



Abbey College Ramsey

Pupil Premium Policy 2023/2024

Policy Developed by:	J Oswell, G Craig / SLT
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Statement of intent

At **Abbey College Ramsey**, we believe that the highest possible standards can only be achieved by having the highest expectations of all learners. Some pupils from disadvantaged backgrounds require additional support; therefore, we will use all the resources available to help them reach their full potential, including the Pupil Premium Grant (PPG).

Pupil Premium was introduced in April 2011 by the government to address the gap in attainment between disadvantaged learners and their peers. Children are considered Pupil Premium students if they are: eligible for free school meals (or have been eligible in the last six years), looked after, or within families who work in the armed forces. The pupil premium funding is paid to schools for pupils between the ages of 5 and 16 and should be spent in ways that close the gap in attainment for disadvantaged students and be used for all learners to receive pastoral support where needed.

The PPG was created to provide funding for two separate policies:

- Raising the attainment of disadvantaged pupils.
- Providing funding for LAC (Looked After Child) and Previously LAC (PLAC).
- Supporting pupils with parents in the armed forces.

This policy outlines the amount of funding available, the school's strategy for spending the PPG effectively, and the procedures for ensuring the funding is allocated correctly.

At Abbey College, the pupil premium is used to aid all our pupils to achieve their full potential during their time with us. We will continue to develop our use of this funding to ensure we close the gap in attainment of learners who are less likely to achieve in line with their peers (as based on national statistical patterns). We will focus particularly on all learners progressing well during their time with us and having opportunities to develop beyond the formal curriculum time.

We also recognise and make provision for the fact that not all of our pupil premium students are socially disadvantaged and that some learners need additional support who are not eligible for this funding.

1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Children Act 1989
- Equality Act 2010
- UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- The School Information (England) Regulations 2008
- ESFA (2022) 'Pupil premium: allocations and conditions of grant 2022 to 2023'
- DfE (2018) 'Promoting the education of looked-after children and previously looked-after children'
- DfE (2021) 'What maintained schools must publish online'
- DfE (2021) 'What academies, free schools and colleges should publish online'
- NCTL and the Teaching Schools Council (TSC) (2018) 'Effective pupil premium reviews'
- Education Endowment Foundation (EEF) (2019) 'The EEF Guide to Pupil Premium'

This policy operates in conjunction with the following school policies:

- Equality Information and Objectives Statement
- LAC Policy
- Whole-school Website Policy
- Pupil Premium Impact Statement
- School Development Plan

2. Roles and responsibilities

The Governing Body is responsible for:

- Ensuring the effectiveness of this policy.
- Ensuring the school meets its statutory duties with regards to the use of the PPG.
- Maintaining robust oversight of the school's financial affairs.
- Liaising with the Headteacher to ensure the school's strategies and activities regarding Pupil Premium align with the school's wider School Development Plan.
- Scrutinising the school's plans for, and use of, its Pupil Premium funding, including reading and reviewing the school's Pupil Premium Impact Statement.

The Headteacher is responsible for:

- Ensuring the day-to-day implementation of this policy.
- Appointing an appropriately experienced and knowledgeable pupil premium lead at the school.
- Liaising with the Governing Body to ensure the school's strategies and activities regarding pupil premium align with the school's wider School Development Plan.
- Working with the pupil premium lead to ensure the school spends the PPG funding effectively and in a way which aligns with the school's overall pupil premium strategy.

- Ensuring the school publishes its Pupil Premium Impact Statement, as required.
- Ensuring the school meets the requirements to publish information regarding the PPG on the school website, as required.
- Ensuring the school census is completed accurately.
- Ensuring personal data of pupils eligible for the PPG is stored, processed and shared in line with the school's Records Management Policy.

The Pupil Premium Lead is responsible for:

- Undertaking the day-to-day implementation of this policy.
- Ensuring the school spends its PPG funding to provide support to all eligible pupils.
- Working with the Headteacher and other relevant staff members to draw up the Pupil Premium Impact Statement.
- Liaising with parents regarding any questions or concerns about the PPG.
- Monitoring the effectiveness of the school's PPG strategy as it operates on a day-to-day basis.
- Working with the Headteacher and other relevant staff members to implement suitable, effective and evidence-based interventions for eligible pupils to support their academic and personal progress at school.
- In combination with the Headteacher, conducting research into evidence-based strategies for effective use of PPG funding, and demonstrably applying this research in the school's own strategy.

