Bushey Heath Primary School
Pupil Premium Policy

A vibrant school inspiring children to realise their potential

A happy and stimulating environment with high expectations delivering outstanding results.

1. Aims

This policy aims to:

- Provide background information about the pupil premium grant so that all members of the school community understand its purpose and which pupils are eligible
- Set out how the school will make decisions on pupil premium spending
- Summarise the roles and responsibilities of those involved in managing the pupil premium in school

2. Legislation and Guidance

This policy is based on guidance from the Department for Education (DfE) on virtual school heads' responsibilities concerning the pupil premium, and the service premium.

Maintained schools add: In addition, this policy refers to the DfE's information on what maintained schools must publish online.

Academies, including free schools, add: In addition, this policy refers to the DfE's information on what academies should publish online, and complies with our funding agreement and articles of association.

3. Purpose of the Grant

The pupil premium grant is additional funding allocated to publicly funded schools to raise the attainment of disadvantaged pupils and support pupils with parents in the armed forces.

The school will use the grant to support these groups, which comprise pupils with a range of different abilities, to narrow any achievement gaps between them and their peers.

We also recognise that not all pupils eligible for pupil premium funding will have lower attainment than their peers. In such cases, the grant will be used to help improve pupils' progress and attainment so that they can reach their full potential.

4. Use of the Grant

By following the key principles below, we believe we can maximise the impact of our pupil premium spending.

To ensure we maximise the impact of our Pupil Premium spending we ensure data is used to closely track progress.

All staff are involved in the analysis of data so that they are fully aware of strengths and weaknesses across the school.

We will ensure that when Pupil Premium are identified the following apply.

- ALL teaching staff and support staff are involved in the analysis of data and identification of pupils.
- ALL staff are aware of who pupil premium and vulnerable children are.
- ALL pupil premium children benefit from the funding, not just those who are underperforming.
- Underachievement at all levels is targeted (not just lower attaining pupils).
- Whilst acknowledging the importance of the core skills we consider the child as a whole and look to develop life skills such as confidence and resilience.

Improving Day to Day Teaching

We will continue to ensure that **all** children across the school receive good teaching, with increasing percentages of outstanding teaching achieved by using our team leaders to:

- Set high expectations.
- Address any within-school variance.
- Ensure consistent implementation of the non-negotiables, e.g. active learning differentiation.
- Share good practice within the school and draw on external expertise.
- Provide high quality CPD.
- Improve assessment through joint levelling and moderation.

Individualising Support

We will ensure that the additional support we provide is effective by:

- Extended learning out of school hours.
- Looking at the individual needs of each child and identifying their barriers to learning.
- Ensuring additional support staff and class teachers communicate regularly.
- Using key stage leaders to provide high quality interventions across their phases.
- Matching the skills of the support staff to the interventions they provide.
- Providing specialised Teaching staff and a designated specialist TA to provide additional 1:1 teaching and small group work across the key stages.
- Tailoring interventions to the needs of the child (e.g. targeted maths revision sessions in the afternoons for children who struggle in the main lesson).
- Recognising and building on children's strengths to further boost confidence (subsidising after school clubs).
- Ensuring that individualised support is given to pupil premium regardless of progress and achievement.
- Funding free school meals for those eligible.
- Funding educational trips and visits.

Monitoring and Evaluation

We will ensure that:

- A wide range of data is used – achievement data, pupils' work, observations, learning walks, case studies, and staff, parent and pupil voice.
- Assessment Data is collected half-termly so that the impact of interventions can be monitored regularly.
- Assessments are closely moderated to ensure they are accurate.
- Teaching staff and support staff attend and contribute to pupil progress meetings each term and the identification of children is reviewed.
- Regular feedback about performance is given to children and parents.
- Interventions are adapted or changed if they are not working.
- Case studies are used to evaluate the impact of pastoral interventions, such as on attendance and behaviour.
- A designated member of the SLT maintains an overview of pupil premium spending.
- A governor is given responsibility for pupil premium.

