

Lakeside Primary Academy The Harmony Trust Pupil Premium Strategy Statement 2022-25

Introduction

This statement details the intended use of Pupil Premium (and Recovery Premium for the 2021 to 2022 academic year) funding to help improve the attainment of our disadvantaged pupils within The Harmony Trust. It outlines our three-year Pupil Premium Strategy, how we intend to spend the funding and the effect that last year's spending of Pupil Premium had within each academy.

Our Pupil Premium Strategy is now aligned with The Harmony Trust 'Excellence for All' Framework; an evidence based framework that builds upon the successful practice in our academies and uses evidence to inform pedagogy, the targeting of resources and the additional intervention needed to ensure every child succeeds. Through this strategy we will exemplify and share the best practice that we already have within our academies; academies where there is strong evidence of excellent outcomes for all including those who are disadvantaged or have additional needs in some of the most challenging communities.

As a trust we have taken the decision to use some of our Pupil Premium funding to contribute to trust wide strategic actions which are focused on the implementation of this framework and in turn raising the attainment of all children through the delivery of a high-quality education and effective support and intervention, which is delivered by highly skilled teachers who are supported by strong evidence based professional development programmes. An example of this is our contribution the Development Team which provides high quality CPD, targeted support and intervention to all staff. Further detail is outlined within the body of this document.

Context

The Harmony Trust is proud of the diverse community it serves. We know that each individual academy has its own individual context and support our academies to develop that profile to inform academy approaches and development planning. The following information has been used to support our strategic decision making:

- The Harmony Trust has strong track record in improving outcomes for all pupils, this is built on high expectations for all, good provision, and taking a research-based and evidence-informed approach
- Across the trust we have a total of 5300+ pupils, with 1100 of those pupils accessing our Early Years Provision
- 39% of children are deemed disadvantaged across the Trust – this number has increased during the Covid period. Nationally the proportion of children eligible for FSM is 20.8% (June 21); this has gone up by 3% since January 2020
- FSM eligibility is a poor proxy for disadvantage in some of our academies. Neighbourhood disadvantage is more accurate. Oldham and Tameside LAs have become more disadvantaged over the last 4 years with some academies serving the UKs most disadvantaged communities.
- Additionally 5% of our pupils are deemed as vulnerable due to safeguarding concerns including those involved in Early Help or those deemed as Child in Need and Child Protection
- 17% of our pupils are identified as having a Special Educational Need or Disability. This is higher in the Northwest at 21%. We have a total of 148 pupils with Education and Health Care Plans. Communication and Interaction is the area of learning with the highest area of need.

- 53% of our pupils are identified as having English as their First Language. The remaining 47% speak a total of 28 languages between them.

Individual Academy Overview

Detail	Information
School name	Lakeside Primary Academy
Number of pupils in school	569 612 (incl N)
Proportion (%) of pupil premium eligible pupils	277 (49%) 278 (45% incl N)
Academic year/years that our current pupil premium strategy plan covers (3 year plans are recommended)	2021-22 2022-23 2023-24
Date this statement was published	31 st December 2021
Date on which it will be reviewed	This Statement will be reviewed annually each September
Statement authorised by	Antony Hughes CEO
Trust Pupil Premium Lead	Jessica Hainsworth, Director of Education
Academy Pupil Premium lead	Lynn Thorne, Executive Principal
Governor / Trustee lead	Graham McGuffie, Chair Performance and Standards Committee

Funding overview

Detail	Amount 2021-22	Amount 2022-23	Amount 2023-24
Pupil premium funding allocation this academic year	£341,112	£367,065	
Recovery premium funding allocation this academic year	£37,265	£38,715	
Pupil premium funding carried forward from previous years (enter £0 if not applicable)	£0	£1,801	
Pupil premium committed to trust wide strategic priorities	£165,540	£161,501	

Total academy level budget for this academic year	£212,837	£244,279	
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Part A: Pupil Premium Strategy Plan

Statement of intent

The Harmony Trust core values underpin everything we do.

At the Harmony Trust our overarching aim is to ensure that all children regardless of their need or circumstance experience the best educational provision. We believe that school should be a place where every child achieves and makes progress in their learning across the whole curriculum over time. Every child has the entitlement to an inclusive curriculum, and we strive to ensure that disadvantage and additional needs do not act as barriers to learning and achievement. We aim for all our children to succeed both academically and socially, ready for the next phase of their learning and beyond as responsible and respectful citizens.

We know that the biggest influences on pupil attainment are the quality of the teacher within the classroom, the curriculum that they access and the support that they receive. All pupils, and in particular those who are identified as disadvantaged, need to access high quality provision at all times so that progress can be accelerated. This begins with excellence in the Early Years Foundation Stage and we will continue to invest in early intervention. Our evidence base shows that disadvantaged pupils who are supported appropriately to meet the Early Learning Goals remain at Age Related Expectation throughout the primary phase.

At The Harmony Trust we believe that the key to succeeding in later life is to develop confident communicators who are skilled in Speaking, Listening, Reading and Writing. Language and vocabulary are essential for success at all stages of our lives. This is particularly important for the significant proportion of disadvantaged and EAL learners in our trust. However, purposeful vocabulary acquisition, applied across a range of contexts, is a necessary skill for all: *'Being in a word-poor context at a young age can have far-reaching negative consequences for our children. A restricted vocabulary as a young child goes on to correlate with factors in later life such as employment, pay and even health and well-being as an adult.'*¹ Therefore **every lesson is and will be a language lesson across the whole curriculum.**

Reading remains our highest priority. Attainment in reading is a key indicator for success in other curriculum areas and associated with positive child and adult outcomes, particularly for children identified as disadvantaged. Every member of staff should promote and model reading as a lifelong skill for learning and engender a culture of reading for pleasure. Through the **Read Achieve Succeed Strategy**, we will enable teachers to become expert in the teaching of reading and children to develop as confident, skilled and fluent readers who read for both pleasure and purpose.

Attendance at school is key to achievement. We know that children identified as disadvantaged usually have lower rates of attendance than those who are not. We know that the way to change these trends over time is to work with families to unpick the barriers to attendance so that children can attend well and therefore learn and achieve more.

Parents have a vital role to play in securing and improving outcomes for their child. Research tells us that the greatest impact is seen when pupils see that home and school are working closely together. The remote learning period enabled us to see the stark difference for those children who have families with the capacity and skills to support and those who do not. We now need to prioritise even further the need to support parents to support their children's education.

