

Children's Services Committee

Report Title:	Post 16 Education and Training in Norfolk
Date of meeting:	13 March 2018
Responsible Chief Officer:	Sara Tough Executive Director of Children's Services
Strategic Impact: Members previously requested information regarding post 16 education and training. The paper informs members on how Norfolk County Council is fulfilling its statutory duties in the post 16 sector and seeks to achieve its aims as a champion of children and young people as well as promoting economic development.	

Executive Summary

This paper provides an overview of the post 16 landscape, including provision, quality, and outcomes for students and support for young people. It also gives a brief overview of current work by teams in both Children's Services and Community and Environmental Services in responding to changes in policy and to the specific challenges for Norfolk. These include the quality of provision, loss of provision, funding challenges for the sector and notably travel as an issue for young people. Based on discussions at the Education and Training Strategy Group, the paper also contains the current priorities shaping the work by Norfolk County Council and its partners.

Priorities for Norfolk County Council and its partners

- 1) To strengthen the relationship with the Education Skills Funding Agency and with Norfolk Providers.
- 2) To ensure suitable and sufficient provision through
 - a) Effective challenge and support.
 - b) strengthening existing relationships with providers
 - c) Sharing labour market and other relevant information proactively with partners.
- 3) To improve the quality of provision by
 - a) Increasing the capacity for improvement and intervention in Norfolk.
 - b) Capitalising on strategic opportunities for collaborative improvement. (The Strategic School Improvement Fund and the Norwich Opportunity Area are two such examples).
- 4) To support all young people in their transition to Post 16 to participate in learning and training. This will be achieved by
 - a) Providing leadership and support for an Norfolk-wide review of transport support involving providers, students and other stakeholders – needs to be more prominent
 - b) Improving the support available to young people through effective data sharing.
 - c) Challenge and support for providers to address gaps in outcomes and achievement for disadvantaged young people in Norfolk.

Members are invited to comment and asked to note the content of this paper.

1. Background

Context

- 1.1 The post 16 system in England operates as a market, whereby the government through the Education and Skills Funding Agency provides retrospective funding to a range of institutions eligible to educate or train young people. The funding is student led, i.e. young people registered on a range of eligible courses attract an amount of money, broadly around £4000 for a full time student per annum. The overall amount of funding available for Norfolk is sufficient to provide for the number of learners aged 16-19.
- 1.2 The provision of courses is largely demand led – i.e. students opt for particular courses and those which are popular are maintained or grow. In the same way courses that don't attract sufficient students might discontinue.

What are the Local Authority's responsibilities?

- 1.3 Norfolk County Council as a Local Authority has a number of statutory duties, as outlined below. Through its democratic mandate and local insight and interest NCC also has a wider role in championing children and young people and promoting economic growth. The latter is supported by Economic and Skills Development in collaboration with the New Anglia Local Enterprise Partnership.
- 1.4 Statutory Duty of the Local Authority (LA)
Local authorities have responsibilities to support young people into education or training, which are set out in the following duties:
 - **Secure sufficient suitable education and training provision** for all young people aged 16-19 and for those aged 20-24 with a Learning Difficulty Assessment in their area¹.
 - Make available to young people aged 13-19 and to those aged 20-25 with an Education Health and Care Plan support that will **encourage, enable or assist them to participate in education or training**². Tracking young people's participation successfully is a key element of this duty.
 - The Education and Skills Act 2008 places two duties on local authorities with regard to 16 and 17 year-olds. These relate to the raising of the participation age (RPA)
 - A local authority in England must ensure that its functions are (so far as they are capable of being so) exercised so as to **promote the effective participation** in education or training of persons belonging to its area to whom Part 1 of ESA 2008 applies, with a view to ensuring that those persons fulfil the duty to participate in education or training³
 - A local authority in England must make arrangements to enable it to **establish** (so far as it is possible to do so) **the identities of persons** belonging to its area to whom Part 1 of ESA 2008 applies but who are **failing to fulfil the duty to participate** in education or training.

¹ Sections 15ZA and 18A of the Education Act 1996 (as inserted by the Apprenticeships, Skills, Children and Learning Act 2009))

² Section 68 Education and Skills Act 2008

³ Section 10 ESA 2008

Who does what?

1.5 Department for Education (DfE)

- 1.5.1 The Department for Education proposes and implements policy in relation to post 16 learning.
In a recent letter, the Office of the Further Education Commissioner confirmed a greater role for them in relation to further education. Appointed by the Secretary of State for Education in October 2016, the FE Commissioner is asked to ensure high quality FE provision with particular focus on strengthening leadership and governance. The FE Commissioner is also asked to intervene when an FE or Sixth Form College, or local authority provision is graded as inadequate by Ofsted or financially inadequate by the ESFA.

1.6 Education Skills Funding Agency (ESFA)

- 1.6.1 The Education Skills Funding Agency is part of the DfE and provides the funding for post 16 learners. The ESFA also provides assurance that public funds are properly spent, achieves value for money for the tax payer and delivers the policies and priorities set by the Secretary of State. Furthermore, it regulates academies, further education and sixth-form colleges, and training providers, intervening where there is risk of failure or where there is evidence of mismanagement of public funds.

Who regulates provision?

- 1.7 The Office for Standards in Education (OFSTED) is the principal regulator of all education and training provision. Registered providers with learners funded by the ESFA, regardless of whether they are further education colleges, sixth form colleges, schools with sixth forms or privately owned training providers are subject to inspection as part of the Common Inspection Framework.

2. What is the current provision in Norfolk?

Provider types at Post 16

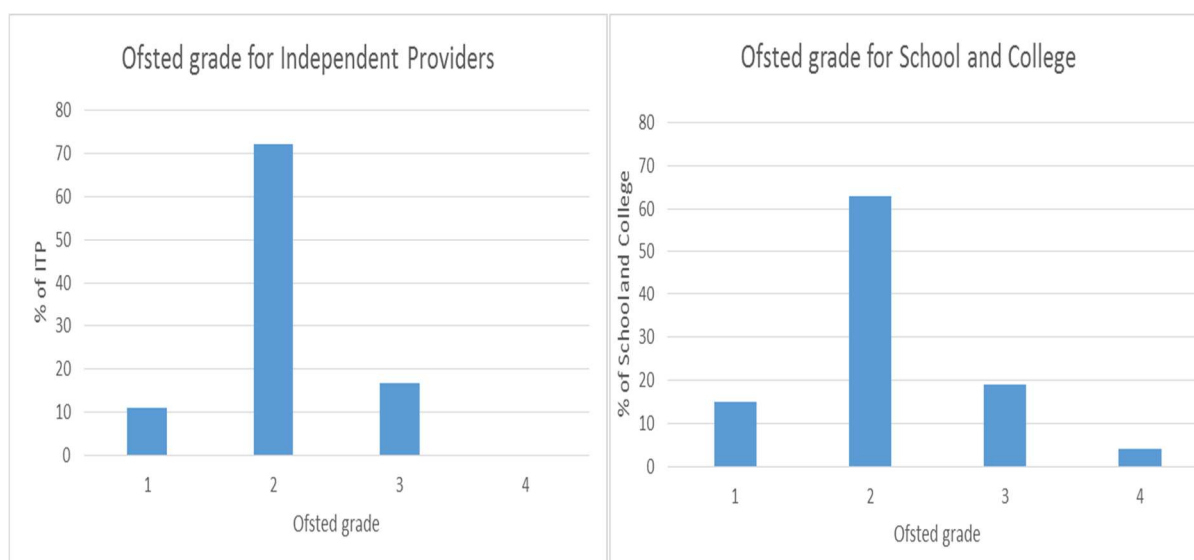
- 2.1 For post 16 there are four main categories of provider type: school sixth form, Sixth Form College, further education college and independent training provider. Each type can be further subdivided, usually denoting a specialism such as land based college or sixth form free school etc. Within this document the sub category of each institution type are listed.
- Independent training providers includes employer providers, they deliver publicly funded training through Apprenticeships, study programmes or employer based professional development.
 - Further education colleges provide predominantly vocational training at a range of levels through classroom and work based training, study programmes and apprenticeship provision.
 - School sixth forms and sixth form colleges usually deliver academic classroom based provision at level 3 through study programmes, some schools and sixth form colleges offer a broader mixed curriculum of academic and vocational classroom based training at level 2 and 3.

- 2.3 Funding changes and a renewed focus on quality has also seen the county lose a number of high profile, and established, independent Apprenticeship Training Providers recently including Norfolk Training Services and Apprenticeships Broadland.
- 2.4 The apprenticeship reforms are wide ranging and have impacted on employers, individuals and providers. A particular challenge has been a reduction in the number of opportunities for young people and Norfolk County Council is currently developing a range of new projects to refocus recruitment to 16 to 17 year olds, support more vulnerable individuals into Apprenticeships and address the recruitment issues faced in the service sectors, where Apprenticeship vacancies go unfilled. This includes supporting a trial Apprenticeship Training Agency (ATA).
- 2.5 We are supporting the creation of an Institute of Technology within the region, aimed at achieving a step change in provision of technical education at higher levels. Linked to the national reforms of technical education it will increase the supply of technical skills that our economy needs to maximise productivity now and in the future.
- 2.6 East Coast College has received a £10m investment from the LEP to build a new Energy Skills Centre at the College's Lowestoft campus creating added space and improved facilities to train the next generation of workers along the East's all energy coastline.

