

# Pupil Premium Strategy Statement 2024-2027. The Basildon Upper Academy.

This statement details our school's use of pupil premium funding to help improve the attainment of our PP pupils.

It outlines our pupil premium strategy, how we intend to spend the funding in this academic year and the outcomes for PP pupils last academic year.

## School overview

Detail	Data
Number of pupils in school (KS4) <ul style="list-style-type: none"><li>2025/6 actual number</li></ul>	607
Proportion (%) of pupil premium eligible pupils (KS4) <ul style="list-style-type: none"><li>2025/6 actual number</li></ul>	48.3%
Academic year/years that our current pupil premium strategy plan covers	2024/25 2025/26 2026/27
Date this statement was published	September 2025
Date on which it will be reviewed	September 2026
Statement authorised by	Gary Smith Chief Executive & Accounting Officer
Pupil Premium Lead	Rebecca Rees Headteacher
Governor / Trustee lead	Louise Sherman

## Funding overview

Detail	Amount
Pupil premium funding allocation this academic year	£ 338,510
Recovery premium funding allocation this academic year <i>Recovery premium received in academic year 2023/24 cannot be carried forward beyond August 31, 2024.</i>	£0
Pupil premium funding carried forward from previous years ( <i>enter £0 if not applicable</i> )	£0
<b>Total budget for this academic year</b> <i>If your school is an academy in a trust that pools this funding, state the amount available to your school this academic year</i>	£338,510

# Part A: Pupil Premium Strategy Plan. Statement of intent

## **Our school vision is lived everyday: Aspire Believe Achieve.**

We believe that there are no limits to what our pupils can learn. Every pupil has the right to the absolute best possible learning experiences, and everyone can succeed (So3). All pupils have the right to access the same curriculum offer or a bespoke package that meets their individual needs, with groupings in place to support staff with delivery and pedagogical licence (C1). Our intention is that all pupils, irrespective of their background or the challenges they face, make good progress and achieve high attainment across the curriculum, particularly in EBacc subjects (So1).

The focus of our pupil premium strategy is to support PP pupils to achieve their individual academic goals and aspirations, including for those who are already high attainers (So2) and therefore support them in accessing high quality destinations (So5). We will consider the challenges faced by vulnerable pupils and put in place support to assist them to perform to the best of their ability (M3). The activities we have outlined in this statement are also intended to support all students, regardless of whether they are PP or not (M2).

Quality First teaching for all is at the heart of our approach. This is proven to have the greatest impact on closing the disadvantage attainment gap and at the same time will benefit the non-PP pupils in our school. Implicit in the intended outcomes detailed below, is the intention that non-PP pupils' attainment will be sustained and improved alongside progress for their PP peers. All pupils have the right to access quality first teaching (So3, So2).

Our strategy is also integral to wider school plans, notably in its targeted support e.g., intervention programmes in line with EEF (Education Endowment Foundation) findings (So2).

Our approach will be responsive to current challenges and individual needs, rooted in robust diagnostic assessment, not assumptions about the impact of disadvantage. The approaches we have adopted complement each other to help pupils excel. To ensure they are effective we will:

- **Embed a whole-school ethos** in which all staff actively promote pupil resilience and raise aspirations for achievement.
- **Provide appropriate challenge for Pupil Premium learners** through high-quality, demanding tasks that drive improved outcomes.
- **Identify and address barriers to learning promptly**, implementing early interventions where needs are identified.
- **Cultivate a passion for learning across the academy**, delivering a broad and balanced curriculum enriched with diverse cultural capital experiences.
- **Support and sustain high levels of attendance**, recognising its critical role in academic success.

## Challenges

This details the key challenges to achievement that we have identified among our PP pupils.

Challenge number	Detail of challenge
1	Our assessments and observations indicate that persistent absenteeism is negatively impacting PP pupils' progress.
2	Assessments, observations, and discussion with pupils indicate that PP pupils generally have lower levels of reading comprehension, oracy, writing and language development e.g., disciplinary literacy than their peers. This impacts their progress in all subjects.
3	The numeracy attainment of PP pupils is generally lower than that of their peers and teacher assessments suggest that many pupils particularly struggle with problem solving tasks and the ability to transfer numeracy skills cross curricula.
4	Our assessments, observations and discussions with pupils, families and outside agencies indicate that there is a high SEMH need amongst PP pupils. This impacts their ability to self-regulate which has resulted in gaps in progress for these pupils.
5	Our observations suggest many PP pupils lack metacognitive / self-regulation strategies when faced with challenging tasks, notably in their ability to be resilient and independent. This is indicated across the curriculum.
6	Our assessments, observations and discussions with pupils and families suggest that the aspirations and intended destinations of PP pupils are lower than their peers. This can negatively impact on their life chances.

