



## **INTENT**

### **1.0 Intention of the school**

- i. We believe that the most important function of the school is to maintain an environment in which every member of the school is able to achieve academic excellence and personal success. There must be total consistency in the Quality of Care and Education that everyone (irrespective of gender, race or culture or economic background) experiences.
- ii. The school works to ensure that the provision provided encompasses both direct approaches to 'diminishing the difference' and other more creative interventions, which subsequently influence academic achievement and the students' social and emotional well-being.
- iii. Weald of Kent Grammar School and its staff are always mindful of the fact that eligibility and take up of FSM does not equate with students being considered to be of 'low ability' because of their social circumstances.
- iv. Our school believes that the Pupil Premium Grant (PPG) should be used to impact the wider school, but it is also pertinent that the PPG is specifically tailored to meet the needs of individual PP students.
- v. At Weald of Kent Grammar School our vision for PP students is to ensure outstanding provision at two levels; the whole school level and the bespoke, specific interventions and opportunities for each student.

### **2.0 Statutory Guidance**

- i. Pupil Premium was introduced in April 2011 and is allocated to pupils who are one of the following: Looked After Students, students who are currently eligible for Free School Meals, students who are within a service family, and those students who have received Free School Meals in the last six years (Ever 6 children).
- ii. Since April 2014, Pupil Premium Plus has come into effect whereby children adopted from care, or those children who have left care under Special Guardianship order since December 2005, also now receive funds.
- iii. We also note that Pupil Premium children are also referred to as 'disadvantaged' pupils in some government documents.
- iv. In developing this policy we have taken into account our statutory responsibilities in meeting the requirements of the Equality Act 2010. The Equality Act 2010 requires us as a public organisation to comply with the Public Sector Equality Duty (PSED) and two specific duties. Further information is available in our school's Equality Statement and Objectives.

### 3.0 Overview of the School

1. Number of Students and Pupil Premium Grant (PPG) received:

Number of Students and Pupil Premium Grant (PPG) received								
	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Total number of students on roll	1131	1133	1177	1189	1299	1427	1550	1674
Total number of students eligible for PPG (based on Oct census)	26	18	45	46	48	45	66	70
Total amount of PPG received for the period	£20,600	£25,500	£38,700	£46,865	£49,065	£46,835	£47,800	£60,230

2. PPG Student Summary 2019/2020

Students eligible for free school meals (as per summer census 2020)	54 (2.98%) are currently in receipt of Free School Meals
Students eligible for free school meals (Ever 6)	75 students (4.135) are in receipt of pupil premium funding. An additional 12 students are in receipt of a Weald Bursary.
Students looked after in local authority care (LAC)	1
Students who have been adopted from care under the Adoption and Children Act 2002 and those who have left care under a Special Guardianship or Residence Order	4
Students whose parents have served in the armed services since 2016	2

## **IMPLEMENTATION**

### **3.0 Teaching and Learning**

- i. We ensure that appropriate provision is made for students who belong to vulnerable groups, this includes ensuring that the needs of socially disadvantaged students are adequately assessed and addressed.
- ii. All classroom practitioners have an expectation that they know and plan accordingly for students in their teaching groups who represent a vulnerable group.
- iii. The Quality of Education strand of leadership work is to ensure that teaching and learning opportunities meet the needs of all students.
- iv. Training and support is offered to those staff who are not yet meeting the needs of vulnerable groups, including PP students, in their lessons.

### **4.0 Decision Making in Pupil Premium Spend**

- i. In making decisions on the use of the Pupil Premium funding we will ensure that the Pupil Premium funding allocated to our school is used solely for its intended purpose.
- ii. The responsibility for the decision making regarding the PPG will sit with the Deputy Head Teacher, Quality of Care. She will be supported by the Deputy Head Teacher, Quality of Education.

### **5.0 Strategies and Priorities for the PPG 2020-2021**

1. In order to achieve the intent of the school in regards to the PPG, the school will implement a range of strategies and set key priorities. The two key priorities for the academic year 2020-2021 in terms of the PPG are:
  1. To ensure that all students who require access to an electronic device that will enable them to continue their education uninterrupted throughout any potential disruptions to classroom-based delivery are provided with one.
  2. To ensure that the PPG is used to close learning gaps for our disadvantaged students that may have occurred during the lockdown period and provide access to the individually personalised learning support programmes and interventions, including 1:1 tuition and online learning courses that will help to do this.

We will also use a variety of other strategies to support our disadvantaged students' learning, to close any attainment gaps and to increase their access to cultural capital. These strategies are expected to include the following:

- Providing free of charge revision sessions and Easter and half-term workshops to raise attainment levels.
- Providing resources & equipment for PP students.
- Providing all Technology & Art materials & other consumables so that PP families are not disadvantaged in the learning & making of products.
- Providing a range of interventions and support such as one to one literacy support, social communication groups, spelling groups and access to diagnostic testing.
- Compulsory uniform items purchased & provided for some students to ensure they can attend in the correct uniform. Optional items of uniform, such as the school's summer dress are not covered under this.
- Uniform loan system in place for students struggling on certain days.
- One to One counselling services to help improve SEMH (Social, Emotional & Mental Health) difficulties.
- Funding cultural and enriching experiences, education visits and extra-curricular activities.
- Funding visits to Universities and Colleges to encourage students and raise aspirations.
- Students learning from each other including Peer Mentoring.

