



Targeted retention incentive: methodology

Our approach targets disadvantaged schools by focusing on Education Investment Areas and the proportion of pupils receiving pupil premium.

Methodology

Pupil numbers and pupil premium allocations from the pupil premium allocation publications are linked to an extract from Get Information about Schools to determine which schools are open and what percentage of the pupils in the school are eligible for pupil premium.

The list is filtered to include the eligible school types and phases. State-funded secondary schools in England have been included, this includes the following school types: local authority-maintained secondary schools (including middle-deemed secondary schools), academies, free schools, and special schools (local authority-maintained or non-maintained).

The schools are then ranked by the percentage of pupils who received a pupil premium allocation, after selecting whichever is higher of the secondary-only or overall pupil premium percentage.

The local authority of a school is then used to determine if it is in an Education Investment Area.

Both the pupil premium decile and EIA status determines whether a school is eligible for a payment and what level of payment teachers in that school can receive

Payments

The top 70% of schools by pupil premium percentage in EIAs will be eligible to receive a targeted retention incentive payment.

The top 50% of schools by pupil premium percentage outside EIAs will be eligible to receive a targeted retention incentive payment.

Payments are based on the following.

Table 1: pupil premium deciles and payments within EIA and outside of EIA

Proportion of pupils by pupil premium decile (1 is highest proportion of pupil premium and 10 is the least)	Payment within EIA	Payment outside of EIA
Decile 1 to 3	£6000	£4,000
Decile 4 to 5	£5000	£3,000
Decile 6 to 7	£4000	N/A
Decile 8 to 10	N/A	N/A

School types without published pupil premium allocations

There were no published pupil premium allocations for teachers in secure units and general hospital schools during the creation of the initial list in May 2022. In recognition of the high levels of special educational needs (SEN) in these schools and the complex challenges faced, we include all these institutions as eligible.

Updates to the list

The list will be refreshed every year following the update to the pupil premium allocations data in June, to allow schools to be added to the list. Schools that have recently opened may not be present in the pupil premium allocations and therefore may not be eligible until the year following their opening. Schools that were included in the initial list in May 2022 will continue to be eligible based on the pupil premium decile they were allocated in the initial list. Schools that are subsequently added will also remain eligible based on the pupil premium decile they are allocated when added. In summary, updates to the list have no impact on schools that were previously eligible and only allow schools to become newly eligible. For information see our targeted retention incentive school list in the [Targeted retention incentive payments for school teachers](#) guidance.

© Crown copyright September 2024