



## The Dormston School Pupil Premium Strategy Statement: 2016 / 2017

### The Dormston School Pupil Premium Strategy

|                                     |                      |                   |  |
|-------------------------------------|----------------------|-------------------|--|
| <b>Head Teacher:</b>                | Mr Ben Stitchman     | <b>Signature:</b> |  |
| <b>Chair of Governors:</b>          | Mr George Craig      | <b>Signature:</b> |  |
| <b>Pupil Premium Officer:</b>       | Mrs Jayne Elliot     | <b>Signature:</b> |  |
| <b>Pupil Premium Link Governor:</b> | Mrs Alison Checketts | <b>Signature:</b> |  |

|  |  |                            |
|--|--|----------------------------|
| <b>Pupil Information :</b>                   |  |                            |
| <b>Academic Year:</b>                        | 2016 / 2017  |                            |
| <b>Total Number of Pupils on Roll:</b>       | 947 (1081 with additional intake added September 16)           |                            |
| <b>Number of Pupils Eligible for PPG:</b>    | 279 (29.5%) Raise online – 334 (30.89%) with additional pupils |                            |
| <b>Amount of PPG Received:</b>               | Deprivation Pupil Premium                                      | £255,255 (273 pupils DMBC) |
|  | Looked After Children (LAC)                                    | £4,500 (£1,900 per pupil)  |
|  | Additional Deprivation Pupil Premium                           | £54,201 (two terms)        |
|  | Pupil Premium Per Pupil  | £935.00                    |
| <b>Total Pupil Premium Received 2016/17:</b> | £313,956 (expected increase for additional pupils)             |                            |
| <b>Date of Next Review:</b>                  | January 2017   |                            |

The Dormston School is a Dudley Metropolitan Borough Council Local Authority senior school located in the Sedgley Ward, Dudley. The school is made up of pupils from 10 local wards with Sedgley being the dominant area, two priority wards are within the 10. The population is in the 10-20% of most deprived in England with a predominantly white British population of 97.54%. However 33.6% of the local population have no qualifications. The last Census indicated there were 6,460 females in the ward with 6,107 males. This does relate to the numbers at the Dormston in relation to 482 boys and 591 girls on role.

We have extremely high aspirations for our pupils and believe that there are no limits to what our pupils can achieve. We strongly believe that it is not about where you come from but the effort you make, and your commitment to learning that make all the difference between success and failure. We are determined to ensure that our pupils are given every chance to realise their full potential. We are committed to ensuring pupil premium funding is planned to maximise the attainment. The objective of our pupil premium funding is to improve the attainment and progress of pupils eligible for the pupil premium, relative to those pupils who are not eligible (both in-school and Nationally).

The types of support schools offered were determined by the needs of their pupils. Not all support was directly aimed at raising attainment. Some support focused on wider issues in children's and families' lives, particularly where schools perceived these to be a 'barrier to learning' and felt that dealing with them would lead to improved attainment.

The Dormston work with the local authority as well as external providers in order to provide support for pupils. It has been found that external providers (including the local authority) are important for providing services the school itself would not be able to offer, such as educational psychologists.

Using the Education Endowment Foundation teaching and learning toolkit research the school has planned interventions scored as consistent evidence of effective impact.

No pupils, regardless of their socio-economic background, should be denied the right to maximise their potential. We will use the pupil premium funding to remove these barriers, to raise aspirations and achievement. We have used research to indicate that best results are achieved via improving feedback, utilising pastoral intervention and giving access to excellent teaching as well as access to resources.

The funding will allow the Dormston School to implement strategies in order to increase social mobility and reduce the attainment gap between our pupils and the national averages. Raise online figures for Dormston Attainment show a rapid improvement over the previous three years.

The 30.89 (was 29.5%) of pupils eligible for FSM, is above the national average for Pupil premium.

The Government believes that the pupil premium, which in addition to main school funding, is the best way to address the current underlying inequalities between children that are or have been eligible for free school meals and their peers by ensuring that the funding to tackle disadvantage reaches the pupils who need it most. National research shows that children who have been eligible for Free School Meals (FSM) at any point in their school career have consistently lower educational attainment than those who have never been eligible.

Good teaching can, and does narrow gaps in attainment. To improve outcomes for learners vulnerable to underachievement The Dormston School has developed personalised provision that is linked to effective planning and rigorous methods of assessment.

