

# LOCAL AUTHORITY POST 16 FURTHER EDUCATION AND SKILLS ANALYSIS:

## NORTH KESTEVEN

SEPTEMBER 2020



# ACKNOWLEDGEMENTS, ACCESS & DISCLAIMER

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Lincolnshire County Council and SkillsReach would like to thank colleagues from our partners at neighboring Local Authorities for their support in supplying data and local context to enable a suite of reports covering the whole Greater Lincolnshire LEP area.

Please note that this report is provided on **a protected distribution basis** and is intended to be viewed only by Lincolnshire County Council Learning Board members, Economic Growth Portfolio Holders, Councillor Bradwell, other agreed Lincolnshire County Council colleagues, and our nominated contacts within contributing local authorities.

This document contains data that has been made available under an Open License and accessed via the Department for Education and the Office for National Statistics. SkillsReach and its associates are not responsible for data verification or the cleaning of this data and it has been analysed as is, with any faults. As such, all conclusions drawn from this data in this report are based purely on the data available for public access at the time of writing. All data used in this document is either the most up-to-date, or most relevant, available at time of publication.

All maps have been produced using the open source Geographic Information Systems software 'QGIS', produced by the QGIS Development Team (2020), and made possible by the Geospatial Foundation Project.

# BACKGROUND

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SkillsReach was commissioned to provide a suite of reports mapping post-16 education and training across Greater Lincolnshire at a 'unitary or district council' level. Key considerations include:

- Economic landscape (headline demographics and features of the local economy)
- Post-16 provision (classroom/distance – providers and provision (A Levels / Apprenticeships / vocational provision supporting T Level implementation / Adult Education) \*
- Post-16 provision – performance and destinations \*
- Gaps in post-16 provision, particular reference to the LEP's focus on key sectors
- Post-16 opportunities:
  - Key employers
  - Apprenticeship offer
  - Other learning
- Other considerations impinging on Post-16 provision to support local education and skills planning
- Integrating two earlier 2019 SkillsReach reports covering East Lindsey and South Holland in style and substance although retaining for reference any earlier specific conclusions

*\*to include post-16 provision available in the area concerned as well as accessible and delivered outside of the area*

Our methodology has included:

- Data analysis (both from open sources and data provided by Lincolnshire County Council)
- Mapping of local and 'locally-accessible' post-16 provision
- Consideration of transport implications
- Identification of gaps and opportunities

We also note the following limitations:

- Small-scale essentially desk-based project focusing particularly on larger schools and their cohorts
- Mapping of publicly available sources including Provider online prospectus information – as opposed to actual delivery mapping
- No direct access to the 'DataCube' which incorporates ILR data, or to 'subject studied' information in schools

# STRUCTURE

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## A. Executive Summary (Slides 5–7)

- Key points
- Conclusions
- Strategy Development Indicators

## B. The Wider North Kesteven Context (Slides 8–23)

- North Kesteven's geography and relationship with neighbouring areas
- Qualification levels, and education, skills and training deprivation
- Employment centres, key sectors and employers

## C. Destinations and Performance Post-16 in North Kesteven (Slides 24–32)

- Where do North Kesteven learners go post Year 11?
- Achievements and participation rates for under 19s over time
- Achievements by Sector Subject Area for 19 plus
- Higher Education participation

## D. North Kesteven Located or Accessible Provision (Slides 33–43)

- The local vocational education and training offer for young people in North Kesteven
- North Kesteven accessible (out of district) provision
- Other provision – Apprenticeships and Adults

# EXECUTIVE SUMMARY: KEY POINTS

- North Kesteven is an area of high employment and qualification levels relative to Lincolnshire and England (bar Level 4) with only small pockets of education and skills deprivation. It also has relatively high levels of HE participation compared to the rest of Lincolnshire although still below UK averages.
- It remains fundamentally a rural, sparsely-populated District with two main conurbations (Hykeham and Sleaford) and a considerable sparsely populated area between. There is relatively strong connectivity across this rural district with public transport including rail and bus transport options.
- There is cross-district connectivity between Lincoln and Hykeham and the other villages close to the city boundary with significant 2-way cross-boundary travel to work, although more travel to learn into Lincoln than vice versa.
- The district does have a positive range of accessible academic and vocational learning options with key zones around Sleaford (with collaborative approaches through the three secondary schools) and Hykeham conurbations and a significant proportion of residents accessing Lincoln post-16 provision.
- The proximity to Lincoln means that a significant number of North Kesteven student's study out of district well before Year 11 and this continues post-16 with Lincoln College accounting for c30% of the total post-16 cohort and Priory LSST sixth form having the second largest district representation.
- Overall, there is less post-16 and adult learning delivered to residents in-district (and less learners travelling in to study) - probably explained by the proximity to Lincoln and the lack of an FE campus.
- Participation and achievement levels for under 19 learners, including Apprenticeships, remain high bucking national trends.
- It has high concentrations of employment in the Manufacturing, Defence, and Construction sectors. Key industry skillsets such as engineering are represented in the local offer, although Manufacturing (especially Food) related subjects appear under-represented. T-Levels may provide a framework for more employer-provider partnerships, increasing opportunities for local young people.
- The importance of the wide-ranging careers development opportunities within the manufacturing sector does not seem to align 'at a subject level' with post 16 provision in-district; Pathways to higher level jobs for those that want to live and work locally may be under-represented.

## KEY POINTS

# EXECUTIVE SUMMARY: CONCLUSIONS

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## What does the local vocational education and training landscape look like?

