

Pupil premium strategy statement: Harborne Academy

1. Summary information					
School	Harborne Academy				
Academic Year	2016/17	Total PP budget	£330,290	Date of most recent PP Review	n/a
Total number of pupils	631	Number of pupils eligible for PP	355	Date for next internal review of this strategy	July 2017

2. Current attainment		
	<i>Pupils eligible for PP (your school)</i>	<i>Pupils not eligible for PP (national average)</i>
% achieving Basics A* - C incl. EM (2015/16 only)	44%	64.7%
Progress 8 score average (from 2015/16)	-0.14	0.12
Attainment 8 score average (from 2015/16)	41.15	52
High Prior Attaining Students (from 2015/16)	-0.57	0.07

3. Barriers to future attainment (for pupils eligible for PP including high ability)	
In-school barriers (<i>issues to be addressed in school, such as poor literacy skills</i>)	
A.	Literacy and numeracy skills entering Year 7 are lower for pupils eligible for PP than for other pupils, which prevents them from making good progress in Year 7.
B.	Disadvantaged pupils' attainment in Basics: English and Mathematics.
C.	Engagement and increased aspiration with support strategies and with assertive mentors.
D.	Poor parental engagement at parents evening for disadvantaged pupils in comparison to all other students.
External barriers (<i>issues which also require action outside school, such as low attendance rates</i>)	
E.	Attendance rates for pupils eligible for FSM students is at 92.7% below the national average for all pupils at 95%

4. Outcomes		
	<i>Desired outcomes and how they will be measured</i>	<i>Success criteria</i>
A.	Higher levels of progress in numeracy and literacy in year 7 for PP students. Catch Up Funding:£15,269	PP pupils in Year 7 that are identified as requiring “Catch-Up” make more progress by the end of the year than ‘other’ pupils in both English and Maths. This will be measured through GL assessments taken at the beginning of September compared to GL assessments taken at the end
B.	Improved GCSE English and Maths (Basics) outcomes for disadvantaged students.	Pupils eligible for PP achieve broadly in line with their National counterparts From KS2 levels / raw scores Higher attaining PP students make as much progress as ‘other’ pupils nationally.
C.	Engagement and increased aspiration with support strategies and with assertive mentors.	All students have confirmed destinations for the next stage of their education,KS5.
D.	Increase parental attendance at parents evenings across years 7-11.	The percentage of parents whose child is eligible for PP funding will increase by 10% from the academic year 2015/16. This will be monitored through the attendance data for Parents Evenings and Options Evening.
E.	Increased attendance rates for pupils eligible for FSM	Overall attendance among pupils eligible for PP improves from 92% to 95% in line with ‘other’ pupils.

5. Planned Expenditure - Academic Year 2016/17

Desired outcome	Chosen action/approach	Cost	What is the evidence and rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?
Targeted Support						
B+C	Petxi Revision Program: English GCSE. Petxi worked with 3 groups of students for 3 days, a most able group and 2 groups of KS2 middle ability students. The style of delivery is specifically targeted at disadvantaged students. One example of this is the motivational mentor who asks questions on behalf of students.	£15,000	Petxi is an external provider that provides high quality revision programs. They provide 4 staff per group to maximize the progress made by the students. The sessions are planned in conjunction with the Director of Maths.	Students were accessed prior to the Revision Program and immediately afterwards. The final results will also be evaluated to measure the impact of this initiative.	JES/MBN/TSA	April and August
B+C	Petxi Revision Program: English GCSE. Petxi worked with 3 groups of students for 3 days, a most able group and 2 groups of KS2 middle ability students. The style of delivery is specifically targeted at disadvantaged students. One example of this is the motivational mentor who asks questions on behalf of students.	£24,000	Petxi is an external provider that provides high quality revision programs. They provide 4 staff per group to maximize the progress made by the students. The sessions are planned in conjunction with the Director of English.	Students were accessed prior to the Revision Program and immediately afterwards. The final results will also be evaluated to measure the impact of this initiative.	JES/MBN/SKN	January and August
B+C	Deployment of 2 Academic Mentors in each Maths, English and Science.(6 Academic Mentors in total). Academic mentors to support students to maximize coursework components of GCSE course in the 3 core areas.	£100,029	Academic mentors are used for in class support. They have been deployed to work with disadvantaged students across years 7 – 11. The particular focus has been about supporting the students through high level questioning.	Courses and training carefully selected to ensure they are the most effective for staff. Staff evaluation of all training sessions will be monitored.	SKN/TSA/RM	On-going - Termly
Targeted support						

