



PUPIL PREMIUM POLICY

Policy statement on equality and diversity

The School will promote equality of opportunity for students and staff from all social, cultural and economic backgrounds and ensure freedom from discrimination on the basis of disability, gender, race, age, religion or belief, and sexual orientation.

Equality and diversity are integral to the School's priorities and objectives. We will support inter-faith and inter-cultural understanding and engage all students in playing a full and active role in wider engagement with society.

AGREED ON by _____ GOVERNING BODY
_____ SCHOOL

Rationale

The Pupil Premium grant is intended for those pupils registered as eligible for FSM currently or in the last six years; are children in care or those pupils whose parents are currently serving in the armed forces.

The Pupil Premium funding is additional to main school funding and is intended to break the link between disadvantage and educational underachievement.

This policy plays an important part in the educational development of the individual pupils who are entitled to the Pupil Premium. At The Mosslands School we will ensure that these pupils are treated equally and as favourably as others and that the additional funding is used well to address the challenges they face. The school will use the Premium to promote the achievement and progress of all entitled pupils. Through wise use of this additional funding we are fully committed to ensuring that the individual needs of each entitled child are met. As a result of the additional funding, these children will make better progress and achieve higher standards that would have been likely without it.

The Pupil Premium funding will be used to:

1. Address any underlying inequalities between pupils who are eligible and those who are not disadvantaged, by ensuring that funding reaches the pupils who need it most.
2. Provide additional educational support to improve the progress and to raise the standard of achievement for these pupils.
3. Close the gap between the achievement of these pupils and their peers.
4. Reach the pupils who need it most.
5. Make a significant impact on their education and lives.

Take-up of Free School Meals and Pupil Premium

The School encourages the take-up of free school meals by those that are eligible but who are not currently claiming. It is important to highlight that you should register your child's entitlement even where a school meal is not being regularly taken – this triggers additional funding support made available through the Pupil Premium can only be accessed when entitlement is formally registered.

Any requests by parent's in relation to free school meals are handled confidentially and sensitively by all staff at the school.

There are currently 299 students registered as having been on FSM within the last 6 years. Our 'FSM ever 6' students make up 35.9% of the school population. The government allocates extra money to schools – Pupil Premium Funding. This funding is allocated to raise the attainment of FSM students and close the gap in attainment between FSM and non-FSM students.

Due to the numbers of students in receipt of FSM we were allocated the following amount of pupil premium funding:

Academic Year 2015-16:	£278,825
Balance carried forward 2014-15:	£0
<u>Total available expenditure:</u>	<u>£278,825</u>

PUPIL PREMIUM ALLOCATION

In line with our School Improvement Plan to raise the attainment of FSM students, we allocated funding for September 2015 – August 2016 to the following areas:

1. **Intervention:** We employed an extra Maths and an extra English teacher to work with those pupils requiring additional and specific help and included Pupil Premium children. The aim was to provide intensive additional tuition in core subject areas. We also provide other intervention support as and when required in other subject areas.
Cost: £75,732
2. **Pastoral Support:** We have 3 House offices, each with 3 members of staff who all support children on FSM with any pastoral needs.
Cost: £68,678
3. **Pupil Premium Breakfast:** The school provides £1 per day to all Pupil Premium children for them to buy food up to that value during breakfast club. The intention is to ensure that children have the opportunity to eat so that they can concentrate more effectively while learning and to encourage attendance and improve punctuality.
Cost: £12,026
4. **Cashless Catering:** The school provides a cashless catering service to ensure that all students can access free school meals without the knowledge of their peers.
Cost: £1,488
5. **Outdoor Pursuits:** A subsidy was provided for Pupil Premium students to allow them to access year 7 camp. This was an event that aimed to raise achievement through developing confidence and team work.
Cost: £3,182
6. **Careers Guidance:** We employ a specialist careers advisor to work with all students. Pupil Premium students are targeted for this IAG work in the first instance.
Cost: £29,448

7. **Behaviour Rewards System:** The school has implemented a new behaviour rewards system called Accolades. Pupil Premium students benefit by achieving rewards for their good behaviour in and around school. The awards at the end of term were voted for by pupils and were enjoyed at no cost.

Cost: £610

8. **Pupil Support:** We have employed a member of staff dedicated to managing pupil services within our Green room. This has included working with students 1:1 and in small groups. Pupil Premium children have benefitted from this along with others.

Cost: £35,244

9. **Literacy:** The school has invested in reading resources to support literacy across the school and has implemented the accelerated reading program targeting all children with lower reading ages including Pupil Premium children. A dedicated member of staff has worked to improve Literacy across the school and has implemented Literacy Training across all Teaching Staff.

Cost: £64,334

10. **Additional costs:** A fund has been made available to look after the welfare of Pupil Premium students by ensuring that costs were covered such as ingredients for cookery lessons, items of school uniform, revision guides and basic academic equipment when required.

Cost: £847

11. **Counselling Support:** We employ a school counsellor to support any pupil requiring this service including Pupil Premium students.

Cost: £2,625

Total Expenditure: **£294,214**

Balance carried forward to academic year 2016/17: **£0.00**

IMPACT OF PUPIL PREMIUM FUNDING

Headline figures:

Headline figures:

	Y11 PP students at Mosslands	Non-PP at Mosslands	National PP (2015)	National all pupils (2015)
5 A* - C incl. E+M	52.7	50.6		57.1
5 A*- G incl. E+M	96.4	95.1		94.2
Capped total point score (incl equivalent GCSEs)	328.38	326.58		312
Value Added KS2-4	1015.481	1012.838		

English:

	Y11 PP students at Mosslands	Non-PP at Mosslands	National PP	National non PP
A* - C GCSE	76.4	64.2		68.1 (2015)
3LoP	83.6	75.3		70.9 (2015)
Ave Pt score	40.1	41.8		
Value Added KS2-4	1002.755	1002.638		

Maths:

	Y11 PP students at Mosslands	Non-PP at Mosslands	National PP	National non PP
A* - C GCSE	58.2	63.0		67.6 (2015)
3LoP	52.7	55.6		65.3 (2015)
Ave Pt score	38.11	37.70		
Value Added KS2-4	999.282	998.77		

Some National values not released – table will be updated when data available