3. PPG allocation

The school adopts the following definitions PPG eligibility, in line with government expectations:

- **Ever 6 FSM:** pupils recorded as eligible for FSM, or have been recorded as eligible at any point in the last six years. This includes eligible children of families who have no recourse to public funds in the October 2022 census who have had a recorded period of FSM eligibility since January 2017, as well as those first recorded as eligible during October 2022.
- **NRPF:** pupils with no resource to public funds (NRPF) who are eligible for FSM under the extension to FSM eligibility, even if not recorded on the school census as eligible for FSM
- **LAC and PLAC:** pupils recorded as in the care of an English LA, or pupils recorded as having been looked after by an English or Welsh LA immediately prior to adoption, a special guardianship order or child arrangements order
- **Service children:** pupils who meet one of the following criteria:
 - one of their parents is serving in the regular armed forces (including pupils with a parent who is on full commitment as part of the full-time reserve service)
 - They have been registered as a 'service child' on a school census since 2016
 - One of their parents died whilst serving in the armed forces and the pupil receives a pension under the Armed Forces Compensation Scheme or the War Pensions Scheme

For the 2023/2024 financial year PPG allocations are as follows:

Disadvantaged pupils	PPG amount per pupil
Pupils in Reception to Year 6 who are recorded as 'Ever 6 FSM'	£1455
Pupils in Year 7 to Year 11 who are recorded as 'Ever 6 FSM'	£1035
LAC as defined in the Children Act 1989 – children who are in the care of, or provided accommodation by, an English LA	£2530
PLAC, who have ceased to be looked after by an LA in England or Wales because of adoption, a special guardianship order or a child arrangements order	£2530
Service children	SPP amount per pupil
Any pupil in Reception to Year 11 with a parent who is serving in HM Forces or has retired on a pension from the Ministry of Defence	£335

The school will receive its PPG funding directly from ESFA.

Allocations will be based on the October 2022 census.

4. Objectives

- To provide additional educational support to raise the achievement of pupils in receipt of the PPG
- To narrow the gap between the educational achievement of these pupils and their peers
- To address underlying inequalities between pupils, as far as possible
- To ensure that the PPG reaches the pupils who are eligible for it
- To make a significant impact on the education and lives of these pupils
- To work in partnership with the parents of pupil to collectively ensure pupils' success

5. How PPG is spent

Under the ESFA's terms of the PPG, the school only spends the funding in the following ways:

- For the purposes of the school, i.e. for the educational benefit of pupils registered at the school
- For the benefit of pupils registered at other maintained schools or academies
- On community facilities whose provision furthers any benefit for pupils at the school

In line with government guidance, the school does not need to spend the PPG so it solely benefits pupils eligible for the grant. The school will use the PPG to support other pupils with identified needs where appropriate.

Academically able pupils from disadvantaged backgrounds will be given as much focus as less academically able pupils.

If the school has not spent the PPG within the financial year in which it was allocated, the school will carry the remainder forward to the following financial year. When the school carries PPG funding forward, it continues to only spend the funding in line with the above criteria.

6. Long-term strategy for success

The school has a long-term strategy to ensure it maximises the use of PPG funding. The school has also adopted a long-term three-year strategic plan, aligned to the school's wider School Development Plan, which contains the following considerations:

- Expenditure
- Recruitment
- Teaching practice
- Staff deployment

As part of its strategy, the school maximises the use of the PPG by:

- Assigning a pupil premium lead to champion the educational needs of PPG recipients and ensure the implementation of this policy.
- Ensuring PPG funding and spending can be identified within the school's budget.
- Consulting, as necessary and as appropriate, the pupil premium lead, governors, staff and parents when deciding how funds are spent.
- Assessing the individual provisions required for each pupil in receipt of the PPG.

The school conducts lighter-touch annual reviews to inform the strategic plan and form the school's Pupil Premium Impact Statement.

The school explores evidence-based summaries of PPG use, such as the EEF's Teaching and Learning Toolkit, to determine the best use of the funding. The school consults the EEF's Families of Schools Database to learn about effective practice in similar schools. The school makes decisions about PPG spending that demonstrably illustrates its use of evidence-based research.