- **For learners:** Almost all Year 11 students have the option to 'choose' (subject to sixth form admission policy) whether to continue their studies at school. This is one of only two Lincolnshire districts where this is the case. In practice however, c50% of young people opt to leave their Y11 school reinforcing the need for timely careers guidance. As well as higher than average apprenticeship participation, there does seem to be a wide range of accessible local vocational options available – primarily in-district or in Lincoln
- **For employers:** There are a wide range of jobs and career opportunities available and easily accessible for many across both North Kesteven and Lincoln. The manufacturing, particularly food manufacturing, sector is a real district strength and yet a sector renowned for skills shortages and gaps – particularly technical and professional skills, but also frontline positions in the food sector. Some of these skills shortages at all levels are likely to be exacerbated by Brexit. Manufacturing is also a sector likely to be heavily impacted by technological innovation; with higher skilled opportunities to support a future higher tech business infrastructure. There are some notable local education/business partnerships in areas such as Defence and Engineering, but there may be the opportunity to develop greater collaboration (for example through T Levels as well as apprenticeships) to support the local economy and its young people
- **For local providers:** Is the potential to develop the skillsets of local people to optimise their choice and access to the local manufacturing sector being realised? Not just in respect of established entrance and higher-level skills, but also considering the need for new skillsets in areas such as the latest technological applications; especially with large nationally-based employers keen to connect locally for community and commercial reasons.

## CONCLUSIONS

# EXECUTIVE SUMMARY: POTENTIAL SUCCESS INDICATORS

This ‘working’ slide aims to identify and consider potential ‘success factors’ in local post-16 strategy development.

Element	Evidence
Travel connectivity for learning and work	The proximity and accessibility to the city of Lincoln for many residents plus effective rail and bus transport options to Sleaford and across the district (especially East to West) opens up access to a wide range of post-16 opportunities
Diversity of employment opportunities	The district’s manufacturing (food and engineering) and construction strengths; a large MoD employer with high-profile local supply chains, plus good access to service sector and other positions across the district and in Lincoln
Diversity of learning opportunities	District clusters of quality post-16 opportunities around school sixth forms (academic and vocational), with evidence of provider collaboration plus access to, and significant take-up of, FE at Lincoln College which offers a range of tailored post-16 career learning programmes
Alignment of local skills ‘supply and demand’	The District’s manufacturing skills and ICT demand is not clearly matched by the learning pathways followed by young people – particularly Food Manufacturing, where there are major skills shortages reported
Apprenticeship offer	Above average take-up of a wide-ranging offer available to post-16 residents across both large and small businesses and significantly strengthened by access to the Lincoln job market
Higher Education access	Second highest district take-up by young people (18/19 year olds) in Lincolnshire

## CONCLUSIONS

## B. THE WIDER NORTH KESTEVEN CONTEXT: SUMMARY

- North Kesteven, although less sparsely populated than most of Lincolnshire remains a fundamentally a rural, sparse district on a national scale.
- The District has two main conurbations (Hykeham to the North and Sleaford to the South) with a considerable sparsely populated area between.
- The resident district population in built-up areas surrounding Lincoln is approximately 37,000 (including Hykeham) compared to 34,000 in the Sleaford area creating an almost north/south divide in resident populations in the upper and lower thirds of the district with little in the way of sizeable conurbations in the middle third.
- It is difficult to separate out the Hykeham and City of Lincoln areas in terms of discrete work and post-16 education and skills implications.
- North Kesteven is an area of high employment and qualification levels relative to Lincolnshire and nationally with only small pockets of education and skills deprivation in and around Sleaford and Ruskington – areas, however, relatively accessible to post 16 provision in both Sleaford and Lincoln.
- The apparent high accessibility to Further Education (85% within 30 minutes) may be skewed by the close proximity of Hykeham to Lincoln. Challenges also remain within the village communities of the 'green belt' between North Hykeham and Sleaford, and the rural area to the south bordering with South Holland and Boston.
- The District has high concentrations in the Manufacturing sector (especially Food and Engineering), Defence, and Construction, and a relatively low overall service sector presence – e.g. retail, hospitality and health which are often proportionally more important in other parts of Greater Lincolnshire.



# NORTH KESTEVEN GEOGRAPHY: OVERVIEW

North Kesteven has a population of 115,985 people\* across 923 sq km, producing a population density of 126 people per sq km, slightly higher than that seen across Greater Lincolnshire inc. Rutland (135) but much lower than nationally (430). This level of sparsity means that North Kesteven is classified by Defra as ‘**Mainly Rural**’\*\* (the highest measure of rurality), a classification that means (along with 50 other local authority areas in England) **over 80% of its population live in a rural area. North Kesteven has two main conurbations:**

1. **Sleaford:** the largest conurbation in the district with a population of 18,331, **has a balanced relationship with neighbouring areas**, with large flows of workers into, and out of, South Kesteven, Lincoln, Boston, South Holland, and East Lindsey.
2. **Hykeham:** The second largest conurbation in the district with a population of 17,275. Because of the proximity of Hykeham to Lincoln, it is classed as a sub-division of the Lincoln built-up area, and along with Waddington, effectively forms part of an urban extension of Lincoln City (as shown on Slide 7). As a result, the flows of workers into and out of the Hykeham area are very much concentrated on Lincoln. The other main district areas for flows of workers to and from Hykeham are West Lindsey and Newark & Sherwood.