## Intended outcomes

This explains the outcomes we are aiming for **by the end of our current strategy plan**, and how we will measure whether they have been achieved.

Intended outcome	Success criteria
To achieve and sustain improved attendance for all pupils, including those who are PP.	Sustained improved attendance from 2027/8 demonstrated by: <ul style="list-style-type: none"><li>• The attendance of PP and non-PP to be in line.</li></ul>
To achieve and sustain improved literacy abilities for all pupils, including those who are PP.	Sustained improved outcomes from 2027/8 demonstrated by: <ul style="list-style-type: none"><li>• The outcomes of PP and non-PP to be in line.</li></ul>
To achieve and sustain improved numeracy abilities for all pupils, including those who are PP.	Sustained improved outcomes from 2027/8 demonstrated by: <ul style="list-style-type: none"><li>• The outcomes of PP and non-PP to be in line.</li></ul>
Improved self-regulation and well-being for all pupils, including those who are PP.	Sustained high levels of wellbeing from 2027/8 demonstrated by:

	<ul style="list-style-type: none"> <li>Qualitative data from pupil voice, pupil and parent surveys and observations</li> <li>Quantitative data from the impact of The BA Way.</li> <li>Healthy Schools Award achieved and embedded.</li> <li>Wellbeing Centres' interventions demonstrating impact over time</li> </ul>
Improved metacognitive and self-regulatory skills for all pupils, including those who are PP pupils.	<p>Staff can effectively utilise Trauma Perceptive Practice (TPP) skills when required. Observations and attitude to learning data suggests PP pupils are more able to monitor and regulate their own learning, including behaviours in and around lessons.</p>
Improved number of pupils accessing and sustaining high-quality destinations.	<p>Sustained improved destinations from 2027/8 demonstrated by:</p> <ul style="list-style-type: none"> <li>The Gatsby Benchmarks of PP and non-PP to be in line.</li> <li>The destination measures of PP and non-PP to be in line.</li> <li>The NEET data of PP and non-PP to be in line.</li> </ul>

## Activity in this academic year

This details how we intend to spend our pupil premium (and recovery premium) funding **this academic year** to address the challenges listed above.

### Teaching (for example, CPD, recruitment and retention)

Budgeted cost: £169, 255

Activity	Evidence that supports this approach	Challenge number(s) addressed
Equipping departments with resourcing and training in line with Gaps & Growth analysis, which supports the closing of gaps in curriculum knowledge and skill.	<p>Addressing Educational Disadvantages in Schools &amp; Colleges: The Essex Way, Edited by Marc Rowland</p> <p><a href="#">Addressing Educational Disadvantage in...   Unity Research School</a></p>	2, 3.
Equipping teachers with the data analysis tools to identify gaps quickly,	<p><a href="#">Education Endowment Foundation   EEF</a></p>	2,3.

supporting prompt and efficient programmes of in-class intervention.		
Providing enrichment opportunities to ensure cultural capital experiences are wide and varied, improving pupil wellbeing, and developing resilience strategies for learners to emotionally regulate	<p>Addressing Educational Disadvantages in Schools &amp; Colleges: The Essex Way, Edited by Marc Rowland</p> <p><a href="#">Addressing Educational Disadvantage in...   Unity Research School</a></p>	2,3,5
Embed formative assessment strategies to support all students to achieve their aspirational targets. This will involve teachers being up skilled in EFA principles, in class and through enrichment opportunities.	<p>Addressing Educational Disadvantages in Schools &amp; Colleges: The Essex Way, Edited by Marc Rowland</p> <p><a href="#">Addressing Educational Disadvantage in...   Unity Research School</a></p>	2,3,4.
<p>Improved pedagogical practice to be embedded using techniques developed through WALKTHRUs and EFA (Embedding Formative Assessment) Programme (DfE/EEF supported) that are based on: <b>Dylan Wiliam's Five Brilliant Formative Assessment Strategies.</b></p> <p>1. Clarifying, understanding, and sharing learning intentions Wiliam says 'if you don't know where you're going, you'll never get there'.</p> <p>2. Engineering effective classroom discussions, tasks, and activities that elicit evidence of learning.</p> <p>3. Providing feedback that moves learners forward.</p> <p>4. Activating students as learning resources for one another.</p> <p>5. Activating students as owners of their own learning.</p>	<p><a href="#">Embedding Formative Assessment - SSAT (ssatuk.co.uk)</a></p> <p><a href="#">Embedding Formative Assessment   EEF (educationendowmentfoundation.org.uk)</a></p>	2,3,5.

