Richmond Academy The Harmony Trust Pupil Premium Strategy Statement 2021-24 Review of Year 2 of the 3-year Pupil Premium Strategy

The Pupil Premium Strategy Statement for the Harmony Trust and that of Village 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:

- 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 Years 1 and 2 of the 3-Year Strategy

1. Trust wide strategic actions		Summary review of the	Summary review of the	(Academy Sp	oecific Re	view)
	U	trust-wide actions for Y1	trust-wide actions for <u>Y2</u>	Engagement	with	and
		and planned next steps	and planned next steps	impact of	Trust	wide
				strategic	actions	on
				Richmond Aca		
	Develop clear guidance, expectation and exemplification of what makes an excellent education through the Excellence for All Framework	Leaders, to complete a Self-Ass in each academy. Leaders hav in their ADPs and will be addre the strategy) In Y2, two Trust Senior Leaders One of these roles is specifical related to Excellence for All and Team, a team of Curriculum I specific and year group special and these are housed in the U academy leaders to further re alongside their Raising Attain Leaders have implemented th	upported through training session ressment to evaluate current pro- te taken the outcomes from this ressed when updating their PP St where been recruited to drive the ly around the Harmony Model C I Raising Attainment. Alongside to mpleMENTORS has been establisms. Leaders have provided fur RL for all Harmony colleagues to fine the Excellence for All audits ment Plans in consultation with ium briefing for the Trust Leader e findings from the 'Excellence udit tool to evaluate current pro-	vision for disadiand ensured the rategy Actions for e Excellence for urriculum and a his, as part of the ished to develo ther exemplific o access. Plans (which were r the Trust Seni- rship Team in No- for All' Self-Ass	All frame another of p both s ation mar are in pla olled out or Leade ovember sessment	I pupils flected (Y2 of ework. directly pment subject terials, ace for : in Y1) rs. All : 2023. : audit.
			y Improvement Plan and year gi	• •		
		-	cross the academy have been			
			mony Model Curriculum raises pu	upil outcomes ir	n all year	groups
		and subject areas.				
Development Team Priorities	Provide a high quality CPD offer to all staff designed led by experienced practitioners	outlines our belief that school progress over time. It also cl framework's guiding principles Some key features – specific to aimed at improving outcomes the strategy), Developing Exce	ed their CPD offer to the Great of should be a place where EVI osely supports the implementa o Excellence For All - included: L for UKS2 pupils (a similar KS1 p llent EYFS Provision, and deploy D and its application in the classr	ERY child achie ition of the Exe Unlocking Poten programme will ring expert prac	ves and cellence tial Progr <i>launch ir</i>	makes for All ramme n Y2 of
		ideas to maximise engagement Academy leaders to develop th There was a change in how cou to maximise engagement and leaders was incorporated into and overseen by Assistant Dire	ved Academy Leaders to gain ins and staff workload. The CPD par- eir own CPD packages and suppor- rses were facilitated to ensure th increase participation. Both HR the CPD offer. The Unlocking P ector of Education, Trust Senior I for all staff who are new to Harr	ckage was redef ort workload at hey were 'out of and finance CP otential progra Leaders and Tru	ined to su Academy the scho 2D for Ac mmes we ust Leade	upport / Level. ool day' ademy ere led rs. The

