



Harborne Academy

Pupil Premium Strategy Statement 2020

School overview

School name	Harborne Academy
Pupils in school	605
Proportion of disadvantaged pupils	69.2%
Pupil premium allocation this academic year	£392,790
Academic years covered by statement	2018-19 to 2020-21
Publish date	06 Oct 2020
Review date	06 Oct 2021
Statement authorised by	Interim Executive Lead
Pupil premium lead	Remy Mal
Governor lead	TBC

Disadvantaged pupil performance overview for the last two academic years

Headline Measure	2018-19		2019-20*	
	PP	NPP	PP	NPP
Progress 8	-0.08	0.46	0.45	0.76
Ebacc APS	3.13	3.91	3.82	4.18
Attainment 8	39.1	45.0	44.7	48.3
Grade 5+ in English and maths	26%	35%	44%	50%

*Note: The 2019-20 headlines are representative of the progress made by the students within the school but are the product a different process so are not a direct comparison to the data from previous years.

Strategy aims for disadvantaged pupils

Aim	Target	Target date
Progress 8	+0.12	Sept 21
EBacc APS	3.5	Sept 21
Attainment 8	43.8	Sept 21
Percentage of Grade 5+ in English and maths	43%	Sept 21

Teaching priorities for current academic year

	Measure	Activity
Priority 1	Ensuring an effective teacher is in front of every class and every teacher is supported to keep improving	Employ a senior leader with focus on Teaching and Learning and ITT Regular bespoke CPD to support Quality First Teaching Increase expectation of current staff in non-teaching (TA or GTA) roles to qualify as teachers Managed process for the cover of absent staff Dedicated in-house cover teachers Regular bank of experienced supply teachers Effective performance management Robust recruitment process Develop Quality Assurance framework for remote learning
Priority 2	Ensuring effective remote and continually improving curriculum delivery using Microsoft Teams	Promote and manage the training of staff to deliver MS Teams. Develop and implement quality assurance strategies for remote delivery
Barriers to learning these priorities address	Poor Attendance Poor engagement Behaviour issues within small groups (year 8 and 10) Poor literacy skills prevents progress Poor reading ages	
Projected spending		£179,764

Targeted academic support for current academic year

	Measure	Activity
Priority 1	Increasing reading age levels for pupils with reading ages that fall below their chronological age Reduce achievement gaps in mathematics	Reading intervention programmes in place to ensure that all disadvantaged students improve their reading age and therefore have access to a full curriculum. Mathematics intervention programmes to reduce achievement gaps
Priority 2	Reduce achievement gaps in year 11	Tutorial intervention programme Teams intervention programme
Barriers to learning these priorities address	Poor engagement Behaviour issues within small groups (year 8 and 10) Poor literacy skills prevents progress Poor reading ages	
Projected spending		£115,143

Wider strategies for current academic year

	Measure	Activity
Priority 1	Increasing Attendance in school and remote classes	Whole school attendance drive to ensure that school attendance remains above national average in school and in remote classes
Priority 2	Improved infrastructure for student support	Increased levels of student support
Barriers to learning these priorities address	Attendance Lack of economic, social and emotional support at home	
Projected spending		£123,651

Monitoring and implementation

Area	Challenge	Mitigating action
Teaching	Covid 19 and related issues results in staff absence	Comprehensive class cover in place Bank of experienced supply teachers
Targeted support	Covid 19 and related issues results in staff absence	Development of high quality remote learning and support
Wider strategies	Covid 19 and related issues results in student absence Parental engagement in improving attendance. Buy in from students	Dedicated Student Manager Increased training for Progress Leaders on making difficult calls