



CAISTOR GRAMMAR SCHOOL

PUPIL PREMIUM POLICY

Approved by Full Governing Body on7th December 2020.....

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Signed.....*Lucy Jackson*.....

Chair of Governors

Pupil Premium Policy

What is Pupil Premium?

Pupil Premium funding is awarded to the school to help provide extra opportunities for those eligible for Free School Meals or who have been eligible within the last six years, and those who have ever been in care. The School's Pupil Premium allocation for the Financial Year 2013/14 was £9,000, in 2014/15 it was £19,330, in 2015/16 it was £26,775, in 2016/17 it was £42,577, in 2017/18 it was £43,040, in 2018/19 it was £35,530 and in 2019/20 it was £38,350. In the academic year 2020/21, we expect to get £32,385.

How do we approach Pupil Premium students?

Fundamentally, Pupil Premium students are treated in exactly the same way as any other student, and where possible we try to draw as little attention as possible to the Pupil Premium status of our students. However, we understand the importance of closing the gap between these and other pupils, and so we work hard to support Pupil Premium students in a variety of ways. Firstly, all staff are made aware at the beginning of the year who our Pupil Premium students are, and this is updated on a regular basis as and when this is appropriate, through meetings such as staff briefings and in the Pupil Premium section of the staff network. Staff are encouraged to adopt a variety of strategies to help ensure that they do not underachieve, and are expected to intervene in a timely fashion to support students that need it. Whilst this is true of all students, we are aware of the importance of prioritising support, monitoring and interventions in lessons for this group that nationally underachieve compared to their peers. In particular, we encourage priority seating or priority 'study partners' in lessons.

In pastoral terms, tutors prioritise Pupil Premium students during their one-to-one interview programme, and they are also given priority when it comes to Careers advice. The one-to-one tutor interviews help to make sure that there are no social or academic barriers to their progress, and the Careers advice helps to motivate students and shape their goals. Crucially, all students' progress is tracked throughout the year, both in departments and at a whole-School level. Departments are expected to know if Pupil Premium students are underperforming, and to do what they can to help mitigate this if it is the case. At the whole-School level, we monitor the performance of students in terms of Standards in Key Stage 3, and GCSE grades in Key Stage 4. This allows us to identify and to prioritise Pupil Premium under-performance. In particular, our Learning Support Advisor would meet with such students ahead of others, and we would make sure parents were involved at relevant points to best support them. Heads of Year and tutors are aware of their Pupil Premium students, and again know to prioritise under-performance amongst this group whatever year they are in.

Pupil Premium students are monitored at our Pastoral and Section meetings, so that their progress can best be supported by as many relevant staff as possible. In addition to this, Pupil Premium issues are also discussed and monitored by the Curriculum and Student Welfare Committee of the governing body.

How is the Pupil Premium grant spent?

At Caistor Grammar School, we realise that much of the support outlined above is cost neutral. However, aside from the Learning Support Advisor, we allocate our funding in a variety of other ways, which includes the following:

- We pay for essential curriculum equipment such as calculators, materials for Art or materials in Design Technology, so that students have full access to the courses they are studying.
- All curriculum day trips are paid for in full. These trips support learning objectives in a variety of subjects and therefore we ensure that Pupil Premium students do not miss out on these opportunities.
- We support parents with some trips that are not essential curriculum day visits, but which we feel have particular value to students. Whilst we would listen sympathetically to any request, we would prioritise the language exchange visits at KS4, and the Newlands trip in Year 7, as this is an excellent opportunity for students to bond and develop new skills, and it is a trip that is open to the whole year group if they wish to attend.
- All Pupil Premium students have free printing in School.
- All Pupil Premium students have free lockers in School, so that they are not disadvantaged socially, and so that their belongings are protected.
- We pay for our School Counsellor using our funding, and Pupil Premium students have priority when their time is allocated, as and when they need to see a counsellor. We believe that pastoral support is essential if students are to be able to make maximum academic progress.
- All Pupil Premium students have a uniform grant in the summer term. Again, we believe that it is essential to a positive approach to learning that Pupil Premium students do not feel socially isolated through being unable to pay for appropriate uniform.
- Where Pupil Premium students need a laptop or other electronic devices, we ensure these are provided in School.
- All Pupil Premium students are given a £100 grant to support them in any area of the curriculum they choose. We believe that allowing them to have ownership of this substantial part of the grant will help them to prioritise obstacles to their learning and help them to close the gap with their peers in an area that they have identified.
- We prioritise Pupil Premium students so that they have access to a time management programme in Year 10 to help them develop independent skills which focus on revision. This goes alongside homework club and other supported study that is available to all students that require it.
- All revision materials suggested at KS4 are bought for pupil premium students to stop them from being disadvantaged at this crucial time.

Service Premium Students.

Service Premium funding is designed primarily to provide pastoral support for students from service families, to mitigate the negative impact of family mobility or parental deployment. We received £2400 in the academic year 2017-18, £2100 in 2018-19, and £2100 in 2019/20. In the year 2020/21, we anticipate receiving £2100. Our money is used to support our counselling service, to which Service Premium students have priority, and also our Learning Support Advisor who has a responsibility for helping to smooth the transition of Service Premium students into the School when they arrive. We also use the Service Premium grant to support some of our pastoral programme that is designed to improve the resilience of service students- we have outside speakers to do some of this at Key Stage 3 in particular. As part of our support for Service Premium students, they are given priority to attend our time management course in Year 10, and we would also consider spending the money on supporting students to build their confidence through participation in extra-curricular activities to raise their self-esteem.

Where service Premium students are falling significantly behind their expected progress, or are falling short in terms of their commitment to learning, we would also use some of the money to give them time with our Learning Support Advisor to help get them back on track. Appreciating the disruption to the home life of some Service Premium students, we would also be able to provide revision guides and other support material for them to use at home should this be necessary. As with Pupil Premium students, Service Premium students are informed about our policy at the beginning of each academic year.

Last reviewed: October 2020