Whilst not part of the Lincoln Urban Area, other areas in and around Lincoln (i.e. Skellingthorpe, Washingborough, Bracebridge Heath, and Branston) do enjoy good access to services and facilities in Lincoln, and together with Hykeham, means that there is a resident population of over 37,000 close to the city border. Sleaford and its surrounding resident population (Cranwell, RAF Cranwell, Greylees, Ruskington, Leasingham, and Heckington) totals over 34,000.

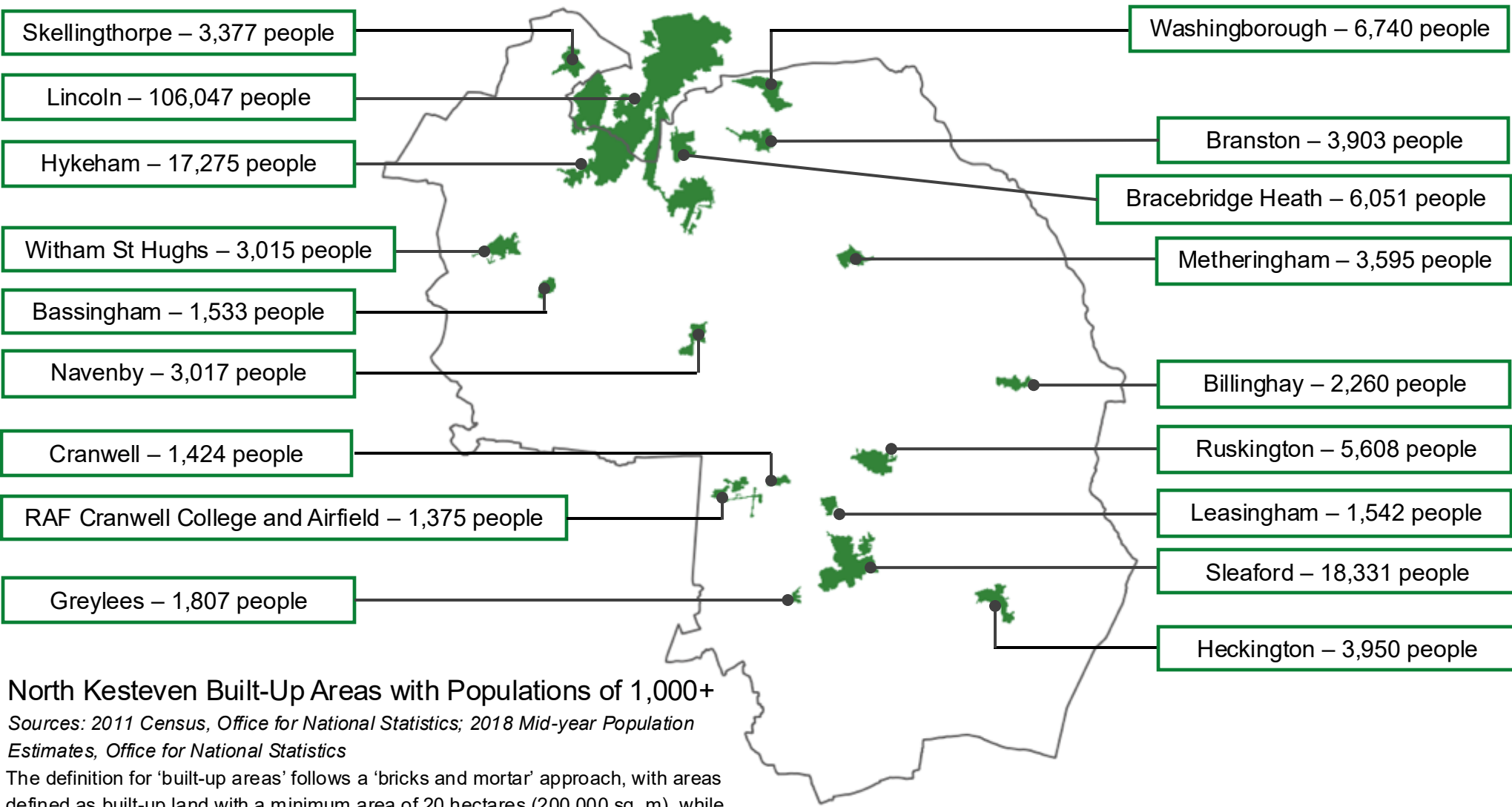
Despite the district’s overall sparse nature, on the face of it, accessing FE courses is relatively easy without a car, with **81% of the resident population of relevant age within 30 minutes of a post-16 further education establishment** (including sixth forms) by public transport or walking. This apparent ease of access is likely skewed by the large resident population on the northern perimeter of the district boundary and we would likely see much different levels of access for the rest of the district.