## Targeted academic support (for example, tutoring, one-to-one support, structured interventions)

Budgeted cost: £84,627

Activity	Evidence that supports this approach	Challenge number(s) addressed
Attendance strategies - Leaders prioritise attendance through strengthened resourcing, including the appointment of a Family Engagement Attendance Officer to work directly with families, and Aquinas attendance experts to facilitate Early Help strategies.	<a href="#">The EEF Guide to the Pupil Premium   EEF</a>	1,6
Targeted assemblies for students to provide the link between attendance and attainment	<a href="#">The EEF- Supporting school attendance</a>	1
Parental engagement support through Aquinas.	<a href="#">Parental engagement   EEF</a>	1,6
Targeted interventions for Vulnerable students	<a href="#">Selecting Interventions - Evidence insights   Education Endowment Foundation</a>	1
Family Attendance Engagement Officer appointed September 2025 to complete home visits and monitor 3-day absence for banded students. (This has contributed to an increase in PP attendance of 8% in HT1 2025-6)	<a href="#">Understanding the Use of Attendance and Family Liaison Officers - Evaluation study plan   Education Endowment Foundation</a>	1,6

<p>Whole staff student monitoring- All student-facing staff are part of the mentoring program and have been allocated students for mentoring.</p> <p>Mentoring students and communicating with families who have been identified between 70-85%</p>	<p><a href="#">A School's Guide to Implementation guidance report   Education Endowment Foundation</a></p> <p><a href="#">EEF Parental Engagement Guidance Report.pdf</a></p>	<p>1</p>
<p>SLT Staff monitoring for banded monitoring of students between 85-95% attendance.</p>	<p><a href="#">A School's Guide to Implementation guidance report   Education Endowment Foundation</a></p> <p><a href="#">EEF Parental Engagement Guidance Report.pdf</a></p>	<p>1</p> <p>1</p>
<p>Engaging with the school led tutoring programmes to provide a blend of tuition, mentoring and school-led tutoring for PP pupils identified as requiring this support.</p> <p>One-to-One and small group interventions</p> <p>Engaging external agencies to deliver bespoke interventions in English, Maths and Science</p>	<p>Tuition targeted at specific needs and knowledge gaps can be an effective method to support low attaining pupils or those falling behind, both one-to-one:</p> <p><a href="#">One to one tuition   EEF (educationendowmentfoundation.org.uk )</a></p> <p>And in small groups:</p> <p><a href="#">Small group tuition   EEF (educationendowmentfoundation.org.uk )</a></p>	<p>1, 2, 3, 4, 5, 6.</p>
<p>Providing bespoke educational programmes for those PP pupils who have dysregulated behaviours to engage with their curriculum offer.</p>	<p>Toxic Childhood Stress, Dr Nadine Burke Harris – part of the TPP reading list, Essex County Council</p> <p><a href="#">Trauma Perceptive Practice (TPP) training   Essex Schools Infolink</a></p>	<p>1, 4, 5, 6</p>
<p>Having an onsite Enhanced provision with different pathways of support. Each group having their own Keyworker or TA at all times linked to their class to support with the 6 Core Strengths:</p> <ul style="list-style-type: none"> <li>- Nurture group: To support learners with low attendance to class and/or school</li> <li>- EP: To support regulating high SEMH regulation. Building positive relationships with a keyworker.</li> <li>- Engage: A vocational pathway to support reintegration into learning whilst supporting SEMH.</li> </ul>	<p>6 Core Strengths:</p> <p><a href="#">Assessment resources   Essex Schools Infolink</a></p>	

Counselling Support available to students		
Mentoring Support available to students		
Implementing bespoke intervention strategies to support students with emerging gaps as they are identified in the lead up to public examinations. Including the use of PiXL strategies and PET-Xi targeted support	<a href="#">Extending school time   EEF</a>	2, 3, 4, 5.
Providing a bespoke package of support for students to address literacy and numeracy needs through tutor time  Toe-by-Toe intervention providing intensive reading support where needed.  Provision of a lending library to promote reading for pleasure.	<a href="#">Special Educational Needs in Mainstream Schools   EEF</a>  <a href="#">EEF – Improving Literacy in Secondary Schools</a>	2, 3

