahead of national assessments such as SATs or GCSEs)
- Funding educational trips and visits
- Funding English classes for children who speak another language



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.

6. Eligible students

The pupil premium is allocated to the school based on the number of eligible students in Year 7 to Year 11.

Eligible students fall into the categories explained below.

6.1 Free School Meals

- Students recorded in the most recent January school census who are known to have been eligible for free school meals at any point in the last six years (as determined by the DfE's latest conditions of grant guidance)
- This includes students first known to be eligible for free school meals in the most recent January census
- It does not include students who received universal infant free school meals but would not have otherwise received free lunches

6.2 Looked after children

- Students who are in the care of, or provided with accommodation by a local authority in England or Wales

6.3 Post-looked after children

- Students recorded in the most recent January census and alternative provision 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.

6.4 Ever 6 service children

Students:

- With a parent serving in the regular armed forces



- Who have been registered as a 'service child' in the school census at any point in the last six years (as determined by the DfE's latest conditions of grant guidance), including those first recorded as such in the most recent January census
- In receipt of a child pension from the Ministry of Defence because one of their parents died while serving in the armed forces.

7. Roles and responsibilities

7.1 Headteacher and senior leadership team member responsible for pupil premium

The headteacher and senior leadership team leadership team member responsible for pupil premium 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 students and supporting students 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 students 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 students and raising attainment
- Evaluating trends and patterns in relation to PP and non PP students



7.2 Sustainable Improvement Board (Educational Excellence Committee)

The Educational Excellence Committee 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 students 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

7.3 Other school staff

All school staff are responsible for:

- Implementing this policy on a day-to-day basis
- Setting high expectations for all students, including those eligible for the pupil premium.
- Identifying students 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

7.4 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.

8. Monitoring arrangements

This policy will be reviewed annually by the assistant head responsible for pupil premium. At every review, the policy will be shared with the Educational Excellence Committee.