



Oxenhope Church of England Primary School

Pupil Premium Policy
December 2018



Created By:	Date:	Next Review Date:
A Jones	December 2018	December 2020

We are a community where each person is valued by God. We nurture confidence, delight and discipline in seeking the skills needed to shape life well.

Life in all its fullness; John Chapter 10 v 10.

At Oxenhope CE Primary School, we believe in a broad, balanced and creative curriculum, which provides *each child* with a chance to flourish and achieve their potential by becoming successful, life-long learners who are able to enjoy life in all its fullness. Our Christian ethos, character and values pervade Oxenhope CE Primary ensuring the exceptional personal development and academic achievement of the whole child, as well as the overall 'well-being' of the school community. The school is wholehearted in its commitment, putting faith and spiritual development at the heart of the curriculum.

Christian beliefs and practices that underpin this policy

<p>Love / Compassion</p> 	<p>'Love your neighbour as yourself' Luke 10 v 27 Just like Jesus was 'moved with compassion' we want to instil the children of Oxenhope with selfless kindness towards others. The ultimate aim is to do good to other people, whoever they may be.</p>
<p>Service / Community</p> 	<p>'Serve one another in love' Galatians 5 v14 At Oxenhope we actively seek opportunities to work together to help others. As even Jesus washed the disciple's feet we can learn from his example and seek to do good where we can, both locally and globally.</p>
<p>Wisdom</p> 	<p>'Blessed are those who find wisdom, those who gain understanding.' Proverbs 3 v 13 As the children at Oxenhope are faced with situations and dilemmas, we endeavour to teach and direct them to make wise choices which will develop their characters and shape their lives. Wisdom is rooted in a proper reverence for God, the source of all life and values.</p>
<p>Forgiveness</p> 	<p>'Forgive us our sins as we forgive those who have sinned against us.' Luke 11 v 4 These are the words we quote in our school prayer. As we appreciate how much we have been forgiven, we can forgive others.</p>
<p>Courage</p> 	<p>"Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the LORD your God will be with you wherever you go." Joshua 1 v 9 It is important that the children go from Oxenhope with a determined strength that they can bravely overcome whatever challenges they are faced with.</p>
<p>Endurance / Hope</p> 	<p>'Be joyful in hope, patient in affliction, faithful in prayer.' Romans 12 v 12 Jesus' followers are challenged to think of life like a race. However - NOT a short sprint but a marathon! The bible says that we are made stronger for the future every time we endure and refuse to give up. We teach our children to persevere and not give up hope.</p>
<p>Truth</p> 	<p>'Instead, we will speak the truth in love, growing in every way more and more like Christ' Ephesians 4 v 15 We teach the children to be full of integrity and honesty, knowing the difference between right and wrong. If they have strong moral principles they will be the much needed light in this world. As Jesus said 'the truth will set you free.'</p>

1. Context

The Pupil Premium Grant (PPG) is additional funding given to:

- raise the attainment of disadvantaged pupils and close the gap with their peers
- support children with parents in the armed forces
- provide funding for looked-after children (LAC)

2. Policy Statement & Aims

- a) to provide additional educational support to raise the achievement of pupils in receipt of the PPG
- b) to diminish the difference between the educational achievement of these pupils and their peers
- c) to address underlying inequalities, as far as possible, between pupils
- d) to make a significant impact on the education and lives of these pupils
- e) to work in partnership with the parents/carers to collectively ensure their success

3. Strategies

'Schools have the freedom to spend the Premium, which is additional to the underlying schools budget, in a way they think will best support the raising of attainment for the most vulnerable pupils.'

In making decisions on the use of the Pupil Premium Grant we will:

- assign a staff and Governor pupil premium lead to champion the educational needs of PPG recipients and ensure the implementation of this policy
- ensure PPG funds are identified within the school's budget and be transparent in our reporting of how we have used the Pupil Premium, so that our parents, interested stakeholders and Ofsted are fully aware of how this additional resource has been used to make a difference
- encourage take up of FSM by working proactively with our parents and carers in a sensitive and supportive manner and to remove any potential barriers or stigma attached to claiming FSM. In doing so, we also recognise the vital role that parents and carers play in the lives of their children
- ensure robust assessment, monitoring and evaluation of individual provisions for each pupil in receipt of PPG

3. Equal Opportunities / Cultural Diversity

Teachers need to:

- be sensitive to issues around the Pupil Premium Grant and ensure that all individual pupil needs are met, taking
- take into account the Children Act 1989 and the Equality Act 2010, especially the protected characteristics: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity; marriage and civil partnership (for employees).

- be mindful of the fact that eligibility and take up of FSM does not equate with pupils being considered to be of 'low ability' because of their social circumstances.

4. School Governors, Leaders and Staff Responsibilities

The Headteacher and school Governing Body is accountable for the impact of pupil premium funding in:

- performance tables, which show the performance of disadvantaged pupils compared with their peers
- publishing details online each year of how they are using the pupil premium and the impact it is having on pupil achievement
- the Ofsted inspection framework, where inspectors focus on the attainment of pupil groups, and in particular those who attract the pupil premium (including the more able).

We expect all members of our school community, to be committed to raising standards and diminishing the difference for our Pupil Premium pupils.

Teaching and Support Staff will:

- maintain the highest expectations of all pupils and not equate disadvantage of circumstance with 'low ability'
- promote an inclusive and collaborative ethos in their classrooms which enable pupils from disadvantaged backgrounds to thrive
- plan and deliver curricula and lessons to a high standard and support the acceleration of progress in learning, so that differences can be diminished and improvements maintained
- support disadvantaged groups of pupils in their class through differentiated planning and teaching, especially for the more able or those who find aspects of learning difficult and are in danger of falling behind
- keep up-to-date with teaching strategies and research, which have proven track record in diminishing the difference in attainment and achievement

We will provide opportunities for staff to engage in a range of professional development opportunities suited to their particular needs and role. This will support them in implementing successful strategies to accelerate progress of pupils and diminish differences.

Reporting

- the school will monitor, evaluate and review the success of PPG funding, in terms of improving educational outcomes and cost effectiveness
- PPG will be a standing item on the Curriculum and Pastoral Committee agenda
- the PP lead will report termly to the Named Disadvantaged Governors and annually to parents/carers on how effective PPG spending has been and what impact has been made
- an annual statement regarding PPG spending will be published on the school website The above information will lead the thinking and development of additional or alternative strategies and interventions to further improve the attainment and progress of these pupils

5. Dissemination of the Policy

This policy along with details of actions will be published: on the School Website. A paper copy will also be kept in the main entrance. We will also use other methods and occasions such as parents' evenings and information evenings, as appropriate to share information about Pupil Premium.