A	Year 7 Catch up funding used to purchase: Lexia Reading Software Program and which is in place to tackle any pupils who enter secondary school below age related expectation for literacy. Students are in small groups to improve literacy skills.	£8,369	Students who join secondary school with below age related expectations for literacy and numeracy can often lead to disengagement in their lessons as they are not able to access the curriculum. These catch up sessions will allow students to focus on their individual areas for improvement.	GL assessments will be completed on a termly progress to track progress across literacy and numeracy from their KS2 starting points.	MBN/AF	On-going - Termly
A	Year 7 Catch up funding used to purchase: Mathematics Successmaker software program which is in place to tackle any pupils who enter secondary school below age related expectation for numeracy. Students are in small groups to improve literacy skills	£3,500	Students who join secondary school with below age related expectations for literacy and numeracy can often lead to disengagement in their lessons as they are not able to access the curriculum. Successmaker software maps and analyses strengths and weaknesses. A Individual Learning Plan is the followed by each student.	GL assessments will be completed on a termly progress to track progress across literacy and numeracy from their KS2 starting points	MBN/TSA	On-going - Termly
A	Deployment of Maths Teaching Assistant who is a trained Educational Psychologist to support Year 7 students with numeracy	£3,500	To support small groups of students who require individual support to access the numeracy curriculum.	GL assessments will be completed on a termly progress to track progress across literacy and numeracy from their KS2 starting points	TSA	On-going - Termly

B	After school catch up will be held throughout the year across all year groups. The focus will be on PP students that are underperforming in their respective subjects. Students will be taught in small groups after school where they can focus on their individual areas of weakness. We will offer a Holiday school revision programme to all students during each holiday (apart from Christmas). Refreshments will be provided to ensure their attendance at the programme.	£28,000	These extra sessions will allow students to focus on individual areas for improvement with a specialised teacher in a smaller class setting. This will also ensure PP students have a calm and purposeful learning environment after school.	Engagement and attendance in these sessions will be tracked. MCH will focus on parental engagement with these sessions and will try to maximise attendance through phone calls and letters home.	MBN/AL	August
C	A hardship fund is available for bids from staff for initiatives for PP students. This will include 50% off all educational trips and visits.	£14,129	This will allow PP students to have a fairer opportunity to access extra-curricular trips. Without this funding students may not be able to access these opportunities. This can also allow for a reduction in uniform costs of all pupils eligible for PP funding.	All applications for this funding will be accessed through staff bids. All bids will be reviewed at weekly SLT meetings to ensure the funding is used fairly and equitably.	MBN/RAV	On-going - Termly
E	An Education Welfare Officer will be appointed to support disadvantaged students with attendance below 95%.	£10,000	The Education Welfare Officer will make home visits to engage with parents and improve the students attendance. The EWO will also meet with students in school to review their progress.	Weekly meetings with the school attendance officer to evaluate the impact of the previous weeks home visits.	SRO/MCN	On-going - Termly
E	Provision for the support of travel arrangements for PP students.	£4,915	Provision of taxis or school minibus to ensure students attend school consistently and to remove the barrier Of financial constraints for travel.	Attendance reports reviewed with respect to the students receiving the financial support.	SRO/MCN	Termly
A,B,C,D	PP SLT Leads. Deputy Headteacher will have 20% of their time assigned to overseeing PP intervention and diminishing the gap for disadvantaged students.	£12,000	Deputy Headteacher will oversee the PP team to ensure maximum impact. Interventions and strategies can be effectively evaluated and new ideas can be continuously updated.	Interventions and their impact be evaluated by SLT and discussed at weekly meetings by both the raising standards and teaching & learning team.	MBN	On-going - Termly