### **Recent Initiatives / Improvements:**

We have worked hard as a school to improve provision since our last inspection, Please see a summary of improvements:

Progress 8 for All Pupils is -0.12 which is now only slightly below the national average.

Based on Progress 8 Data the 2016 FSM pupils attainment is improving again.

Progress for FSM has improved around 2/3 grades per subject over the previous two years.

The Dormston can evidence where it has intervened with disadvantaged pupils making a significant difference to their life chances.

Progress 8 for PP Pupils is – 0.49

Attainment is 46.8

Exceptional personal development and attitudes to learning

In the top 20 most improved schools for attainment in the West Midlands

Safeguarding is highly effective, Audit undertaken by external consultant stated school excellent.

Equality of opportunity underpins British Values

New Food Technology Room to raise aspiration and levels in Technology

Rising Roll, the school is vastly oversubscribed and a 'First Choice' school for parents

Excellent behaviour

Extended schools activities has an increased uptake.

School has excellent financial management – Audit score as Excellent.

Improved communications with Parents / Carers.

The school ethos is 'Enjoyment & Achieve'.

Dormston places a strong emphasis on giving the pupils a say and listening to their views.

Extra staffing to reduce number of learners in W population.

Over the last three years disadvantaged pupils have improved by 1 grade per subject on average.

**Objectives of Pupil Premium Spending:**

Whilst making decisions about pupil premium spending It is important to consider the context of the school and the subsequent challenges faced. Challenges for Pupil Premium pupils can include, less support at home, lack of confidence, more frequent behavioural difficulties and attendance and punctuality issues. There may also be complex family situations that prevent our pupils from attaining. The challenges are varied and no one intervention will work for all pupils. The school aims to challenge the low aspirations set by some parents/carers and show what can be achieved with effort and attendance.

**Current Attainment :**

| Measure                               | 2015  | 2016  | Change              | National Average Non PP |
|---------------------------------------|-------|-------|---------------------|-------------------------|
| Progress 8 – Dormston Pupil Premium   | -0.64 | -0.46 | 0.18<br>Improvement | 0.12                    |
| Attainment 8 – Dormston Pupil Premium | 38.6  | 46.8  | 8.2<br>Improvement  | 52                      |

**School Barriers to Future Attainment Progression (For Pupil Premium Pupils):**

|   |   |
|---|---|
| A | Pupil Premium Attendance.   |
| B | Good or Above lessons/learning in all classrooms.   |
| C | Lack of Support at Home (Low levels of Higher Adult education 10.27% in Area compared to National Average 19.2%). |
| D | Persistent Absence.   |
| E | Complex social and behavioural Issues.  |

| <b>Attainment Targets 2016 / 17:</b> |                           |                           |                           |
|--------------------------------------|---------------------------|---------------------------|---------------------------|
| <b>Measure</b>                       | <b><u>2016 Actual</u></b> | <b><u>2017 Target</u></b> | <b><u>Improvement</u></b> |
| Progress 8 – Dormston PP             | - 0.46                    | - 0.36                    | + 0.10                    |

| <b>Desired Outcomes for Pupil Premium 2016 -2017:</b> |  |  |  |
|---|--|--|--|
|   | <b>Desired Outcomes</b>  | <b>Success Criteria</b>  | <b>Cost</b>  |
| A   | Overall Attendance for Pupil Premium Pupils Improves.<br>Improvement in Persistent Absence | Attendance target of 94%<br>Persistent Absence Target drops Below 8%                                 | Medical Support (Nurse) - £15,000<br>Attendance Officer - £15,000      |
| B   | Behaviour in Lessons is good.  | Amber/Red Referrals Target 20%<br>Fixed term Exclusions Target 20%                                   | Non-Contact Time HOH & SMT - £8,000<br>Increased Hours SSO - £3,000    |
| C   | Improve performance of individual departments to at least good.                            | Teaching & learning monitoring<br>Pupil Progress<br>External Exam Results                            | n/a  |
| D   | Progress of Pupil Premium Pupils to improve to national average or better for progress 8.  | PP pupils significantly decrease the school gap<br>PP make better progress than national comparisons | £10,000 targeted extra-curricular activities<br>£10,000 staffing costs |
| E   | Extended School Activities have Pupil Premium participation.                               | 40% of Pupil Premium pupils take part in Extra-curricular activities                                 | £10,000 towards Activities   |