The 'Harnessing Technology Maximising Learning' (HTML) Strategy is an ambitious strategy. It aims to significantly increase the use of technology across all our academies so that children and staff use it wisely to enhance their

learning within and beyond the day. Being innovative with the use of technology can support learning and complement our already well established and effective approaches to teaching and learning. The intention is that devices and access to appropriate technology for all will accelerate pupil progress, encourage independent, expert learners and support teachers in managing their workload. The HTML Strategy aims to empower all our pupils including those most disadvantaged so that they can succeed in their learning.

Our key strategies of Great Place 2 Learn and Great Place 2 Work are aspirational in their aims. We know that where children have an excellent curriculum offer including first hand experiences for learning and staff are well supported through high quality professional development then pupils attain the very best outcomes. All Professional Development must be rooted in research and the evidence base from our own academies. All CPD will be designed and delivered by our own Development Team so that CPD is carefully matched to our strategic plan and aligned with the frameworks that have been developed to support the quality of provision within the trust. We know that evidence combined with professional expertise is what creates effective evidence informed practice.

Challenges

We are acutely aware of the range of **contextual challenges** that we face:

- We face an increasingly complex context across all our academies, we know that within the disadvantaged group there are different subgroups with discrete and overlapping characteristics

The Covid Pandemic period has had a significant impact on the academy on a number of fronts:

- Data shows that pupil progress is steady over time but the attainment gap to age related expectation has been widened for some pupils and there is now more work to do to ensure all children achieve Age Related Expectations
- Disadvantaged pupils have been most severely affected by the school closure period. Many families were fearful to send their children to school. Disadvantaged children at home had less access to devices, parents struggled to support their children and in many cases children lacked the basic independent learning skills to learn remotely due to prior lower attainment
- During the second lockdown data shows that children identified as disadvantaged who had accessed provision made more progress than those who did not despite a strong remote learning offer being put into place
- The cycle of Academy Development in recently sponsored academies has been slowed due to the restrictions placed upon academies during this period including the performance management cycle
- Although children showed strong resilience on returning to school, pupil well-being overall has been affected by the period and more children need support with their mental health and social and emotional needs
- The number of Safeguarding concerns, referrals to external agencies and services and families involved with family support teams and Early Help has increased
- The number of pupils eligible for FSM has increased during the period meaning more families facing financial pressure and living in challenging circumstances
- Support services for pupils with SEND have extensive waiting lists, in Oldham SALT is 2 years and in Derby Educational Psychology now has to be privately sourced
- More than ever before children are entering the Early Years Foundation Stage at both Nursery and Reception well below age related expectations in Communication, Language and Literacy, this is a direct result of

reduced access to EYFS Provision. Early years education and developing the characteristics of effective learning are as important as ever to overcome the educational achievement gap

- Children need higher levels of fluency in English and a wider academic vocabulary in order to be able to read and write at an age appropriate level across all areas of the curriculum
- Attendance at school every day matters more than ever before to children identified as disadvantaged, they need to access every lesson in order to be able to keep up
- Academy budgets are tighter than ever before and some previous activity and in particular adult support that has been provided in previous years is now unsustainable. This has led to the potential loss of flexibility in meeting needs.
- There has been a significant reduction in Local Authority services for both family support and School Improvement Services such as CPD.
- There can be a significant delay in Children's Special Educational Needs being recognised and met due to limited resources and long processes for assessment. This is particularly the case for those children who are newly arrived.
- Thresholds for access to Social Care services have risen making it difficult to access support for families. The 'Keeping Children Safe in Education 2021' document places increased accountability on schools for the safeguarding of children
- The introduction of universal free school meals and universal credit has changed the eligibility criteria for FSM. Many children are not identified as disadvantaged and many low income households are also not reflected in FSM figures. Children live in increased poverty.

We have a very good understanding of the **barriers to learning** that are experienced by our children. Our children, including those who are identified as disadvantaged, often have more than one barrier to overcome.

These include but are not limited to:

SEMH

- Many pupils have social and emotional needs and need a calm, safe and nurturing environment which develops both social and emotional skills
- Some pupils have experienced significant trauma in their lives or interruptions to their early childhood development, they need specific and timely intervention to overcome these challenges so that they can access the appropriate interventions delivered by highly skilled adults

Prior Attainment and Access to Early Education

- In the Early Years many pupils may not have attended nursery or pre-school and therefore start school below age related expectation and are lacking in social experiences and the related skills
- We know that the number of children entering the EYFS with Speech Language and Communication Needs is high and this continues to increase over time.
- Prior attainment at EYFS or KS1 is often very low and there may be a legacy of underachievement due to the quality of teaching and learning over time
- Many children have limited experiences outside the school day leading to limited relevant social and cultural experiences to draw upon. This has a significant impact on language development, reading, writing and across the whole curriculum and at all key stages
- A lack of modelled literacy in the home at all levels and in particular pupils working at greater depth who need access to higher order language and exemplification of critical thinking and reasoning

- The number of families with access to a range of texts and literature is limited and the quality and appropriateness of texts may not be matched to the child's needs.

Family Support

- Many families are vulnerable and require high levels of support from both the academy and children's services, this is often to support basic need such as accessing a dentist
- Many families are not eligible for social housing resulting in many families living in overcrowded and unsuitable environments, children themselves report that they have 'nowhere quiet to read at home'
- Parents need support and encouragement to engage and to support home learning particularly online learning
- Many families do not have data and so children are unable to use their devices beyond the school day

Mobility

- Mobility in some academies is relatively high compared to regional mobility. This can have a significant impact on social relationships and academic progress
- Education can be fragmented as pupils are transient this can be related to newly arrived pupils but we are seeing growing numbers of families rehoused due to community issues or due to safeguarding concerns
- In some cases pupils have gaps in their educational history or have attended multiple schools and therefore have many gaps in their learning, we know that moving school has a detrimental impact of at least 6 months for pupils working at ARE, this is more for pupils who are already identified as having additional needs

INA/EAL

- Newly arrived pupils with little or no spoken English and virtually no skills in Reading and writing upon arrival
- The majority / many pupils have English as an Additional Language this includes those at the initial stages of learning English, those who are socially competent and advanced bilingual learners
- Extended absence to overseas countries to visit relatives or to update documentation means prolonged gaps in learning

How will we overcome these barriers?