## 6.0 Funding

- i. For the 2020-2021 financial year our school will receive the £935 for each pupil registered as eligible for free school meals (FSM) at any point in the last 6 years.
- ii. Our school will receive £2300 for students that are Looked After Children.
- iii. Our school will receive £300 per Service Child.
- iv. Students with Special Educational Needs, who are also Pupil Premium, will receive these funds, which will be used to maximise and benefit each student on an individual basis bespoke to meeting their needs.

Student Group	Amount
Free School Meals (including FSM Ever 6)	£935
Looked After Children	£2300
Service Children	£300

## 7.0 Reporting PP and Record Keeping

- i. Our school is committed to the transparent reporting of how we have used the Pupil Premium, so that our parents, interested stakeholders and Ofsted are fully aware of how this additional resource has been used to make a difference.
- ii. It will be the responsibility of the Headteacher, or delegated member of the SLG, to produce regular reports for the Trustees and Parents. These will include:
  - Progress made towards narrowing the gap for socially disadvantaged students
  - An outline of the provision and any changes since the last report
  - An evaluation of the cost effectiveness, in terms of the progress made by students, when compared with other forms of support
- iii. Detailed Records of the PPG spend are kept by the Finance Department.

## 8.0 The Trustee Board

- i. The Weald of Kent Grammar School's Trustees will be responsible for: ensuring our school complies with legislation and that this policy, along with its other specific stated actions for diminishing the difference is implemented.
- ii. They will also review and monitor the use of Pupil Premium Funding, through regular discussion with the staff responsible.
- iii. Trustees are also responsible for ensuring an annual report to parents is published on the school website detailing how the Pupil Premium Funding has been used to address the issues of diminishing the difference in our school and the impact of intervention.

## IMPACT

### 9.0 Overview Statement

- i. All schools are required to report on the amount of funding received, how it is being used and the impact. This can take the form of an overview statement.
- ii. An overview statement is produced annually showing the details of the funding received the objectives for spending the funding, a summary of expenditure and evidence of impact so far.

## 10.0 Pupil Premium Funding and Expenditure 2019-20 compared to 2018-19.

	2019/2020	2018/2019
<b>TOTAL Income</b>	<b>£60,230.00</b>	<b>£47,800.00</b>
Rev Sessions & Workshops	£233.00	£864.50
Text Books Resources & Materials	£1,893.16	£1,186.48
Extra-Curricular	£2,899.50	£6,703.27
Counselling Services	£2,924.00	£10,573.00
Direct Staff Costs	£12,522.00	£10,180.00
Educational Visits & School Trips	£161.49	£6,896.75
Travel	£350.00	£290.00
Uniform	£1,147.34	£1,433.38
Laptops/Equipment	£549.94	£225.00
Personalised Learning, Diagnostic Testing, Literacy Support (1:1 Intervention), Peer Mentoring, Mental Health Support & Skills Workshops	£2,000.00	£9,626.00
Free School Meal Voucher Scheme and other FSM expenses	£21,393.78	
<b>Total Expenditure</b>	<b>£46,074.21</b>	<b>£47,978.38</b>

The unspent balance due to lockdown for has been carried forward to be spent in 2020-2021.

### 10.0 Evidence of Impact

#### I. GCSE

	Whole School 2014-15	FSM Students 2014-15	Whole School 2015-16	FSM Students 2015-16	Whole School 2016-17	FSM Students 2016-17	Whole School 2017-18	FSM E6 Students 2017-18	Whole School 2018-2019	FSM E6 Students 2018-2019
Attendance	96%	94.5%	96.7%	96.7%	96.3%	94.5%	96.80%	92.76%	96.30%	95.66
5 A* - C or 9 - 4	99.4%	100%	99.4%	99.4%	98.8%	100%	99%	100%	99.5%	100%
Attainment							71.2	77.5	72.42	70.60
Progress							1.16	0.8	0.95	0.86

#### II. A Level

A Level	Whole School 2015-16	FSM Students 2015-16	Whole School 2016-17	FSM Students 2016-17	Whole School 2017-18	FSM E6 Students 2017-18	Whole School 2018-2019	FSM E6 Students 2018-2019
Average points score	38.92	43.33	39.10	46.84	40.57	40.00	39.47	40.00

### 11.0 Appeals

I. Any appeals against this policy will be through the Governors' Complaints Procedures.

<b>Author:</b>	Sophie Clark	<b>Date:</b>	October 2020
<b>Next Review Date:</b>	July 2021	<b>Link Governor/s:</b>	Antonia Rubin James Hill Rebecca Blackmore
<b>Ratified:</b>	..... Ratified Strategy Meeting		