## Wider strategies (for example, related to attendance, behaviour, wellbeing)

Budgeted cost: £84,628

Activity	Evidence that supports this approach	Challenge number(s) addressed
Attendance strategies:  Responsive approach modelled by leaders to prioritise attendance through robust family engagement, rigorous staff monitoring, and tailored interventions. Ensuring PP students are supported to sustain regular attendance; stakeholders' commitment to the school ethos is evident in improving levels of attendance.	<a href="#">The EEF Guide to the Pupil Premium   EEF</a>	1,6

Daily, Weekly, Half-termly and termly rewards for students to celebrate 100% attendance and punctuality	<a href="#"><u>Securing good attendance and tackling persistent absence - GOV.UK</u></a>	1
Attendance monitored daily – early action to guard against habitual absence, including home contact and home visits.	<a href="#"><u>Working with Parents to Support Children's Learning   EEF</u></a>  <a href="#"><u>TPP- Relational Behaviour Model</u></a>	1,6
Punctuality Strategy devised to combat Punctuality concerns. Key link with relationship builds with Stakeholders	<a href="#"><u>Working together to improve school attendance (applies from 19 August 2024)</u></a>	1
Sustainment of Wellbeing Centres, providing a multi-disciplinary centre of intervention for specific pupils who require support with regulating their behaviour and emotions.	Toxic Childhood Stress, Dr Nadine Burke Harris – part of the TPP reading list, Essex County Council  <a href="#"><u>Trauma Perceptive Practice (TPP) training   Essex Schools Infolink</u></a>	1, 2,3.
Continued investment in Inclusion interventions such as our 'Enhanced Provision', supporting PP students who may struggle to regulate their behaviour and emotions, positively impacting on attendance and engagement.  Catch 22 counselling 1:1	Toxic Childhood Stress, Dr Nadine Burke Harris – part of the TPP reading list, Essex County Council  <a href="#"><u>Trauma Perceptive Practice (TPP) training   Essex Schools Infolink</u></a>  And in small groups:  <a href="#"><u>Small group tuition   EEF (educationendowmentfoundation.org.uk)</u></a>	1,2, 3, 4, 5, 6.
Embedding principles of good practice set out in DfE's advice.	The DfE (Department for Education) guidance has been informed by engagement with schools that have significantly reduced persistent absence levels.  <a href="#"><u>Working together to improve school attendance (publishing.service.gov.uk)</u></a>	1, 4.
Contingency fund for acute issues.	Based on our experiences and those of similar schools to ours, we have identified a need to set a small amount of funding aside to respond quickly to needs that have not yet been identified.	1,2, 3, 4, 5, 6.
Consistent implementation of the behaviour curriculum.	<a href="#"><u>Behaviour   EEF (educationendowmentfoundation.org.uk)</u></a>	1, 2, 3, 4, 5 ,6

	<p><a href="#"><u>Creating a school behaviour culture: audit and action planning tools - GOV.UK (www.gov.uk)</u></a></p> <p><a href="#"><u>Behaviour support programme - SSAT (ssatuk.co.uk)</u></a></p> <p>DfE Behaviour Audit</p> <p><a href="#"><u>Creating a school behaviour culture: audit and action planning tools - GOV.UK (www.gov.uk)</u></a></p>	
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**Total budgeted cost: £338,510**

## Part B: Review of the previous academic year. Outcomes for PP pupils

The performance was assessed using the following:

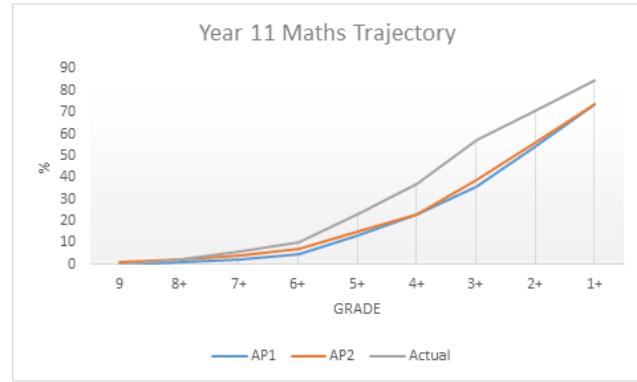
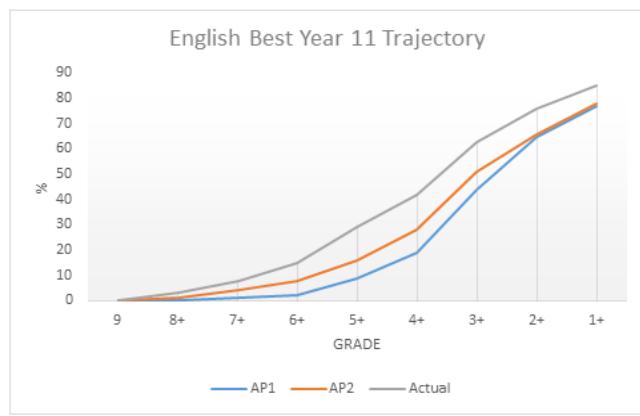
- Public examination series e.g. GSCE
- Teacher led summative and formative assessment on a by-weekly basis
- Internal biannual assessment points.

The performance of the PP pupils in the academic year 2024 – 5 is outlined below:

- Data from the previous academic year's national assessments and qualifications for year 11 including EBacc entry are:

	Total	A8 Score	EBACC entries	English 4+	English 5+	Maths 4+	Maths 5+	Both 4+	Both 5+
All	294	28	252	129	87	127	76	100	61
PP (48%)	137	22	105	46	30	45	22	35	16
Non-PP (52%)	197	34	147	83	57	82	54	65	45

There was a dramatic improvement in attainment data from the first (AP1) to the last assessment point (Summer exams) as indicated by the graph below



OW:

This was achieved in part by providing all pupils with bespoke support between assessment points. This took the form of targeted revision using question level analysis, guiding students in their own gap analysis and action plan, and support for selected groups of pupils from external agencies. Pupils were able to develop their resilience and independence as well as boost

confidence prior to assessment points. Pupils were also supported to attend school for their final exams using the exams bus and revision breakfast that run daily.

The Enhanced Provision worked with 19% of all Year 11 PP students during the academic year, resulting in no Year 11 PEXs, and an average Attainment 8 for the Provision of 11.2.

The number of potential NEETS - the majority of whom were PP - was reduced to 7% of the cohort. This was a result of combined support for pupils and their families (including from the Enhanced Provision), as well as the use of additional courses to ensure pupils achieved qualifications, such as Level 1 courses in a variety of vocational subjects and Entry Level Certificates in English, Maths and Science.

Pupil access totals Academic Year 2024-2025			
Well-Being Centre			
Total	PP Pupil Total	Non-PP Pupil Total	% of PP Pupils
54	27	27	50%
External Agencies (Counselling)			
Total	PP Pupil Total	Non-PP Pupil Total	% of PP Pupils
110	48	62	44%

	C3	C4	C5	Suspensions	PEX
All	1926	8515	2842	128	3
PP (48%)	895 (46%)	3658 (42%)	1410 (49%)	96 (75%)	2 (67%)
Non-PP (52%)	1031 (54%)	4857 (58%)	1432 (51%)	32 (25%)	1 (33%)

**Improved attainment among disadvantaged pupils across the curriculum at the end of KS4, with a focus on EBacc subjects.**

Closing the attainment gap between non-PP and PP is our Wildly Important Goal (WIG) for the next academic year, and it is part of the PMR targets for all classroom-based staff for 2025-26.

*The average Attainment 8 scores for our PP students rose by 3 points in 2024-25, and the gap between PP and non-PP reduced by 0.9 points.*

**Success Criteria: By the end of our current plan, 100% of disadvantaged pupils enter the English Baccalaureate (EBacc).**

*In 2025 exam series 88.3% of students were entered for EBacc, increase of 78% on the previous year. The school is on target to achieve this.*

**1. Improved metacognitive and self-regulatory skills among disadvantaged pupils across all subjects.**

*Observations and attitude to learning data indicate disadvantaged pupils are more able to monitor and regulate their own learning, including their behaviours in and around lessons. All new staff have had their TPP training, and it is part of the induction process. Staff can effectively utilise Trauma Perceptive Practice (TPP) skills when required.*

*The school is on track to achieve this.*

**2. To achieve and sustain improved wellbeing for all pupils, including those who are disadvantaged.**

*Sustained high levels of wellbeing from 2024/25 demonstrated by:*

- qualitative data from pupil voice, pupil and parent surveys and observations – on track
- UNICEF Gold accreditation
- Wellbeing Centres interventions demonstrating impact over time – on track

**3. To achieve and sustain improved attendance for all pupils, including those who are disadvantaged.**

*Sustained high attendance from 2024/25 demonstrated by:*

- The attendance gap between disadvantaged pupils and their non-disadvantaged peers being eradicated, with disadvantaged pupils attending in line with their non-disadvantaged peers.

