



THE HERMITAGE SCHOOLS

Inspire, Learn, Achieve

Pupil Premium Policy

This document sets out the Pupil Premium and Free School Meals provision at The Hermitage Schools.

Person responsible:	Pupil Premium Leader
Date adopted:	Autumn 2022
Date of last review:	Autumn 2025
Date of next review:	Autumn 2026

Rationale

This policy incorporates our whole school commitment to ensuring that The Hermitage Schools are inspiring communities where every individual progresses and achieves in a stimulating, happy and safe environment. This is reflected in the desire, commitment and aspirations of our school staff to address and overcome socio-economic factors, or any other external factor, which may hinder pupil progress and attainment, and ultimately affect their life chances.

At The Hermitage Schools, we recognise that not all pupils who are eligible for pupil premium funding are underachieving, while some pupils may be underachieving and not eligible for pupil premium funding. It is school policy to plan, adapt and prepare for any individual or group, in which any area of under-performance is evident. The schools do not use this policy to displace current strategies to intervene, and support all pupils where appropriate. Some pupils may be achieving well, but will be entitled to funding to enhance their future educational aspirations and achievements.

Aims

- To provide all pupils with fair and equal opportunities to achieve and excel in all areas of the curriculum using and applying the most effective pedagogy, supported by the use of additional delegated funding.
- To work in partnership with families and pupils eligible for pupil premium, to plan, monitor and evaluate support and intervention in order to secure individual progress and achievement.
- To work with external partners and organisations to provide additional support for the social, emotional, health and well-being of all pupils with potential barriers to learning and achievement.
- To ensure governors fulfil statutory responsibilities to make effective use of pupil premium funding in order to impact positively on pupils' achievement and attainment.
- To ensure that pupils with pupil premium status make accelerated progress where appropriate, moving children to at least age-related expectations.

Context

There are some common barriers (found locally and nationally) to learning for pupils eligible for pupil premium funding, although these are not by any means exhaustive or applicable to all pupils who are eligible. We are also mindful that having a pupil premium status does not mean a pupil is of 'low ability'.

- Limited range of vocabulary and weaker language skills.
- Poor attendance (absence and/or punctuality).
- Lack of access to high quality reading material.
- Less support at home.
- Lack of confidence and/or self-esteem issues.
- More frequent social, emotional, mental health or behavioural difficulties.

Roles and Responsibilities

All members of staff have a responsibility towards the implementation of the Pupil Premium Policy. The Executive Headteacher, Pupil Premium Leader, Inclusion Leader and other members of the Senior Leadership Team take a strategic leadership for Pupil Premium.

The Executive Headteacher will:

- Have overall responsibility for pupil premium and will ensure that all staff, governors, pupils and families remain informed and up-to-date with all developments relating to pupil premium.
- Develop robust systems and procedures for planning, monitoring and reviewing the impact of pupil premium funding.
- Ensure appropriate allocation and use of funding for pupils, and training for staff and governors.
- Provide individual guidance and support for staff to ensure the most effective impact of funding.
- Provide regular, detailed and comprehensive information to governors.

The Pupil Premium Leader (PPL) will:

- Provide appropriate support and guidance for staff when planning for pupil premium targets and support.
- Liaise with external partners and agencies where necessary.
- Complete an audit when required.
- Monitor quality and impact of intervention, e.g. mentoring etc.
- Provide termly pupil premium progress reports for the Executive Headteacher and governors.
- Ensure that current research-based evidence is evaluated and utilised if appropriate.
- Set clear, measurable targets and plan actions for improving outcomes for pupils as part of the school development plan.
- Work with other parties in the SWAN Trust to develop good practice.
- Develop close links with feeder schools and plan transition activities to help pupils feel confident with transition.
- Encourage the uptake of free school meals by removing barriers or stigma attached to claiming free school meals.
- Provide information on allocation for pupil premium funding via the school website and reports to governors.

The School Business Manager will:

- Monitor the delegation of funding for pupil premium.
- Work with designated Pupil Premium Leader.

Inclusion Leader, SENDCo, Class Teachers, Support Staff, ELSA and HSLW will:

- Identify pupils in their class in September, ready for the coming academic year.
- Arrange meetings with parents/carers, where barriers and/or needs are identified.
- Work with pupils, parents/carers and other members of staff to plan, implement and monitor the impact of the support that needs to be in place.
- Ensure that classroom support staff are fully prepared to support and assess the progress and learning outcomes of these pupils.
- Liaise with the Pupil Premium Leader to seek support and address training needs.
- Ensure that high expectations for all pupils are maintained and modelled.
- Consider, implement and monitor where appropriate, 1:1 support and/or small group work, focusing on overcoming gaps in learning.

Governors will:

Appoint a Designated Link Governor for pupil premium, who will act on behalf of the Local Governing Committee to monitor and review the progress of pupils and impact of pupil premium funding. This will involve regular meetings with the PPL to evaluate pupil progress and the impact of funding on progress and attainment.