The Harmony Trust Excellence for All Framework

In 2019 The Harmony Trust commissioned an independent report to evaluate the provision for pupils identified as disadvantaged across the trust led by Marc Rowland. The Trust has a strong record of ensuring that a high proportion either meet or exceed national expectations by the end of key stage two. The report identified the following as the features of the academies that are performing well by their disadvantaged pupils:

- A shared set of values bought into and understood by all
- Leadership capacity, experience and expertise
- Strong relationships with families and communities
- A strategy which is understood by all staff who know their role within it
- High expectations for all pupils
- Positive climate for implementing new strategies
- Relationships between adults and pupil, pupils and pupils are of the highest priority
- Pupil Premium is not ring-fenced – leaders use their expertise and knowledge of their pupils and research to inform their approach
- Addressing disadvantage through high quality, inclusive teaching
- Pupil need is identified and addressed
- There is a relentless focus on literacy and language
- Strategic deployment of leaders with specific areas of expertise
- Pupil voice is heard and responded to
- A commitment to recruitment, training and retention of high-quality staff

These findings now form the principles of the ‘Excellence for All’ Framework which is being implemented across each of our academies. The trust has considered these principles as the basis of our work and to defining the challenges and determine the intended outcomes of the actions taken.

	Action	Intended Outcome	Cost
Development Team Priorities	Develop clear guidance, expectation and exemplification of what makes an excellent education through the Excellence for All Framework	Collectively we have a strong evidence based framework that supports leaders, teachers and support staff to deliver a highly inclusive excellent education to all pupils every day. The framework is used to audit current provision and plan for systematic improvement that results in improved outcomes for all children. The framework shapes the culture of the organisation; the expectation is that all children can succeed regardless of their need or circumstance. This framework clearly communicates to all staff the strategy and approach and is exemplified through case studies and examples of pupil learning.	£65,063 (2021-22) £90,621 (2022-23)

<p>Provide a high quality CPD offer to all staff designed led by experienced practitioners</p>	<p>All staff access high quality professional development through the Harmony Trust Development Team. All professional development is evidence based and aligns with the principles of our 'Excellence for All' Framework. The implementation of this professional development is well supported through facilitated collaboration. The impact is monitored by academy leaders and further areas for professional development are identified within the Academy Development Plans. All CPD opportunities including coaching and development are strategically aligned with the principle of all staff becoming 'Expert Teachers.'</p>	
<p>Increase workforce capacity to support improvement</p>	<p>The number of 'Trust Senior Leaders' and 'Trust Leaders' available to deploy to key priorities and areas of need within academies is increased. Leadership capacity to drive and improve the quality of education is increased. The expertise and knowledge of these leaders is used wisely to ensure that all children access high quality education every day resulting in improved academic outcomes for all children.</p>	
<p>Further improve the contextual analysis of our academies and use this to inform and determine the most appropriate intervention</p>	<p>Leaders and practitioners at all levels have a sound understanding of the sub groups within the disadvantaged group, they know the multiple areas of need for particular groups and individual children. This contextual data is used to be specific in identifying the barriers to learning and planning to reduce underachievement. Evaluation is specific in identifying the most effective strategies for intervention.</p>	
<p>Provide intervention at its earliest point through high quality Early Years Education</p>	<p>All children access an excellent early years education and all available resources are maximised to ensure that children can attend at an early age (2YO) and where possible above and beyond their free entitlement (15hrs). All academies have high quality continuous provision and highly skilled adults to engage and interact with children in their learning. There is a good balance of direct teaching, group learning and play based consolidation. Learning experiences are implemented with rigour and high expectation and as a result children make excellent progress are supported and challenged to achieve their highest potential many achieving expected levels as they enter Key Stage One. The REAL Project is used effectively to improve family literacy and engage parents as their child's first educators.</p>	
<p>Provide a strong framework for Character Education through 'The Harmony Pledge'</p>	<p>All academies will provide a broad opportunities to develop our character competencies and raise aspirations. The Harmony Pledge aims to broaden children's experiences and aspirations in order to enable children to become lifelong learners who can</p>	

		always BELIEVE, ACHIEVE, and SUCCEED. Children will be reflective and record their character development through their Pledge Journal.	
Read, Achieve, Succeed	Improve literacy and oracy levels through the implementation of the trust wide Read, Achieve, Succeed Framework	<p>All academies follow the principles outlined within the Read, Achieve, Succeed Strategy aimed at enabling all children to:</p> <ul style="list-style-type: none"> • Make good progress over time in their learning, especially for those most at risk of underachievement • Develop a strong set of reading skills and strategies and become independent, confident readers • Be able to read for both pleasure and purpose • Be part of a culture where reading is valued as a key skill for learning and for life • Read widely across a broad curriculum so that they build knowledge over time and develop greater cultural capital • Read within and beyond the school day through a range of quality texts and digital books, accessing a range of genres and authors including poetry • Be supported and encouraged by their parents <p>Build a wider vocabulary and range of language which they use to communicate effectively throughout the curriculum</p> <p>Have access to an online learning platform 'Accelerate Reader' and 'MyON to increase access to books and to be able to quiz at home on their individual iPad</p>	<p>£11,427 (2021-22)</p> <p>£8,249 (2022-23)</p>
Multi-Disciplinary Team	Improve attendance through rapid and effective support and intervention	All academies have robust plans for ensuring the highest levels of attendance possible, they know which strategies are most effective and apply them consistently with strong evidence of impact. There is a multi-disciplinary approach with our teams focused on working together across family support and education to target the most vulnerable families and those at risk of missing significant proportions of their education. Pupils and their families are well supported and as a result children attend well each day and are ready to learn.	<p>£21,631 (2021-22)</p> <p>£16,968 (2022-23)</p>

