

Pupil premium strategy statement: The Duston School

1. Summary information					
School	The Duston School				
Academic Year	2016/17	Total PP budget	£293,425	Date of most recent PP Review	n/a
Total number of pupils	1535	Number of pupils eligible for PP	313	Date for next internal review of this strategy	Feb 2017

2. Current attainment		
	<i>Pupils eligible for PP (your school)</i>	<i>Pupils not eligible for PP (national average)</i>
% achieving 5A* - C incl. EM (2015/16 only)	35%	64.7%
% achieving expected progress in English / Maths (2015/16 only)	61.8/58.6%	75.8% / 73.4%
Progress 8 score average (from 2016/17)	-0.44	0.12
Attainment 8 score average (from 2016/17)	37.8	52
Year 1 Phonics Screening	100%	81%

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.	Disadvantaged middle ability pupils achieved a progress score of -0.84. The disadvantaged progress score in the EBacc bucket is -0.92
B.	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.
C.	Aspirations to study EBacc subjects at KS4 and facilitating subjects at KS5 is below for PP students compared to all other students.
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 92.2% 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.	Improved progress 8 score for both middle ability disadvantaged students, and for disadvantaged students studying EBacc subjects.	Pupils eligible for PP identified as middle attaining from KS2 levels / raw scores make as much progress as 'other' pupils identified as middle attaining. Disadvantaged pupils will make as much progress as 'other' pupils in their EBacc bucket.
B.	Higher levels of progress in numeracy and literacy in year 7 for PP students	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 of June.
C.	Increased number of PP students to choose EBacc subjects at KS4 and facilitating subjects at KS5	Targeted intervention for year 9 and 11 pupils ensures an increased percentage of students studying EBacc subjects at KS4 and facilitating subjects in KS5. A direct comparison will be made to the previous academic year.
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 Insight Portal.
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?
Quality of teaching for all						
C and E	Increased number of staff in the guidance team to allow one ADOY per year group. The focus for all ADOY will be the pastoral support both in and out of lessons for all PP students.	£72,000	The behaviour and well-being of PP students can often prove to be a significant barrier to learning. The ADOY role will support students both in and out of lessons to ensure students can make the best progress possible during their time at The Duston School.	SLT to oversee the role of all ADOYs. Training provided for all new staff. All actions and support will be recorded on BW. This can be evaluated on a termly basis.	SBE/HJO	On-going - Termly
C	Continue engaging the services of an independent careers advisor plus our on-site careers team to provide careers advice and support, work experience and mentoring. Careers Advisor employed 3 days a week to provide careers guidance to all students, with the focus being on PP students.	£8,835	Improving the aspirations of PP students through careers advice, promoting new opportunities and ensuring students make informed subject choices to support them after education. With increased aspirations we hope to see an increase in engagement within lessons.	SLT to line manage the external careers advisor. All careers events will be targeted with PP students in mind. Any careers appointments will be logged and tracked.	NWE	On-going - Termly
A	Staff CPD - 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.	£1,500	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.	DWI	On-going - Termly
Targeted support						
B	Year 7 Catch up co-ordinator in place to tackle any pupils who enter secondary school below age related expectation for literacy and numeracy. Students are removed from non-core lessons and taught in small groups to improve literacy and numeracy skills.	£11,279	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.	NLE/SBE	On-going - Termly

A	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. Year 1 1:1 phonics screening tuition to be received by all PP students.	£20,000	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. All Year 1 PP students will pass their phonics screening.	NLE/MCH	January/March/July
C	A hardship fund is available for bids from staff for initiatives for PP students. This will include 50% off all educational trips/visits and 50% off all music lessons.	£20,000	This will allow PP students to have a fairer opportunity to access extra-curricular trips and music lessons. 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.	SCO/MRA	On-going - Termly
C	Breakfast provided for FSM students and supervision in the main restaurant from 08:00 – 08:30	£17,000	Allowing students the opportunity to have access to a full breakfast will ensure they are fully equipped for the day and mentally prepared for their learning. This will be overseen by two members of staff every morning.	MCH will monitor attendance at these breakfast sessions and will encourage student attendance.	SCO/MCH	On-going - Termly
A,B,C,D	PP SLT Leads. Two members of the senior leadership team will have 20% of their time assigned to overseeing PP intervention and diminishing the gap for disadvantaged students.	£25,594	Two members of SLT 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.	NLE/DWI	On-going - Termly
A, C, D	Raising Standards Intervention budget. Each year group will be assigned a budget to raise standards across the year group with a particular focus paid to all PP students.	£45,000	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 vice principal assigned to raising standards.	All SLT	January/March/July