When researching and implementing PPG use, the school focuses on approaches that:

- Are individually tailored to the strengths and needs of each pupil, and include targeted academic support, such as tutoring
- Are consistent (based on agreed core principles and components), but also flexible and responsive
- Are evidence-based
- Are focussed on clear short-term goals providing opportunities for pupils to experience success
- Include regular, high-quality feedback from teaching staff
- Engage parents in the agreement and evaluation of support arrangements, e.g. via pupil's Personal Education Plans (PEPs)
- Support pupils' transitions through the stages of education, e.g. from primary school to secondary school
- Raise aspirations through access to high-quality educational experiences

- Promote each pupil's awareness and understanding of their own thought processes and help them to develop problem-solving strategies
- Support the quality of teaching, including staff professional development
- Tackle non-academic barriers to success at school, by supporting good attendance and behaviour and providing social and emotional support

The school also chooses approaches that emphasise:

- Relationship-building, both with appropriate adults and with pupils peers
- An emotionally intelligent approach to the setting of clear behaviour boundaries
- Increasing pupils' understanding of their emotions and identity
- Positive reinforcement
- Building self-esteem
- Relevance to the learner – the approach relates to pupils' interests and makes success matter to them
- A joined-up approach involving the pupil's social worker, carer, Virtual School Head (VSH) and other relevant professionals
- A child-centred approach to assessment for learning

7. A tiered approach to PPG spending

The school operates a tiered approach to PPG spending to ensure spending is both balanced and focussed. Spending priorities are as follows:

- Teaching
- Targeted academic support
- Wider strategies

Ensuring effective teaching in every classroom is the priority for PPG spending. To achieve this, the school spends the PPG in the following ways:

- Professional development
- Recruitment and retention
- Supporting early career teachers

Evidence shows that targeted support has a positive impact and is a key component of effective PPG use. The school spends the PPG on targeted support in the following ways:

- Structured interventions
- Small group tuition
- One-to-one support

Wider strategies are used to overcome non-academic barriers to success. The school spends the PPG on the following wider strategies:

- Behaviour support
- Curriculum enrichment
- Attendance initiatives

8. Use of the CIC (Child in Care) and PCIC (Previously Child in Care) premiums

The CIC premium is managed by the LA's designated VSH.

The premium will be used to benefit a pupil's educational needs as described in their PEP. To avoid any delays in providing support, the school works with the VSH to ensure that funding allocation is as simple as possible.

The CIC premium is used to facilitate a wide range of educational support for CIC. The designated teacher and carers work with the VSH to gain a full understanding of each pupil's needs and determine how to use the premium to support each pupil effectively. The designated teacher works with the VSH to ensure that all available funding is spent.

PCIC premium is allocated directly to the school. CIC premium and PCIC premium is not treated as personal budgets for individual pupils; however, the VSH and the school may choose to allocate an amount of funding to an individual to support their needs.

9. Example interventions

The school may utilise the following achievement-focussed interventions:

- Providing one-to-one and small group work with experienced teachers to address pupils' specific knowledge gaps.
- Reducing class sizes to improve opportunities for effective teaching.
- Creating additional teaching and learning opportunities using TAs.
- Targeting English and Maths teaching for pupils who are below age-related expectations.
- Targeting pupils who require additional help to reach age-related expectations.

The school may utilise the following teaching-focussed interventions:

- Calendared CPD (Continuing Professional Development) slot for staff.
- Targeted CPD for identified early career teachers.

The school may utilise the following wellbeing-focussed interventions:

- One-to-one counselling sessions.
- Occupational therapy-based interventions.
- Allocating funds to enable pupils to participate in extra-curricular activities.

The school may utilise the following communication-focussed interventions:

- Vocabulary interventions for pupils with poor oral language and communication skills.
- Transport for parents to attend annual reviews.
- Support for pupils to access a range of off-site trips and experiences.

The school may utilise the following independence-focussed interventions:

- Work experience opportunities.
- Opportunities to lead sessions.

10. Use of the Service Pupil Premium (SPP)

The school uses the SPP to give pastoral support to service children during challenging times and mitigate the negative impact of family mobility or parental deployment.

Pupils qualify for the SPP if they meet at least one of the following criteria:

- They have a parent serving in the regular armed forces.
- They have been registered as a 'service child' on the January school census at any point since 2015 (known as the 'Ever 6 service child measure').
- They have a parent who died whilst serving in the armed forces and the pupil receives a pension under the armed forces compensation scheme or the war pensions scheme.
- They have a parent who is on full commitment as part of the full-time reserve service.

