

Richmond Academy
The Harmony Trust
Pupil Premium Strategy Statement 2022-25

Review of Year 1 of the 3-year Pupil Premium Strategy

The Pupil Premium Strategy Statement for the Harmony Trust and that of Northmoor Academy outlines the intended use of the Pupil Premium Funding to improve the attainment of our disadvantaged pupils.

It is 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.

The decision was made that the funding would be split and spent in the following ways:

1. Some of our Pupil Premium funding would 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.
2. The remainder of the funding would be retained and used to focus on individual academy priorities – taking into account the specific contexts and challenges.

A summary of the actions taken and impact from Year 1 of the Strategy

1. Trust wide strategic actions		Summary review of the trust-wide actions for Y1 and planned next steps	Engagement with and initial impact of Trust wide strategic actions on Richmond Academy
Development Team Priorities	Develop clear guidance, expectation and exemplification of what makes an excellent education through the Excellence for All Framework	In Year 1, academy leaders received support through training sessions from Trust Leaders to complete a Self-Assessment to evaluate current provision for disadvantaged pupils in the academy. Leaders have taken the outcomes from this and ensured they are reflected in their ADPs and will be addressed when updating their PP Strategy Actions for 22/23 (Y2 of the strategy)	Leaders have completed the 'Excellence for All' Self-Assessment audit supported. Information from this audit tool and the Trust commissioned 'Improving Outcomes for disadvantaged learners in opportunity areas' (April 2019) has enabled leaders to plan effective next steps. It has enabled academy leaders to evaluate current provision and plan effective next steps through our Academy Improvement Plan.
	Provide a high quality CPD offer to all staff designed and led by experienced practitioners	The Development Team aligned their CPD offer to the Great Place 2 Learn Strategy which outlines our belief that school should be a place where EVERY child achieves and makes progress over time. It also closely supports the implementation of the Excellence for All framework's guiding principles. Some key features – specific to Excellence For All - included: Unlocking Potential Programme aimed at improving outcomes for UKS2 pupils (a similar KS1 programme will launch in Y2 of the strategy), Developing Excellent EYFS Provision, and deploying expert practitioners in key roles to support delivery of CPD and its application in the classroom.	Leaders at Richmond Academy were fully engaged with the CPD offer from the Trust Development Team and external partners. Leaders identified key practitioners who led training across the Trust. All staff from Richmond Academy accessed training linked to academy priorities and aligned to the GP2L strategy including but not limited to: <ul style="list-style-type: none"> • Curriculum and Subject Leader Development • Early Years • Unlocking Potential in UKS2 • Phonics • Talk • Reading • Writing • HTML Strategy

	<p>Increase workforce capacity to support improvement</p>	<p>The Trust has a commitment to recruit, train and retain high quality staff – a key finding of ‘Improving outcomes for disadvantaged learners in Opportunity Areas in schools that have successful Pupil Premium strategies.</p> <p>Where trust leaders, senior leaders and specialist practitioners have been strategically deployed in academies, this has enabled leaders to focus on key improvement priorities. This will continue to be a key strategic action for Years 2 and 3 of the strategy</p> <p>Trust senior leaders from Richmond Academy have been utilised to strengthen Early Years, SEND and Curriculum.</p> <p>Developed links with specialist practitioners to further strengthen SEND provision.</p> <p>Additional capacity has been sourced from the Trust through the development of a Specialist Practitioner (working in KS1) from June 2022. This is to support the quality of teaching within Key Stage One and the development of Year 1 provision.</p>
	<p>Provide intervention at its earliest point through high quality Early Years Education</p>	<p>Prioritising and developing expertise in the Early Years was another common feature of academies with effective and impactful Pupil Premium strategies that the Marc Rowland report identified.</p> <p>In Y1 of this strategy, Harmony commissioned EYFS experts to deliver the REDI programme to <i>all</i> EYFS practitioners across the trust. Impact has been evidenced through revisited ECERs audits, academy visits by trust leaders and the outcomes of recent inspections.</p> <p>For Y2, the programme will run again for EYFS practitioners new to Harmony but also extend the learning from Y1 – including the further development of Outdoor provision. The REDI programme will also be extended to Y1 practitioners to ensure effective transition to Y1 and to develop an effective provision approach into KS1.</p> <p>EYFS practitioners at Richmond Academy engaged with the REDI designed to support consistency of high-quality teaching and learning by:</p> <ul style="list-style-type: none"> • Reviewing practice and provision • Explore areas of EYFS Curriculum • Develop action plans for improvement • Measure the Impact of actions taken
	<p>Provide a strong framework for Character Education through ‘The Harmony Pledge’</p>	<p>The Harmony Pledge is our commitment to giving the best education to our pupils that involves many different opportunities to develop their skills and learning and raising aspirations.</p> <p>Research shows that, amongst other factors, a lack of social capital, life experiences (outside of school and the family home) can result in disengagement with the curriculum and become an additional barrier to learning for those pupils identified as disadvantaged.</p> <p>In Y1 of this strategy, the Harmony Pledge was re-launched with a focus on developing character competencies. This initially has raised awareness of the Pledge for pupils and families and will continue to be a focus for the remainder of the strategy. The pledge points and competences have been mapped out through the Harmony Model Curriculum Framework and in Y2, Subject Leaders will receive further support the aim of the Pledge becoming an intrinsic part of the felt experience in every Harmony academy.</p> <p>Running parallel to the <i>Harmony</i> Curriculum, Richmond Academy delivers the Harmony Pledge to raises aspirations. The 10 pledge points are embedded within the full curriculum and the character competencies are being developed alongside the PSHE curriculum and integrated into other aspects of the academy. Pupils review and reflect on their character following participating in a pledge point. This will continue to be a focus for 2023.</p>
<p>Read, Achieve, Succeed</p>	<p>Improve literacy and oracy levels through the implementation of the trust wide Read, Achieve, Succeed Framework</p>	<p>“There is a relentless focus on literacy and language”, in academies where disadvantaged pupils are performing well.</p> <p>The Trust Development Team devised and launched a Reading Framework and Phonics Framework as part of the Read, Achieve, Succeed strategy.</p> <p>During Y1 of the strategy, the frameworks were shared with academy leaders and training provided for all relevant staff – led by expert practitioners from across Harmony. Phonics resources were provided so that there would be a consistent approach to high quality, inclusive teaching and learning in each academy. Support for assessment was also available and phonics leads met regularly.</p> <p>Materials to support a systematic approach to developing oracy were also shared and training will be delivered during 22/23.</p>