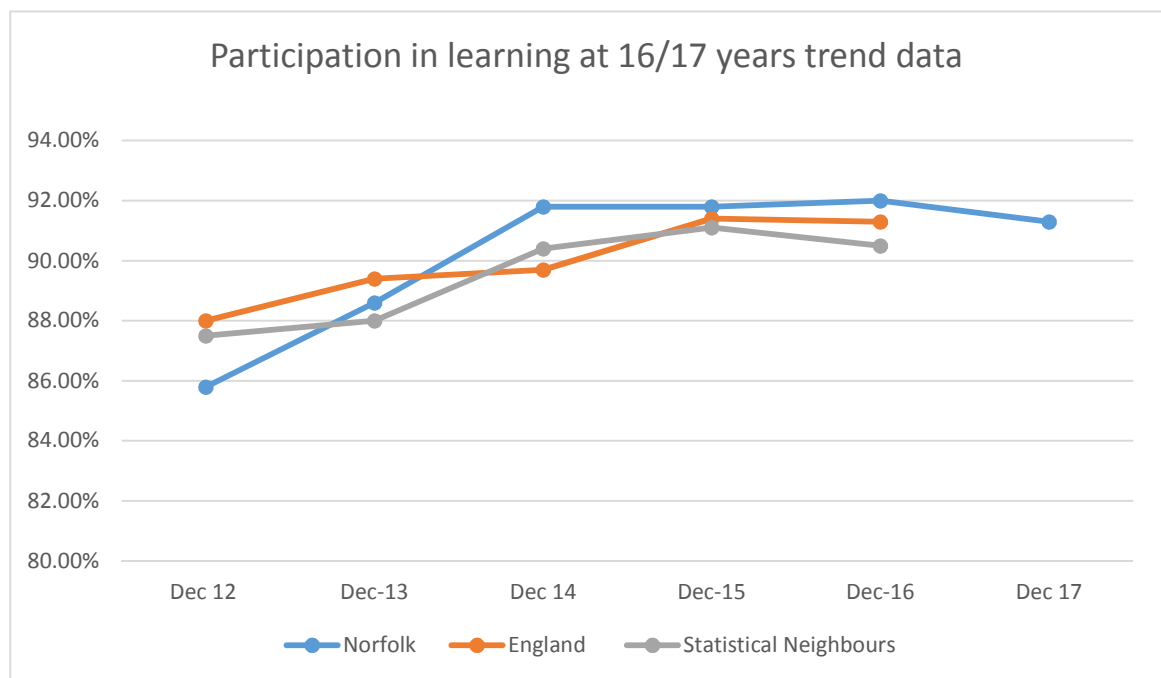
- 2.7 The College aims to increase learner numbers across the range of skill provision with a focus on technical training and competence at levels 3-6 delivering a skilled workforce for the energy sector and raising aspiration levels for young people in the area. The new facility is due to be operational by December 2018.
- 2.8 Members previously asked about changes to the curriculum at KS5 due to the introduction of linear A-Levels and the reduction in funding. An analysis of some shortage subjects can be found in **Appendix 3**. As most 2 year courses are planned a year in advance, the full extent of the impact of the changes will only become apparent in the data for 2018 and 2019.

3. What is the quality of provision in Norfolk?

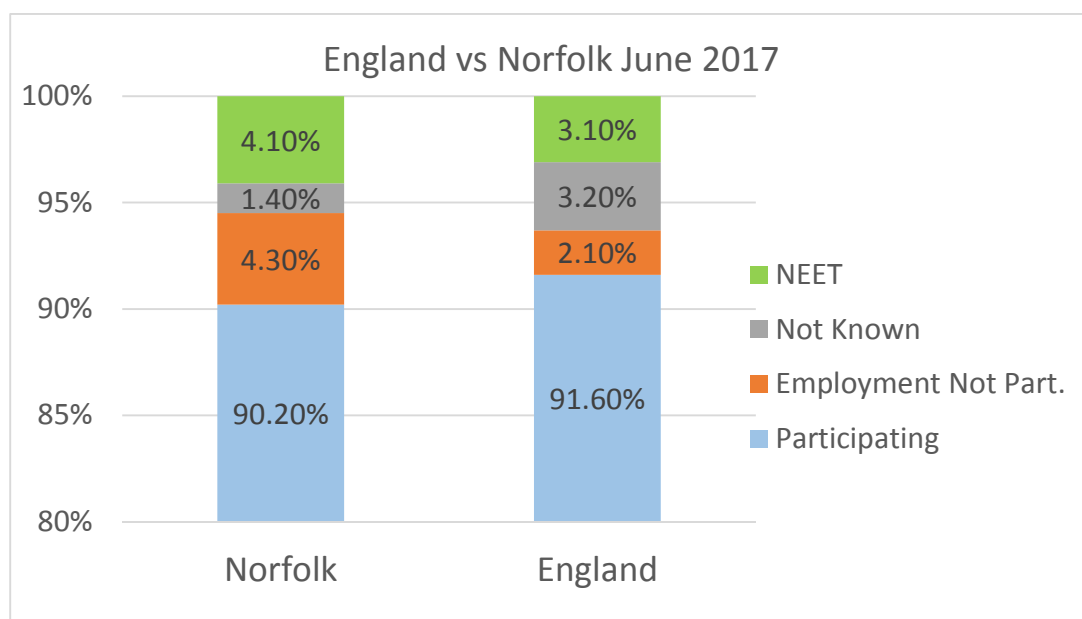
- 3.1 Across Norfolk 78% of colleges and schools with sixths forms are currently judged good or better. A table of all 32 institutions with their most recent inspection outcome can be found in Appendix X. Among training providers, usually run as private businesses, the percentage of institutions good or better currently stands at 84%. Inadequate providers of this type usually close their training operation or cease trading altogether.



- 3.2 **Participation and Young People Not in Education, Employment or Training**
 Since the government signalled its intention to raise the participation age to 18 years, and its full introduction in 2015, Norfolk has maintained a steady increase until this year in the percentage of young people age 16 and 17 who are participating in education or training and has performed well compared to England and statistical neighbours.



- 3.3 Although Norfolk performs well at the December census point for participation in learning, our performance taken later in the academic year demonstrates that Norfolk participation decreases whilst nationally it increases. This indicates that a greater proportion of young people in Norfolk drop out of provision and/or that there is a lack of sufficient and suitable re-engagement provision so that although overall participation has increased, higher than average NEET figures continues to cause concern.



- 3.4 The fact that Norfolk has twice the percentage compared to England of young people in employment without accredited training is significant and highlights that 'a job', especially at age 17, is the preferred choice for many of our young people.
- 3.5 Whilst there is a good geographic spread of sixth form provision across the county, the learning offer in sixth forms is predominantly for academic A-levels with a limited offer of applied or level 3 vocational qualifications. Few sixth forms offer qualifications below level 3. Students wanting to study vocational subjects or at level 2 or below, therefore, must apply to one of the colleges of further education or a specialist provider.

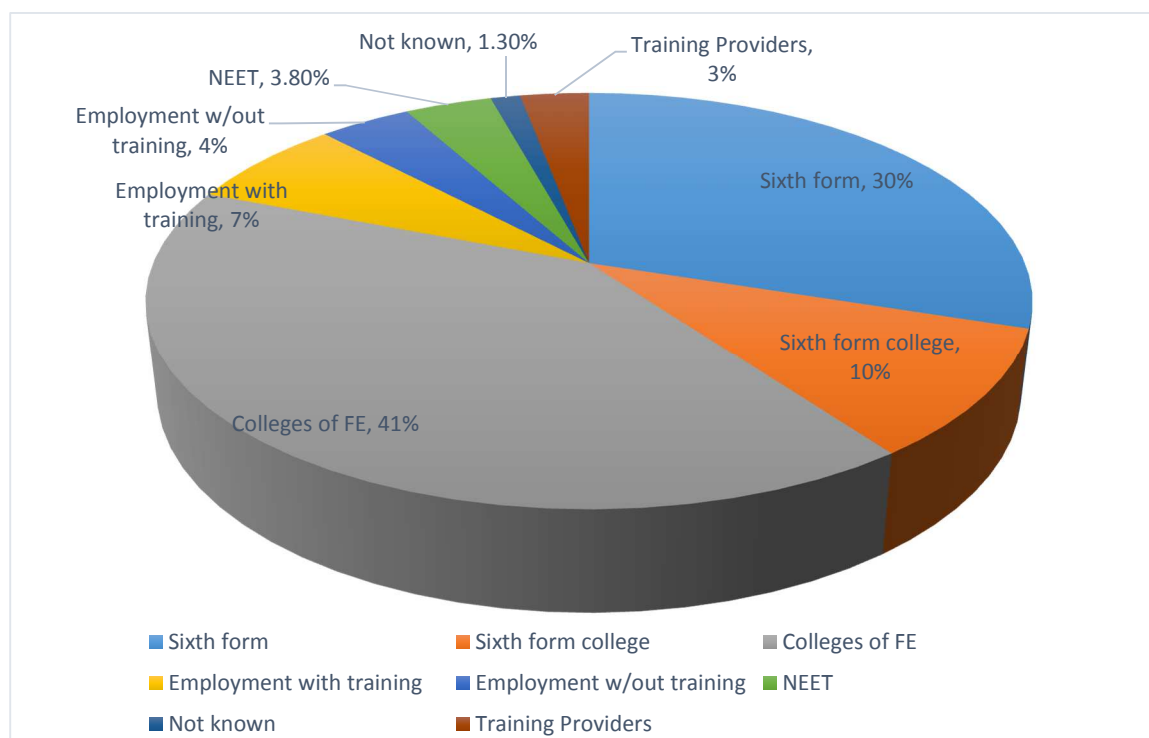
3.6 Young people achieving GCSEs Grades A-C but not at sufficient grades to be accepted onto an A level course at sixth form can struggle to find appropriate and accessible post 16 learning. This means that young people with fewer qualifications, those with a more practical preferred learning style, or those who want to study vocational subjects are disadvantaged and have to travel longer distances than their peers who are studying for A-levels. The average distance travelled by a year 12 student for an A level programme of study at sixth form, sixth form college or college of further education is 8.2 km compared to an average distance travelled of 15.1km to study all other study programmes at a sixth form, sixth form college or college of further education.