*\*2018 Mid Year Sub-national Population Estimates, Office for National Statistics*

*\*\* 2011 Rural-Urban Classification, Department for Food, Environment and Rural Affairs*

CONTEXT

# NORTH KESTEVEN GEOGRAPHY: BUILT-UP AREAS



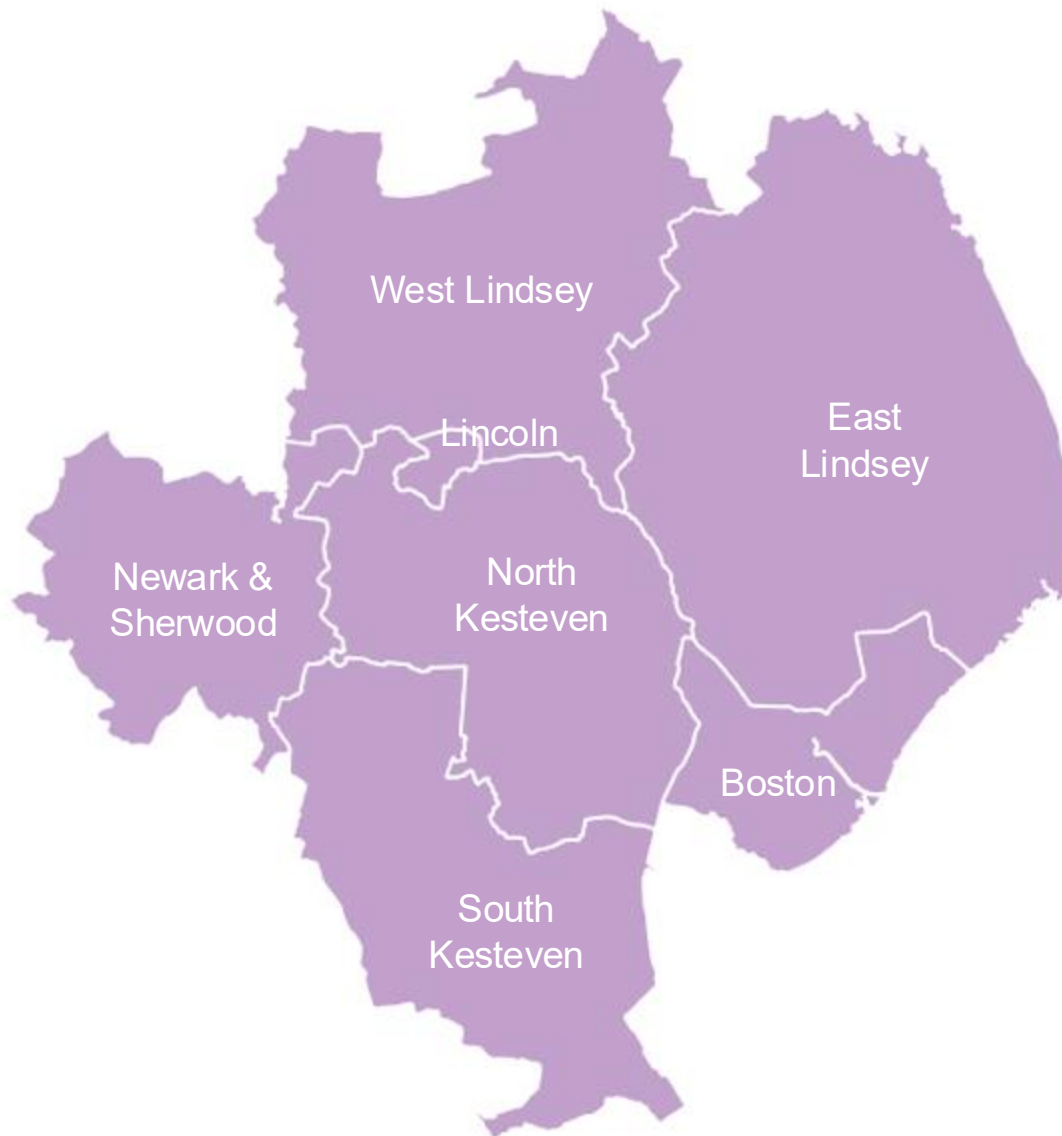
## North Kesteven Built-Up Areas with Populations of 1,000+

Sources: 2011 Census, Office for National Statistics; 2018 Mid-year Population Estimates, Office for National Statistics

The definition for 'built-up areas' follows a 'bricks and mortar' approach, with areas defined as built-up land with a minimum area of 20 hectares (200,000 sq. m), while settlements within 200m of each other are linked.

CONTEXT

# NORTH KESTEVEN GEOGRAPHY – NEIGHBOURING AREAS



This map shows North Kesteven's neighbouring local and unitary authority areas, and those which we have considered North Kesteven's relationship with, in terms of employment and educational/skills flows.

The district has a total outflow of 22,699 workers which is 36% of the local working age (16-64) population (66,688 people in 2011). There is also a daily inflow of 16,395 workers, meaning that on the day of the 2011 Census it had a net outflow of 6,304 workers.

The following slide details the main flows of workers from the two largest built-up areas in North Kesteven i.e. Hykeham, and Sleaford. These are intended to demonstrate the proximity, connectivity and potential for movement in and out of district for work and learning.

