

THE
EDUCATION
ALLIANCE

TRUST UPDATE: ONE TERM ON



Trust Update: Timeline 2016-17



In **March 2016**, Driffield School went into Special Measures, being judged 'inadequate' in all areas.

The **Regional School Commissioner** subsequently issued an Academy Order.



In **June 2016**, the **Wolds Teaching School Alliance** was asked by the Local Authority to give support.

In **July 2016**, there was a successful Local Authority monitoring visit and in **October 2016** an Ofsted 'no notice' visit judged that the school's safeguarding arrangements to be effective.

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The Education Alliance brought Driffield School and Sixth Form into the Trust on 1 February 2017, following the Local Authority and Regional School Commissioner's discussions and decision that Driffield School and Sixth Form needed to join a **strong and successful Trust**.

Driffield School and Sixth Form before 1 February 2017

School Performance Tables

- Based on results from August 2016, the school was shown to be in the bottom 30% of schools nationally for the progress of students. On the Raise Online Report, no strengths were identified and in 4 key areas the school was in the bottom 10% nationally.

Finance

- The East Riding's projected overall deficit position for the school by April 2021 was £2,423,000. The East Riding's 5 year financial plan for 2017-18 showed an in-year deficit of £533,000. In the same financial year, staffing as a percentage of income was 80.2% (the figure for a financially viable school is 70%).

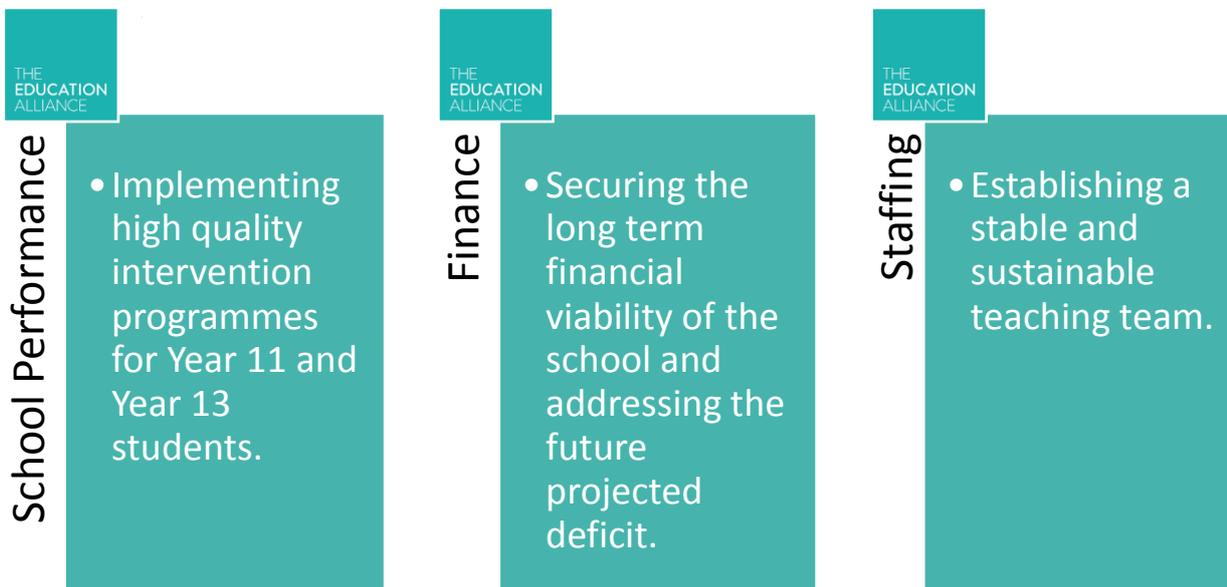
Staffing

- Vacant posts in September 2016 included Head of School, Deputy Headteacher and Director of English. There were also 9 temporary Director / Subject Leader posts. The academic year 2016-17 began with 3 long-term supply teachers and a number of long-term sickness cases. In 2015-16 the DfE performance tables reported that the school spent £196 per pupil on supply staff. This was 61% higher than the average for East Riding and schools nationally.