A,B,C,D	PP Champions. Three PP champions have been assigned TLR roles with a sole focus on improving progress, attainment and aspirations of all PP students.	£17,152	All three PP Champions will have a specific focus to drive through the school. This will include: - Literacy, parental engagement, extra-curricular activities and events. High attainers, STEM, option choices into KS4 and KS5	PP champions will be line managed by two members of SLT. Action plans will be created termly and will be evaluated at the end of each stage. Fortnightly line manager meetings will also take place.	NLE/DWI/ MCH/EEA/ PDI	Half Termly
A	SEND Team – As part of the role of the SEND team there will continue to be a focus of PP students who are also SEND	£12,797	SEND can also become another barrier for learning for our PP students. An oversight of pupils which fall into both categories will ensure these students will receive the extra layer of support they may require.	SEND is line managed by a member of SLT. The progress of these subgroups within PP will be monitored at each PA stage to evaluate the effectiveness of this intervention.	HJO/AMU	January/March/July
A	EAL Team– As part of the role of the EAL team there will continue to be a focus of PP students who are also EAL	£10,043	EAL can also become another barrier for learning for our PP students. An oversight of pupils which fall into both categories will ensure these students will receive the extra layer of support they may require.	EAL is line managed by a member of SLT. The progress of these subgroups within PP will be monitored at each PA stage to evaluate the effectiveness of this intervention.	DWI/KSH/CWA	January/March/July
A,D,E	Safeguarding Team – The safeguarding team, including a Senior Student and Family Support Practitioner and Admin Support, will be supporting all PP students throughout their time in school to monitor student well-being and liaise with the families	£65,084	The well-being of all students at TDS is paramount and often PP pupils require an extra layer of support. The safeguarding team will monitor student wellbeing and liaise with families where necessary to ensure all pupils feel safe and happy within the school environment.	The safeguarding team will be line managed by a member of SLT. Student Voice will be used on a termly basis to monitor student's opinion. Complete the PASS survey twice yearly to gather information on student's viewpoints towards school.	NAD/LMA	September/April
Other approaches						
A	For students across years we will continue to provide an alternative curriculum to PP students whose needs are better met from more vocational programmes.	£40,000	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.	NAD	On-going - Termly

<p>A, B</p>	<p>Accelerated Reader and GL assessments will be used to monitor the literacy and numeracy levels of all PP students. Accelerated Reader will also be used to help improve and accelerate the reading ability of all PP students.</p>	<p>£7,325</p>	<p>Low levels of literacy and numeracy can prove to be a significant barrier to learning across all subjects. Ensuring that literacy and numeracy levels are rigorously tracked will ensure we can put in suitable intervention where necessary.</p>	<p>Through the use of SIMS discover, staff training and the data team, all results from GL assessments will be relayed to all staff. The progress of Accelerated Reader will be evidenced through reading tests with a comparison of reading ages from the beginning of the year.</p>	<p>KSH KCL NLE</p>	<p>January/March/July</p>
<p>C</p>	<p>Specialist Projects. The events 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.</p>	<p>£4,000</p>	<p>Specialist events 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.</p>	<p>All events are over seen by a member of SLT. There are designated literacy and numeracy lead practitioners who will champion these events</p>	<p>AEL/MRA KSH/NAR</p>	<p>Mar-17</p>

6. Review of Expenditure – Academic Year 2015/16			
Pedagogy			
Commitment	Approx. Cost	Expected Impact	Evidence of Impact
Literacy Development: <ul style="list-style-type: none"> • Tutoring support provided to PP students not making expected level of progress in English and maths in Years 9, 10 and 11. • Identified Year 7 students to benefit from online 1-1 tuition. Programmes such as Lexia, Fast ForWord and Reading Assistant for those students entering the school not secondary ready. • Additional English lesson at KS3 to accommodate a literacy focused lesson at least once a week. • EAL provision • 1:1 phonics support given in Year 1 to ensure children passed their phonics screening. 	£26,000	Targeted students improve their levels of progress and attainment in English and maths. Improvement in reading ages of selected students. All students able to access the secondary curriculum.	PP students targeted in these programs. GL assessments show only a small gap if any in the reading discrepancies for year 8 to year 10. All PP children passed their phonics screening.
Use of the Northwood Centre which provides external provision for KS3 students to provide alternative off site provision for vulnerable students.	£10,000	Improvement in attendance and engagement of students along with some progress in improving attainment.	PP students attended Northwood. Will not be utilised again in the 2016/17 academic year.
For students in year 10 and 11 we will continue to provide an alternative curriculum to PP students whose needs are better met from more vocational programmes.	£80,000	Students remain engaged with school, achieve attendance of at least 95% and are still able to achieve at least 5A*-C including English and maths.	12 PP students attended alternative provision in the academic year 2015/16. Resulting in a cost of £112,102