HTML	Increase the technology available to pupils to support their learning and accelerate progress.	All pupils have increased access to devices so that technology can be used as an enabler to maximise learning. All pupils from Year 3 to Year 6 have their own iPad to use at both home and school. The iPad is a tool for learning and is used to both develop expert independent learners and to provide opportunities to extend learning beyond the school day. All home learning will be completed via the online learning platform 'Purple Mash' and pupils have unlimited access to learning platforms such as TT Rockstars, Accelerated Reader and their online library 'MyON.' Parents are able to engage with their child's learning because they are given the correct information and strategies as to how to effectively support their child. As a result pupil progress is accelerated and the attainment gap for disadvantaged pupils and age related expectation begins to close.	£35,363 (2021-22) £35,663 (2022-23)
Enrichment and Opportunity	Ensure that the Great Place 2 Learn Statement principles of first hand practical enrichments, experiences and wider opportunities are available to all children	<p>The following Great Place 2 Learn Principles are evident across all academies:</p> <ul style="list-style-type: none"> • <i>Relevant, considering children's interests, varied, inclusive, context appropriate</i> • <i>National curriculum coverage, age appropriate, challenge and high expectations</i> • <i>First-hand practical enrichments & wider opportunities</i> • <i>Communication, language and literacy is the golden thread that runs throughout the curriculum</i> • <i>Reading is prioritised from an early stage including the teaching of phonics within and around the curriculum</i> • <i>Fluency, problem solving and reasoning to enable application</i> • <i>Developing self-regulating learners</i> • <i>Opportunities to experience success in different subjects & different skills and to share their learning with others</i> <p>As a result pupils access a broad balanced and better education. Learning is more memorable and pupils know more and remember more.</p>	£15,000 (2021-22) £10,000 (2022-23)

Allocation of Resources for Year 2 and 3 of the Strategy

In order to sustain this plan over a three-year period and to also secure the successful implementation we have decided as a trust to take a strategic approach by pooling a proportion of the funding allocation across the three years. We will retain a proportion of Y1 funding to: respond to in year contextual challenges following further assessment of the impact of the pandemic on disadvantaged children; implement further the strategic approaches outlined in this document following evaluation of their impact; and develop further a workforce model that prioritises the recruitment, development, and retention of staff expert in improving the outcomes of disadvantaged children.

Amount Retained in 2021-22 = £17,056

Allocation of Resources for the Tuition Strategy

The Trust has taken a strategic decision to use the Pupil Premium Funding to support the delivery of our Tuition Strategy. The balances of the 5% retained in the previous academic plus the 5% retained in the current academic year (2022-23) will contribute to the 40% academy contribution to tutoring.

Amount Retained in 2022-23 = £17,242

Academy Specific Challenges

Each Academy retains a proportion of its Pupil Premium Funding for individual academy priorities. These are identified by the Principal and The Pupil Premium Lead and are approved by the CEO through the Academy Visits Schedule.

The academy has identified the following challenges, the strategies to overcome them and the intended impact of these strategies and interventions.

This details how we intend to spend our pupil premium (and recovery premium funding) at academy level this academic year to address the challenges listed above.

Allocation of Academy Resources 2021-22

TOTAL: £212,837

Table 1: Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £127,837

Action	Intended Outcome / Evidence Base	Success Criteria	Cost
Coaching and development through the deployment of a Trust Senior Leader drives improvements in teaching and learning and improves outcomes	<p>Improve the quality of teaching through high quality coaching and development and deployment of a Trust Senior Leader.</p> <p>Teaching is consistently good across the academy by July 2022.</p> <p>Lesson visits to view and learn from best practice has a positive impact on teaching across the school.</p> <p>(costs for lesson visit cover included)</p>	<p>-Coaching plans are fulfilled for all teachers termly.</p> <p>-additional coaching and development and support in place for relevant teachers</p> <p>-coaching and mentoring, including team teaching, leads to improved outcomes for children.</p>	£74,337

<p>TA deployment and TA CPD</p>	<p>Maximise the impact of teaching assistants on outcomes for disadvantaged pupils including those with multiple barriers to learning.</p> <p>SLC is well led by an HLTA.</p> <p>TA CPD is targeted on vulnerable pupils including SEN and PP.</p> <p>(1 hour TA CPD a week)</p>	<p>-TAs are well deployed as seen in learning walks and the implementation of intervention timetables.</p> <p>-TAs attend high quality CPD (led by the academy, Trust and externally)</p>	<p>£19,000(CPD)</p> <p>+</p> <p>£21,800</p>
<p>Assessment is accurate and data is acted upon by teachers and leaders, through effective moderation and use of Target Tracker</p>	<p>Assessment data is effectively used to inform priorities and impact in seen on outcomes, especially for disadvantaged pupils.</p> <p>Pupils are accurately assessed through:</p> <ul style="list-style-type: none"> -effectively moderation (supported my KS11 and KS2 LA moderators, employed by the Trust) and PDMs related assessment -leadership time provided 4 x year for data analysis to inform improvement planning and actions -Pupil progress meetings 4 x year led by a skilled senior leader -immediate feedback using online tools (and the iPads) is trialled in KS2 (range of quizzing apps) 	<ul style="list-style-type: none"> -Accurate assessment judgements are made as seen through the moderation and PPM process. -Target tracker analysis is used effectively at PPMs and teachers use analysis tool to support their planning. 	<p>£6,200</p>
<p>CPD focused on talk/ oracy, assessment and scaffolding</p>	<p>Teachers use AfL and scaffolding to effectively impact on pupil outcomes especially for disadvantaged and SEN learners.</p> <p>Peer collaboration (and the sharing of best practice) around meaningful and high quality talk, AfL and scaffolding impact on the quality of teaching and learning.</p>	<ul style="list-style-type: none"> -AfL in lessons (for all) shows has a positive impact on learning. Check for Understanding (for all) is a key strategy used across the academy. -Partner and talk trios are used as an assessment tools alongside effective questioning. -Language structures are used to build pupil skill in 	<p>£2,000</p>

		<p>use of oral and written language.</p> <p>-Scaffolds such as word mats, visual, graphic organisers, manipulatives are used as seen in learning walks</p>	
EYFS CPD and environment development	Additional EYFS CPD enhances the Trust CPD offer and impact on the development of the environment to promote high quality learning across the EYFS curriculum through use of a well organised and purposeful environment.	ECERs scores improve to be Good in all areas by July 2020	£4500