Facilities

- East Riding Local Authority assessed that there were £5,044,000 of repairs required.

The 3 Key Urgent Priorities between February 2017 and June 2017



Staffing

- ▷ New senior and middle **leadership team in place**
- ▷ The school is **fully staffed for September** and there are no teaching vacancies. We are currently in an interview process for a Head of Technology (to be covered by a Senior Trust Director until January)
- ▷ All long-term sickness absence cases have been resolved
- ▷ 88 hours of Trust management support is being invested in the school each week

Finance

- ▷ Projected overall deficit position for April 2021 has been **removed**
- ▷ Financial 5-year plan for 2017-18 shows **in-year deficit has been addressed**
- ▷ In the same financial year, staffing as a percentage of income will be 71.3% (the figure for a financially viable school is 70%)

Facilities

- ▷ We are in the process of **re-configuring West dining facilities and refurbishing North toilets**
- ▷ Submission of **Condition Improvement Fun bid to replace windows, roof and boiler**

Priorities: September 2017 - July 2018

Our Students' Pastoral Care

- ▷ We will move to our new electronic Rewards System, to award, track and monitor the fair application of our rewards policy and procedures, celebrating the great work our students are achieving.
- ▷ For all our students' wellbeing, we will embed the new Behaviour Policy with its clear layers of support, rewards and sanctions, placing a school-wide emphasis on the consequences of negative behaviours
- ▷ Introducing the Trust Employer-Led Programme of business internships alongside the Oxbridge Programme will help students aspiring to the highest levels of employment and academic study to achieve their goals
- ▷ Student leaders are to be given a voice at all levels in the school through our new Student Council platform

Teaching and Learning

- ▷ All teaching staff will use our new information management system to record achievement and effectively plan to meet all students' needs
- ▷ Bespoke literacy and numeracy interventions at Key Stage 3 are to be delivered by qualified teachers
- ▷ We will review our Key Stage 3 curriculum to ensure appropriate stretch and challenge for all
- ▷ Our new Year 7 'Life after Levels' assessment programme is to be rolled into Year 8
- ▷ Following the appointment of the new SENDCo, the Learning Support provision is to be reviewed to create a programme which will improve the progress of the children with additional learning needs
- ▷ Age-appropriate Personal, Social, Health and Economic education is to be delivered in 4 'drop-down' days

Our Teachers' Professional Development

- ▷ All new leaders to the school will be given access to the Trust's Leadership Development programmes to enhance and strengthen whole school and departmental leadership
- ▷ Newly- and recently-qualified teachers will access their own Trust programmes of professional development
- ▷ Subject-specific training and enhancement will be ongoing, where teaching and support staff will work with their Trust school counterparts to share best practice; for example, developing new programmes of study for the Year 11 reformed GCSEs and moderating assessment processes
- ▷ We will continue to work closely with the trade unions in school and across the Trust to ensure fair application of policies and procedures for all

Communication with our Parents and Community

- ▷ Driffield School will move to two Progress Evenings a year for each year group, as in other Trust schools, to make sure all parents can meet fully with their child's teachers
- ▷ Regular Parent View questionnaires are to be used to capture parents' feedback
- ▷ A half-termly 'Head of School Round-Up' is to be shared with parents
- ▷ The school Newsletter will continue to share information about whole school events on a half-termly basis
- ▷ Regular Head of School Surgeries will continue to be offered to maintain the face-to-face contact established
- ▷ We will continue to enhance the induction and training programmes for Governors on the Local Governing Body, which includes the governors who are parents

Monitoring Standards

- ▷ We will embed the Trust's monitoring processes, including the supportive presence of school leaders to identify best practice and respond to students' needs
- ▷ Develop the role of governors in monitoring the School Improvement Plan's implementation and progress
- ▷ Use the feedback from students' views to inform our planning
- ▷ Rigorous external moderation of our processes and impact from a National Leader of Education as an Improvement Partner