After leaving school Jade, age 17, started a level 2 hairdressing course at college but left in October as she was bored and felt that there wasn't enough practical work on the course. She then began an apprenticeship with a hairdresser in her village as transport was a problem, but left when it became clear that the employer was not providing any accredited training. After a period of being unemployed Jade is now working part time in a café but is still trying to secure an apprenticeship

3.7 This travel to learn pattern is different from the national picture where 70% of students travel less than 10 km for post 16 learning, with students taking level 3 courses travelling further (5.9km) than those taking level 1 (4.3km) or 2 (5.1km) courses. This is a particular issue in some parts of the county. There are substantial barriers to vocational education access in North Norfolk and Breckland. For these two districts this is especially concerning at **Entry Level (26.7km, 25km) and Level 1 (27.5km, 23.2km)** where learners are the most vulnerable, yet have high travel to learn distances. In summary, 'travel to learn' distances in Norfolk are above national averages for all levels and types of provision.

3.8 For young people who require foundation provision or re-engagement provision, who are often those likely to become/remain NEET, the offer is patchy. Independent providers can struggle to maintain a financially viable offer due to funding regulations, pockets of small numbers of NEET in different geographic areas and fluctuating numbers of learners. This means that the young people at greatest risk of becoming or remaining NEET, particularly from the north or Breckland are often the most disadvantaged and have the greatest distance to travel for appropriate learning.

3.9 The total number of 16 and 17 year olds is approximately 17,500, and the distribution of their education, employment and training destinations for December 2017 is shown below



- 3.10 The level of NEET 16-17 for young people with SEND at 10.1% is over twice the level of NEET 16-17 for all young people of 4.1%. 20-25 year olds with SEND are almost three times as likely to become NEET as their peers. Analysis of Norfolk data shows that those with social, emotional and mental health (SEMH) and Cognitive & Learning as their primary need are most likely to become NEET.
- 3.11 The number of NEET young people with complex barriers that prevent them from engaging are increasing. This is reflected in an increase in the length of time that young people remain NEET. The range of barriers includes both personal characteristics such as emotional health issues and external circumstances such as rural isolation. Research shows that young people who have been NEET for over six months require a more bespoke offer of post 16 provision and will often need to access re-engagement provision before going onto longer term learning.

4. Where do Level 3 students go at age 18? (Destinations)

- 4.1 The Department for Education provides a Norfolk picture of educational outcomes for students at the end of KS5 but currently only for level 3 learners, in 2017 this represented 41% of Norfolk KS5 leavers.
- 4.2 Norfolk students at level 3 in school sixth forms and Colleges have overall positive destinations in line with national outcomes at the end of KS5, with 90% of Norfolk students in education, employment or training compared to a national average of 91%.
- 4.3 **11% fewer Norfolk students enter into higher education destinations than the national cohort but 9% more enter employment and apprenticeship destinations.** The diagram below compares national and Norfolk school sixth form and College outcomes.

Destinations for Norfolk learners on Level 3 programmes at the end of KS5 for 201516



- 4.4 Destination outcomes for school sixth forms and Colleges differ proportionately with a greater number of students in school sixth forms moving into academic destinations, and College students moving into employment outcomes. Twice as many students in colleges fail to sustain their destination. (Sch 5% Col 10%)

Destinations for disadvantaged learners

- 4.5 There is no difference in sustained employment destinations between disadvantaged learners and all other Norfolk learners in Norfolk schools and Colleges, but 5% less disadvantaged learners sustain positive destinations. For disadvantaged learners in school sixth forms and colleges, 10% less progress into higher education destinations than all other Norfolk learners, and 2% less into apprenticeship destinations. A more detailed analysis of destinations for disadvantaged learners can be found in **appendix 4**.

5. Outcomes at level 3 for Norfolk

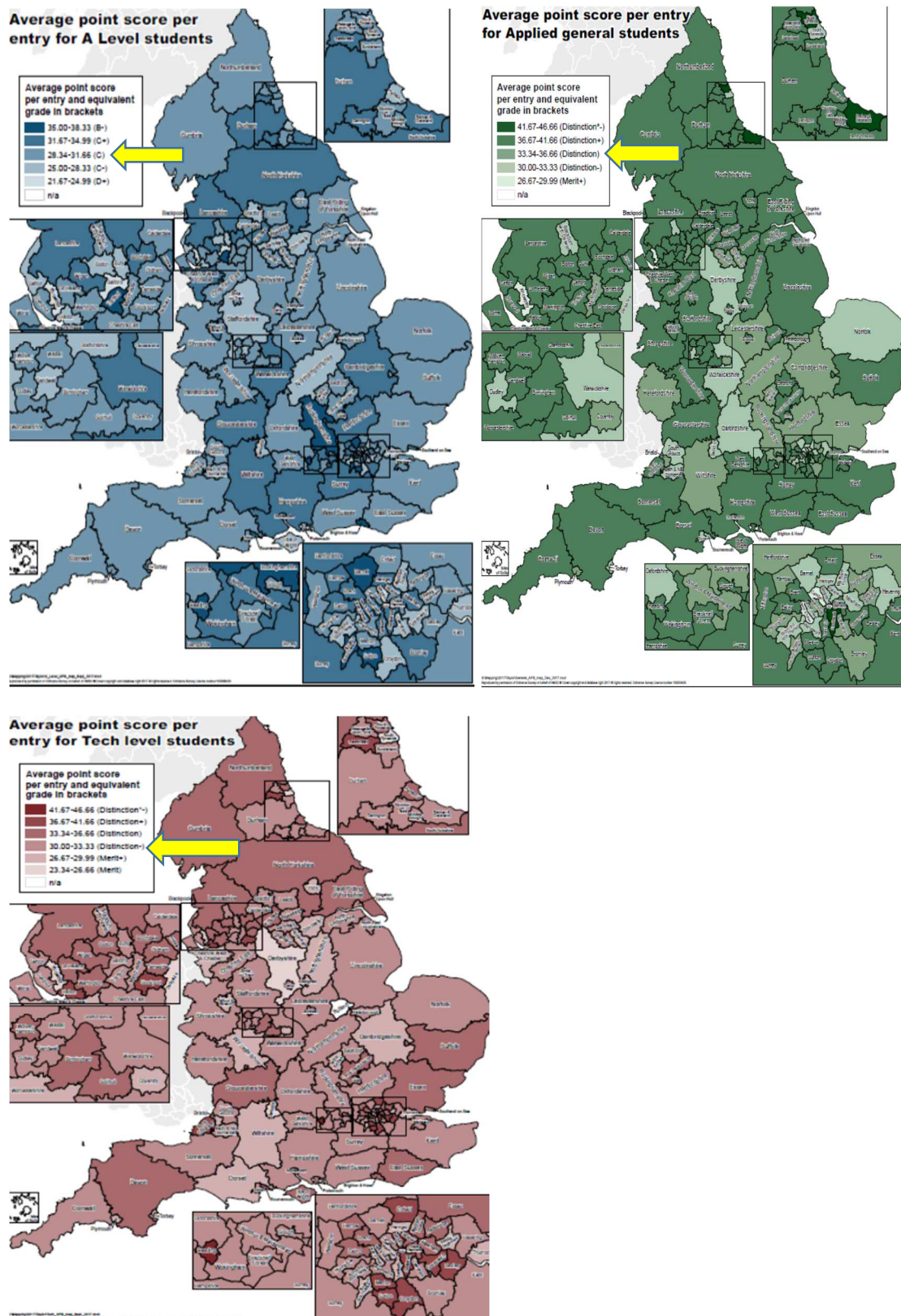
Region/ Local authority name	A level students				Tech level students		Applied General students	
	APS per entry	APS per entry as a grade	Percentage of students achieving 3 A*-A grades or better at A level	Percentage of students achieving grades AAB or better at A level with at least 2 in facilitating subjects	APS per entry	APS per entry as a grade	APS per entry	APS per entry as a grade
England (all)	32.39	C+	13..4	17.0	32.26	Dist -	35.72	Dist
State- funded sector	31.13	C	11.1	14.3	32.25	Dist -	35.69	Dist
East of England	31.35	C	11.3	14.4	31.66	Dist -	34.42	Dist
Norfolk	29.75	C	9.0	11.9	30.22	Dist -	33.22	Dist-

5.1 A level provision in Norfolk is in line with national outcomes for the headline measure of APS (Average Points Score) expressed as a grade as it was last year. Norfolk is below the national and regional average for APS per entry and this gap has increased compared to last year. Although Norfolk APS per entry for A levels has improved against last year, Norfolk has not matched national improvements.

5.2 Norfolk has improved its Tech level outcomes moving from an APS expressed as a grade, from half a grade below national last year, to be in line with national this year. The Applied qualifications remain however half a grade below national outcomes. For both Tec levels and Applied qualifications although Norfolk has improved its APS per entry compared to last year, it has not improved as much as the national rate and still remains behind.

Norfolk L3 Average Points Score for A levels, Applied General and Tech level qualifications compared to national 2016-17

5.3 The below maps show the Level 3 Average Points Score expressed as a grade for the English counties. Norfolk outcomes are at national averages for A level and Tech qualifications but a half a grade below for Applied qualifications. (National average yellow arrow)



A more detailed analysis of outcomes by institutions is included in Appendix 1 and further analysis of outcomes for disadvantaged learners at Level 3 can be found in Appendix 2.