Reporting

When reporting about pupil premium funding we will include:

- Information about the context of the school
- Objectives for the year
    - reasons for decision making
    - analysis of data
    - use of research
- Nature of support and allocation
    - Learning in the curriculum
    - Social, emotional and behavioural issues

    - Enrichment beyond the curriculum
    - Families and community
- An overview of spending
    - Total PPG (pupil premium grant) received
    - Total PPG spent
    - Total PPG remaining
- A summary of the impact of PPG
    - Performance of Pupil Premium pupils (compared to non-pupil premium children)
    - Other evidence of impact e.g. Ofsted, Accreditations
    - Case studies (pastoral support, individualised interventions)
    - Implications for pupil premium spending the following year

We will publish our strategy on the school's use of the pupil premium in each academic year on the school website, in line the DfE's requirements on what maintained schools must publish online.

Our pupil premium strategy is available here: http://www.busheyheathjm.herts.sch.uk/our-school/policies-statutory-information

We will publish information on the school's use of the pupil premium on the school website in line with the requirements set out in our funding agreement and the DfE's guidance on what academies should publish online.

5. Eligible pupils

The pupil premium is allocated to the school based on the number of eligible pupils in Nursery to Year 6.

Eligible pupils fall into the categories explained below.

Ever 6 Free School Meals

Pupils recorded in the most recent January school census who are known to have been eligible for free school meals at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance).

This includes pupils first known to be eligible for free school meals in the most recent January census.

It does not include pupils who received universal infant free school meals but would not have otherwise received free lunches.

Looked After Children

Pupils who are in the care of, or provided with accommodation by, a local authority in England or Wales.

Post-Looked After Children

Pupils recorded in the most recent January census and alternative provision census who were looked after by an English or Welsh local authority immediately before being adopted, or who left local authority care on a special guardianship order or child arrangements order.

Ever 6 Service Children

Pupils:

- With a parent serving in the regular armed forces
- Who have been registered as a 'service child' in the school census at any point in the last 6 years (as determined by the DfE's latest conditions of grant guidance), including those first recorded as such in the most recent January census
- In receipt of a child pension from the Ministry of Defence because one of their parents died while serving in the armed forces

6. Roles and Responsibilities

The following are suggestions only. Adapt this section as necessary to reflect how responsibilities regarding the pupil premium are distributed in your school.

Headteacher and Senior Leadership Team

The Headteacher and senior leadership team are responsible for:

- Keeping this policy up to date, and ensuring that it is implemented across the school
- Ensuring that all school staff are aware of their role in raising the attainment of disadvantaged pupils and supporting pupils with parents in the armed forces
- Planning pupil premium spending and keeping this under constant review, using an evidence-based approach and working with virtual school heads where appropriate
- Monitoring the attainment and progress of pupils eligible for the pupil premium to assess the impact of the school's use of the funding
- Reporting on the impact of pupil premium spending to the governing board on an ongoing basis
- Maintained schools: Publishing the school's pupil premium strategy on the school website each academic year, as required by the DfE
- Providing relevant training for staff, as necessary, on supporting disadvantaged pupils and raising attainment

Governors

The governing board is responsible for:

- Holding the Headteacher to account for the implementation of this policy
- Ensuring the school is using pupil premium funding appropriately, in line with the rules set out in the conditions of grant
- Monitoring the attainment and progress of pupils eligible for the pupil premium, in conjunction with the Headteacher, to assess the impact and effectiveness of the school's use of the funding
- Monitoring whether the school is ensuring value for money in its use of the pupil premium
- Challenging the Headteacher to use the pupil premium in the most effective way
- Setting the school's ethos and values around supporting disadvantaged members of the school community

The Governing Body will consider the information provided and will ensure that there is an annual statement on the school website outlining how the Pupil Premium funding has been used to address the issue of closing the gap for pupils eligible for Pupil Premium. This task will be carried out in line with the requirements published by the Department for Education.

Other School Staff

All school staff are responsible for:

- Implementing this policy on a day-to-day basis
- Setting high expectations for all pupils, including those eligible for the pupil premium
- Identifying pupils whose attainment is not improving in response to interventions funded by the pupil premium, and highlighting these individuals to the senior leadership team
- Sharing insights into effective practice with other school staff

7. Monitoring Arrangements

This policy will be reviewed annually by the Headteacher. At every review, the policy will be shared with the governing board.

8. Links with Other Policies

This policy is linked to Pupil Premium Overview.

Date Policy Reviewed/Amended:	October 2026
Chair of Governors:	James Hughes
Headteacher:	Penny Barefoot
Review Date:	October 2027
Reviewed by:	Full Governing Body