*The downward trend in PP attendance seen since the Covid pandemic has been arrested and 2023-4 figures were maintained. Both the local Authority and Ofsted (2023) stated that the school could not have done any more to improve attendance having exhausted every available and possible strategy. In 2024-5 the Trust recruited a cross-site Senior Attendance Champion to lead on this area. The Trust have engaged with DfE RISE programme to develop further strategies and support pupils in attendance.*

*In November 2019, the regulator, Ofsted, judged the school to Requires Improvement. In November 2023, the Ofsted judgement stated it was Good.*

*Comments from the most recent Ofsted Report have been included to show the progress made and to further evidence of support provided.*

“Pupils say that everyone is valued here and treated with respect. Pupils appreciate the guidance and support that the school gives them to be the best they can be. As a result, there are positive relationships between staff and pupils. Pupils also get on well with each other.”

“There are a wide range of clubs and opportunities for pupils to contribute to the school and local community, for instance as charity ambassadors. This develops pupils’ self-confidence. Well-chosen visitors help pupils learn how to keep themselves safe and healthy. Pupils in key stage 4 are well prepared for their next steps. They learn about a range of careers and, like students in the sixth form, they can study a range of vocational courses.”

“Teachers usually adapt work well so that pupils can access the curriculum, especially pupils with special educational needs and/or disabilities (SEND). Pupils with social, emotional, and mental health needs (SEMH) who attend the school’s own provision also receive highly effective support that improves their behaviour and well-being.”

“The curriculum at Basildon Upper Academy is well thought out. It is carefully planned with staff from the Basildon Lower Academy. These plans identify what pupils need to know. It breaks down this knowledge into manageable chunks so that pupils can build on previous knowledge securely.”

“Teachers are effectively implementing the curriculum to ensure that pupils catch up on learning they have missed. This is increasingly contributing towards improvements in pupils’ knowledge. The school is determined that all pupils can access the curriculum. All pupils in key stage 4 now study French.”

“The school offers pupils a wide range of vocational courses as well as GCSE and A-level qualifications. Pupils are prepared well for the next stage of their education or employment. Teachers skilfully adapt the curriculum for pupils with SEND so that they become increasingly confident and knowledgeable.”

“The school identifies pupils who need support to improve their reading so they can access the curriculum. It provides them, and pupils who are at the early stage of learning English, with high-quality support. This improves pupils’ accuracy and fluency of their reading, so they catch up with their peers.”

“Behaviour at this school is improving. The school has increased its expectations of pupils as part of a revised behaviour policy, although this is at an early stage. The school provides personalised support for pupils who find it hard to manage their own behaviour. This is improving attitudes to learning.”

“Leaders are using a range of strategies to support pupils to attend school more regularly. These strategies are having a positive impact.”

“Pupils learn about, and understand, the importance of respecting themselves and others. The personal, social and health education (PSHE) curriculum teaches pupils how to look after their physical and mental well-being. Pupils meet a range of employers and representatives from further education colleges. This helps pupils make well-informed choices about their next steps.”

“Governors and trustees challenge and support leaders. They are working hard to engage parents in the life and work of the school.”

“Staff are well supported and are proud to work here.”

## Externally provided programmes

*Please include the names of any non-DfE programmes that you used your pupil premium (or recovery premium) to fund in the previous academic year.*

Programme	Provider
External Counselling Services	Catch 22 Trainee counsellors.
Revision Programmes from 2024 onwards	Seneca PET-Xi GCSE Pod
CPD Programme	Trauma Perceptive Practice (TPP) SSAT Embedding Formative Assessment (EFA) National College NPQ programmes
Optimus Education	Excellence in Pupil Development Award (EPDA) Leading Parent Partnership Award (LPPA) Best Practice Teaching Assistant Award (BPTAA)
Essex County Council	Trauma Perceptive Practice (TPP) Healthy Schools
School Champions	Stonewall School Award

## Further information (optional)

The evaluation toolkit that will be used is:

[ESSA-ToolKit- Learning Forward MA.docx](#)