6. What are the drivers for change?

Recent national policy changes & current initiatives

- 6.1 There are a number of important initiatives and policy drivers affecting post 16 education and training in Norfolk. These are described in Appendix 6 and Appendix 7 and include:

6.1.1 National

- The Apprenticeship Reforms including the Levy
- New T-Levels
- Network of East Anglian Collaborative Outreach (NEACO)
- Norwich Opportunity Area
- Career Strategy & new statutory guidance
- Industrial Strategy,

6.1.2 Local

- Norfolk and Suffolk Economic Strategy and Sector Skills Plans
- Recommendations from the Norfolk and Suffolk Area Based Review and update on implementation (Appendix 7)

7. Issues, risks and innovation

Issues for Norfolk

- 7.1 Quality of provision & providers exiting market
In the past year there have been a number of factors that have created risks on the range and quality of opportunities that are available post 16. Up until 2017 all Norfolk college provision was rated as good by Ofsted. In 2017 Easton & Otley became inadequate, College of West Anglia was rated as requiring improvement and East Coast College as a newly established college awaits a grading. 19% of learners are attending one of these colleges (with a total of 41% of Norfolk learners at a college of further education) so we cannot be confident of the quality of the provision that they are receiving.
- 7.2 In December 2017 Norwich City College formally merged with Paston Sixth Form College, the new institution now has a considerable number of Norfolk post 16 students. Given the history of mergers in the FE sector and the subsequent disruption to the performance of the lead provider this merger would warrant some careful monitoring going forward given the very large numbers of Norfolk learners involved.
- 7.3 In addition there have been three independent training providers exit the market in the last year. The impact of this has been to narrow the breadth of type of learning provider and to reduce the spread and the scope of vocational provision opportunities available to young people who do better in a smaller and more practical environment.

Funding and Size of Institutions

- 7.4 There are a number of funding challenges in the post 16 sector. The introduction of the area based reviews by the Department of Education was a direct response to some of the financial issues in the FE Sector. An overall reduction in funding has resulted in larger institutions to seek economies of scale. The funding for all post-16 students has been harmonised, resulting in

a significant reduction of funding for schools sixth forms. Schools and academies now receive equivalent funding of approximately £4000 per full time student. The size of institutions therefore now correlates more strongly with sustainability. A number of sixth forms in Norfolk have closed in the past few years. Most institutions are re-considering the number of courses they offer. More than half of Norfolk Sixth Forms have fewer than 200 students. Different national reports consider 200 to 250 students to be the minimum number for a viable sixth form with a sufficiently broad curriculum offer.

- 7.5 Feedback from schools and academies suggest that it is becoming increasingly challenging for them to maintain both quality and curriculum breadth and further reduction of course or even closures are likely.

Transport

- 7.6 In a large rural county such as Norfolk, support for transport is a key component in promoting the **effective participation** in education or training (Education and Skills Act 2008). There are three key issues affecting the future provision of this support:

- 7.6.1 Further concentration of provision in more centralised locations.
- This is partially an effect of the reduction in funding and market forces. However, it is also an agreed direction of travel as part of the Area Based Review conducted by the Department for Education. FE Colleges were actively encouraged to merge as part of the recommendations.
- 7.6.2 Travel to learn distances can be a barrier to participation
- As outlined earlier in this paper, they affect disadvantaged learners disproportionately and thus make it harder to reduce the number of young people who are NEET.
- 7.6.3 Pressure on public funding
- Members have indicated a desire to consider further savings from transport budgets and some of these may be difficult to realise without an impact on young people's participation and outcomes.

Area Based Review – Implementation of Recommendations

- 7.7 The specific recommendations for which NCC has a role in the implementation. As outlined in the paper presented to members in November 2017, the implementation of these recommendations is led by the New Anglia LEP Skills Board.
- 7.8 Norfolk County Council officers will need to provide both leadership and support to facilitate this work and actions to date are outlined in the next section on 'Current Support and Challenge'. There are resource implications, particularly in relation to the issue of transport support.

8. How is Norfolk County Council responding to these issues?

- 8.1 Norfolk County Council continues to support post-16 education and training through the work of officers in Children's Services and Community and Environmental Services (Skills and Apprenticeship Team). Day to day operation is focused on fulfilling our statutory duties and includes tracking young people, promoting participation and transition, supporting employer

engagement, working with the most vulnerable young people and providing challenge and support providers through a range of networks.

- 8.2 The **Norfolk Education Training Strategy Group** is a well-established partnership group bringing together representatives from the sector to address key issues through collaboration and mutual challenge and support. This key partnership group helps to steer the services and projects offered by Norfolk County Council, which include a range of support and challenge. Includes work pre-16.
- 8.3 There is a thriving network supported by officers that brings together sixth form leaders and other providers. This **Heads of Sixth+** meets termly and agrees priorities and actions for Norfolk-wide improvement. The **Provider Quality Group**, which brings together Colleges and Independent Training Providers, fulfils a similar function.
- 8.4 The **Norfolk Higher Education Scheme** assists in co-ordinating a county wide offer for Level 3 students. It includes extensive brokered provision on behalf of all publicly-funded providers: Post-16 and Higher Education Institutions.
- 8.5 More recently, a project to develop support for care leavers and vulnerable young people through an **Apprenticeship Training Agency (ATA)** has received support and funding has been secure.
- 8.6 Officers have also provided support for a bid to the Strategic School Improvement Fund focused on addressing subject under-achievements in 19 Sixth Forms. This bid has been successful and will be led by the Teaching School Alliance located at Notre Dame High School. Our 14-19 Adviser has been seconded to support this project on a part time basis.
- 8.7 NCC officers also engage with individual institutions as part of an annual conversation, which is offered to every state funded post 16 provider. These discussions have proved invaluable to understand the challenges in the market and facilitate improvement discussions.
- 8.8 In addition to our well established work on tracking participation, supporting information, advice and guidance, facilitating work experience placements and providing direct assistance to vulnerable and disadvantaged young people who are NEET or at risk of NEET, Norfolk County Council also hosts the **Enterprise Adviser Network** and a number of Enterprise Coordinators partially funded through the Career and Enterprise Company.
- 8.9 A considerable number of officers are engaged in the Norwich Opportunity Area to support the priority related to post 16 transition. We also maintain a wide range of partnerships with other agencies, such as the NEACO programme.
- 8.10 Officers from both the Economic Development Team in the Community and Environmental Services Directorate and from Children's Services are actively engaged in the implementation of the recommendations from the Area Based Review. These have been shared with the Committee in November, please see Appendix 7 for an update on these.

Priorities for Norfolk County Council and its partners

- 8.11 To strengthen the relationship with the Education Skills Funding Agency and with Norfolk Providers.
- 8.12 To ensure suitable and sufficient provision through
- Effective challenge and support.
 - Strengthening existing relationships with providers
 - Sharing labour market and other relevant information proactively with partners.
- 8.13 To improve the quality of provision by
- Increasing the capacity for improvement and intervention in Norfolk.
 - Capitalising on strategic opportunities for collaborative improvement. (The Strategic School Improvement Fund and the Norwich Opportunity Area are two such examples)
- 8.14 To support all young people in their transition to Post 16 to participate in learning and training. This will be achieved by
- Providing leadership and support for an Norfolk-wide review of transport support involving providers, students and other stakeholders – needs to be more prominent
 - Improving the support available to young people through effective data sharing.
 - Challenge and support for providers to address gaps in outcomes and achievement for disadvantaged young people in Norfolk.

Officer Contact

If you have any questions about matters contained or want to see copies of any assessments, eg equality impact assessment, please get in touch with:

If you have any questions about matters contained in this paper please get in touch with:

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Appendix 1

Provider landscape and outcomes for Learners by institution

College and Independent training providers student numbers by institution

Top 10 Norfolk College and independent training providers by student enrolments for academic year 2016-17

	2014/15		2015/16		2016/17	
Institution	Students	%	Students	%	Students	%
Norwich City College of Further and Higher Education	3,988	33.0%	4,071	33.6%	3,830	33.1%
The College of West Anglia	2,168	17.9%	2,141	17.7%	1,947	16.8%
East Norfolk Sixth Form College	1,343	11.1%	1,282	10.6%	1,301	11.2%
Easton & Otley College	1,257	10.4%	1,190	9.8%	1,198	10.3%
Great Yarmouth College	1,159	9.6%	1,135	9.4%	1,028	8.9%
Paston Sixth Form College	722	6.0%	686	5.7%	592	5.1%
West Suffolk College	345	2.9%	328	2.7%	381	3.3%
Access to Music Limited	158	1.3%	207	1.7%	195	1.7%
Nova Training			181	1.5%	330	2.8%
Norfolk Training Services	133	1.1%	134	1.1%	95	0.8%
Top 10 Total	11,273	93.3%	11,355	93.7%	10,897	94.1%
Total	12,078	100.0%	12,115	100.0%	11,584	100.0%

Paston College now merged with City College Norwich 1st December 2017, Norfolk Training Services have now ceased trading.