		<p>The Development Team recruited a team of expert practitioners to support the implementation and monitoring of these strategies, and this will be a key focus for Years 2 and 3 of the strategy.</p>
		<p>A key action taken during the academic year 21/22 was the development and launch of the Harmony Trust Phonics Framework. Richmond Academy's Phonics leader led on the design of the new framework and continually monitors the implementation and impact of the framework.</p> <p>This framework was implemented at Richmond Academy from January 2022.</p> <p>Through the HTML Strategy, pupils can log on to MYon and Accelerated Reader increasing their access to quality texts.</p> <p>Reading at Richmond Academy is given high priority across the curriculum and is reflected in the Learning Environment of the academy. Reading outcomes at KS2 remained in line with pre-covid at 53%</p>
Multi Disciplinary Teams	<p>Improve attendance through rapid and effective support and intervention</p>	<p>In response to barriers and needs, the safeguarding team, including a Child and Family Liaison Worker, act as a 'first point of contact' to support the families and pupils in our communities. There are strong links with a range of partners through the Trust's multi-disciplinary team and families receive support through Early Help or local family support and counselling agencies.</p> <p>We know that it is essential to have strong relationships with families and communities and improved attendance can be a consequence of this. The trust uses learning from each academy and attendance leads from across the organisation meet regularly to share best practice and support each other.</p> <p>Leaders have access to Multi-Disciplinary Teams who operate cross-trust.</p> <p>Teams work together effectively to target the most vulnerable families and those at risk of missing significant proportions of their education. Richmond Academy's designated Attendance Lead rigorously monitors attendance of all pupils, analysing PA pupils daily. Pupils who are persistently absent attend meetings with the attendance lead/SLT Attendance Lead and are referred to the EWO.</p>
HTML Strategy	<p>Increase the technology available to pupils to support their learning and accelerate progress.</p>	<p>Through our HTML Strategy (<i>Harnessing Technology, Maximising Learning</i>), our aim is to harness the use of technology for teaching and learning; to close the attainment gap and in particular for those at risk; to ensure that learning opportunities for all pupils are maximised as both a response to the Covid closure period and in delivering a high-quality education that prepares all of our pupils for their future.</p> <p>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 and encourage independent, expert learners.</p> <p>The HTML Strategy is a key feature of our ambitious curriculum for disadvantage pupils. From the beginning of Y1 of the strategy, all KS2 pupils have an iPad and keyboard which they use in lessons and take home to extend learning beyond the school day. To ensure the effective implementation of the strategy, a decision was made to focus on a small number of key apps (in particular those to support reading and mathematics) and uses (for T&L), and some staff and pupils felt confident enough, then they would make fuller use of the devices.</p> <p>Training and support is ongoing (and will continue to be so) and each academy has its own implementation plan and timeline.</p>