CONTEXT

# NORTH KESTIVEN GEOGRAPHY – MAIN FLOWS

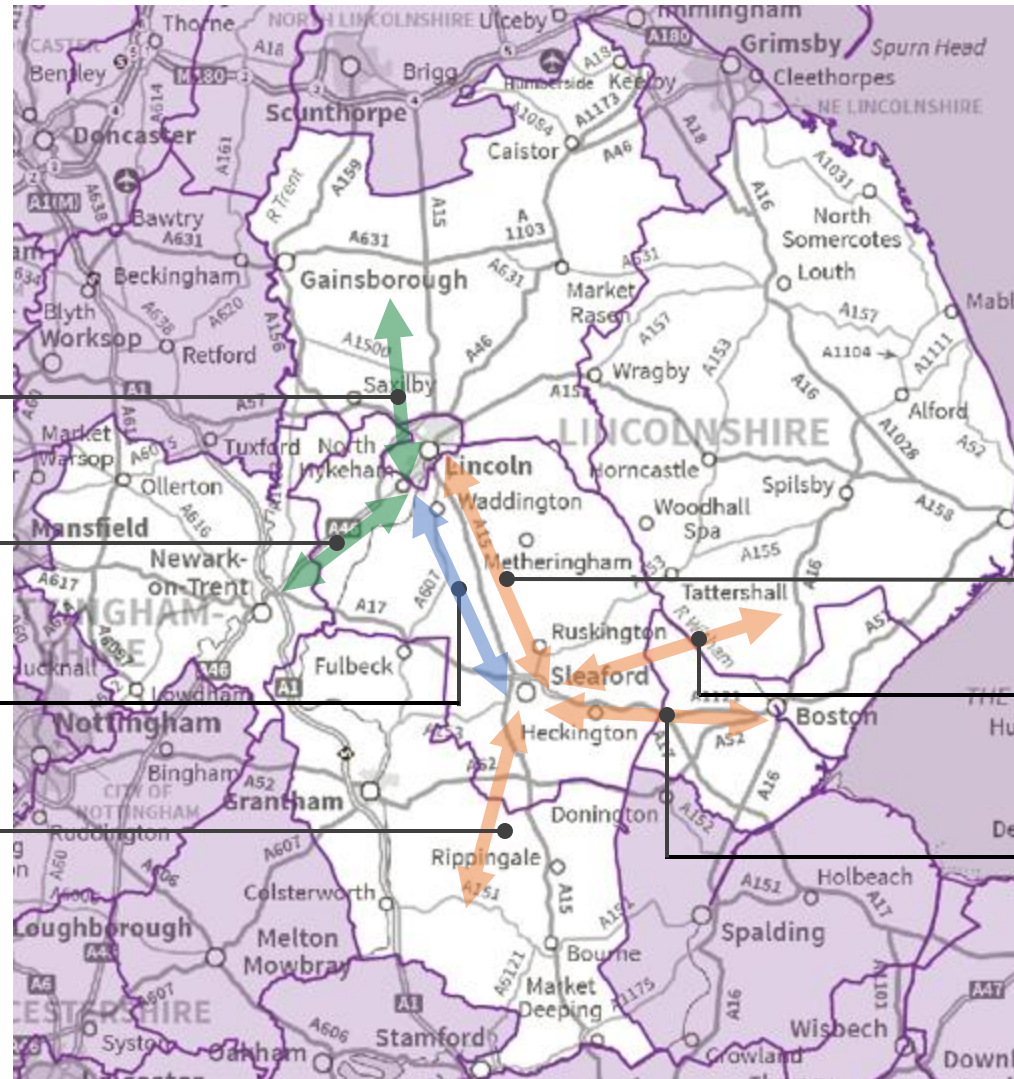
People travelling to and from  
work on Census day  
*Source: 2011 Census, Office for  
National Statistics*

Hykeham  $\rightarrow$  West Lindsey = 266  
West Lindsey  $\rightarrow$  Hykeham = 753

Hykeham → Newark & Sherwood = 224  
Newark & Sherwood → Hykeham = 172

Hykeham  $\rightarrow$  Sleaford = 92  
Sleaford  $\rightarrow$  Hykeham = 67

Sleaford  $\rightarrow$  South Kesteven = 872  
South Kesteven  $\rightarrow$  Sleaford = 579