Norfolk School Sixth Form and College providers student numbers by institution (Top 10 Institutions)

Top 10 Norfolk school sixth forms by student enrollments for 2016-17 academic year

	2014/15		2015/16		2016/17	
Institution	Students	%	Student	%	Students	%
Notre Dame High School, Norwich	385	7.4%	351	6.2%	371	6.7%
Thorpe St Andrew School and Sixth Form	336	6.4%	360	6.4%	376	6.7%
Wymondham High Academy	364	7.0%	359	6.4%	323	5.8%
Wymondham College	233	4.5%	395	7.0%	387	6.9%
Springwood High School	302	5.8%	310	5.5%	348	6.2%
City of Norwich School	153	2.9%	396	7.0%	375	6.7%
Northgate High School	243	4.6%	224	4.0%	363	6.5%
Reepham High School and College	193	3.7%	195	3.5%	237	4.3%
Downham Market Academy	212	4.1%	203	3.6%	167	3.0%
King Edward VII Academy	177	3.4%	196	3.5%	201	3.6%
Top 10 Total	2,598	49.7%	2,989	53.0%	3,148	56.5%
Total	5,228	100.0%	5,638	100.0%	5,571	100.0%

Level 3 APS and Value Added Outcomes for school sixth forms and Colleges 2016-17




















































































Institution	Number who entered at least one AS or A level qualification	Average point score per A level entry	A level value added score	Number who entered at least one applied general qualification	Average point score per applied general entry	Applied general value added score	Number who entered at least one tech level qualification	Average point score per tech level entry
Attleborough Academy Norfolk	81							
City of Norwich School	202							
The College of West Anglia	99			335			215	
Diss High School	100			37			8	
Downham Market Academy	96			21			5	
East Norfolk Sixth Form College	491			229			83	
Easton & Otley College				103			204	
Fakenham Academy Norfolk	73			14				
Hellesdon High School	75							
The Hewett Academy, Norwich	33			17				
Iceni Academy	16			35				
Jane Austen College	33							
King Edward VII Academy	111							
The Nicholas Hamond Academy	25			16				
Northgate High School	181			25				
Norwich City College of Further and Higher Education	227			459			216	
Notre Dame High School, Norwich	233							
The Open Academy	27			24				
Ormiston Victory Academy	66			51			9	
Reepham High School and College	113							
Sheringham High School	75							
Sir Isaac Newton Sixth Form Free School	116							
Smithdon High School	21			6				
Springwood High School	167			19			6	
Sprowston Community High School	98			19				
Taverham High School	89							
The Thetford Academy	70			33			18	
Thorpe St Andrew School and Sixth Form	169			72			8	
University Technical College Norfolk	60						64	
Wymondham College	247							
Wymondham High Academy	181							
Norfolk		29.75	0		33.22	0		30.22
National		31.13	0		35.69	0.03		32.25

(Green \geq national all student APS Red > 1 grade below national all student APS VA Green $\geq + \frac{1}{4}$ grade Red $\leq - \frac{1}{4}$ grade compared to national all pupil)

Students achieving the AAB facilitating high grades measure at A level 2016-17
(based on provisional tables checking outcomes) Green \geq national all student APS
Red > 1 grade below national all student APS

The percentage of students in Norfolk school sixth forms achieving high grades is below that of students nationally (12.8% compared with 15.6% nationally). In terms of gender performance Norfolk mirrors national trends with males doing better than

females in terms of the percentage achieving the measure, but both genders are approximately 3% below national.

School	Student included in AAB measure	% Students achieved AAB measure	Student included in AAB measure	% Male achieved AAB measure	Student included in AAB measure	% Female achieved AAB measure
Attleborough Academy Norfolk	66		37		29	
City of Norwich School	169		74		95	
Dereham Neatherd High School	6		2		4	
Diss High School	59		20		39	
Downham Market Academy	65		28		37	
Fakenham Academy	51		22		29	
Hellesdon High School	45		21		24	
Iceni Academy	9		4		5	
Jane Austen College	24		5		19	
King Edward VII Academy	96		38		58	
Northgate High School	134		56		78	
Notre Dame High School, Norwich	172		65		107	
Ormiston Victory Academy	23		10		13	
Reepham High School and College	95		37		58	
Sheringham High School	67		30		37	
Sir Isaac Newton Sixth Form Free School	87		48		39	
Smithdon High School	8		3		5	
Springwood High School	125		57		68	
Sprowston Community High School	62		32		30	
Taverham High School	67		37		30	
The Hewett Academy, Norwich	24		13		11	
The Nicholas Hamond Academy	8		3		5	
The Open Academy	5		2		3	
The Thetford Academy	36		18		18	
Thorpe St Andrew School and Sixth Form	110		39		71	
University Technical College Norfolk	6		6			
Wymondham College	232		117		115	
Wymondham High Academy Trust	166		79		87	
Norfolk	2017	12.8	903	15.2	1114	10.9
National (state schools)		15.6	903	18.0		13.8

Norfolk outcomes at level 2 2016-17








































This is the first time this data has been released in this format. Norfolk is above both national and regional averages APS per entry in both Level 2 vocational qualifications and L 2 technical qualifications.

Norfolk is a half grade above regional and national on the headline measures of APS expressed as a grade for L2 technical qualifications and at national and regional averages for the L2 vocational qualifications.

Region/ Local authority name	Level 2 vocational qualifications ⁵		Level 2 technical certificate qualifications ⁶	
	APS per entry	APS per entry as a grade	APS per entry	APS per entry as a grade
England ¹⁷	5.69	L2Merit-	5.75	L2Merit-
State-funded sector ²	5.69	L2Merit-	5.75	L2Merit-
East of England	5.69	L2Merit-	5.80	L2Merit-
Norfolk	5.82	L2Merit-	5.85	L2Merit

Norfolk outcomes for English and maths progress post 16 for schools and Colleges 2016-17

Norfolk is at approximately national levels for English progress for those students who failed to obtain a grade 4 or C at the end of KS4, but below national for maths. Nationally there is an issue for English and maths progress as on average, students' point scores remained the same or decreased slightly during 16-18 studies when compared to the point score achieved at the end of key stage 4.

Institution	students in the English progress measure	Average progress made in English	students in the maths progress measure	Average progress made in maths
Attleborough Academy Norfolk			5	
City of Norwich School			11	
The College of West Anglia	572		670	
Diss High School				
Downham Market Academy	6		8	
East Norfolk Sixth Form College	77		108	
Easton & Otley College	507		565	
Fakenham Academy Norfolk	11		21	
Hellesdon High School				
The Hewett Academy, Norwich	13		13	
Iceni Academy	10		8	
Jane Austen College				
King Edward VII Academy				
The Nicholas Hamond Academy	13		12	
Northgate High School			9	
Norwich City College of Further and Higher Education	644		767	
Notre Dame High School, Norwich			9	
The Open Academy	11		17	
Ormiston Victory Academy	10		21	
Reepham High School and College				
Sheringham High School			11	
Sir Isaac Newton Sixth Form Free School				
Smithdon High School			6	
Springwood High School	10		12	
Sprowston Community High School			7	
Taverham High School	9		8	
The Thetford Academy	4		19	
Thorpe St Andrew School and Sixth Form	5		15	
University Technical College Norfolk	41		22	
Wymondham College				
Wymondham High Academy				
Norfolk		-0.07		-0.13
National		-0.02		-0.01

VA Green $\geq + \frac{1}{4}$ grade Red $\leq - \frac{1}{4}$ grade compared to national all pupil)

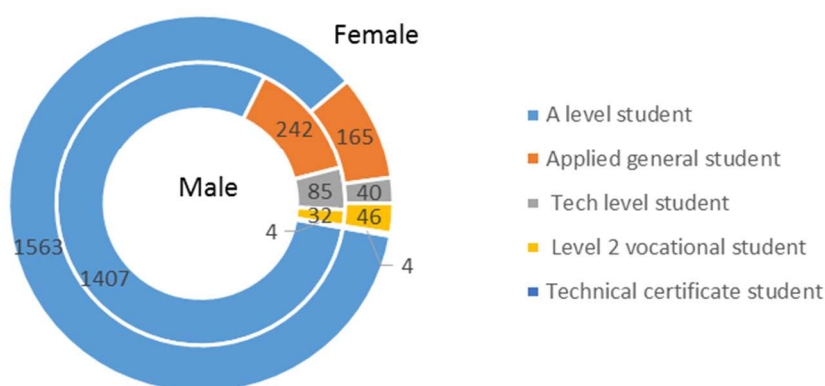
Appendix 2

Analysis of Academic outcomes for Disadvantaged Students in school sixth forms 2017

3562 students completed a 16-18 study programme in a Norfolk sixth form in 2017. Almost all of these were from the 8301 students who left KS4 in Norfolk in 2015.

There are almost equal numbers of female and male students participating at the end of KS5 in school sixth forms. A levels were by far the greatest proportion which is in line with the national trend for schools. Norfolk follows the national trend in participation where there are more female than male A level students (52.6%, 47.4%) and more male students undertaking Applied and Tech qualifications.

Number of Male and Female students



The number of disadvantaged students undertaking qualifications in school sixth forms at Level 3 and 2 compared to all students is shown below. As a percentage of the cohort the number of disadvantaged students increases as the vocational nature of the qualifications grows.

In Norfolk disadvantaged students are underrepresented in school sixth form A level provision compared to the number of disadvantaged students at the end of KS4. This lack of progression to academic programmes is reflected in the latest destination outcomes at the end of KS4 for Norfolk. Only 15% (25% nationally) of disadvantaged students progress to Norfolk school sixth forms compared to 36% of all other pupilsⁱ. This is in comparison to Further Education colleges where progression is 56% (46% nationally) compared to all other pupils (43%).