| Interventions and Planned Expenditure:         |   |   |   |                            |               |
|--|---|---|---|----------------------------|---------------|
|  |   |   |   |                            |               |
| 1) Quality of Teaching:                        |   |   |   |                            |               |
| Desired Outcome                                | Actions   | Evidence  | How will the School Ensure it is Implemented?     | Staff Lead and Review Date | Budgeted Cost |
| Consistently good teaching leading to progress | Continued assessment and professional development   | Lesson observations.<br>Progression   | Performance management and observations           | JET / Jan 17               | n/a           |
| SMT Time                                       | To drive and co-ordinate PP initiatives and measure the attainment against spending.  | Impact of intervention<br>Focus on Learning in the curriculum<br>Focus on social, emotional and behaviour<br>Focus on enrichment beyond the curriculum<br>Focus on families / Community | Performance management<br>PP co-ordinator oversee | JET / Jan 17               | £32,000       |
| Additional Support English / Maths             | Reduce class sizes in Maths and English lower ability sets. To lead on PP interventions.<br><br>Year 7 focus – lower than level 4c.<br>Year 8 focus on progress<br>Year 9 focus on progress | Attainment<br>Book scrutiny<br>Marking<br>Learning walks  | T&L – SMT   | SMT - Ongoing              | £60,000       |

|  |   |   |                 |              |          |
|--|---|---|-----------------|--------------|----------|
|  | Year 10/11 focus on progress.   |   |                 |              |          |
| Deputy Head of House Time / Staff Tutors | Overview of Pupil Premium spending for CLA.                                       | Pastoral weekly meetings<br>Monitoring of effort / progress | PP Co-ordinator | JET – Jan 17 | £14,000  |
| HOH x 4                                  | Monitoring of PP progress and ensure correct pastoral interventions are in place. | Weekly meeting with SMT                                     | SMT             | SDN / Weekly | £25,255  |
|  |   |   |                 | <b>Total</b> | £131,255 |

## 2) Targeted Support:

| Desired Outcome  | Actions  | Evidence  | How will the School Ensure it is Implemented?           | Staff Lead and Review Date | Budgeted Cost |
|--|--|---|---|----------------------------|---------------|
| Mentoring Support all years & LAC intervention private tutors  | Targeted mentoring support. (OT payment for support staff) | Meeting sheets<br>Individual Attainment<br>Less Referrals | PP Co-ordinator   | SDN                        | £5,000        |
| One to One Tuition<br>Short regular sessions   | Intensive individual support                               | Attainment<br>Attendance                                  | Pastoral Meetings<br>PP Co-ordinator<br>Data management | JET – Jan 17               | £8,000        |
| Further analysis of PP in terms of additional support required, interventions having biggest impact etc. | Analyse of data.<br>Targets groups established.            | Data analysis   | SMT meetings<br>Monitoring                              | NGY (ongoing)              | n/a           |

|  |  |  |   |               |                       |
|--|--|--|---|---------------|-----------------------|
| Assertive mentoring year 11.   | Targeted mentoring to ensure good progress following each data tracking point. Parental involvement and support.<br>Saturday club  | Attainment<br>Attendance<br>Data analysis                                      | Pastoral Meetings<br>PP Co-ordinator<br>Data management         | JET – Jan 17  | £12,000               |
| Secondary School and Beyond (Careers advisor)                                | All PP pupils to be interviewed to match option choices to aspirations and ability.  | Career interviews  | Performance management  | IBN / LDS     | £7,000                |
| Reading support  | Progress of PP pupils tracked by PLC manager with English department intervention.   | Reading scores<br>D.E.A.R  | Monitoring<br>Data analysis                                     | DFX (ongoing) | £4,800<br>(programme) |
| Alternative Provision  | Look to providers to offer greater support for hard to reach pupils.   | Attendance referrals<br>Attainment   | Regular visits<br>Visit reports                                 | SCR (Monthly) | £8,650                |
| Educational Psychologists / Primary Mental Health Worker / School Councillor | Targeted sessions provided by LA   | Attendance<br>Referrals<br>Attainment  | Monitored Visits  | AFS           | £8,600                |
| Student Support Officers (x2) and lead SSO                                   | 1-1 intervention. Home visits to encourage positive parenting and parental support impacting upon attendance and attainment. Children Looked After monitoring. PEP plans | Mentoring records<br>Triple P – Parenting programme<br>Referrals<br>Attendance | Support meetings<br>Performance management<br>Home visit sheets | LSH (ongoing) | £32,350               |



|               |  |  |             |               |         |
|---------------|--|--|-------------|---------------|---------|
|               | formulated with social workers and Carers.   |  |             |               |         |
| Pupil mentors | Student councils to work with selected small groups of pupils to motivate and inspire. | Student leadership team<br>Monitoring<br>Effort data | SMT support | JET (ongoing) | n/a     |
|               |  |  |             | <b>Total</b>  | £86,400 |