Hykeham → Lincoln = 2,523  
Lincoln → Hykeham = 2,848

Sleaford  $\rightarrow$  Lincoln = 508  
Lincoln  $\rightarrow$  Sleaford = 288

Sleaford → East Lindsey = 225  
East Lindsey → Sleaford = 183

Sleaford → Boston = 351  
Boston → Sleaford = 233

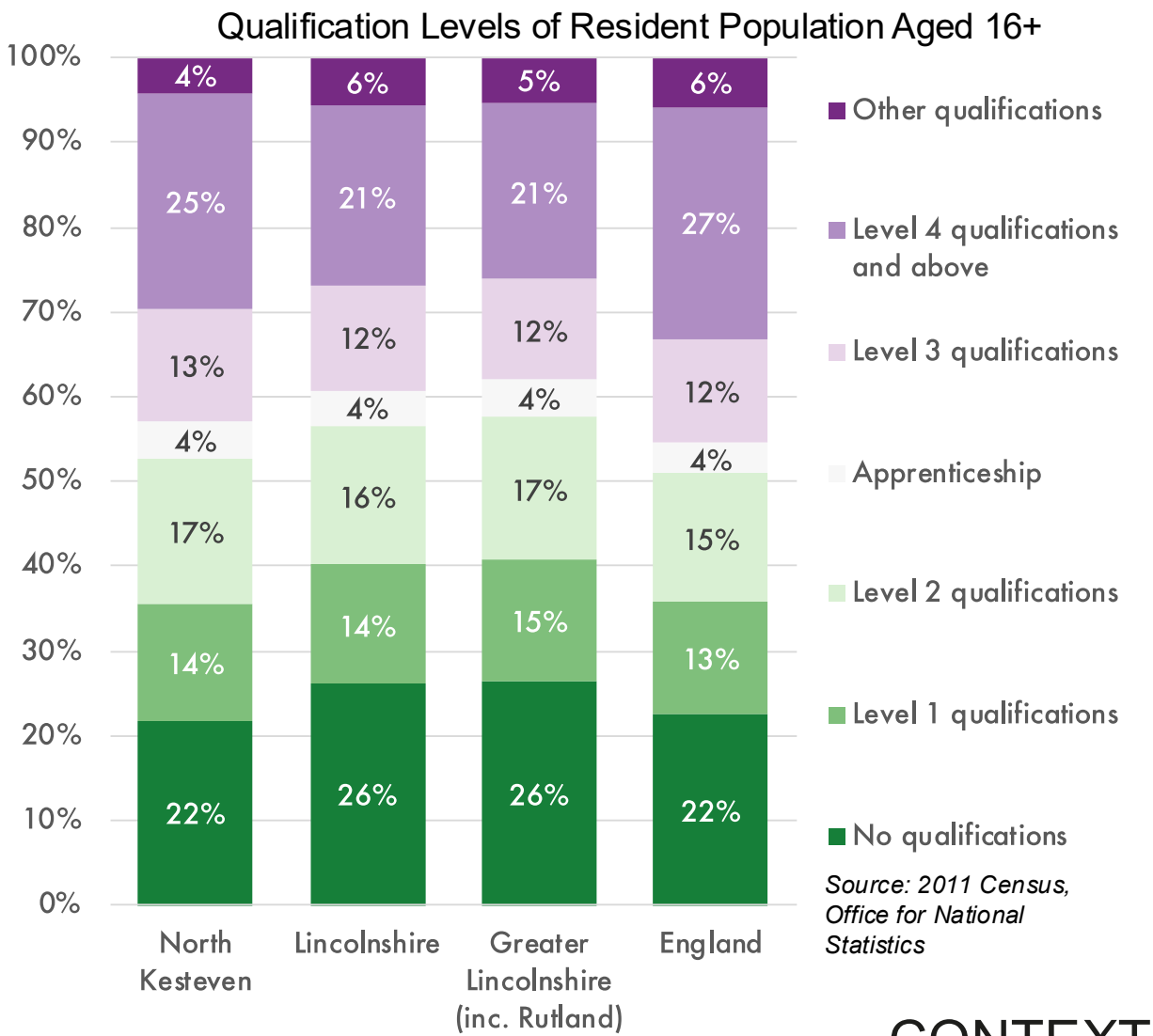
## CONTEXT

# NORTH KESTEVEN – EMPLOYMENT AND QUALIFICATION LEVELS

**High Employment Rates:** The employment rate in North Kesteven is **generally higher** than local and national averages. Latest data for the year ending Dec 2019 places the employment rate (of those aged 16-64) in North Kesteven at **80%**, compared to **75%** in Greater Lincolnshire (including Rutland), and **76%** across both Lincolnshire and England.

**Higher Qualification Levels:** Data from numerous sources demonstrates that North Kesteven performs above the county average and is in fact much closer to the national picture. In 2011, 38% of North Kesteven's resident population aged 16 plus had qualifications at level 3 and above compared to 33% across both Lincolnshire and Greater Lincolnshire (including Rutland).

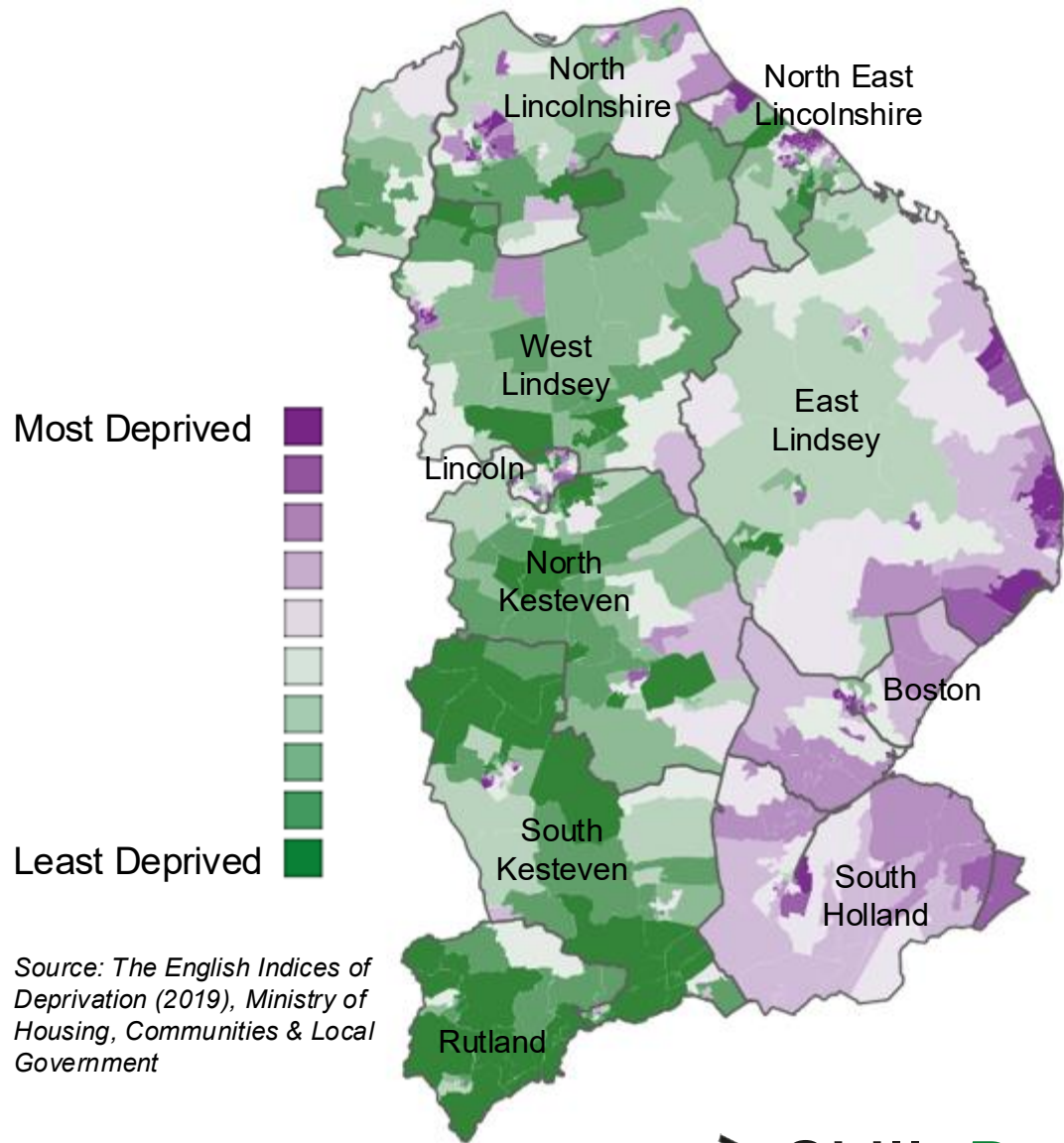
*More up-to-date information on this issue from the Annual Population Survey is available but much less reliable given its small sample sizes. It does however show improvements in qualification levels between 2011 and 2018, also seen at county and national level. 'Education, Skills & Training' Deprivation' data (which uses this same data) is presented next.*