Student type	A level student	Applied general student	Tech level student	Level 2 vocational student	Technical certificate student
All	2970	407	125	78	8
Male	1407	242	85	32	4

Female	1563	165	40	46	4
All Disadvantaged	329	65	23	26	0
Disadv. Male	157	35	10	10	0
Disadv. Female	172	30	13	16	0

Attainment of Disadvantaged Student

Disadvantaged students in school sixth forms perform less well than all other Norfolk students at A level, averaging more than a half grade lower, and a whole grade lower than all other national students. (APS Dis 25.16 Norfolk 29.87 National 31.25).

Students achieving the AAB facilitating high grades measure at A level

Disadvantaged students perform less well by 5.4 % compared to all Norfolk students, and 8.2% behind all national students (% attaining the measure: Dis 7.4% Norfolk 12.8% National 15.6%).

Male disadvantaged students perform below all male Norfolk students and well below all national male students (% attaining the measure Dis 13.25% Norfolk 15.2% National 18%).

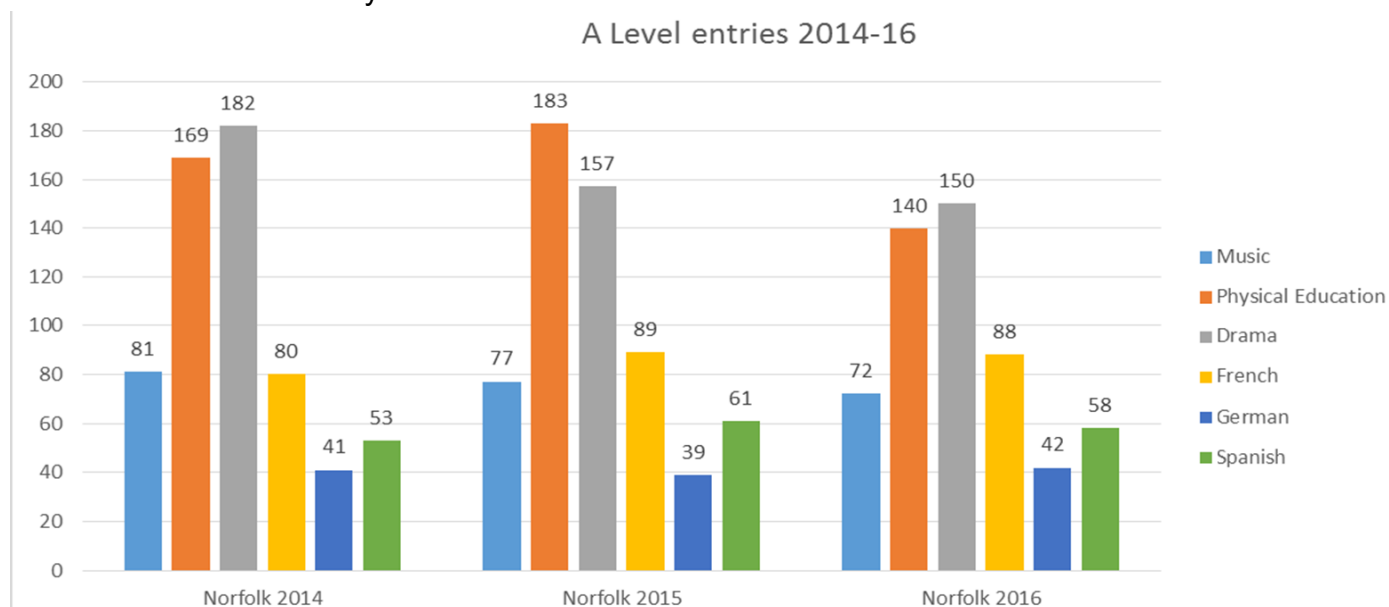
Female disadvantaged students do especially poorly with only 2.8% obtaining the measure compared to all female Norfolk students, at 10.9%, and all national female students at 13.8%

The low level of achievement for disadvantaged student is a combination of disproportionately low numbers of disadvantaged pupils taking A levels in school sixth forms, fewer taking facilitating A levels and then a lower percentage of pupils achieving top grades. Of the 1009 disadvantaged girls who left KS4 in 2015, only three of them achieved AAB grades including two facilitating subjects in 2017.

Appendix 3

A level Entries in school sixth forms

Modern foreign languages and music entries in Norfolk have been stable over the last 3 years but at very low levels, leaving provision vulnerable to provider withdrawal. Drama and Physical education, whilst at higher levels of entry are on a declining trend. Both subjects have seen falling levels of support at KS4 which could increase their vulnerability.



Appendix 4

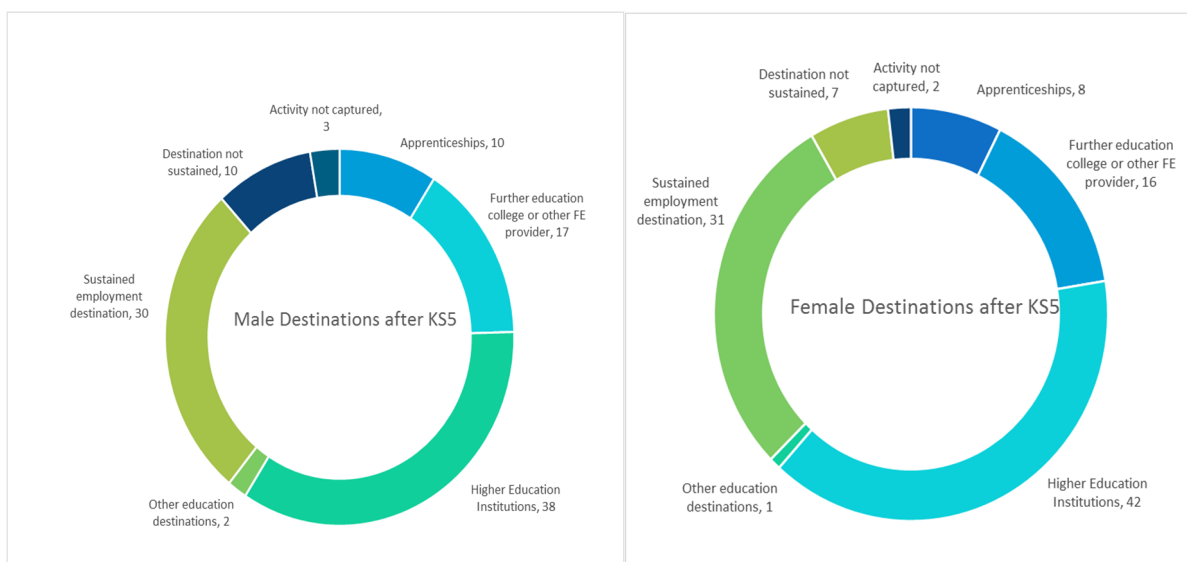
Destinations for Norfolk disadvantaged learners on Level 3 programmes in schools and colleges at the end of KS5 for 2015-16



Destinations by Gender

Destination outcomes for male and female students in Norfolk schools and colleges are similar but 4% more females progress to HE destinations than male students. Those sustaining positive employment destinations are very similar (male 30%, female 31%). Destinations not sustained have a 3% difference (male 10%, female 7%)

Destinations for Norfolk learners on Level 3 programmes at the end of KS5 for 2015-16 by gender

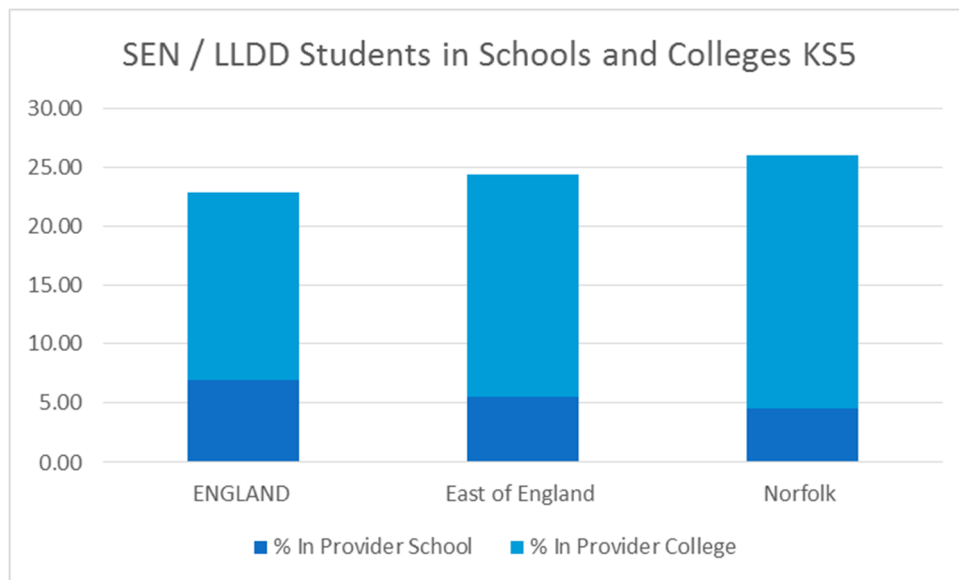


Destinations for Learners with Learning Difficulties or Disabilities (LLDD) in colleges or Special Educational Needs (SEN) in school sixth forms

The number of learners with disabilities or special educational need in school sixth forms in Norfolk compared to those in Colleges, is smaller than the East of England average, and the national proportion at the end of KS5. (LLDD in colleges: Norfolk 21.46% National 16.02%) (SEN in school sixth forms Norfolk 4.56% National 6.9%)

There are 720 LLDD in Norfolk Colleges who undertook exams at Level 3 compared to only 105 SEN students in school sixth forms.

Number of students undertaking exams at level 3 at the end of KS5 in schools and Colleges



Students with a disability or additional learning need progress at a higher rate into an HE destination from school sixth forms than from colleges (schools 46% colleges 34%) Non-sustained destinations are better in school sixth forms compared to colleges by 6% (schools 5%, colleges 11%).