Table 2: Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £36000

Action	Intended Outcome / Evidence Base	Success Criteria	Cost
Tutoring- online for LKS2 focused on reading/ phonics	<p>Reading levels for disadvantaged pupil in Year 4 working well below age related expectation improve rapidly.</p> <p>Nessy is used as an effective intervention programme for pupils in KS2 (phonics)</p>	Remote teaching is effective - 18 x children receive 3 x week 10 min reading (including phonics where appropriate) 1 to 1 teaching 3 x week over a 10 week period.	£9,000
Pupils with high levels of SEMH needs are supported through Thrive targeted supported	<p>Pupil with SEMH needs are supported through one to one, targeted and group support of lead practitioners</p> <p>The number of pupils on the LA At Risk Register is significantly reduced.</p> <p>The number of suspensions and internal seclusions in reduced.</p>	<p>2 additional lead practitioners complete the full training.</p> <p>10 + pupils access one to one thrive support.</p> <p>Impact is seen on Thrive Assessment Profile and pupils are successfully able to move away from the initial high level of support</p>	£18,000

<p>Co-ordination and delivery of interventions (especially SLC in KS1)</p>	<p>Targeted same day support in RWM is used following effective AfL during lessons</p> <p>SLC needs (particularly in KS1 where the numbers are high) are well supported through targeted support and effective co-ordination by a HLTA responsible for SLC.</p> <p>The number of pupils in need of SLC support and SEN support level is reduced over time which in turn positively impact on other areas of learning.</p> <p>Monitoring of SLC intervention is effective in sharing of best practice in order to develop skills of practitioners across the academy.</p>	<p>Speech and Language link are effective tools for identify needs early</p> <p>Intervention timetables are in place and effectively implemented.</p> <p>Progress is tracking using effective SLC assessments.</p> <p>Impact is seen through assessment data for those children receiving interventions.</p>	<p>£6000</p>
<p>Year 6 booster interventions</p>	<p>Disadvantaged pupils in Year 6 make good progress RW and M across KS2 and catch up on learning lost during the covid disruptions.</p>	<p>Booster sessions for Year 6 are effective in impacting learning for disadvantaged pupils</p>	<p>£3000</p>

Table 3: Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £49,000

Action	Intended Outcome / Evidence Base	Success Criteria	Cost
<p>Attendance</p>	<p>An attendance officer is effective in role and impacts on attendance by using the most effective strategies including:</p> <ul style="list-style-type: none"> -daily phone class -first day phone calls, -pre-letter phone calls to parents -pupil one to one and group work -family support- support first. 	<p>Persistence absence for disadvantaged pupils significantly reduces to be in line with national figure (at the time).</p> <p>Overall absence is reduced so that attendance is >95% .</p> <p>% of lates for disadvantage pupils significantly reduces.</p>	<p>£9,000</p>

	<ul style="list-style-type: none"> -liaison with the CFSW and Family Support team -targeting support where it is most impactful -challenge families on attendance (when appropriate) 		
<p>Pastoral support positively impacts on the most vulnerable families is co-ordinated and lead effectively by a senior leader.</p>	<p>Deputy Principal leads Pastoral Team to positively impact on outcomes for pupils with significant SEMH barriers to learning.</p> <p>Parents are supported through the Enhancing Parent Success programme.</p> <p>Co-ordination of pastoral support is effective (including key professionals in and outside the academy eg. SENCO, Child and Family Support Worker, Family Support Team, Social Care)</p> <p>Child and Family Support worker supports the families most in needs through.</p> <ul style="list-style-type: none"> -family liaison -safeguarding support, including attending safeguarding meetings -liaising with the pastoral team lead (DP) attendance officer and other key professionals -providing one to one pupil support (Thrive and talk time) 	<ul style="list-style-type: none"> -information sharing around vulnerable pupils is effectively shared through half termly inclusion meetings (at a minimum) -10+ families access EFS programme -All pupils and families on the vulnerable pupil tracker are effectively supported. 	£40,000

Total budgeted cost: £212,837

Allocation of Academy Resources 2022-23

Table 1: Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £ 129,737

Action	Intended Outcome / Evidence Base	Success Criteria	Cost
<p>Quality First Teaching: Professional development drives improvements in teaching and learning and improves outcomes for disadvantaged learners.</p> <p>This will include Coaching and development through the deployment of a Trust Senior Leader and Lead Practitioner (enhanced from Trust contribution above).</p>	<p>Teaching is consistently good across the academy by July 2023.</p> <p>Outcomes for disadvantaged pupils improves as a result of quality first teaching.</p> <p>Teachers are confident and skilled at teaching children with multiple barriers to learning including barriers linked to pupil premium status.</p> <p>Teaching includes effective use of AfL and scaffolds with a focus on language and literacy.</p> <p>Notes: Learning (provided by a cover teacher) is of high quality when teachers attend CPD in school time.</p> <p><u>Evidence Base</u></p> <ul style="list-style-type: none"> • ‘Using pupil premium funding to improve teaching quality is the most effective way to improve outcomes for disadvantaged pupils. By doing so, schools will inevitably benefit non-eligible pupils as well.’ (Pupil Premium Overview- DfE December 2022) • NFER Research: Leaders of more successful schools emphasise the importance of ‘quality teaching first’. They aim to provide a consistently high standard, through setting expectations, monitoring performance, tailoring teaching and support to suit their pupils and sharing best practice. This approach is supported by a body of research, which has found that good teachers are especially important for pupils from disadvantaged backgrounds. For disadvantaged pupils the difference between a good teacher and a bad teacher is a whole year’s learning. • ‘Successful schools adopt a whole school approach to their use of the pupil premium that delivers on the full potential of every pupil.’ (Supporting the attainment of disadvantaged pupils – DfE) 	<p>Professional development (including coaching) from highly skilled practitioners and leaders is of high quality.</p> <p>Professional development is focused on improving outcomes for disadvantaged pupils.</p> <p>Monitoring including learning walks, books looks and pupil voice show improvements in the quality of teaching.</p> <p>Learning walks show a relentless focus on language including high quality talk and the use of language structures.</p> <p>ECTs and Teach First Participants are effectively supported to be good teachers and are retained within the Trust.</p>	£74,337
<p>Diagnostic testing is used to effectively identify gaps in learning and improve</p>	<p>Leaders identify effective ways to use diagnostic testing to impact on learning, especially for disadvantaged pupils.</p> <p>CPD is tailored to implement an effective strategy around assessment for learning.</p>	<p>Purchase of electronic and standardised diagnostic assessments.</p> <p>Training for diagnostic testing including Sumdog, Times Table Rock Stars,</p>	£8,400