CONTEXT



# NORTH KESTEVEN – EDUCATION, SKILLS & TRAINING DEPRIVATION



Source: *The English Indices of Deprivation (2019)*, Ministry of Housing, Communities & Local Government

The English Indices of Deprivation ranks each ‘small area’ in England from the most deprived to the least deprived. There are seven domains of deprivation, which combine to form the Index of Multiple Deprivation (IMD). One domain is the ‘Education, Skills & Training’ domain.

This domain measures the lack of attainment and skills in the local population using the following indicators from sources including the Census and Annual Population Survey:

- Key stage 2 and key stage 4 attainment
- Secondary school absence
- Staying on in education
- Entry to higher education
- Adults with no or low qualifications
- English language proficiency

The map on the left relatively ranks each of the ‘small areas’ in Greater Lincolnshire and Rutland against each other based on their national ranking. It shows that North Kesteven is one of relatively least deprived districts in Greater Lincolnshire based on this measure. However, two relatively deprived areas can be observed which are in and around Sleaford and Ruskington.

CONTEXT

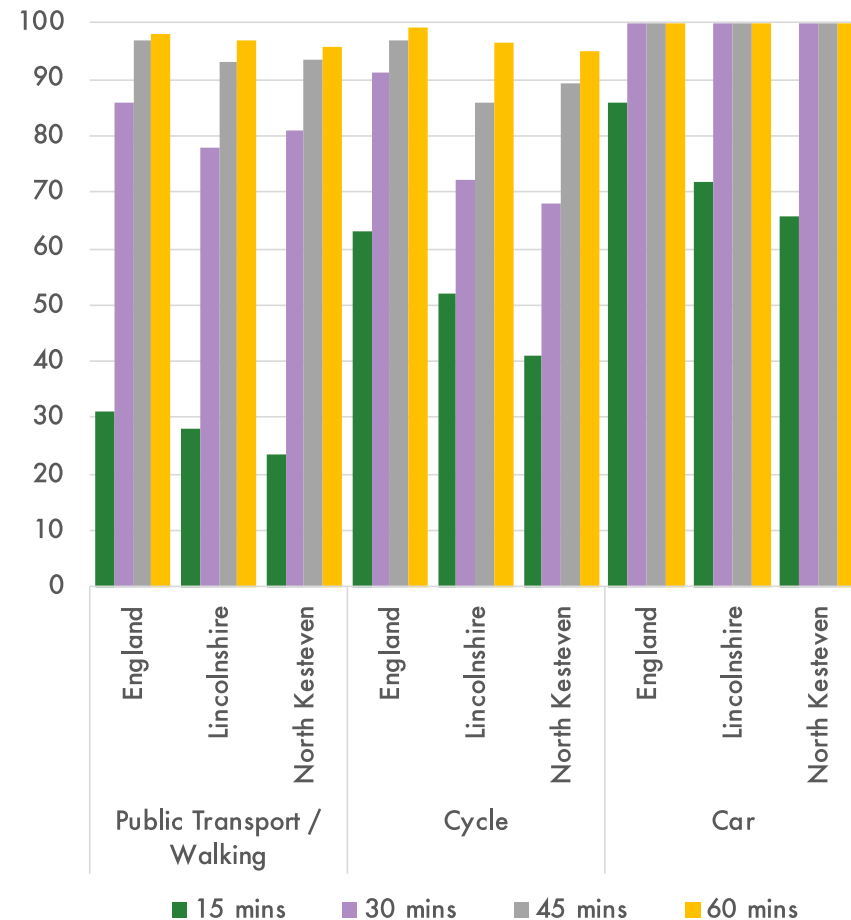
# TRAVEL AND TRANSPORT CONSIDERATIONS

- It appears that the large majority of North Kesteven Year 11 Leavers therefore have access to choice of provider and of academic / vocational routeways
- There are 2 main geographical post-16 learning 'zones' for North Kesteven learners:
  - Lincoln – c500 Learners – primarily Lincoln College and Priory LSST
  - Sleaford – c250 Learners

There are also smaller cohorts in North Hykeham, Welbourn and Branston in the school sixth forms.