Destinations for Norfolk learners on Level 3 programmes at the end of KS5 for 2015-16 for students with a learning difficulty or disability



Appendix 5

Recent national policy changes & current initiatives

Apprenticeship levy

In April 2017, the Government introduced a new funding model for the delivery of Apprenticeships. This included a new levy (TAX) for large businesses with a gross annual UK pay bill of more than £3m. On the 1 May 2017, changes to the way in which Apprenticeships for smaller (non-levy) businesses are funded also changed. The Apprenticeships Levy means that any business, or group of businesses who have a gross annual UK pay bill of more than £3m pay 0.5% of anything above the £3m as a levy to Government. This is administered through HMRC systems and is managed in real-time alongside PAYE.

Changes to the funding for small businesses has meant that many who used to be able to recruit a 16 to 18 year old without any costs for training are now expected to pay a contribution of 10%. Only the smallest businesses with less than 50 staff can still recruit without paying this fee. At the same time, the contribution for 19+ learners was reduced to 10%. In the previous system, there had been an expectation that employers would fund up to 50% of the total cost. This has, in effect created a disincentive to take on a 16 to 18 year old.

Progress against the council's targets from 2014 to 2016 was strong with Norfolk leading the way in the Eastern Region in terms of growth in overall number, and in terms of increasing the levels studied, However performance has faltered in 2016/17 due to the effects of the Apprenticeship reforms.

The following changes to Apprenticeships have all impacted on the performance of Apprenticeships across Norfolk and the rest of England.

- The introduction of the levy. Levy paying businesses are focussed upon the development of their existing staff rather than recruiting young people into their businesses. (This is approach has been taken in Norfolk County Council also)
- The change in qualification funding levels. Apprenticeships like Business Administration and Health and Social Care have had their funding reduced which has made providers less likely to offer these. In the last year, Health and Social Care and Business Administration were Norfolk's top two Apprenticeship sectors. Conversely, STEM subject areas have seen an increase in funding.
- The change from Frameworks to Standards. Apprenticeship frameworks are being phased out between now and 2020 and the new Apprenticeship Standards are delivered very differently. Standards are assessed by an organisation independent to the apprentice, provider or the employer and require the individual to pass an End Point Assessment to complete their Apprenticeship.
- The introduction of an all age, all level service, with Apprenticeships now available for level 2 to level 7. This is leading to a rush to the top with many employers who have traditionally recruited apprentices at level 2 or 3, making a conscious decision to instead recruit those with A Levels onto a level 4/5 Apprenticeship.

T-Levels

T Levels were suggested as one of the recommendations by the Independent Panel on Technical Education, chaired by Lord Sainsbury. The review into the future of technical education which reported in April 2016 suggested that a new framework of 15 technical routes to skilled employment, covering classroom-based training programmes (T levels) and work-based programmes (Apprenticeships) were

developed. The recommendations were taken up by government and set out as part of the Post 16 Skills Plan published in July of the same year. There have now been several further refinements of the T level programme with the suggestion for Level 3 qualifications only, with a transition year for students studying below level 3 to give them opportunity to further develop their skills before progressing. A major feature of T levels will be an extended work placement which will contribute to the students' qualification.

The time line for the development of T levels will see the first full delivery from 2021 with further roll out in different vocational areas continuing for the following two years. The implementation of the qualification is still subject to a number of consultations and developmental stages, so there could still be refinements of the qualification before the final implementation country wide.

Network for East Anglian Collaborative Outreach

This is a higher education initiative facilitated by the government's widening participation programme. Starting from January 2017, East Anglia's five Higher Education Institutions, working in close partnership with the region's Further Education Colleges and other stakeholders, will seek

- Double the proportion of young people from disadvantaged backgrounds in Higher Education (HE) by 2020;
- Increase by 20 percent the number of students in HE from ethnic minority groups;
- Address the under-representation of young men from disadvantaged backgrounds in HE

NEACO brings together Anglia Ruskin University, Norwich University of the Arts, University of East Anglia, University of Suffolk, and the University of Cambridge as Consortium Partners, with Cambridge acting as lead partner. The initiative is funded with approximately £9m in the first two years and a number of HE Champions have now been deployed into Norfolk institutions.

The initiative is highly targeted on specific wards and post-code areas and only young people from those areas can benefit from this support.

Norwich Opportunity Area

Norwich has been designated as one of the twelve opportunity areas in England. The purpose of the opportunity areas is to break down barriers to social mobility by identifying and driving forward improvements that will raise aspirations and open up opportunities for children and young people across the city. Successful and stretching progressions into post 16 education, employment and training has been identified by the Norwich Opportunity Area and one of the priorities is to 'Give young people the information and support they need to move successfully between school, college, university and work'. The identified actions include

- ensuring that young people have multiple opportunities to experience the world of work
- improving links between employers and schools
- supporting more young people to apply to higher education and higher level apprenticeships
- putting in place systems to support young people post 16 to strengthen English and maths qualifications and skills
- supporting young people who are most at risk of disengaging

Career Strategy

In December 2017 the Government launched its Careers Strategy. *Careers strategy: Making the most of everyone's skills and talents*. The Strategy is billed as providing an all age vision to improve the 'patchiness' and inconsistency of careers provision in England following the 2012 change to statutory obligations for careers guidance which made individual schools and colleges responsible for securing access for all young people to independent careers guidance whilst in education to age 19, but with no additional resources.

The Strategy details a number of new requirements based around the following four pillars.

1. Inspiring encounters with further and higher education, and with employers and workplaces.- at least one inspiring encounter for every young person per year from year 7-13 including STEM encounters
2. Excellent advice and guidance programmes (which incorporate schools achieving the Gatsby Benchmarks for 'good career guidance' by 2020 supported through the creation of local 'Careers Hubs' and requirements careers leadership in schools)
3. Support and guidance tailored to individual needs – including tailored support for SEND and those at risk of NEET
4. Using data and technology to help everyone makes choices about careers – revamping the National Careers Service website and other digital platforms

The strategy also provides an outline to explore good practice career development in key stage 2 primary settings

In January 2018, the DfE published revised Statutory Guidance for schools and will soon publish similar guidance for colleges. *Careers Guidance and Access for education and training providers* reinforces the existing statutory duties, provides for a new statutory duty and articulates wider expectations on schools including further details on what is expected in relation to meeting each of the eight Gatsby benchmarks and to appointing a careers leader in every school.

Industrial Strategy, Norfolk and Suffolk Economic Strategy

The Industrial Strategy White Paper was published on 27 November following on from the green paper earlier in the year which included a consultation.

The strategy outlines plans to boost UK productivity (which lags behind that of most western economies), bolster business and private investment in key growth sectors – artificial intelligence, pharmaceuticals and clean energy. The latter is clearly an opportunity for Norfolk and Suffolk's Energy Coast.

The previous '10 pillars' are reduced to five 'foundations of productivity': ideas, people, infrastructure, business environment and places with a range of policies and plans underpinning each foundation.

Within the People foundation, the key priorities are:

- Establish a technical education system that rivals the world
- Invest an additional £406m in STEM
- National Retraining Scheme £64m to reskill in digital and construction

Norfolk is well placed to contribute to these ambitions via the Energy Skills Centre, a potential Institute of Technology and sector skills plans in Construction and

ICT/digital that are being driven forward by key employers and stakeholders within the sectors.

The Norfolk and Suffolk Economic Strategy (NSES) has been adopted by the LEP Board and partner councils and provides the framework for growth in both counties to 2036. This strategy will shape the work of the Economic Development Service over the coming year.

The strategy articulates a number of key ambitions for the region

- The place where high growth businesses with aspirations choose to be
- An international-facing economy with high value exports
- A high performing, productive economy
- A well connected place
- A centre for the UK's clean energy sector
- A place with a clear, ambitious offer to the world
- An inclusive economy, with a highly skilled workforce

Within the driving skills and inclusion ambitions are a number of key priorities that focus on

- Helping people move closer and into work through improving their skills, qualification levels and resilience
- Assisting businesses to upskill their existing staff to boost productivity and growth. This includes training for In-Work progression and Apprenticeships at all levels
- Ensuring local training providers, colleges and businesses can access funding to pilot new training modules and qualifications in key sectors
- Supporting businesses to articulate and access the skills and training they need both now and in the future
- Supporting businesses and education to work more closely together in developing the workforce of the future ensuring that young people have a range of experiences of the world of work

Skills Development

Since 2010 the economy in New Anglia has grown by 9%, faster than many of the 'powerhouse' areas, creating massive opportunities for businesses and individuals. If growth is to continue and New Anglia is to become a high performing productive economy and to realise the ambitions of the Norfolk and Suffolk Economic Strategy then a skilled work force is vital. The British Chambers of Commerce (BCC) has recently published its Quarterly Economic Survey – the UK's largest and most authoritative private-sector business survey.

The findings of the survey indicate the skills shortages are reaching critical levels. Of the service sector firms hiring, the percentage of Norfolk firms reporting recruitment difficulties rose to 83%, a rate not seen since Q2 2016. In manufacturing, the percentage of recruiting firms reporting greater difficulties remained static from the last quarter at 73. Equipping our young people with the range of skills and qualifications they need to reach their full potential creates both opportunities and challenges for the post 16 sector.