The school does not combine the SPP with any other form of PPG. SPP spending is accounted for separately to any other form of PPG. The school may use the SPP for:

- Providing pastoral support in the form of counselling, nurture groups, clubs, etc.
- Improving the means of communication between the pupil and their deployed parent(s), such as introducing a 'video call club'.
- Helping pupils to develop scrapbooks and diaries that can be shown to their parent(s) on their return.
- Funding staff hours spent assisting the pupil when they join a new school as a result of a new posting.
- School trips specifically for service children, such as military-specific trips that allow pupils to join a wider community and better understand the role their service parent plays.

The school does not use the SPP to subsidise routine school activities.

11. Accountability

Individual targets are set for each pupil in receipt of the PPG and their progress towards achieving these targets is analysed at the end of interventions. The progress of pupils in receipt of the PPG is regularly discussed with subject teachers.

Ofsted inspections will report on the attainment and progress of disadvantaged pupils in receipt of the PPG. The school is held to account for the spending of the PPG through the focus in Ofsted inspections on the progress and attainment of the wider pupil premium-eligible cohort.

The school publishes its strategy statement for using the PPG on the school website by the 31 December 2023 utilising the DfE template.

The school uses its recovery premium alongside its pupil premium funding and reports on the use of them as a single sum in their strategy statement.

The school publishes the updated PPG strategy annually, in line with its statutory duties.

The school publishes a link to the [school and college performance tables](#) search tool, as well as the schools' individual performance tables page, on the school website.

12. Reporting

The Headteacher reports annually to the Governing Body and parents regarding how effective PPG spending has been and what impact has been made. The impact of PPG spending, in terms of improving educational outcomes and cost effectiveness, is monitored, evaluated, and reviewed by the Headteacher and the Governing Body.

The EEF's [Evaluation guidance and resources](#) is used to measure the impact of the school's spending.

Information regarding PPG spending is published on the school website. The school does not publish any personal data regarding individual pupils on the school website.

For parents of pupils in receipt of PPG, details of the pupil's academic progress and behaviour are sent home in their reports. This information informs the development of additional or alternative strategies and interventions to further improve the attainment of these pupils.

13. Pupil Premium reviews

If disadvantaged pupils are not meeting expected levels, or slow progress means they are failing to realise their full potential, the school will consider undertaking a pupil premium review to objectively evaluate the pupil premium strategy and identify ways to use the PPG more effectively.

If requested by Ofsted, the LA or DfE, the school will commission a Pupil Premium review.

The school undertakes reviews in partnership with an experienced, independent system leader with a proven track record in improving outcomes for disadvantaged pupils.

The cost of the review reflects the DfE's guideline that says day rates for external reviews should reflect pay and expenses for a senior leader, including any costs incurred by their school to release them. Where costs are prohibitive, the school considers the use of a joint review with local schools. The school may pay an additional cost for the brokerage service providing the reviewer.

In advance of the review, the school completes sections 1-4 of the Pupil Premium Review Self-Evaluation Form available in the appendices.

At the end of the review, the school has an improved strategy and plans to implement it. This strategy and these plans are shared with all relevant stakeholders.

14. Overpayments

The school repays any overpayment of the PPG.

15. Monitoring and review

The Pupil Premium Lead is responsible for reviewing this policy annually. Any changes to this policy will be communicated to all relevant stakeholders.

The next scheduled review date is autumn 2024.

Coronavirus (COVID-19): Effects of the Pandemic on the PPG

We understand that we face a time of great uncertainty and, as a school, we are doing all we can to provide clarity to the school community. This appendix includes the latest government guidance to which the school will have due regard for during the coronavirus (COVID-19) pandemic. The information in this appendix is under constant review and will be to reflect any changes to government and local guidance as it is released.

1. Accountability

Due to the impact of the coronavirus pandemic on assessments and exams during, the school will not be held to account on the basis of any assessment data from the 2020/2021 and 2021/2022 academic years.

The school will not be required to publish any educational performance tables for the 2019/2020 or 2020/2021 or 2021/2022 academic years, at any phase, and all organisations working with the school will use data from previous years when assessing pupil performance.

2. Eligibility extension

Under the temporary coronavirus (COVID-19) extension to FSM eligibility, pupils with no resource to public funds (NRPF) are eligible for FSM, and therefore, the PPG, even if they are not recorded on the school census as eligible for FSM.

3. Monitoring and review

The Headteacher will review this appendix on a termly basis, or in response to an update to current government guidance.