### 3) Other Interventions:

| Desired Outcome  | Actions   | Evidence  | How will the School Ensure it is Implemented? | Staff Lead and Review Date | Budgeted Cost         |
|--|---|---|---|----------------------------|-----------------------|
| Shakespeare Workshop   | To reengage key stage 4   | Improved attendance<br>Effort data  | Timetable                                     | English department         | £1,800                |
| Breakfast Club   | Ensure PP pupils are focused and ready for learning.  | Numbers attending   | Numbers monitoring                            | JET – (ongoing)            | £8,600                |
| Summer School  | To boost numeracy and literacy skills to prepare PP for the new school year. Academic focus   | Numbers attending<br>Progress made  | Attendance numbers                            | JET – (Summer 17)          | £5,000<br>(20 pupils) |
| Personalised resources and enrichment opportunities (Bus passes, lunch vouchers, awards, equipment, laptops) | Individual resources required to support learning. Subsidised trips and enrichment opportunities. External 1-1 intervention. Workshops and individual programmes. | Whole school progression<br>Improved attendance<br>Effort data<br>Individual data | Expenditure                                   | JET – (ongoing)            | £46,000               |

|   |   |   |  |                          |                 |
|---|---|---|--|--------------------------|-----------------|
| Social and Emotional Learning - Pastoral Support Officers | Pastoral support to make learning inclusive for all pupils. Assertive mentoring   | Attendance<br>Improved enjoyment of school life                             | Performance management<br>SMT Meetings                               | JET – (ongoing)          | £9,250          |
| Attendance Officer  | To support pupil attendance clinics. Monitor and support PP attendance figures. Target of 94% attendance for PP pupils.         | Improved attendance<br>Reduced Persistent absence                           | Weekly meetings with line manager<br>PP Co-ordinator<br>SMT feedback | SDN – (weekly)           | £15,000         |
| School Nurse  | To work with attendance officer on persistent absentees and PP below attendance targets.  | Improved attendance<br>Less pupils sent home<br>Improved persistent absence | Line manager meetings  | LSH – (weekly)           | £14,385         |
| University / Careers Experience Year 10                   | Year 10 PP careers experience. Focusing on raising aspirations.   |   | Data monitoring  | SMT                      | £1,800          |
| Meta-Cognition and Self-Regulation                        | Teaching specific strategies and goals. Help support the pupil with different strategies in learning activities                 | Monitor and evaluation<br>Classroom assistants<br>feedback                  | Line management and performance management<br>Schemes of work        | PP Co-ordinator – Jan 17 | £5,000          |
| Extra -curricular Activities                              | Targeted extra-curricular clubs to cater for PP pupils requests. External suppliers of activities to be used where appropriate. | Attendance<br>Effort data<br>Referrals<br>Parent links                      | Attendance numbers<br>Data monitoring                                | SDN – Jan 17             | £10,000         |
|   |   |   |  |                          |                 |
|   |   |   |  | <b>Total</b>             | <b>£116,835</b> |

| Review of Expenditure 2015 - 2016: (Governor visit due December 2017) |  |  |  |  |
|---|--|--|--|--|
|   |  |  |  |  |
|   |  |  |  |  |
|   |  |  |  |  |

| Expected Progression of PP Key Stage 4 Pupils 2017: |       |                        |                            |
|---|-------|------------------------|----------------------------|
|   | 2016  | Pupils Eligible for PP | Pupils Not Eligible for PP |
| English Progress 8                                  | -0.32 | National Average       | National Average           |
| Mathematics Progress 8                              | -0.66 | National Average       | National Average           |
| Ebac Progress 8                                     | -0.63 | National Average       | National Average           |
| Open Progress 8                                     | -0.37 | National Average       | National Average           |

| Review of Impact 2016 – 2017: |                       |                        |
|-------------------------------|-----------------------|------------------------|
| Desired Outcome               | Impact of Expenditure | Implication for Future |
| A                             |                       |                        |
| B                             |                       |                        |
| C                             |                       |                        |
| D                             |                       |                        |
| E                             |                       |                        |

**Benchmarking Information:**

**DfE Benchmarking 2017**

**Impact (Raise Online 2017):**

**Summary:**