



The **co-operative**
academy of Leeds

Pupil Premium Policy

Definitions

The Pupil Premium is allocated to children from low-income families who are currently known to be eligible for FSM and to pupils who have been eligible for free school meals (FSM) at any point in the last six years. Children who have been looked after continuously for more than six months are also eligible. **The Service Premium** is allocated to children whose parents are currently serving in the armed forces; this service premium is designed to address the emotional and social well-being of these pupils.

Aspiration and Capacity

- Our aspiration is for every Co-operative Academy learner to be cared for, valued as an individual and challenged to succeed.
- The 'Vice Principal Learning and Specialism' oversees this policy linking the wide range of staff involved in supporting Pupil Premium students and working closely with the RAP group lead by the 'Vice Principal Curriculum and Standards' to identify students who need additional support to enable them to succeed.

In allocating the monies the following principles are followed:

- We aim to achieve the highest standards and best provision and opportunities for all students.
- We are aware that children eligible for the PP are often, but not always, at a disadvantage resulting in lower achievement. We seek to narrow the gap using the PP monies.
- We are also aware that some of students face many disadvantages but are not yet entitled to the PP and as such we will use PP monies to support those students as well, though ensuring that the majority of beneficiaries are PP students.

Aims

As a group, children from low income families have consistently lower educational attainment than those who have never been eligible for FSM. This policy aims to ensure that every student maximises their educational attainment and has access to a broad range of wider learning experiences that will help them develop the skills and qualities expected of a Cooperative Academy of Leeds Learner.

This will be achieved by:

- Identifying all students in the Pupil Premium cohort.

- Tracking the progress of these students in all subjects at each assessment point during the academic year.
- Identifying students who need intervention and additional support to ensure that attainment is at least in line with expectation. PP money may be used on a range of interventions to boost achievement. This may include:
 - Holiday and after school study support
 - Literacy & numeracy interventions
 - Support to build relationships with targeted groups of parents to for example improve understanding of the importance of attendance
 - Deployment of skilled paraprofessionals, HLTAs and “One to One Teachers” to support targeted interventions
 - Support for behaviour improvement programmes and our off site facility
 - Specific academic and social & emotional support within the Learning Support Unit
 - Development of employability skills to reduce the likelihood of NEET (not in education training post 16)

The Governors will receive an annual report with regard to the deployment of PP monies and an evaluation of its impact. All academic data considered by subject leaders, ALT and Governors will include analyse of PP students.