The EEF Guide to the Pupil Premium

Discussion prompts for governors and trustees to support an effective strategy

As a school governor or trustee, you have an important role to play in supporting and challenging the leadership team at your school to improve outcomes for socio-economically disadvantaged pupils. How the school spends its Pupil Premium funding is an important part of this role.

Did you know?

The Department for Education (DfE) requires every school to review and publish an updated Pupil Premium strategy statement every academic year before 31 December.

How you can support your school to plan, monitor, implement and sustain an effective strategy

Your school's Pupil Premium strategy should be based on analysis of internal data as well as the best available external evidence. This will help your leadership team to accurately diagnose eligible pupils' particular needs so they can identify appropriate solutions using evidence.

We recommend all schools appoint a dedicated Pupil Premium governor who will have conversations with their senior teams to:

▶ Analyse how Pupil Premium is spent in the setting using the **DfE's menu of approaches;**

▶ Evaluate the impact of spending on targeted groups; and

▶ Monitor the attainment and progress of eligible pupils compared with their classmates.

All governors should champion strategic Pupil Premium spending by asking questions and initiating purposeful discussions. To help, we've put together some discussion prompts based on our five-point plan to planning, monitoring, implementing, and sustaining an effective strategy from our **Guide to the Pupil Premium.**

Useful reading
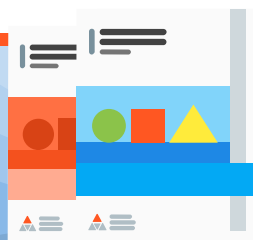
The EEF Guide to the Pupil Premium and its accompanying evidence brief

The Department for Education's guidance on using Pupil Premium funding

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Discussion prompts for governors and trustees to support an effective strategy

	Discussion prompts	Indicators of good practice
Step 1 **Diagnose your pupils' needs**	What do current socio-economic attainment gaps look like? What specific challenges do disadvantaged pupils face within your school? What could be done to further support those who are higher attaining? What does behaviour, attendance, and exclusion data look like for this group of pupils?	Schools are aware of how their setting compares with national averages. Leaders can identify specific barriers to attainment for Pupil Premium-eligible pupils informed by data covering academic outcomes, attendance, behaviour, wellbeing, SEND, and access to resources.
Step 2 **Use strong evidence to support your strategy**	To what extent is research evidence used to inform choices for how to manage Pupil Premium spending? How does your Pupil Premium strategy promote high quality teaching across your school?	Schools use a broad range of evidence to lead decision making (see examples in our **evidence brief**).
Step 3 **Develop your strategy**	Does your school's Pupil Premium strategy take a three-year view? Is your school's strategy updated and published on the school website annually by 31 December using the **DfE strategy template?** Which staff members have responsibility for developing and implementing the strategy?	The school's Pupil Premium strategy is updated and re-published annually. Leaders involve all relevant stakeholders in strategy development (including SLT, SENDCo, and teaching and learning leads) in this process.
Step 4 **Implement your strategy**	What are the current priorities outlined in your school's Pupil Premium strategy? Are those priorities aligned with other school development plans and current practices? Does the strategy provide the necessary professional development and support for staff to implement new approaches successfully?	Strategies are aligned to school development priorities and professional development planning. High quality teaching sits at the heart of the school's strategy. Leaders are encouraged to focus on doing a few things well rather than introducing too much change too quickly.
Step 5 **Monitor and evaluate your strategy**	What sources of internal data are used to monitor the impact of your school's Pupil Premium spending? What are the recent successes or challenges that have emerged as a result of your strategy?	School leaders monitor what is working well and make iterative changes as appropriate. Governors and trustees review and support these activities.

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