<p>outcomes for disadvantaged learners</p>	<p>iPads are an effective tool to impact on learning.</p> <p>Leaders and teachers use assessment data as part of the pupil progress meeting cycle.</p> <p><u>Evidence Base</u></p> <p>Gaining a thorough knowledge of your disadvantaged pupils' levels of attainment is the first step in developing an effective pupil premium strategy.</p> <p>Once you have gauged the performance of your disadvantaged pupils against national benchmarks, for pupils whose attainment is below age related expectations, you should examine what could be hindering their attainment. This will involve diagnostic assessment of academic challenges, but also take account of wider challenges, such as attendance. (EEF Pupil Premium Guide April 2022)</p> <p>https://d2tic4wvo1iusb.cloudfront.net/documents/guidance-for-teachers/pupil-premium/Pupil Premium Guide Apr 2022 1.0.pdf?v=1650463957</p> <p>Standardised tests can provide reliable insights into the specific strengths and weaknesses of each pupil to help ensure they receive the correct additional support through interventions or teacher instruction:</p> <p>Standardised tests Assessing and Monitoring Pupil Progress Education Endowment Foundation EEF</p>	<p>Accelerated Reader and Sonar.</p> <p>Training for staff to ensure assessments are interpreted and administered correctly and data is acted on appropriately.</p>	
<p>Effective deployment of TAs</p>	<p>Teaching assistants have a positive impact on outcomes for disadvantaged pupils including those with multiple barriers to learning.</p> <p>Teachers and TA are partners in ensuring the positive impact of TAs.</p> <p>Any intervention and class learning are linked so learning is applied across the curriculum.</p> <p>TA CPD is targeted on the needs of vulnerable pupils including SEN and PP.</p> <p><u>Evidence Base</u></p> <p>EEF's Guidance – Making the Best use of Teaching Assistants</p>	<p>-TAs are well deployed as seen in learning walks and through data outcomes, including those for disadvantaged pupils.</p> <p>-TAs attend high quality CPD (led by the academy, Trust and externally)</p>	<p>£42,000</p>

	<ul style="list-style-type: none"> • Use TAs to help pupils develop independent learning skills and manage their own learning. • Use TAs to deliver high quality one- to –one and small group support using structured interventions. • Explicit connections are made between learning from everyday classroom and teaching structured interventions. 		
<p>The Harmony Pledge is integrated into Teaching, Behaviour and Attitudes and the academy vision and positively impacts on SEMH for disadvantaged pupils.</p>	<p>The Pledge Leads (2 x ECTs+1) are supported by an experienced leader (Lead Practitioner) to embed the Character Competencies across the academy.</p> <p>Social and emotional skills are reinforced through the academy ethos and activities.</p> <p>The Pledge is linked to PSHE which is taught to a consistently good standard across the academy.</p> <p><u>Evidence Base</u></p> <p>EEF research: Improving social and emotional learning in primary schools.</p> <p>https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/primary-sel/EEF_SEL_Summary_of_recommendations_poster.pdf?v=1671450569</p> <p>Harmony Trust Academy Ofsted reports show the impact of the Pledge on pupil well-being and ensuring there is a shared vision.</p>	<p>Children and staff are able to talk about how the Character Competencies support the children’s SEMH.</p> <p>Pledge Booklets and pupil voice show that the Harmony Pledge is fully embedded into the academy ethos.</p> <p>A Pledge Action Plan with clear milestones is in place and reviewed regularly.</p>	£5000

Table 2: Targeted academic support (for example, tutoring, one-to-one support structured interventions)

Budgeted cost: £46,000

Action	Intended Outcome / Evidence Base	Success Criteria	Cost
Additional phonics and reading sessions targeted at disadvantaged pupils who require further support.	<p>Pupil in EYFS and Y1 who are struggling to ‘keep up’ are targeted with additional bespoke phonics support.</p> <p>Staff are skilled at delivering high quality phonics interventions.</p> <p>This may include additional work with parents and a link to home reading and the use of visuals.</p> <p>Phonics is effectively assessed and monitored across the academy with the use of Phonics Tracker. This is used to</p>	<p>Leadership time (including of the phonics lead) is used to monitor and evaluated the quality of targeted support and ensure all staff are trained to a high level across the academy.</p> <p>Phonics and reading outcomes across the academy improve for disadvantaged pupils and the</p>	£8,000

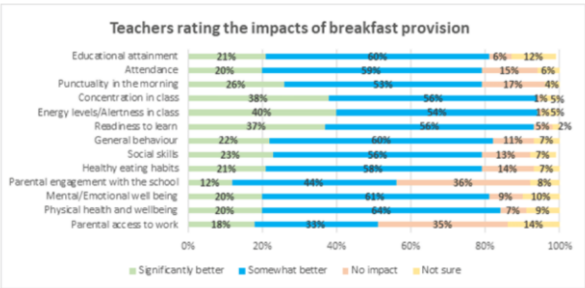
	<p>ensure that targeted support is precise and moves learning forward at a rapid pace.</p> <p>Phonics teaching is combined with wider reading strategies, based on individual needs.</p> <p><u>Evidence Base:</u></p> <p>EEF Phonics Toolkit: Phonics has a positive impact overall (+5 months) with very extensive evidence and is an important component in the development of early reading skills, particularly for children from disadvantaged backgrounds.</p> <p>The academy uses the DfE Reading Framework guidance around 'Older pupils who need to catch up' to impact on KS2 pupils who are not yet working at age related levels.</p>	<p>gap is narrowed with non-disadvantaged pupils.</p>	
<p>Tutoring (including engagement in the NTP), interventions and Booster Groups lead to positive outcomes for disadvantaged learners.</p>	<p>Leaders and teachers use assessment data and professional knowledge to select pupils for targeted support.</p> <p>School Led Tutoring and interventions from academy based teachers and TAs provide high quality targeted support.</p> <p>Targeted support includes:</p> <ul style="list-style-type: none"> -Writing conferencing -Same day maths interventions -Phonics interventions -One to one reading -Precision teaching -Colourful semantics -SLC interventions -Talk Boost <p>Targeted support makes use of assessment information and is explicitly linked to class learning in order to ensure accelerated progress.</p> <p>Higher proportions of pupils can access an age-appropriate curriculum and are working at age related expectations.</p> <p>Tuition and interventions are effectively monitored by leaders.</p> <p><u>Evidence Base</u></p>	<p>Improve outcomes and close the gap between pupil premium and non-pupil premium children at GLD, PSC, KS1 SATS.</p> <p>Monitoring and evaluation shows targeted support is of a consistently high standard and has a positive impact on learning.</p>	<p>£23,000 (incl £9,037 in addition to ringfenced contribution)</p>

