



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 one day and the children of service personnel.

The 2017-18 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.

PURPOSE OF THE PUPIL PREMIUM POLICY

The purpose of this policy is to outline how we will ensure that the Pupil Premium allocated to us has an impact on raising attainment and narrowing the attainment gaps which currently exist between our disadvantaged pupils and their peers. As a school in receipt of Pupil Premium funding, we are accountable to our parents/carers and school community for how we are using this additional resource. The special needs represented in the cohort of pupils at this school by nature make it difficult for in-school peer-group attainment comparisons since children with autism tend to develop in an uneven and non-developmental pattern. This disorder makes it difficult to measure attainment for one pupil against their school-based peers. The Pupil Premium is better used to ascertain a pupil's access to the curriculum and to ensure improved access; therefore it will be spent to ensure the gap between an Eagle House School pupil and their mainstream peer will be narrowed.

We are aware that under The School Information (England) Regulations 2012, Schedule 4 there is specified information which has to be published on a school's website. Section 9 of this regulation requires schools to publish 'The amount of the school's allocation from the Pupil Premium grant in respect of the current academic year; details of how it is intended that the allocation will be spent; details of how the previous academic year's allocation was spent, and the effect of this expenditure on the educational attainment of those pupils at the school in respect of whom grant funding was allocated'. The above information will be provided in an annual report published on the website. 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.

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 web site:

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

3. 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

4. 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 Common 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.

5. 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, this will be made available on the school website

The Deputy Head of Education (Pastoral) has day to day responsibility for coordinating the implementation of this policy and monitoring outcomes. They have informed knowledge of evidence based research of 'what works' and 'how' this works in narrowing the gaps. They know how to customise this research to fit the needs of our pupils and school context. The Deputy Head of Education (Pastoral) will monitor the use of the Pupil Premium on a termly basis to track the allocation and use of Pupil Premium funding. They will also check to see that it is providing value for money.

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.

6. USE OF THE PUPIL PREMIUM IN OUR SCHOOL AND IMPACT

The Pupil Premium review for the academic year outlines how we have used the Pupil Premium in our school and the impact this has had on outcomes for our eligible pupils.

Evidence for this is obtained through:

- anecdotal feedback from class teams and the CA Team supported by evidence of pupil work and visual evidence such as videos and photographs
- academic assessments carried out (E Levels, AET Levels and exam outcomes)
- analysis of SchoolPod data
- teacher and CA Team Annual Review reports
- formal observation of teaching
- scrutiny of pupil work
- evidence put forward by the pupil
- attendance data

7. 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.

8. 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.

9. APPEALS PROCEDURE

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

10. 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 periodically or when new legislation is published. The Head of Education reports on Eagle House School (Mitcham) matters to the CEO/Directors.

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