		<p>All Key Stage 2 pupils now have an iPad which they use to support their class work and extend their learning beyond the school day.</p> <p>Access to devices has also increased across KS1 and EYFS with 1 iPad per child across KS1 throughout the school day.</p> <p>Teachers have a state of the art iPad air to support their teaching with technology. Teachers are innovating their approach, enabling learning within and beyond the classroom.</p> <p>In a recent trust wide staff survey, staff were very positive in their responses to questions relating to using technology to maximise teaching and learning opportunities.</p>
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>Another key principle of the Great Place To Learn Strategy is to provide as many opportunities as possible to enrich the curriculum further. Trips, visits and visitors to school are subsidised so that all children access these experiences. This supports the development of cultural capital and further builds knowledge within the subject they are studying.</p> <p>This also aligns to the Harmony Pledge and Excellent for All Framework.</p> <p>Trust-wide, during Y1 of the strategy, an increasing number of pupils took part in the Children's Shakespeare Festival, performing Macbeth to audiences from across each borough. The aim is for all academies to take part across Y2 and 3.</p>
		<p>The Curriculum provides a wealth of opportunities for all pupils to engage in a range of experiences. Pupil Premium funding has been used to ensure that no child misses out on the range of experiences available to them.</p> <p>Subsidised trips have included a residential to Robinwood.</p>

2. Academy Specific Priorities		1 year review
Teaching (for example, CPD, recruitment and retention)	To develop early reading skills of all our Early Years pupils	<p>A language rich environment is in place across the Early Years with high quality provision. Practitioners model good language structures as they successfully completed 'Communication Counts' training and are therefore a Communication Friendly setting.</p> <p>Early reading is evident and promoted through stories, songs and rhymes. Books are available through the range of provision areas. Lending libraries in place to share stories with their families and support through REAL events on how to develop early reading skills with their children.</p>
	Accelerate pupil progress and attainment in fluency and understanding for pupils who have SEND/ English as an additional language	<p>Targeted support and interventions have been carefully mapped and planned across the academy to assist pupils with SEND. Visual timetables are in place to support pupils in making their own choices and to ensure clear routines are in place.</p> <p>All pupils benefit from the use of appropriate scaffolding and structures whilst developing their vocabulary and language development.</p> <p>Specialist curriculum with appropriate support has been developed to support pupils with English as an additional language. Support includes self-scaffolding, prompting, clueing, modelling and correcting.</p>
Targeted Academic Support (for example, tutoring one)	Targeted support for underachieving pupils to close identified attainment gap	<p>Raising attainment plans were in place to ensure all identified pupils are targeted. Additional support includes bespoke curriculum planning, scaffolds and learning aids.</p> <p>Bottom 20% of cohort were identified and fed into the RAP for each unit.</p>

		<p>Interventions within each cohort were carefully mapped to meet pupil needs.</p> <p>Effective deployment of TAs in place to ensure pupils were effectively supported where required.</p>
	To close identified attainment gaps in Y1 and Y6 through access to an Academic Mentor	<p>Following pupil progress meetings, data was analysed and raising attainment plans identified key pupils who were at risk of not meeting their end of year targets. Interventions were planned accordingly to ensure pupil caught up quickly are working towards the age-appropriate standard.</p> <p>An Academic Mentor (NTP) was in place to provide additional tutoring for 1:1 reading and phonics interventions across KS1 and LKS2.</p> <p>Unlocking Potential in Upper Key Stage 2 programme which looked at identifying gaps through QLA and writing moderation sessions.</p> <p>Y6 pupils attended a booster programme during the Spring and Summer Term focussing on arithmetic and reading skills.</p> <p>A School Led Tutor was in place to tutor 23 pupils in Reading across Y5 developing reading comprehension skills and practice ensuring they were Year 6 ready.</p> <p>Plans to deploy an additional tutor are underway and will begin during the Spring Term 2023.</p>
Wider strategies (for example, related to attendance, behaviour, well-being)	Provide appropriate well-being and attendance support for pupils across the academy	<p>The Academy's Pastoral Team respond effectively, and in a timely manner, to pupil's emotional well-being and mental health. Mental Health First Aiders and Pupil Mental Health Ambassadors share tips and techniques in how to maintain a good mental health. Vulnerable pupils are monitored daily with welfare visits where required.</p> <p>The implementation of a weekly attendance data analysis exercise ensures attendance figures are accurate and rigorously checked. Attendance last year was 94.4% (94.8% national)</p> <p>Action plans have been updated accordingly to ensure the analysis of attendance data has a direct impact on improving attendance overall, identifying patterns and pinpointing target groups who require additional support persistently absent pupils.</p> <p>Attendance for pupil premium pupils remains a key priority for 2022-23.</p>
	Provide cultural capital enrichments opportunities.	<p>A comprehensive educational visit and visitors calendar has been planned to further enrich the INSPIRE curriculum. This included the Year 6 residential to Robinwood, Castleshaw visits for KS1 pupils, along with visitors into school related to thematic learning. A curriculum review has been completed which includes the revision of texts to ensure pupils are exposed to high quality literature.</p> <p>Pupil's academic and creative talents have been nurtured through the Harmony Pledge planned activities and character development enabling them to increase their cultural capital.</p>