

# St Thomas of Canterbury Catholic Primary School

*'To Love and To Serve'*



## Pupil Premium Policy

Review Date: October 2020

# ST THOMAS OF CANTERBURY CATHOLIC PRIMARY SCHOOL

**“To Love and to Serve”**

## **Pupil Premium Policy**

### Mission Statement

The school’s educational programme is intentionally directed at the growth of the whole person: to develop pupils who can accept responsibility, whose lives reflect Christian values and who recognise knowledge is important but its chief value is in giving service to others. We aim to create a Christian Community in our school whose values are communicated through love and sincere relationships between all its members, a community in which each person can develop his or her human potential as fully as possible with a view to a personal commitment to Christ. The school recognises that it can achieve its aims only in partnership with parents who are the first and foremost educators of the child.

- To make prayer, worship and liturgy real education experiences and to contribute successfully to the development of the Faith of each individual in the school community.
- To create an active school community which values the individual but promotes respect for others and provides through links with home-parish-school preparation for the pupils’ entry into the wider community.
- To ensure that the curriculum provides a Catholic setting in which the pupils have an entitlement to grow in understanding and an entitlement to the acquisition of skills, attitudes and values.
- To ensure that all the pupils in the school experience a caring community which promotes the importance of Christian principles in relationships.
- To show concern in a school and looks to Christ for the basis of its existence, for all those outside the school regardless of colour, class or creed.
- To encourage pupils to critically evaluate standards and values in society to enable them to strengthen their own beliefs.

## **Aims:**

At St Thomas of Canterbury, we have high aspirations and ambitions for our children and we believe that no child should be left behind. We strongly believe that it is not about where you come from but your passion and thirst for knowledge, and your dedication and commitment to learning that make the difference between success and failure. We are determined to ensure that our children are given every chance to realise their full potential and experience the cultural capital they need to prepare them for future success. Pupil premium funding represents a significant proportion of our budget and this policy outlines how we will ensure it is spent to maximum effect.

## **Background**

The pupil premium is a government initiative introduced in 2011/2012 that targets extra money at pupils from disadvantaged backgrounds. Research shows that pupils from these backgrounds underachieve compared to their non-disadvantaged peers. The premium is provided to enable these pupils to be supported to reach their potential.

The Government has used pupils entitled to free school meals (FSM), looked after children and service children as indicators of deprivation, and have provided a fixed amount of money for schools per pupil based on the number of pupils registered for FSM over a rolling six year period. This fixed amount of money is expected to increase every year for the course of this current Parliament. At St Thomas of Canterbury we will be using the indicator of those eligible for FSM as well as identified vulnerable groups as our target children to 'close the gap' regarding attainment.

## **Context**

When making decisions about using pupil premium funding it is important to consider the context of the school and the subsequent challenges faced. Common barriers for FSM children can be, less support at home, weak language and communication skills, lack of confidence, more frequent behaviour difficulties, and attendance and punctuality issues. There may also be complex family situations that prevent children from flourishing. The challenges are varied and there is no "one size fits all".

## **Key Principles**

By following the key principles below, we believe we can maximise the impact of our pupil premium spending.

### ***Building Belief***

We will provide a culture where:

- staff believe in ALL children
- there are “no excuses” made for underperformance
- staff adopt a “solution-focused” approach to overcoming barriers
- staff support children to develop “growth” mindsets towards learning

### ***Analysing Data***

We will ensure that:

- All staff are involved in the analysis of data so that they are fully aware of the strengths and weaknesses across the school

### ***Identification of Pupils***

We will ensure that:

- ALL teaching staff and support staff are involved in the analysis of data and identification of pupils
- ALL teaching staff are aware of who pupil premium and vulnerable children are
- ALL pupil premium children benefit from the funding, not just those who are underperforming
- Underachievement at all levels is targeted (not just lower attaining pupils)
- Children’s individual needs are considered carefully so that we provide support for those children who could be doing “even better if.....”

### ***Improving Day to Day Teaching***

We will continue to ensure that **all** children across the school receive good teaching, with increasing percentages of outstanding teaching achieved by using our team leaders to:

- Set high expectations
- Address any within-school variance
- Ensure consistent implementation of the non-negotiables, e.g. marking and guided reading
- Share good practice within the school and draw on external expertise
- Provide high quality CPD
- Improve assessment through joint levelling and moderation

### ***Increasing learning time***

We will maximise the time children have to “catch up” through:

- Improving attendance and punctuality
- Providing earlier intervention (KS1 and EYFS)
- Extended learning out of school hours ie: before or after school

## **Individualising support**

*“There’s no stigma attached to being in an intervention in this school. Everyone needs something, whatever that might be, and so they’re all getting something somewhere.”*

We will ensure that the additional support we provide is effective by:

- Looking at the individual needs of each child and identifying their barriers to learning
- Ensuring additional support staff and class teachers communicate regularly
- Using team leaders to provide high quality interventions across their phases
- Matching the skills of the support staff to the interventions they provide
- Working with other agencies to bring in additional expertise
- Tailoring interventions to the needs of the child
- Recognising and building on children’s strengths to further boost confidence

## **Going the Extra Mile**

In our determination to ensure that ALL children succeed we recognise the need for and are committed to providing completely individualised interventions for set periods of time to support children in times of crisis. E.g ELSA, Nurture, Arts Therapy.

## **Monitoring and Evaluation**

We will ensure that:

- A wide range of data is used – achievement data, pupils’ work, observations, learning walks, case studies, and staff, parent and pupil voice
- Assessment Data is collected half termly so that the impact of interventions can be monitored regularly
- Assessments are closely moderated to ensure they are accurate
- Teaching staff and support staff attend and contribute to pupil progress meetings each term and the identification of children is reviewed
- Regular feedback about performance is given to children and parents
- Interventions are adapted or changed if they are not working
- Case studies are used to evaluate the impact of pastoral interventions, such as on attendance and behaviour
- A designated member of the SLT maintains an overview of pupil premium spending
- A governor is given responsibility for pupil premium

## **Reporting**

When reporting about pupil premium funding we will include:

- information about the context of the school
- objectives for the year
  - reasons for decision making
  - analysis of data

- nature of support and allocation
  - Learning in the curriculum
  - Social, emotional and behavioural issues
  - Enrichment beyond the curriculum
- an overview of spending
  - Total PPG (pupil premium grant) received
  - Total PPG spent
  - Total PPG remaining
- a summary of the impact of PPG
  - Performance of disadvantaged pupils (compared to non-pupil premium children)
  - Other evidence of impact e.g. Ofsted, Analyse School Performance (ASP)
  - Case studies (pastoral support, individualised interventions)
  - Implications for pupil premium spending the following year

The Governing Body will consider the information provided and will ensure that there is an annual statement to the parents on the school website outlining how the Pupil Premium funding has been used to address the issue of closing the gap for pupils eligible for Pupil Premium. This task will be carried out in line with the requirements published by the Department for Education.

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