

Service Pupil Premium Plan

Hermitage Primary School			
Review frequency	2 year	Reviewed	November 2020
Governing Committee Responsible		Governor Approval (date)	
Website	Yes		
Staff Responsible	Georgia Harling	Next Review	November 2022

Our Aims and Approach

At Hermitage Primary School our aim is to ensure that no children are disadvantaged at school in any way. Our focus with service children is to nurture their well-being to ensure that they achieve excellent outcomes both socially and academically so that they are well-equipped to leave ready for the next stage of their learning.

Practical approaches

- Transition In – This is Me!
Children who are new to Hermitage will have either 1:1 or small group sessions to create a 'This is me' booklet detailing who they are what information they can share with us to ensure that we as staff get to know the child. This will allow us to discover their likes and dislikes as well as their family situations so the child feels settled as soon as possible.
- Buddy system – Military Mates
Children will be paired with a fellow service child within their phase (cross-phase if appropriate). This will allow the children to transition into the Hermitage family life.
- Staff Mentor – Military Mentor
Children will be paired with a member of staff who has a military background. This allows the children to recognise that they have an adult to go to in school should they need to discuss any issues they are having. The mentor is responsible for checking in with the pupil regularly to ensure they feel comfortable, safe and welcome.
- Transition out – Passport
On notifications of a service families departure teaching staff will arrange for children to complete a passport style memory book. This will help the child transition to their new school as something they can share with them.

Parental Engagement

Families of service children are invited to regular coffee mornings or afternoons to meet with key staff and other service families. Families have the opportunity to meet with other families as well as allowing staff at Hermitage to obtain information and assist them with accessing support and local services.

Administration Arrangements

Office staff to notify Service Pupil Premium Lead as well as class teacher upon receiving information regarding service families joining our school. This will allow staff to work together to create the appropriate resources for transition activities be that leaving or joining the Hermitage community.

Academic Responsibility

Teachers regularly review data and progress. Interventions and support are provided to allow children to catch up on missed learning to fill any gaps. The use of PiXL therapies are instrumental in monitoring gaps and ensuring these are filled.

Community Engagement

We raise money for the Poppy Appeal annually by having these available for sale within the school. Members of the service community, both serving and veterans, are invited into school to speak to classes sharing their knowledge and experience. We acknowledge memorable dates such as Remembrance Day, VE day and other significant anniversaries. Our aim is to promote the context of service children within Hermitage school community.