



Mercia Primary Academy Trust Pupil Premium Policy

Date: March 2020

Review Date: March 2023

Pupil premium funding will be allocated following a needs analysis, which will identify priority classes, groups or individuals. At the heart of the Pupil Premium Policy is an achievement gap, which affects the most disadvantaged children. Early intervention, building independence, developing communication skills and working alongside parents is of paramount importance. The deployment of Teaching Assistants (TA's) to maximise effect is also carefully considered. All members of staff, governors and teaching assistants accept responsibility for 'socially disadvantaged' pupils and are committed to narrowing the gap in their attainment.

Effective feedback on learning.

We held termly pupil progress meetings with staff from each class to discuss the progress of each child in reading, writing and numeracy as part of the termly subject reviews. These meetings are used to plan and evaluate interventions for children at risk of not making at least good progress and/or achieving age-related levels at the end of the year. The learning needs are considered through three waves of support- Quality first teaching, small group intervention followed by individual precision teaching. We trained our teaching staff to use marking and verbal feedback to children in a way that helped them understand what they had learned and what they needed to do next in the form of next steps to achieve their personal targets and long term goals. Children use success criteria within lessons to evaluate their own learning.

Behaviour for Learning

This initiative, recently introduced, enables children to be more in control of their own learning through teaching them how to plan work, evaluate their own learning and motivate themselves. Behaviour of certain children causing concern was addressed through the PRU and a course of Literacy lessons, via boxing classes.

Parenting Support.

A Family Support Worker has been employed to assist with parents and families. Absences are closely monitored and the Family Support Worker assists in supporting the school in ensuring that pupils attend regularly. Parent training through numeracy workshops has assisted parents with understanding modern methods of teaching, thereby assisting pupils with homework.

Phonics

The teaching of phonics assists in developing reading skills and this has impacted on writing.

After School Clubs

The school has offered free after school clubs to pupil premium children.

Small Group Intervention

The funding is used to provide small group interventions, tailored to needs, and delivered by teaching assistants who closely liaise with class teachers. They know how to identify and address the barriers to learning that many pupils face.

Precision Teaching

Pupils' individual needs are addressed through short, regular, one to one sessions with trained teaching assistants. Activities are time defined. Progress is measured and tracked on the school tracking system. This takes the form of speaking and listening, Toe by Toe, Arrow, phonics, numeracy, literacy and reading.

Smaller Classes

The funding enables pupils to benefit from a smaller pupil teacher ratio, enabling more time to be spent per pupil.

Breakfast Clubs

Offered free to Pupil Premium children as it is considered an essential start to the learning day.

Tracking

All pupils are tracked on a rigorous whole school tracking system and 'stuck' children identified, with intervention programmes set up. All children eligible for pupil premium, who are not falling behind their peers, are also identified on the tracking system, with evidence that their progress is clear.

Improving the impact of Teaching Assistants

Training has enabled TA's to develop a wider understanding of their current expectations and role in working alongside the class teacher in developing the children's **learning** as opposed to **doing**. The TA's are aware of the need to liaise closely with the class teacher, to use planning effectively and give feedback on pupils.

Tracking effectiveness and reporting impact

We track the progress of all of our pupils in school on a termly basis and we compare children according to different characteristics including FSM.

Reporting Regular reports for the Governing Body will be made within the curriculum committee meetings and will outline:-

- Progress made towards narrowing the gap, by year group, for socially disadvantaged pupils.
- Outline of the provision that was made since the last meeting.
- The Governors of the school will issue an annual statement to parents on how the Pupil Premium funding has been used to address the issue of 'narrowing the gap', for socially disadvantaged pupils. This task will be carried out within the requirements published by the Department for Education (DfE) and will appear on our school website.

Signed

Director, Mercia Primary Academy Trust

Date March 2020

Review 2023

Version control

Date approved	Version	Changes made	Reason for amendment
16 th Dec 2013	1		
February 2016	2	Family Support Worker added	
July 2018	2	No changes	
March 2020	3	Date signing changed	