**The Pupil Premium Policy**

The focus of all of the strategies is to ‘diminish the difference’ between the attainment of those eligible for the Pupil Premium and all other students. In addition to those above, below are a number of other strategies that Pupil Premium funding has been used to support and will continue.

**Literacy intervention.** The improvement of literacy skills of students is a key factor in not only improving their attainment, but also allows greater access to a whole range of essential life skills. A strategic program to develop literacy is underway across the academy. Students are identified and placed on a wide program of literacy intervention. This includes additional curriculum time in English, withdrawal programs for targeted students, reading programs and staff training initiatives. A specialist member of staff has been appointed to oversee this strategy. Student progress in literacy is tracked and monitored allowing for further strategic interventions to be initiated. We are also supported by SLE in English and a Trust Director for English. Further information is available about the progress made in literacy.

**Mathematics intervention.** Intervention programs are in place in all year groups, mainly enabled by increased staffing in the department. Pupil Premium has been used to staff and resource the progress agenda in Mathematics. Close monitoring is undertaken for those disadvantaged students. We are also supported by Maths Excellence Partnership and a Trust Director for Maths. Additional TA classroom support for each class allows for additional interventions for pupils struggling in this area.

**High quality Learning and Teaching**. Staff at Mill Hill Primary Academy are fully aware that pupil progress is entirely related to the quality of the teaching and learning that is provided on a day to day basis. Staff training is solely aimed at improving the quality of learning and teaching. Staff embark on tailor made CPD programs based on their areas for development. This INSET is often led by a range of outstanding practitioners from within the staff. The quality of learning and teaching is closely monitored by academy leaders at all levels, but particularly by the Senior Leadership Team.

**The use of data.** The academy has rigorous procedures for monitoring data for all students across the academy. The key to successful data management is using the analysis of this data to allow strategic interventions to be put into action to ensure that individual and groups of students continue to make the progress expected of them. Data procedures at Mill Hill Primary Academy feed into all aspects of academy performance to monitor student progress, attendance, behaviour and other factors that may occur outside of the academy. The data also allows analysis of staff/department performance and the quality of the curriculum. Decisions on the academy budget are often derived from the analysis of data; hence both academic and non-academic interventions draw on the budget and subsequently the allocated Pupil Premium funds.

**Targeted intervention across the curriculum**. Personalised support is made available for students as the need arises. Academically this may be in the form of specialist mentor/learning support provision, homework clubs, equipment provision, extra-curricular revision classes, holiday learning sessions and praise/reward schemes. Alternatively specialist intervention of a pastoral nature may be required (self- esteem, domestic support etc.), to enable students to achieve. Funding from Pupil Premium is made available for this as required.

**Eligibility for free schools meals.** Staff, both in their roles as teachers and support staff are aware of which students are eligible to benefit from the Pupil Premium funding. They are acutely aware of the resources available and therefore can ensure that relevant students are in a position to receive the appropriate provision as required. Staff are also aware of the achievement data around eligible students. This identification/promotion strategy of eligible students means that all staff have a professional appreciation of the Pupil Premium initiative. Although eligibility is high profile this is not visible to other students. We are also supported by a Trust Director for Inclusion.

**The wider curriculum**. Mill Hill Primary Academy is a fully inclusive academy that believes in the education of the whole child. Whilst it fully embraces the need for academic success, it also highly values the provision for extra-curricular opportunities. Pupil Premium funding is used to ensure that all students have equal access to trips (including a residential), courses, sporting opportunities, opportunities within the arts (including free music tuition) etc. A full program of enrichment activities (many of which are funded by the academy) are made available to all students and Pupil Premium allows equal access. Mill Hill is an extended academy that provides breakfast clubs in the morning, after school care and a variety of social and academic provision at the end of the day. The substantial rewards package is aided by Pupil Premium which embeds an ethos of commitment to success and a student desire to succeed. Port Vale coaches, City Music School and individual Peri lessons are also part of the wider curriculum we are able to offer due to Pupil Premium funding.

**Attendance**. The link between good attendance and achievement is undeniably strong. Mill Hill Primary Academy has robust systems to monitor attendance and intervene when necessary. Attendance for disadvantaged students is monitored and acted upon as appropriate. The academy uses Pupil Premium funds to buy in additional EWO support and promote rewards. We are also supported by a Trust Director for Inclusion.

**Future progression – careers.** Careers advice, information and guidance remain high on the agenda for supporting our students to become well rounded students. Access to opportunities for disadvantaged students is made available through our curriculum and extended curriculum programmes and residentials. We have also been supported by the Opportunity Area and have passed the primary Quality Award for its Careers Related Learning Programme incorporating the 8 Gatsby Benchmarks.

**Facilities for study beyond lessons.** Provision has been made available for all students to study outside of curriculum time. This is through online platforms such as Class DOJO, Century Tech, Bug Club, Times Tables Rock Stars, Maths Watch and Prodigy Maths.

**WISH.** Our Welfare, Inclusion and SEND Hub (WISH) provides significant emotional and academic support for our children, many of which are vulnerable and Pupil Premium. This hub provides intervention sessions, behaviour for learning rewards, parental workshops, daily classroom assistance and a SEND support programme.

**Pupil Premium Champion**. A member of our WISH team is the Pupil Premium Champion. She ensures that all the children eligible for PP have access to support both in and outside of the Academy. Such interventions include for example, music lessons, uniform support, trips and homework sessions.