	HLTAs is well attended and in place. The REDI programme was developed into a Redi, Set and Go approach to further enhance provision and approaches in EYFS and KS1. A 'Train the Trainer' programme was delivered to all phonics leads, building on the successes in some Academies where the greatest impact was seen. The Subject Leader Development Programme has had a positive impact which was particularly apparent in Ofsted inspections where SLs have been able to articulate the 3 Is of the curriculums for their subject area (ongoing coaching for this is underway).
	Leaders at Richmond Academy continue to fully engage and promote the Harmony Trust CPD
	offer from the Trust Development Team and external partners. Leaders also continue to
	identify key practitioners who led training across the Trust as part of their leadership role.
	All staff from Richmond Academy accessed training linked to academy priorities and aligned to
	the GP2L strategy. The academy CPD calendar was aligned to the CPD programme ensuring all
	staff could access the appropriate sessions e.g., EYFS REDI, Y1 Provision, Phonics and Our
	Approach to reading. In addition, staff attended CPD to fulfil identified areas for development
	(staff surveys, audits and performance management).
Increase workforce capacity to support improvement	The Trust has a commitment to recruit, train and retain high quality staff – a key finding of 'Improving outcomes for disadvantaged learners in OAs' in schools that have successful Pupil Premium strategies.
	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
	There has been a significant staff development drive to enhance the Development Team
	whereby Trust Senior Leaders, Trust Leaders and ImpleMENTORS have been recruited to refine approaches. There has also been an increase in specialist practitioners across the Trust who have had a significant impact in the areas of their expertise. The Unlocking Potential programme has been revised and relaunched to improve communication, monitoring, quality
	of resources and active participation.
	Leaders ensured that staff were able to access and utilise the support provided through the
	Unlocking Potential Programme in KS2 and KS1 which also supported workload and developed
	staff expertise. Trust Leaders from Richmond Academy continue to be utilised to strengthen
	Early Years, SEND and Curriculum.
	Additional capacity continued to be sourced from the Trust through work carried out by the
	KS1 Specialist Practitioner who supported in developing high quality teaching in Key Stage One
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Provide intervention at	
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		 Measure the Impact of actions taken All EYFS practitioners attended SONAR workshops to ensure they were able to make accurate Point in Time Assessments referring to developmental milestones.
		In January 2023 OFSTED continued to grade our Early Years as being GOOD.
	Provide a strong framework for Character Education through 'The Harmony Pledge'	The Harmony Pledge is our commitment to giving the best education to pupils, that involves many different opportunities to develop their skills and learning and raising aspirations. 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. In Y1 of this strategy, the Harmony Pledge was relaunched 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 with the aim of the Pledge becoming an intrinsic part of the felt experience in every Harmony academy.
		Some Academies had a further re-launch of the Pledge to begin the 2022-23 academic year. Through the Subject Leader Development Programme, subject leaders are provided with a mapping document which identifies where all Pledge points are met within each subject and each year group within the Harmony Model Curriculum.
		The mapping of the Harmony Pledge continues as Subject Leaders consider how their subject area meets the 10 pledge points along with the ten character competencies. Academies continue to ensure that pupils have plentiful opportunities across the wider curriculum to engage in first hand experiences and prepare themselves for their next stage of their
		education. Mapping the Harmony Pledge also allows to further develop pupils understanding of the ten character competencies to ensure they become a lifelong learner. The principles of developing character education is important to ensure that pupils develop important life skills in order for them to learn their own spiritual, moral, social and cultural development. It's pivotal that they develop their own character traits and core ethical values that form the basis of an outstanding character and successful citizen of society.
		Running parallel to the Harmony INSPIRE Curriculum Richmond Academy delivers the Harmony Pledge which develops pupils' character competencies and raises aspirations. Curriculum leaders continued to align the 10-point pledge to the Harmony Model Curriculum to maximise opportunities for pupils to develop their character alongside developing their first-hand
		experiences. Pupils continue to complete their pledge booklets which are monitored closely by the academy's Harmony Pledge Champion to record the experiences they have engaged in and how these experiences have developed their own character education in ensuring they become a life-long learner.
	Improve literacy and oracy levels through the implementation of the trust wide Read, Achieve, Succeed Framework	"There is a relentless focus on literacy and language", in academies where disadvantaged pupils are performing well. The Trust Development Team devised and launched a Reading Framework and Phonics Framework as part of the Read, Achieve, Succeed strategy. 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.
		Materials to support a systematic approach to developing oracy were also shared and training will be delivered during 22/23. 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 Yrs 2 and 3 of the strategy
Read, Achieve, Succeed		There was an appointment of a Trust Senior Leader responsible for Early Literacy and Phonics across the Trust due to the successes in phonics outcomes and the impact of the Harmony Phonics Framework. As part of the phonics CPD offer, 'Train the Trainer' sessions have been facilitated with phonics leads from across the Trust. A Trust Leader has been recruited with responsibility for Unlocking Potential in Reading (across KS2) which has incorporated some CPD and specific work around the use of Accelerated Reader and is working with the Principal Strategic Lead for Reading to develop the Harmony Reading Framework. Alongside this, Read Achieve Succeed author events and initiatives continued trust-wide. Members of the Development Team have been carrying out reading reviews in academies to
Re		raise attainment and improve quality of teaching and learning.