Provision and Monitoring

The Hermitage Schools use Pupil Premium funding to best support the pupils and their families in the most appropriate way. We carefully target spending in order to provide early intervention and support both academically and to meet wider needs such as socially, emotionally and through extra-curricular opportunities.

We have previously used Pupil Premium funding for:

- Educational provision and resources including purchasing and embedding a range of education resources in order to enhance and enrich teaching and learning opportunities.
- Academic interventions, providing 1:1 or small group carefully targeted support focussed on overcoming gaps in learning, with an experienced teacher or teaching assistant trained to deliver specific intervention programmes and learning strategies.
- Wellbeing and self-esteem building interventions including specific additional pastoral support, through our Emotional Literacy Support Assistants (ELSA).
- Targeted support from our Home School Link Worker (HSLW) for families of disadvantaged pupils, including parenting classes, signposting and support in a wide range of areas.
- Vouchers used towards extra-curricular clubs and school trips.
- Vouchers used towards school uniform/additional school costs.
- Financial support can also be allocated where deemed necessary, to enable children to participate fully and actively in wider and extra-curricular activities, such as musical tuition and residential trips.

Pupils are monitored both as individuals and as a group, and their progress closely monitored to ensure the funding is having a significant impact. Assessment and monitoring of these pupils includes termly progress meetings, where the schools' senior leaders review pupils' progress and attainment with class teachers.

Funding

The Government provides additional funding to schools to support families on low incomes. This funding is known as Pupil Premium. A set amount is given to the school for each eligible child.

This funding is provided for pupils who:

- Are registered for free school meals

- Have been registered for free school meals at any point in the past 6 years
- Are, or have been, in care
- Have parents in the armed forces

Reporting

The Hermitage Schools have a robust and in-depth Pupil Premium Strategy Statement, which outlines in detail the schools' use of Pupil Premium Funding.

As well as this, it is the responsibility of the Pupil Premium Leader, to co-ordinate and produce regular reports for the Local Governing Committee and school website. These will include information regarding:

- Progress made towards narrowing the attainment gap for socially disadvantaged pupils.
- Provision made since the last report..
- The cost effectiveness and impact of spending in terms of progress made by pupils receiving a particular provision.
- Evidence that funding has been spent within the requirements published by the DfE.
- Attainment and progress of pupils who are eligible for the pupil premium as compared with other pupils.

Equal Opportunities and Inclusion

Pupil Premium funding is used to raise the attainment and/or provide opportunities and support for all children who qualify for the funding.

Supporting Documents

Please see the school website for the following documents:

- The Hermitage Infant School Pupil Premium Strategy Statement
- The Hermitage Junior School Pupil Premium Strategy Statement

Appendix 1

Pupil Premium Letter to parents



Dear Parent/Carer,

Re: Pupil Premium and Free School Meals

What is Pupil Premium funding?

Pupil Premium funding from the government is given to schools to help pupils reach their full potential, regardless of their background or financial situation. It's provided for pupils who:

- Are registered for free school meals
- Have been registered for free school meals at any point in the past 6 years
- Are, or have been, in care
- Have parents in the armed forces

The Hermitage Schools receive extra funding for every eligible pupil who is registered for free school meals. If your child is eligible for 'free school meals' and you register them for this, the school will receive the extra funding called 'Pupil Premium'. This extra funding is used to improve the educational provision and resources at the school. This extra money could make a real difference to the quality of education we offer.

For example, we've previously used Pupil Premium funding for:

- Educational provision/resources
- Academic interventions
- Wellbeing and self-esteem building interventions
- Extra-curricular clubs and school trips
- Vouchers towards school uniform/additional school costs

Is my child eligible for free school meals?

Your child might be eligible if you access:

- Income Support
- Income-based Jobseeker's Allowance or Employment and Support Allowance
- Support under part VI of the Immigration and Asylum Act 1999
- The guaranteed element of Pension Credit
- Child Tax Credit
- Working Tax Credit run-on
- Universal Credit

Universal Infant Free School Meals

All children of infant school age (pupils in Reception, Year 1 and Year 2) are entitled to a free school meal due to a different government funding scheme known as universal infant free school meals (UIFSM). You shouldn't confuse UIFSM with free school meals and the Pupil Premium.

Does my child have to eat the free school meals?

No. Pupils who are registered for free school meals don't have to eat them. If you're eligible but you want your child to have packed lunches you should still register because the school will receive the funding which can support your child in other ways.

How do I register?

You only need to register once at the school.

When you complete your child's admission form at the start of their school career at The Hermitage Infant School, your parental details are checked to see if you are eligible for Pupil Premium. This information is shared with The Hermitage Junior School when your child starts there in Year 3. If you are registering your child at The Hermitage Junior School and they did not previously attend The Hermitage Infant School, please speak to a member of the Office Team to check eligibility.

If your employment or income circumstances change at any time, you should inform the schools to ensure you are receiving the funding your child is entitled to.

More information

For more information about Pupil Premium go to our school website, which contains details of how the Pupil Premium has been spent in the past academic year and how it will be spent in the coming year.

If you have any questions or would like to discuss Pupil Premium further, please request contact from the Pupil Premium Leader.