The school will continue to operate gap analysis and catch up units in KS3 and KS4 offering targeted intervention to 300 students in Maths, Science and English.	£12,500	Students in all year groups make the expected progress each year as a result of the targeted, proactive and timely support they receive.	After school and holiday revision sessions held. Year 11 PLC evening held aimed at engaging students and parents with the PLC's to identify areas for development.
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Intervention			Evidence of Impact
Commitment	Approx. Cost	Expected Impact	
Tutoring support will be provided to PP students not making target levels in English and maths in Years 10 and 11.	£4,000	Targeted students improve their levels of progress and attainment towards the goal of achieving good passes in their core subjects and achieving outstanding progress in these subjects at the end of Year 11.	<p>Subjects used funding for year 11 rewards, interventions and extra sessions.</p> <p>Holiday revision sessions held aimed at PP students.</p> <p>All interventions at year 11 have resulted in:</p> <ul style="list-style-type: none"> • The average total points score for PP has increased. • The progress 8 score has increased for English, Ebacc and Open. • The percentage of PP students entering and achieving the Ebacc has increased • The percentage of students achieving 5 A*-C EM and % A*-C has increased. • The percentage A*-C in English, 2xScience has increased. • The 3LOP in English and the 4LOP in English and Maths have also increased. <p>Homework club up and running for KS3. Run by ACL.</p> <p>Year 11 revision evening held for all year 11 students but targeted at PP parents.</p>
For Year 11 students we will be delivering weekend intervention programmes during the spring term on a subject specific basis to support preparation for the final exams. As part of these programmes we will be engaging additional tutors and guest speakers to motivate and inspire students.	£1,000	Students are well prepared and motivated for their exams and develop independent study skills enabling them to become better learners. Controlled assessment is completed by the deadlines.	
We will continue to provide intensive one to one support and mentoring for students in order to alleviate stress and anxiety in the run up to examinations.	£2,000	Student well-being and self-management is improved and students report positive impact through student voice.	
Provision of Homework Club for KS3 students and Exam Practice Room / Silent Study Room for KS4/5 students –	£3,500	Increase the percentage of sessions attended at homework club across the year.	
We will offer a Holiday school programme to all students during each holiday (apart from Christmas), but target PP students and will provide refreshments to ensure their attendance at the programme.	£13,500	Increase the number of PP students who attend and help ensure they all make better than expected progress towards their minimum expected levels. Students give positive student voice feedback and make better than expected progress in the subjects targeted.	

We will offer an “Achievement for All” programme for of our most vulnerable students including parental engagement workshops.	£3,500	Improvements in the attainment, levels of progress and attitude to learning of all students involved in the project. Positive attendance and feedback from parents involved in the evaluation of the programme.	
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Wider Development

Enrichment			
Commitment		Expected Impact	Evidence of Impact
Specialist Projects	£8,000	PP students attend regularly, participate well and gain new skills from the project.	Sessions run through literacy and numeracy coordinators targeted at PP students and their parents to increase engagement.
We will offer a full range of trips and activities across all year groups and will use funding from the pupil premium to ensure PP students can access these opportunities, especially curriculum based activities.	£20,000	Increase the number of PP students across all year groups participating in trips which require additional PP funding.	All PP students able to apply for cost of educational trips. Trips aimed at raising aspirations, improving behaviour and attainment.

Guidance

Enrichment			
Commitment		Expected Impact	Evidence of Impact
We will deliver an “Aspirations” programme to educate students as to the process of applying to universities and prepare them appropriately.	£3,000	66 PP students attend the programme, visit universities and report greater understanding of the process and raised aspirations.	Year 11 students attend “Top Universities” workshop in Westminster. Aspirations programs delivered to Year 12 and 13. Trips and visits to universities covered. Year 11 PP students invited on

			these trips.
Continue engaging the services of an independent careers advisor plus our on-site careers team to provide careers advice and support, work experience and mentoring.	£17,670	PP students receive tailored careers guidance for as long as needed.	Careers advisor has organised appointments with all PP students in 10 and 11.
Provided access to entrepreneurial workshops and careers guidance and mentoring.	£5,000	PP students are able to access workshops and mentoring programmes and make gains in their attitude to learning and in academic progress.	

Equipment			
Commitment		Expected Impact	Evidence of Impact
Equipment in CT	£670	PP students attend the programme, visit universities and report greater understanding of the process and raised aspirations.	
PP Music	£1390	PP students receive tailored careers guidance for as long as needed.	Students pay half the cost of all extra music lessons.
Breakfast provided for FSM students and supervision in the main restaurant from 08:00 – 08:30	£18000	PP students are able to access workshops and mentoring programmes and make gains in their attitude to learning and in academic progress.	Breakfast held every morning and staffed by TA's. Registers kept.
Teach First staffing	£75000	Teach First vision: We are working towards a day when no child's educational success is limited by their socio-economic background. We are working to end inequality in education by building a community of exceptional leaders who create change within classrooms, schools and across society.	Smaller class sizes enabled by increase in staff. (Compared to other similar schools)

Uniform	£1000	Support with uniform vouchers and in-school support with shoes and PE kits / washing PE kits.	Uniform bought and given to PP students.
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