HTML Strategy Multi-Di	Increase the technology available to pupils to support their learning and accelerate progress.	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 Champion and are referred to the Educational Welfare Officer at Oldham Council. Through our HTML Strategy (Harnessing Technology, Maximising Learning), our aim is to harness the use of technology for teaching and learning; to close the attainment gap and 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. 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. 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. Training and support is ongoing (and will continue to be so) and each academy has its own
Multi-Disciplinary Teams	Improve attendance through rapid and effective support and intervention	re-launch of Reading Champions, book areas, key stage libraries and the reading of class novels. Reading outcomes at the end of KS2 was above national with 75% of pupils achieving the expected standard, and 10% of pupils achieving a higher standard. 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. 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. In Y2, the Harmony Development Team reviewed the guidance and research on attendance. The Development Team carried out a literature review of the latest guidance and will use these to improve practice across the Trust, including: clear communication expectations for academies; evaluation of strategies, use of resources and impact (evidence); a focused attendance academy improvement board; identification of barriers; addressing specific groups (disadvantaged); identification of specific pupils; Academy Action Plans (which are reviewed in a timely manner); and a clear understanding of 'how the best schools do it'. Trust Safeguarding Leads have been employed across the Northwest Hub and are having an impact on individual cases within academies. The Head of Safeguarding holds timely Attendance Leads network meetings to share best practice and share key messages to uphold consistency in approach. Academy leaders ensure multi-disciplinary teams are effective in their roles by having clear channels of communication through expectation and their involvement and contribution in SLT. Teams work together effecti
		After evaluation of the Pupil Premium strategy, oracy was identified as a priority for many schools and so an Oracy Champions course designed to support the development of vocabulary, language, and communication is now underway. Richmond Academy's Phonics leader continues to monitor the implementation and impact of the Harmony Phonics Framework which is now embedded across the academy. The 'Train the Trainer' programme was attended and disseminated to academy staff who deliver phonics within the academy. Timetables have been developed to maximise staff expertise and carefully target identified children so that good progress can be made. Phonics continues to be a priority of the academy with 52% of a very mobile cohort achieving the PSC. Through the HTML Strategy, pupils can log on to myON, SumDog and Accelerated Reader increasing their access to quality texts. Reading at Richmond Academy is given high priority across the curriculum and is reflected in the Learning Environment of the academy. We have taken part in a range of Read Achieve Succeed events including, meet the author, World Book Day, CEO Bookclub and the Harmony Book Shelf. The academy has a relentless drive in promoting the love of reading through the

		In V2 the average the approximate of a large state and a bill of Twent is a degree of the bill
		In Y2, there was the recruitment of a knowledgeable and skilled Trust Leader responsible solely
		for HTML. An audit has been created for academies to gauge the current position and
		subsequently allocate support to develop individual journeys with HTML.
		Key apps which were established in Y1 are now well-embedded. On average, the number of
		pupils taking part in the SumDog competitions is high (<u>Harmony Trust contest data.xlsx</u>
		(sharepoint.com)) and the number of pupils reading regularly on myON is increasing.
		Furthermore, pupils across Harmony regularly engage with TT Rockstars on their iPads. The
		MTC results Trust wide are good and improving, with the Trust average result being above
		national.
		Leaders report that engagement with home-learning has improved significantly through the
		use of iPads.
		For pupils' protection and safety when using devices, an app called Senso had been installed
		on all 1 to 1 devices. HTML staff are liaising with the safeguarding team to support filtering
		and monitoring of pupils' devices.
		All Key Stage 2 pupils continue to access their devices to support their class work and extend
		their learning beyond the school day. Access to devices has also increased across KS1 and EYFS.
		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. Through
		annual staff surveys, staff continue to be overwhelmingly positive in their responses to
		questions relating to using technology to maximise teaching and learning opportunities.
		The CPD calendar is aligned to the ADP and staff training has been identified to ensure the next
		phase of the HTML strategy is achieved. All staff have completed training and are able to
		confidently utilise additional online safety and safeguarding measures, with DSL's using SENSO.
	Ensure that the Great	Another key principle of the GP2L Strategy is to provide as many opportunities as possible to
	Place 2 Learn	enrich the curriculum further. Trips, visits and visitors to school are subsidised so that all pupils
	Statement principles of	access these experiences. This supports the development of cultural capital and further builds
	first-hand practical	knowledge within the subject they are studying.
	enrichments,	This also aligns to the Harmony Pledge and Excellent for All Framework.
	experiences and wider	Trust-wide, during Y1 of the strategy, an increasing number of pupils took part in the Children's
	opportunities are available to all children	Shakespeare Festival, performing Macbeth to audiences from across each borough. The aim
		is for all academies to take part across Y2 and 3.
		All academies took part in the Shakespeare festival in the Northwest and Derby Hubs
		performing Twelfth Night. In Year 3, all academies will be performing improvisations from King
		Lear: "T'will be a Storm!"
		As well as this, academies provided pupils with residential opportunities to support pupils' independence and enrich the curriculum offer.
		A more strategic approach was in the development phase in Y2 and funding is being allocated
		much more strategically, ensuring additional trips / events / visits align directly with the
		Harmony Model Curriculum and enhance learning.
		This will be rolled out into all academies in Y3.
		There are intra-school sporting events taking place across both Hubs, meaning children can
		compete and apply their skill and game development across a range of sports and age ranges.
lity		The Harmony Model Curriculum continues to provide a wealth of opportunities for all pupils
tur		to engage in a range of experiences. Dedicated pupil premium funding has been used to ensure
por		
do		that no child misses out on the range of experiences available to them and can fully participate
pu		in a wide range of enrichment activities across the curriculum.
it a		
Enrichment and Opportunity		Subsidised trips have included a residential to Robinwood for our Year 6 pupils.
chr		
inri		SEND pupils have also benefitted from participating in the SEND Roadshows where they can
ц Ш	1	engage in a variety of sporting events adapted to meet pupil need.

