



1. INTRODUCTION

Eagle House School (Mitcham) is an independent day school, which provides an appropriate education for primary-aged pupils who hold a Statement of Special Educational Needs or Education, Health & Care plan for an autism spectrum disorder and associated social and communication difficulties. This will include children and young people with moderate or severe learning difficulties.

This policy sets out Eagle House School's procedures for accessing and spending the Pupil Premium grant.

2. THE PUPIL PREMIUM

The Pupil Premium is additional funding which is allocated to schools on the basis of the number of pupils who have been eligible for free school meals (FSM) at any point over the last six years (known as 'Ever 6 FSM'). The Pupil Premium is aimed at addressing the current underlying inequalities which exist between children from disadvantaged backgrounds and their more affluent peers. The Pupil Premium also provides funding for children who have been looked after continuously for more than six months, and the children of service personnel.

If children are placed in independent provisions (not mainstream) the Local Authority for that child is not obliged to pass the Pupil Premium funding through to the independent school as they are already paying fees for that placement.

The 2016-17 Pupil Premium allocation for pupils registered eligible for free school meals is £1,320 per pupil, unless they receive universal Infant Free School Meals Grant of £618. Pupils who have been in local authority care for 1 day are eligible for £1900 of pupil premium funding. This funding is managed by the virtual school head (VSH) in the local authority that looks after the pupil. Pupils of service personnel are eligible for £300 per pupil.

3. PURPOSE OF THE PUPIL PREMIUM POLICY

As a school in receipt of Pupil Premium we must decide how to make best use of this funding. We are held accountable by our parents/carers and school community for ensuring we allocate this additional resource in order to narrow the achievement gaps between our disadvantaged pupils and their peers. The purpose of this policy is to outline our Pupil Premium strategy, providing information on Pupil Premium expenditure and impact. Copies of this policy are available to parents/carers on request from the school office either in person or by post. In addition this policy may be downloaded from the school's website:

<http://www.eaglehousegroup.co.uk/policies-mitcham>

Through this policy we shall provide relevant information. In meeting this requirement we will observe our continuing responsibilities under the Data Protection Act 1998, so that individuals or groups of individuals, including children funded through the Service Premium cannot be identified.

4. HOW WE WILL MAKE DECISIONS REGARDING THE USE OF THE PUPIL PREMIUM

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

- ensure that Pupil Premium funding allocated to our school is used solely for its intended purpose
- consult the latest evidence based research on proven strategies which work to narrow the attainment gaps and adapt these as necessary to meet the needs of our pupils
- be transparent in our reporting of how we have used the Pupil Premium, so that our parents/carers, interested stakeholders and Ofsted are fully aware of how this additional resource has been used to make a difference
- be mindful of the fact that eligibility for Pupil Premium does not equate with pupils being considered to be of 'low ability' because of their social circumstances
- ensure there is robust monitoring and evaluation in place to account for the use of the Pupil Premium, by the school and CEO of Eagle House Group
- use high quality teaching and learning as the preferred way to narrow the gaps in attainment in the first instance. We will also use high quality interventions with proven evidence of impact to assist our pupils who need additional support in a time limited way

5. DEVELOPMENT OF THE POLICY

This policy has been developed by the Senior Leadership Team in consultation with our staff. It is part of our commitment to reducing inequalities in outcomes and promoting the inclusive nature of the work we do at our school.

In developing this policy we have taken into account our statutory responsibilities in meeting the requirements of the Equality Act 2010. When developing this Pupil Premium Policy, we have also taken into account the Ofsted Inspection Framework 2015, which places a strong focus on improving the learning and progress of different groups and on narrowing gaps in standards. We also note that Ofsted has a statutory duty to report on the outcomes and provision for pupils with disabilities and those who have special educational needs.

6. ROLES AND RESPONSIBILITIES

We expect all members of our school community, particularly staff and governors, to be committed to raising standards and narrowing the attainment gaps for our pupils.

The Leadership Team

The Head of Education and the school's Senior Leadership Team (SLT) are responsible for implementing this policy. They will ensure that all staff are aware of their responsibilities in narrowing the gaps of our pupils. They will also ensure that staff are given appropriate support and relevant professional development opportunities to accelerate pupil's progress and attainment. Through performance management arrangements, they will make sure narrowing the gaps is a priority area of focus for the school.

It will be the responsibility of the Head of Education to include the following information in the termly Director's reports:

- an outline of the provision that has been made since the last annual report

- an evaluation of the cost effectiveness, in terms of the progress made by the pupils receiving a particular provision, when compared with other forms of support. At the end of the academic year, the Head of Education will ensure that there is an annual report available to parents/carers on how the Pupil Premium funding has been used to address the issue of narrowing the gaps in our school and the impact this has had, which will be made available on the school website

Teaching and Support Staff

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 gaps can be narrowed and improvements maintained
- support disadvantaged groups of pupils in their class through differentiated planning and teaching, especially for those who find aspects of learning difficult and are not making optimum expected progress
- keep up-to-date with teaching strategies and research, which have proven track record in narrowing the gaps 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 narrow the gaps.

The role of the CEO and School Consultants

Our CEO and consultants to the school have an important role in ensuring our school complies with legislation and that this policy, along with its specific stated actions for narrowing the gaps, is implemented.

7. USE OF THE PUPIL PREMIUM IN OUR SCHOOL AND IMPACT *(see appendix A and B)*

Appended to this policy is the report on how the Pupil Premium grant was allocated in 2015 -2016 and the impact of the expenditure on eligible and other pupils, along with the strategy statement for the academic year 2016-2017 which details proposals as to how the Pupil Premium funding allocated in 2016 -2017 will be spent.

8. MONITORING AND REVIEW

Our work in relation to the Pupil Premium will be reviewed on a termly basis to ensure it is having the intended impact in narrowing the gaps. This will allow us to make adjustments if particular strategies are not working well, rather than leaving things to the end of the year.

Our Pupil Premium Policy will be reviewed on an annual basis and adjustments will be made to it according to the impact the school is having in narrowing the gaps. It will also take into consideration the increased funding that becomes available under the Pupil Premium Grant.

We recognise the importance of context and will evaluate new strategies as robustly as possible to ensure that the approaches we are using have the desired effect. In order to do this effectively, we will, where relevant, undertake ongoing evaluations of the strategies we are using.

9. DISSEMINATING THE POLICY

This Pupil Premium policy along with the details of actions will be published:

- on our website (with paper copies available on request from the school office)
- in the school policy manual

We will also use other methods and occasions such as parents' evenings and Annual Reviews, as appropriate, to share information about the Pupil Premium.

10. APPEALS PROCEDURE

Any appeals against this policy can be made through the school's complaints procedure.

11. POLICY REVIEW

It is the responsibility of the Head of Education supported by the other members of the school's Senior Leadership Team to monitor this policy. It should be reviewed annually or when new legislation is published. The Head of Education reports on Eagle House School (Mitcham) matters to the CEO/Directors.

Appendices:-

- *Appendix A: Pupil Premium Grant Expenditure*

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