



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

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

Number of Students and Pupil Premium Grant (PPG) received								
	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Total number of students on roll	1099	1131	1133	1177	1189	1299	1427	1550
Total number of students eligible for PPG (based on Oct census)	14	26	18	45	46	48	45	66
Total amount of PPG received for the period	£2,830	£20,600	£25,500	£38,700	£46,865	£49,065	£46,835	£47,800

II. PPG Student Summary 2018/2019

Students eligible for free school meals (as per summer census 2019)	37
Students eligible for free school meals (ever 6)	6
Students eligible to free school meals prior their start at Weald of Kent Grammar School	16
Students looked after in local authority care (LAC)	0
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 in the last four years (EVER 4)	3

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 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 for the PPG

- I. In order to achieve the intent of the school in regards to the PPG, the school will implement a range of strategies. These 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 provided 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.
 - Uniform items purchased & provided for some students to ensure they can attend in the correct uniform.
 - 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 extracurricular activities.
 - Funding visits to Universities and Colleges to encourage students and raise aspirations.
 - Water and breakfast provided for all students in the Public examinations.
 - Students learning from each other including Peer Mentoring

6.0 Funding

- I. For the 2019-2020 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 FSMEver6)	£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 Governors 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 Governing Body

- I. The Weald of Kent Grammar School Governors 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, with regular discussion with the staff responsible.
- III. Governors 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 s 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 2018-19 compared to 2017-18.

	2018/2019	2017/2018
TOTAL Income	£47,800.00	£48,135.00
Rev Sessions & Workshops	£864.50	£1,100.00
Text Books Resources & Materials	£1,186.48	£1,466.50
Extra-Curricular	£6,703.27	£5,734.50
Counselling Services	£10,573.00	£9,502.90
Direct Staff Costs	£10,180.00	£16,534.90
Educational Visits & School Trips	£6,896.75	£3,584.90
Travel	£290.00	£218.60
Uniform	£1,433.38	£349.45
Laptops/Equipment	£225.00	£0.00
Personalised Learning, Diagnostic Testing, Literacy Support (1:1 Intervention), Peer Mentoring, Mental Health Support & Skills Workshops	£9,626.00	£9,637.96
Total Expenditure	£47,978.38	£48,129.71

10.0 Evidence of Impact

- I. GCSE

	Whole School 2012-14	FSM Students 2013-14	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
Attendance	96.1%	94.4%	96%	94.5%	96.7%	96.7%	96.3%	94.5%	96.80%	92.76%
5 A* - C	100%	100%	99.4%	100%	99.4%	99.4%	98.8%	100%	99%	
Attainment									71.2	77.5
Progress									1.16	0.8

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
Average points score	38.92	43.33	39.10	46.84	40.57	40.00

11.0 Appeals

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

Author:	Sophie Clark Veronique Ricks Sarah Craig	Date:	July 2019
Next Review Date:	July 2020	Link Governor/s:	Gerard Garcia Nick Hurman
Ratified: Ratified July 2019 Strategy Meeting		