

Annex One

Spending the Pupil Premium successfully to maximise achievement –

An overview of good practice

Where schools spent the Pupil Premium funding successfully to improve achievement, they shared many of the following characteristics:

- carefully ring fenced the funding so that they always spent it on the target group of pupils
- never confused eligibility for the Pupil Premium with low ability, and focused on supporting their disadvantaged pupils to achieve the highest levels
- thoroughly analysed which pupils were underachieving, particularly in English and mathematics, and why
- drew on research evidence (such as the Sutton Trust toolkit⁴) and evidence from their own and others' experience to allocate the funding to the activities that were most likely to have an impact on improving achievement
- understood the importance of ensuring that all day-to-day teaching meets the needs of each learner, rather than relying on interventions to compensate for teaching that is less than good and allocated their best teachers to teach intervention groups to improve mathematics and English, or employed new teachers who had a good track record in raising attainment in those subjects
- used achievement data frequently to check whether interventions or techniques were working and made adjustments accordingly, rather than just using the data retrospectively to see if something had worked
- made sure that support staff, particularly teaching assistants, were highly trained and understood their role in helping pupils to achieve
- systematically focused on giving pupils clear, useful feedback about their work, and ways that they could improve it
- ensured that a designated senior leader had a clear overview of how the funding was being allocated and the difference it was making to the outcomes for pupils
- ensured that class and subject teachers knew which pupils were eligible for the Pupil Premium so that they could take responsibility for accelerating their progress
- had a clear policy on spending the Pupil Premium, agreed by governors and publicised on the school website
- provided well-targeted support to improve attendance, behaviour or links with families where these were barriers to a pupil's learning
- had a clear and robust performance management system for all staff, and included discussions about pupils eligible for the Pupil Premium in performance management meetings

- thoroughly involved governors in the decision making and evaluation process
- were able, through careful monitoring and evaluation, to demonstrate the impact of each aspect of their spending on the outcomes for pupils.

Source: *The Pupil Premium How schools are spending the funding successfully to maximise achievement OFSTED*