

The Harlow Academy – Pupil Premium Strategy 2020 – 2021

1. Summary information					
School	The Harlow Academy			Type of SEN (e.g. PMLD/SLD/MLD etc.)	PMLD, SLD
Academic Year	2020 - 21	Total Pupil Premium budget	£57095	Date of most recent PP Review	September 2020
Total number of pupils	81	Number of pupils eligible for Pupil Premium	FSM = 31 Care Leavers = 1 LAC = 5 SGO = 2	Date for next internal review of this strategy	November 2020

2. Current attainment		
	Pupils eligible for PP	Pupils not eligible for PP
% achieving expected or above targets in Reading, Writing & communication		
% achieving expected or above targets in maths		

3. Barriers to future attainment (for pupils eligible for PP)			
In-school barriers		External barriers	
A.	Pupil behaviour and communication skills	1.	Attendance through ill health/ anxiety
B.	Literacy and numeracy skills	2.	Health and physical needs
C.	Emotional well being	3.	Communication and language needs
D.	Social skills	4.	Sensory needs

4. Outcomes		
	Desired outcomes and how they will be measured	Success criteria
A.	To reduce the number of whole school behaviour incidents	Reduction in behaviour related incidents by 10%
B.	To ensure that progress in all subjects is good or better (see school data for measures)	90% of all pupils make expected or better progress across the curriculum, with at least 20% making better than expected progress
C.	To ensure good attendance of those eligible for pupil premium through close school monitoring and a targeted approach to swiftly dealing with concerns as they arise	Pupil premium attendance is at least 90%.
D.	To ensure that pupils are able to access a wide range of interventions/activities/resources to develop their personal, physical, social and emotional wellbeing	Evident through observation, teacher feedback, pupil and parent voice

5. Planned expenditure						
Academic year		2020 - 2021				
The three headings below enable schools to demonstrate how they are using the Pupil Premium to improve classroom pedagogy, provide targeted support and support whole school strategies.						
Quality of teaching for all						
Desired outcome	Chosen action/ approach	What is the evidence & rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Budgeted cost
To ensure pupils sensory needs are met within school, reducing barriers to their learning	Sensory opportunities Consultation, whole staff training and increased learning space for sensory needs to be met Additional staff time for named pupils to support sensory learning	Previous success within school to ensure pupils sensory needs are met Evidence from research	Specialist reports demonstrate areas that need to be addressed and follow ups show improvement Feedback from teachers around the impact of the sensory OT input	Staff lead – JC	Termly	£8250
Pupil progress across the curriculum is expected or better in ALL subjects	Effective curriculum pathways for all learners provide appropriate challenge and opportunities for effective personalisation.	The path of progression is clear and supports staff	Timetabled lessons are well planned, resourced and tailored to meet the needs of all class learners.	Staff lead- DC	Termly	Additional PPA for all teachers to tailor planning £40 per teacher for 3 hours of additional PPA per term £1200

	All staff use their knowledge of pupils' prior learning to effectively plan for their next steps.	Staff are aware of their PPG pupils and recognise barriers to their learning	Monitoring & evaluation process monitors quality of planning.	Staff leadJC	Termly	Staff training and support Meeting time cover = £170
	Effective use of assessment system provides high quality progress information to inform future planning	Pupils are less likely to fall behind and will increase in confidence and participation in lessons.	Monitoring and evaluation process monitors quality of learning. Termly pupil progress meetings	Assessment lead – DC	Termly	Individual teacher time £40 per teacher for additional time (Covered in Pupil Progress)
	The environment promotes a sense of high aspiration, where pupil success and achievement is celebrated. All teachers, supported by effective teaching assistants, deliver high quality provision across the curriculum, where pupils are challenged to achieve well.	Particularly relevant with the blended curriculum and meeting the needs of pupils at home and at school.	Budget allocation to purchase resources with staff monitoring their usage and impact.	AB	Termly	£400 per class –
Total budgeted cost						