A, C, D	Raising Standards Intervention budget. Saturday Morning school program covering all subject areas.	£18,486	The intervention budget will allow for suitable interventions can be out in place for any groups of PP students who are under-performing at each progress assessment point. Intervention can include extra after schools sessions, resources and incentives.	Each group is assigned an individual member of SLT. The overall budget for this will be overseen by the Deputy Headteacher assigned to raising standards.	MBN/AL	January/March/July
A-E	Contingency Funding	£5,000				
	Total Expenditure PP: B,C,D,E=£330,290 Total Catch Up Expenditure:A=15,369					

B,C,D	Employment of a Chief Examiner to deliver Saturday morning school and afterschool interventions for PP students. Particular focus on the PP students requiring accelerated progress to achieve Grades 4 and 5.	£7,200	Particular focus on the PP students requiring accelerated progress to achieve Grades 4 and 5. The delivery is by an expert with a track record of outstanding English GCSE results.	English is Line managed by the Headteacher who will monitor the progress made by the targeted students at each assessment point.	JES/SKN	Half Termly
A,B,C	Pixl Membership- a proportional contribution to this cost from the PP budget.	£1,834.20	The Pixl organization has a wealth of resources to support PP students achieve the highest possible grades across all their subjects including: The Smith Diagnostic proforma ; Gap Aanalysis Software; PPE pre public examinations.	Evaluation of the impact of these resources and strategies will be completed with the link SLT member.	MB/TSA/RM/SKN	January/March/July
A,B,C,D	Deployment of 4 Pastoral Mentors. The Pastoral team, will be supporting all PP students throughout their time in school to monitor student well-being and liaise with the families	£57,981	The well-being of all students at HA is paramount and often PP pupils require an extra layer of support. The Pastoral team will monitor student wellbeing and liaise with families where necessary to ensure all pupils feel safe and happy within the school environment.	SLT to oversee the role of all Pastoral Mentors. Training provided for all new staff. All actions and support will be recorded. This can be evaluated on a termly basis.	SRO/LBY	On-going - Termly
Other approaches						
B	For students across years we will continue to provide an alternative curriculum to PP students whose needs are better met from more vocational programmes.	£14,000	For some students an academic school based setting is not suitable and an alternative provision setting can ensure students can maximise their potential on a more vocational course suitable to their needs.	Alternative provision is mapped and all funding for this is carefully tracked.	MF	On-going - Termly

A,B,C	Staff CPD English, Maths and Science - External providers to deliver CPD during staff training sessions. Looking at whole school teaching strategies but with a focus of how this can be applied to PP students.	£3,618	Ensure staff are well trained to deliver consistently good or better lessons ensuring they include new initiatives. Training on feedback will ensure all PP students receive regular and effective feedback to ensure they can maximise their potential.	Courses and training carefully selected to ensure they are the most effective for staff. Staff evaluation of all training sessions will be monitored.	TSA/RM/SKN	January/March/July
B	External Marking of English and Maths mock exam papers. External Moderation and feedback to staff by a Chief Examiner for English and Exam Board markers for Mathematics	£4,523	Ensure staff have full knowledge of the marking process to provide accurate and forensic feedback for students. The precise feedback is crucial for the rapid progress required for PP students.	Impact analysis at each Assessment point. The Book scrutiny process conducted by an external retired Ofsted Inspector and SLT. The effectiveness of the feedback provided is evaluated by reviewing the level of the student responses.	JES/SLT	Termly
C	Specialist Projects. The Careers team will target events at PP students across all year groups with the aim of increasing engagement and raising the aspirations of all these pupils.	£4,000	Specialist events and University visits targeted at PP students can help to raise aspirations and increase student engagement with their learning. Previous literacy and numeracy events targeted at PP students have proved extremely effective.	All events are over seen by a member of SLT. There are designated literacy and numeracy lead practitioners who will champion these events	AL/EC	Mar-17
C	External Agency 'Youth Tool Box' to provide Mentoring and behavior strategies for disaffected PP students.	£5,585	To improve the behavior and engagement of disaffected PP students. The students are identified via analysis of behavior incidents. Small group interventions over 6-12 weeks.	Deputy Headteacher monitors and tracks the progress of the identified students. Impact analysis of the number of behavior incidents following the period of the intervention.	SRO/LBY	Ongoing - Termly