	<p>Studies in England have shown that pupils eligible for free school meals typically receive additional benefits from one to one tuition. Low attaining pupils are particularly likely to benefit. (EEF Toolbox- One to one Tuition and Small Group Tuition)</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/one-to-one-tuition</p> <p>https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/small-group-tuition</p>		
<p>Pupils with high levels of SEMH needs are supported by Teaching Assistance through targeted supported</p>	<p>Teaching assistants are skilled in supporting children with SEMH needs.</p> <p>Leaders track SEMH needs of disadvantaged pupils and cross reference with academic attainment as part of the pupil progress meeting cycle.</p> <p>Targeted support links to whole school approaches including PSHE and the Pledge.</p> <p>The impact of SEMH support is evaluated in order to direct TA time to maximise impact and respond to pupil need across the academy.</p> <p>Boxall profiling is used effectively to assessment pupils with SEMH needs.</p> <p>Logging of support is succinct and shared with appropriate adults.</p> <p>Parents are involved in SEMH support.</p> <p><u>Evidence Base</u></p> <p>EEF: Improving Social and Emotional Learning in Primary Schools.</p> <p>https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/primary-sel/EEF_Social_and_Emotional_Learning.pdf?v=1671450569</p>	<p>Pupil voice shows a positive impact of SEMH support.</p> <p>Boxall profiling shows improvements on an individual level.</p> <p>The number of low level behaviour incident decreases.</p> <p>Parents are positive about the impact of targeted SEMH support.</p>	<p>£15,000</p>

Table 3: Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £ 51,300

Action	Intended Outcome / Evidence Base	Success Criteria	Cost
<p>Whole-staff training on behaviour management and anti-bullying approaches with the aim of developing our school ethos and improving behaviour across school.</p>	<p>Behaviour tracking is effective and used to target support.</p> <p>Behaviour improves across the academy for those with a high level of need and fall all children at transition times.</p> <p>All children are able to talk about ‘what good behaviour looks like’ and all stakeholders have a clear understanding of the behaviour policy and approaches.</p> <p>Evidence Base:</p> <p>Both targeted interventions and universal approaches can have positive overall effects:</p> <p>Behaviour interventions EEF (educationendowmentfoundation.org.uk)</p>	<p>The number of behaviour incidents decreases (including for disadvantaged pupils)</p> <p>Fixed term exclusion decreases.</p> <p>Pupil, parent and staff voice shows that behaviour is good.</p> <p>Any incidents of behaviour are logged and dealt with effectively as seen through CPOMs monitoring as well as through the views of stakeholders.</p>	<p>£5,000</p>
<p>Embedding principles of good practice set out in the DfE’s Improving School Attendance advice.</p>	<p>Embedding principles of good practice set out in the DfE’s Improving School Attendance advice.</p> <p>An attendance officer is effective in role and impacts on attendance by using the most effective strategies including:</p> <ul style="list-style-type: none"> -daily phone class -first day phone calls, -pre-letter phone calls to parents -pupil one to one and group work -family support- support first. -liaison with the CFSW and Family Support team -targeting support where it is most impactful -challenge families on attendance (when appropriate) <p>The attendance officer works effectively with Academy and Trust leaders with a particular focus on disadvantaged persistent absence.</p> <p>Evidence Base:</p> <p>DfE’s Improving School Attendance advice.</p>	<p>Persistence absence for disadvantaged pupils significantly reduces to be in line with national figure (at the time).</p> <p>Overall absence is reduced so that attendance is >95% .</p> <p>% of lates for disadvantage pupils significantly reduces.</p>	<p>£14,300</p>

<p>Academy contribution to Magic Breakfast</p>	<p>Magic Breakfast is well run and ensures all pupils have are not hungry at the start of the day.</p> <p>Evidence Base:</p> <p>EEF Research on Magic Breakfast: Y2 pupils in schools providing a free, nutritious 'magic' breakfast boosted their reading, writing and maths by an average of 2 months' progress per year, compared to pupils in schools with no such breakfast provision.</p> <p>https://educationendowmentfoundation.org.uk/project-s-and-evaluation/projects/magic-breakfast/</p> <p>2021, school leader survey by Magic Breakfast:</p>  <table border="1"> <caption>Teachers rating the impacts of breakfast provision</caption> <thead> <tr> <th>Impact</th> <th>Significantly better</th> <th>Somewhat better</th> <th>No impact</th> <th>Not sure</th> </tr> </thead> <tbody> <tr><td>Educational attainment</td><td>21%</td><td>60%</td><td>6%</td><td>12%</td></tr> <tr><td>Attendance</td><td>20%</td><td>59%</td><td>15%</td><td>6%</td></tr> <tr><td>Punctuality in the morning</td><td>26%</td><td>59%</td><td>17%</td><td>4%</td></tr> <tr><td>Concentration in class</td><td>38%</td><td>56%</td><td>1%</td><td>5%</td></tr> <tr><td>Energy levels/Alertness in class</td><td>40%</td><td>54%</td><td>1%</td><td>5%</td></tr> <tr><td>Readiness to learn</td><td>37%</td><td>56%</td><td>5%</td><td>2%</td></tr> <tr><td>General behaviour</td><td>22%</td><td>60%</td><td>11%</td><td>7%</td></tr> <tr><td>Social skills</td><td>23%</td><td>59%</td><td>13%</td><td>7%</td></tr> <tr><td>Healthy eating habits</td><td>21%</td><td>58%</td><td>14%</td><td>7%</td></tr> <tr><td>Parental engagement with the school</td><td>12%</td><td>44%</td><td>35%</td><td>8%</td></tr> <tr><td>Mental/Emotional well being</td><td>20%</td><td>61%</td><td>9%</td><td>10%</td></tr> <tr><td>Physical health and wellbeing</td><td>20%</td><td>64%</td><td>7%</td><td>9%</td></tr> <tr><td>Parental access to work</td><td>18%</td><td>53%</td><td>35%</td><td>14%</td></tr> </tbody> </table>	Impact	Significantly better	Somewhat better	No impact	Not sure	Educational attainment	21%	60%	6%	12%	Attendance	20%	59%	15%	6%	Punctuality in the morning	26%	59%	17%	4%	Concentration in class	38%	56%	1%	5%	Energy levels/Alertness in class	40%	54%	1%	5%	Readiness to learn	37%	56%	5%	2%	General behaviour	22%	60%	11%	7%	Social skills	23%	59%	13%	7%	Healthy eating habits	21%	58%	14%	7%	Parental engagement with the school	12%	44%	35%	8%	Mental/Emotional well being	20%	61%	9%	10%	Physical health and wellbeing	20%	64%	7%	9%	Parental access to work	18%	53%	35%	14%	<p>Magic breakfast is delivered daily.</p> <p>The uptake for magic breakfast is high and there is enough food for all pupils that need a breakfast.</p>	<p>£2,000</p>
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<p>Pastoral and SEMH support for pupil premium pupils and families with multiple barriers to learning</p>	<p>Deputy Principal leads Pastoral Team to positively impact on outcomes for pupils with significant SEMH barriers to learning.</p> <p>Parents are supported through the Enhancing Parent Success programme.</p> <p>Co-ordination of pastoral support is effective (including key professionals in and outside the academy eg. SENCO, Child and Family Support Worker, Family Support Team, Social Care)</p> <p>Child and Family Support worker supports the families most in needs through.</p> <p>-family liaison is effective</p> <p>-safeguarding support, including attending safeguarding meetings is effective.</p> <p>-liaising with the pastoral team lead (DP) attendance officer and other key professionals is effective</p> <p>-The CFSW provides one to one pupil support (Thrive and talk time)</p>	<p>-information sharing around vulnerable pupils is effectively shared through half termly inclusion meetings (at a minimum) and in the short term through CPOMs.</p> <p>-All pupils and families on the vulnerable pupil tracker are effectively supported.</p> <p>-Pupil and parent voice show a positive impact of pastoral support.</p>	<p>£30,000</p>																																																																						