i. Targeted support						
Desired outcome	Chosen action/approach	What is the evidence & rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Budgeted cost
<p>Pupil progress in Early Reading is accelerated</p> <p>Pupils are more confident readers</p> <p>Pupil's reading skills are transferrable across the curriculum</p>	Reading, Writing and Inference Interventions	Research findings and smaller, targeted groups	Pupil progress closely monitored by assessment lead Class teachers to monitor PP pupil progress with support from assessment lead.	Eng lead JB	Termly	<p>Part time Grade 4 TAs 0.6x2 £13,848x 2= £27,696</p>
	Protected timetabled sessions to be paid for by pupil premium funding (3 x 10 weeks)	High profile and high expectations	Systematic, synthetic phonics will be accessed by each child each day Reading application will be accessed by each child each day – monitored by SLT	Eng lead JB	Termly	
	Additional staff bought in to cover staff leading interventions	Specialist focused provision to meet the needs of individuals	SLT to monitor impact Book Looks and M&E activities to show progression	Eng lead JB	Termly	
	CPD as required	Support for staff as necessary to ensure quality provision for all pupils	Training will ensure that staff the knowledge and skills to enable students to know more and remember more. Tracked through appraisal cycle.	Eng lead JB	Termly	
<p>Pupil progress in maths accelerated</p> <p>Pupils are more confident mathematicians</p>	Numeracy timetabled sessions to be paid for by pupil premium funding	Standards in maths need raising as identified in SIP	<p>Pupil progress closely monitored by assessment lead</p> <p>Book Looks and M&E activities to show progression</p>	Maths lead JB	Termly	

Pupils maths skills are transferrable across the curriculum	Purchase of numicom to support learning	Numicon training will support teachers becoming confident and capable to use the approach to teach mastery and improve standards	SLT to monitor impact	Maths lead JB	Termly	£400
	Additional staff bought in to cover trained staff	Additional staff will enable teachers to target the learning of PP pupils in their classes.	Class teachers to monitor PP pupil progress with support from assessment lead.	Maths lead JB	Termly	£40 per teacher for 3 hours of additional PPA per term £1200 (Covered in Pupil Progress)
Total budgeted cost						

Other approaches (including links to personal, social and emotional wellbeing)						
Desired outcome	Chosen action/ approach	What is the evidence & rationale for this choice?	How will you ensure it is implemented well?	Staff lead	When will you review implementation?	Budgeted cost
Pupils will reduce barriers to learning by developing social skills including turn taking, collaboration and social communication	Access to more than a formal curriculum	Learning "Beyond the Curriculum" highlighted as priority from the SIP	Appropriately chosen pupils Feedback from pupils and lead staff at the end of the intervention	PPG lead - JC	Termly	£500
	ELSA support sessions	Proven history of positive impact	M&E of intervention	PPG lead - JC	Termly	One day per week, ELSA trained G3 TA

Warm water swims will ensure PP students maintain and develop their physical, swimming and postural care needs to reduce barriers to learning	Hydrotherapy additional staffing support	Pupils accessing hydrotherapy and swimming receiving awards detailing progress	Appropriate staffed programme put in place to ensure that pupils who need hydrotherapy access this once per week	Moving and Handling Team SAH	Termly	Two terms: 30 minute sessions per pupil x 6 PPG pupils 6 hours xG2 TA 3 hours xG5 TA
Pupils' barriers to learning are reduced by having effective ICT resources and applications to ensure access.	Resources: Switches Mounts Touch screens Eye gaze	Previous success within school to ensure pupils range of needs are met	Monitor use and impact of purchased schemes	Computing lead -	Termly	£500
Pupils maintain or improve their postural or physical health through needs being met effectively	Physical programme and effective partnership with health.	-Previous success within school to develop and maintain pupils physical and walking skills -Research and guidance through the PMLD Core and Essential Service Standards	Feedback from staff regarding the physical needs of the pupils Feedback from professionals		Termly	£0
Staff receive appropriate training to support the mental health of all within school to improve staff and pupil resilience	-Mental health and well-being INSET day -Staff INSET day to be planned with external providers to be sourced	Particularly a 'post Covid' concern	Impact of staff training seen within classroom practice during M&E activities Feedback from staff	Wellbeing Lead – AB	Through INSET feedback	£400
Pupils will develop skills within the five areas of engagement model and will access therapy to ensure their social and emotional needs are effectively met	Music Therapy Play Therapy	Findings from the Rochford Review	Feedback from staff on the success and impact on learning in classroom following the implementation of the therapy Progression detailed through engagement for learning monitored in pupil progress meetings	Pupil Premium lead – JC	Termly	Music Therapy:£50 per hour Play Therapy: £9000

PPG students develop their cultural capital through accessing the local and wider community (including careers)	Support accessing transport and partner setting	Evidence from Ofsted 2019 detailing the importance schools equipping students with the cultural capital to succeed in life.	Feedback from staff on the success and impact of learning following visits Pupil voice	Lifelong Learning Lead – JC	Termly monitoring	£500 Dependent on Covid
Total budgeted cost						£56, 716