

Proposal for amendment of school eligibility criteria for HPML and HPSL programmes

This document outlines details of proposed changes that Ambition School Leadership would like to make to the criteria used to define school eligibility criteria for the High Potential Middle Leaders (HPML) and High Potential Senior Leaders (HPSL) programmes.

Rationale for the change

We are proposing these changes in light of the following factors:

- The criteria outlined in the HPML Primary contract and HPSL contracts are not aligned. This presents challenges for schools that may want to work with us on both of these programmes but may find themselves to only be eligible for one of the programmes.
- Furthermore, the criteria included within the HPML Primary contract reflects previous performance measures, and therefore it is necessary for these to be updated to move away from historical measures of performance (such as the proportion of pupils achieving level 4 or above at KS2 in reading, writing and maths) towards current measures

Key principles

Our proposal is based on the following principles in order to create one set of eligibility criteria:

- The new proposed criteria draw largely from the principle seen in the two sets of current contracted criteria (HPML and HPSL)
- The new proposed criteria updates the performance measures used

Proposed criteria

Our proposed new eligibility criteria includes schools that meet one or more of the following:

- Those schools with a high proportion (over 50%) or high absolute numbers of disadvantaged pupils
- Those schools where 25-50% pupils are disadvantaged and the progress or attainment of these pupils is below the national average for all pupils
- Those schools that do not meet the floor standard

In addition, we would continue to use the criteria that enable us to focus on priority areas:

- In Opportunity Areas we would continue with the additional criteria previously agreed with NCTL
 - The school has over 20% pupils who are disadvantaged
 - The school is in West Somerset, East Cambridgeshire, Fenland or Hastings (all schools in these OAs are eligible)
- In area 6, we would keep additional eligible schools based on the additional criteria included within our current HPSL contract, which are as follows:
 - The progress of disadvantaged pupils is below the national average for all pupils
 - The school has over 25% of pupils who are disadvantaged and the progress for all pupils is below the national average

We believe that these criteria will enable us to continue to work schools in challenging contexts, particularly those in priority areas, on our HPML and HPSL programmes.

Applying the above criteria means that the total number of eligible primary schools is **6,532** and the total number of eligible secondary schools is **1,763**. The above numbers represent an increase of **1,491** primary schools (with 598 of the newly eligible schools located in AEA 6) and 6 secondary schools compared to current criteria.

The proposed changes to eligibility will increase the reach of the HPML and HPSL programmes, offering a simplified measure of eligibility for schools and enabling Ambition School Leadership to focus on the most challenging schools and geographies.

Appendix

| Previous criteria (HPML/HPSL) | Proposed new criteria | Rationale for change |
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| Those schools with a high proportion (over 50%) (HPML criteria) | Those schools with a high proportion (over 50%) or high absolute numbers of disadvantaged pupils | We have often seen that we are approached by large schools that have <50% disadvantaged pupils, but in absolute terms the number of disadvantaged pupils is very high. Extending our criteria to include these schools that have high numbers of disadvantaged pupils will enable us to support the leaders of these schools to transform the outcomes of these pupils. |
| Those schools where 25-50% pupils are disadvantaged and the attainment of these pupils is below the national average for all pupils (HPML criteria) | Those schools where 25-50% pupils are disadvantaged and the progress or attainment of these pupils is below the national average for all pupils | Previous criteria has focused on pupil attainment, but the criteria for new performance measures in the HPML secondary contract moved to pupil progress instead. By extending the criteria to focus on schools facing challenges with either disadvantaged pupil progress or attainment we will be able to support school leaders to address these issues and have an impact in their schools. |
| Those schools that do not meet the floor standard (HPML and HPSL criteria) | Those schools that do not meet the floor standard | No change to the criteria; we believe it is crucial to continue to work with those schools that do not meet DfE floor standards to raise pupil outcomes. |
| The progress of disadvantaged pupils is below the national average for all pupils (HPSL criteria) | The school is in a category 6 area and the progress of disadvantaged pupils is below the national average for all pupils | By focusing in on schools in category 6, we will ensure that we are able to work those schools in the geographies that face the greatest challenges. |
| The school has over 25% of pupils who are disadvantaged and the progress for all pupils is below the national average (HPSL criteria) | The school is in a category 6 area and has over 25% of pupils who are disadvantaged and the progress for all pupils is below the national average | By focusing in on schools in category 6, we will ensure that we are able to work those schools in the geographies that face the greatest challenges. |
| The school is in an Opportunity area and has over 20% pupils who are disadvantaged (HPML and HPSL criteria) | The school is in an Opportunity area and has over 20% pupils who are disadvantaged | No change to the criteria; we would continue to work in those areas that face significant challenges around social mobility. |
| The school is West Somerset, East | The school is West Somerset, East | No change to the criteria; we would continue to work in those areas that face |

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|--|---|--|
| Cambridgeshire, Fenland or Hastings (all schools in these OAs are eligible) <i>(HPML and HPSL criteria)</i> | Cambridgeshire, Fenland or Hastings (all schools in these OAs are eligible) | significant challenges around social mobility. |
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