Total budgeted cost: £227,037

Part B: Review of outcomes in the previous academic year

Pupil premium strategy outcomes

This details the impact that our pupil premium activity had on pupils in the 2020 to 2021 academic year.

During 2019-20 the pupil premium strategy was a delegated area of responsibility for the academy principal. Although principals took every effort to ensure that the premium was matched to the needs of disadvantaged pupils, there were continued disruptions to education as a direct result of the Covid Pandemic period. Internal data shows that these tended to affect disadvantaged children more over the course of the pandemic. Evaluation of the impact of individual actions to address the disadvantage gap is therefore difficult to measure accurately.

The broad impact of the Covid pandemic across Harmony was that during the first closure period (March 2020 to June 2020) levels of prior attainment were broadly maintained. Few children regressed in their learning because the intentional home learning offer was to practise and consolidate the skills that had previously been taught. Although prior attainment was maintained, new learning had not taken place and so an attainment gap emerged that would take a period of accelerated progress to close. **All pupils lost a term of learning during this period.** Those who were already attaining below their peers continued to do so and had the additional challenge of the additional catch up to be on a par with age related expectation. In some sponsored academies these gaps were already significant prior to the pandemic and they were the focus of Trust wide intervention. Upon return to school in June, academies focused on ensuring pupil well-being, settling and recovering and the curriculum was matched to need. Academies focused on the basic skills because speaking and writing had been most affected by the closure period.

As the new academic year began in September 2020 the focus on catch up remained. **Autumn term data and feedback from leaders was that pupil progress was beginning to accelerate during that term.** Academies adjusted their curriculum plans, so that the focus was on the basics of speaking and listening, reading, writing, number, and calculation. Content was prioritised so that essential skills were the foundations of the curriculum. The academies then faced a second closure period (January 2021 to March 2021) where expectations from government for remote learning and onsite provision were much higher. All academies secured a substantial and compliant remote learning offer with over a thousand devices given to families to ensure that all children had the opportunity to engage. As a result of this pupils continued to build on the learning from the Autumn term but **there were interruptions to progress. Rather than accelerate progress, it seems that the progress over the academic year was satisfactory as a result.**

This is a broad picture of attainment. Trust data shows in depth the overall picture of progress and attainment position as pupils returned to school. Progress data shows the difference academies continue to make, but it is important to focus on attainment in recognising the gap between current attainment and key stage outcomes. **The data currently shows that in most academies and in most year groups the proportions of pupils on track to meet their end of key stage targets is lower than attainment at the end of the prior key stage. On current attainment data there is a significant risk of greater proportions of pupils leaving Harmony at the end of Key Stage Two working below the end of key stage expectation and being insufficiently prepared for the next phase**

of their education. Therefore we will take a co-ordinated strategic response to tackling the long term entrenched disadvantage that our pupils and communities face. It is critical that we engage collectively as a Trust to deliver our 'Excellence for All' Framework.

Evaluation of 2021-22 is included in the Document 'Year 1 PP Review'

Externally provided programmes

Please include the names of any non-DfE programmes that you purchased in the previous academic year. This will help the Department for Education identify which ones are popular in England

Programme	Provider

Service pupil premium funding (optional)

For schools that receive this funding, you may wish to provide the following information:

Measure	Details
How did you spend your service pupil premium allocation last academic year?	N/A
What was the impact of that spending on service pupil premium eligible pupils?	N/A

Further information (optional)

We intend to monitor and evaluate the impact of the funding in the following ways:

The 'Excellence for All' Framework will be reviewed on an ongoing basis as part of the academy monitoring and evaluation cycle. This strategy document will be reviewed and updated on a termly basis throughout the academic year. The academy will participate in external and peer review processes during this year which will consider the impact of the premium through this process.

The Board of Trustees will be reassured that the strategies are having an impact on pupil outcomes through the use of trust monitoring procedures. The trust monitors the quality of provision in its academies through the following processes:

- Analysing data and the context of the academy through the termly Progress and Standards meetings
- Termly Stocktake meetings with the Chair of the Progress and Standards Committee
- Peer Review Reports which are fed back to the Performance and Standards Committee
- Feedback from Parents, Staff and Pupils through Termly Forums and surveys
- Standards Moderation activity at local cluster, hub and trust wide level.