New Anglia's diverse economy is a strength providing the greatest opportunity for growth – cross sector collaboration, where specialist skills in one sector can drive growth across other sectors. The all energy coast with growing expertise in offshore wind, nuclear, solar, biomass and a range of other renewable clean energy developments creates a large clean energy cluster and centre of expertise to rival anywhere else in the UK. The NRP, home to a world leading research base in global

food and health research contributes to our growing reputation in the life sciences sector, whilst building on the strengths of our nationally significant advanced agriculture, food and drink sector.

The ICT, Tech and Digital Creative sector hub in Norwich is fast growing, high value and important in driving productivity across all sectors. Recognised in the Tech Nation Report as tech clusters, Norwich and Ipswich have a growing tech community and innovative start-up scene. With several sector specific clusters of national expertise in automotive, civil aviation, composites and pharmaceuticals, manufacturing and engineering in Norfolk and Suffolk supports a number of key sectors, whilst other sectors such as construction, financial and insurances services and tourism and culture all have an important role.

Increasingly businesses are keen to engage with schools and colleges to help educate and inspire the next generation of workers about the opportunities available, in New Anglia we have one of the most successful Enterprise Adviser Networks in the country with over 50% of our schools and colleges engaged with senior business leaders supporting schools to develop and implement their enterprise strategies, raising young people's aspirations and work readiness in line with the requirements of the local economy.

Post 16 providers have an important role to play in ensuring our young people have the skills required for the future, as well as a growing economy Norfolk has an ageing workforce with replacement demand set to outstrip supply in some industries. A high quality sustainable post 16 offer needs to include:

- High quality academic, professional and technical routes to employment
- Study programmes with robust experiences of the workplace
- Flexibility and responsiveness to local needs and economic priorities
- Increased range of Apprenticeships with clear progression pathways including to higher and degree level
- Excellence in teaching English and mathematics
- Flexible entry points throughout the year
- More high quality opportunities for young people with SEND

Appendix 6

Update on recommendations from the Area Based Review

Recommendation

Norfolk and Suffolk County Councils to provide colleges with information on the needs of SEND students in the future to support planning of new provision to meet the specialist needs of learners.'

Action:

Norfolk has established a Post 16 SEND Learning Strategic Group which is jointly chaired by a special school head teacher and the deputy principal of City College Norwich, and has representation from schools, colleges, the local authority, independent training providers, adult services and health services. Identifying the future cohort and needs of SEND learners is a key priority for this group. Ensuring that colleges and other providers have the information they need to plan new provision and aligning this with outcomes and processes in Suffolk is one of our stated aims.

Norfolk has well established data sharing processes for intending students and a high needs funding process that was developed in partnership with providers that ensures that young people's needs are looked at on a case by case basis so that the funding support meets the needs. The decision making process is transparent, involves external providers as well as Children's Service staff and includes challenge to ensure that the proposed study programme provides stretch and progression for the individual.

Recommendation

Norfolk and Suffolk County Councils and the New Anglia LEP to work collaboratively to:

- Develop good quality information on local employment, skills needs and key developments that may provide opportunities for learners.
- Publish this widely including to schools, colleges and other learning providers to support the provision of improved Information, Advice and Guidance to learners.
- work with stakeholders to develop mechanisms to drive student ambitions to access higher level learning opportunities

Action:

- Produced the Norfolk and Suffolk Work and Skills LMI Resources for young people in Key Stage 4 and Post 16 to highlight skill needs and employment opportunities in key sectors of the local labour market. The resources included a high quality information booklets and sector factsheets with sector LMI poster sets and a pack of teaching and learning resources. Provided free to young people and teachers in all Norfolk schools and colleges. Exercise being built upon in 2018
- Provide market leading digital platforms to ensure young people, parents/carers and teachers/advisers have access to high quality and impartial information about the full range of learning opportunities for 14-19 year old young people through Help You Choose www.helpyouchoose.org, Apprenticeships Norfolk <https://www.apprenticeshipsnorfolk.org/>, and I Can Be A www.icanbea.org.uk/, and through the SEND Local Offer.

Recommendation

- New Anglia LEP, Norfolk and Suffolk County Councils and the colleges to explore options to plan and publicise travel arrangements that will support the development and delivery of curriculum in priority areas, the interests of efficiency and the best possible service for students.

Appendix 7

School and College post 16 providers and current Ofsted grade

School/College name	School type	Number of 16-18 year old students in sixth form	ofsted	Date
Attleborough Academy Norfolk	ACC	135	G	20/09/2016
City of Norwich School	ACC	395	G	11/10/2016
The College of West Anglia	General Further Education	3180	RI	11/01/2017
Diss High School	ACC	191	G	26/02/2014
Downham Market Academy	AC	201	AC	26/04/2017
East Norfolk Sixth Form College	Sixth Form College	1626	G	18/11/2016
Easton & Otley College	Agriculture and Horticulture	1895	I	18/05/2017
Fakenham Academy	AC	157	G	11/06/2015
Great Yarmouth College	General Further Education	1173	G	08/11/2013
Hellesdon High School	ACC	159	G	21/11/2012
The Hewett Academy, Norwich	AC	77	AC	21/10/2014
Jane Austen College	F	55	G	18/10/2016
King Edward VII Academy	AC	210	RI	14/06/2017
The Nicholas Hamond Academy	AC	76	RI	30/11/2017
Northgate High School	ACC	226	G	10/10/2013
Norwich City College of Further and Higher Education	General Further Education	4136	G	13/03/2017
Notre Dame High School, Norwich	ACC	380	O	21/09/2011
The Open Academy	AC	104	G	23/04/2015
Ormiston Victory Academy	AC	169	O	01/05/2013
Paston Sixth Form College	Sixth Form College	687		
Reepham High School and College	ACC	194	G	08/05/2013
Sheringham High School	ACC	151	G	01/05/2014
Sir Isaac Newton Sixth Form Free School	F1619	202	AW	
Springwood High School	ACC	319	G	16/07/2013
Sprowston Community High School	CY	188	RI	10/03/2015
Taverham High School	ACC	178	G	29/11/2012
The Thetford Academy	AC	156	G	04/12/2014
Thorpe St Andrew School and Sixth Form	CY	361	O	27/03/2014
University Technical College Norfolk	FUTC	140	RI	07/03/2017
Wymondham College	ACC	466	O	01/07/2010
Wymondham High Academy Trust	ACC	359	G	10/07/2013
Dereham Sixth Form College		437		

Grade: O Outstanding G Good RI Requires Improvement I Inadequate

AC academy converter not yet inspected AW awaiting inspection new provider
(Paston Sixth Form College – merged in 2017 with City College Norwich)

Apprenticeship providers in Norfolk at level 2 and 3 2015-16

This table shows the Ofsted rating for Independent Training Providers and Colleges who provide Apprenticeship training opportunities in Norfolk

Name	Institution type	Overall	Ofsted	Date
SUFFOLK NEW COLLEGE	General FE and Tertiary College	Cohort	2	Oct-17
		Achievement %		
		BM %		
WEST SUFFOLK COLLEGE	General FE and Tertiary College	Cohort	2	May-16
		Achievement %		
		BM %		
COLCHESTER INSTITUTE	General FE and Tertiary College	Cohort	2	Feb-16
		Achievement %		
		BM %		
ALL TRADES TRAINING LIMITED	Private Sector Public Funded	Cohort	3	Jul-17
		Achievement %		
		BM %		
ANNE CLARKE ASSOCIATES LIMITED	Private Sector Public Funded	Cohort	3	Mar-17
		Achievement %		
		BM %		
ASPIRE ACHIEVE ADVANCE LIMITED	Private Sector Public Funded	Cohort	1	Oct-14
		Achievement %		
		BM %		
BROADLAND DISTRICT COUNCIL	Other Public Funded	Cohort		
		Achievement %		
		BM %		
HIT TRAINING LTD	Private Sector Public Funded	Cohort	2	Mar-17
		Achievement %		
		BM %		
JTL	Private Sector Public Funded	Cohort	2	Nov-17
		Achievement %		
		BM %		
KAPLAN FINANCIAL LIMITED	Private Sector Public Funded	Cohort	2	Dec-15
		Achievement %		
		BM %		
LEARNDIRECT LIMITED	Private Sector Public Funded	Cohort		
		Achievement %		
		BM %		
NORFOLK COUNTY COUNCIL	Other Public Funded	Cohort	2	Apr-16
		Achievement %		
		BM %		
NORFOLK TRAINING SERVICES LIMITED	Private Sector Public Funded	Cohort		
		Achievement %		
		BM %		
PEOPLE AND BUSINESS DEVELOPMENT LTD	Private Sector Public Funded	Cohort	3	Nov-16
		Achievement %		
		BM %		
POULTEC TRAINING LIMITED	Private Sector Public Funded	Cohort	2	Jan-17
		Achievement %		
		BM %		
QUBE QUALIFICATIONS AND DEVELOPMENT LIMITED	Private Sector Public Funded	Cohort	2	Jun-16
		Achievement %		
		BM %		
SKILLS EDGE TRAINING LTD	Private Sector Public Funded	Cohort	2	Jun-15
		Achievement %		
		BM %		
STAFF SELECT LTD (NOVA TRAINING)	Private Sector Public Funded	Cohort	1	Jul-16
		Achievement %		
		BM %		
STAFF SELECT LTD	Private Sector Public Funded	Cohort		
		Achievement %		
		BM %		
STEADFAST TRAINING LTD	Private Sector Public Funded	Cohort	2	Oct-17
		Achievement %		
		BM %		
W 3 TRAINING LTD.	Private Sector Public Funded	Cohort	3	Dec-00
		Achievement %		
		BM %		
YMCA TRAINING	Private Sector Public Funded	Cohort	2	Jan-17
		Achievement %		
		BM %		

Shaded providers have ceased delivery in 2017