2. Academy Specific Priorities		Year 2 (of 3) review (22/23)
	Develop early reading skills of all	The Early Years continues to be a Communication Friendly setting where
p	our Early Years pupils	practitioners' model good language structures. A language rich environment
for CPD, It ai		is in place across the Early Years with high quality provision.
e, C		Early reading is evident and promoted through stories, songs and rhymes.
chir mpl 'uitı		Books are available through the range of provision areas. Lending libraries
Tea exa recr		and a shared Early Years library is in place to share stories with their peers and

	Accelerate pupil progress and attainment in fluency and understanding for pupils who have SEND/ English as an additional language	 their families. In the academy, reading books have provided pupils with opportunities to read phonics-based books matched to their phonics ability level. This has supported early readers to develop their reading fluency through accessible and engaging books. The EYFS Unit Lead also supports families on how to develop early reading skills with their children at home through organising parent workshops and REAL events. Rigorous monitoring of pupil attainment ensures pupils who are at risk of not achieving their end of year target/pupils who are not working at age related expectation are identified and supported. Pupils with SEND have received targeted support in reading and developing fluency across the academy. Targeted support and interventions have been carefully mapped and planned across the academy to assist pupils with SEND. The SENCo has provided support to staff to ensure IEP's are effective in supporting SLCN development. Specialist curriculum with appropriate scaffolds has been developed to support pupils with English as an additional language. This includes self-scaffolding, prompting, clueing, modelling and correcting. Interventions have been carefully mapped and planned across the academy to assist pupils at the early stages of language acquisition. Visual timetables are in place to support pupils in making their own choices and to ensure clear routines are in place.
		All pupils benefit from the use of appropriate scaffolding and structures whilst developing their vocabulary and language development.
Targeted Academic Support (for example, tutoring, one-to-one support, structured interventions	Targeted support for underachieving pupils to close identified attainment gaps	Raising Attainment Plans were in place to ensure all identified pupils are targeted. Additional support includes bespoke curriculum planning, scaffolds and learning aids. Bottom 20% of the cohort were identified and fed into the Raising Attainment Plan for each unit. Interventions within each cohort were carefully mapped to meet pupil needs. Effective deployment of TAs in place to ensure pupils were effectively supported where required. WELCOMM was delivered to EYFS pupils with a significant number of pupils who were identified to receive targeted reading support. Key Stage One pupils worked in streamed phonics groups with additional
Ta	To close identified attainment gaps in Y1 and Y6 through access to an Academic Mentor	 interventions as required. 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 pupils caught up quickly and are working towards the age-appropriate standard. An Academic Mentor (NTP) was in place to provide additional tutoring for 1:1 reading and phonics interventions across KS1. Unlocking Potential in Upper Key Stage 2 programme looked at identifying gaps through QLA and writing moderation sessions. Y6 pupils attended a booster programme during the Spring and Summer Term focussing on arithmetic and mastering maths skills. Additional reading sessions were also part of the booster programme for key pupils to achieve their intended potential in reading. School Led Tutors were in place to tutor 132 pupils in Reading across Y3 – Y6 developing reading comprehension skills and practice ensuring they were ready for their next stage of learning and were closing the gap to be on track in reading at age related expectations.

ted to attendance,	Provide appropriate well-being and attendance support for pupils across the academy	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 by the DDSL.
Wider strategies (for example, related to attendance, behaviour, well being)		Attendance continues to be a high priority for the academy. The Attendance Team rigorously support the data The implementation of a weekly attendance data analysis exercise ensures attendance figures are accurate and rigorously checked. Action plans have been updated accordingly to ensure the analysis of
Wider strategie behaviour, well		attendance data has a direct impact on improving attendance overall, identifying patterns and pinpointing target groups who require additional support persistently absent pupils. Attendance for pupil premium pupils remains a key priority for 2023-24.
	Provide cultural capital enrichments opportunities.	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.
		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. Pupils in Year 4 received specific music tuition provided by a specialist teacher, with brass instruments. Pupils from nursery to Y6 have received specialist music tuition from Oldham Music Service as well as some bespoke steel pan sessions for some pupils across KS2.