- For a rural district, there is good connectivity across the area with the existence of public transport – particularly rail transport options between Sleaford and Lincoln and bus transport supporting the 'cliff villages' between both towns. This plus the close proximity of the northern settlements (especially Hykeham) to Lincoln suggest the area to be relatively well served through post-16 choice and accessibility
- As in all rural Lincolnshire, however, this does not mean that everyone is on, or can get to a bus or rail route, although this seems likely to only be a minority of post-16 students
- LCC School and Transport policy and ESFA Bursary contributions are the main sources of support and appear to be applied widely and inclusively. Probably because of the transport infrastructure, there are no significant out-of-district colleges offering free transport
- Travel considerations have major implications **in respect of local provider viability with sparsity of population, a heavily dispersed pattern and low local learner footfall** contributing to a fragile local education and skills infrastructure. This dispersed post-16 offer and the connectivity out-of-area (especially to Lincoln) is probably a factor in the relatively low levels of post-16 learning available within the North Kesteven boundaries.

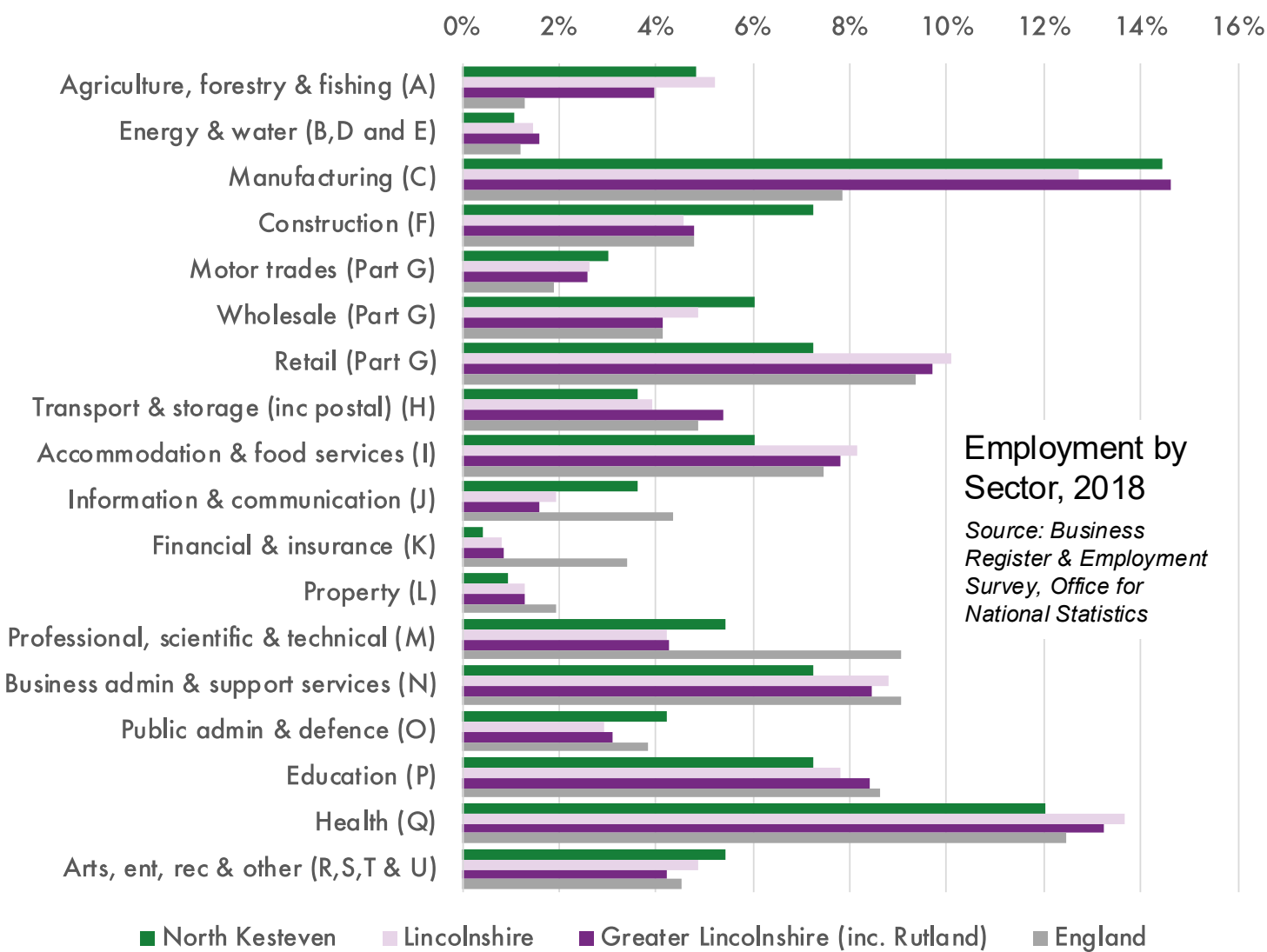
% of people with access to Further Education Colleges by Travel Time and Mode of Travel, 2016



Source: Department for Transport

CONTEXT

# NORTH KESTEVEN – EMPLOYMENT BY SECTOR



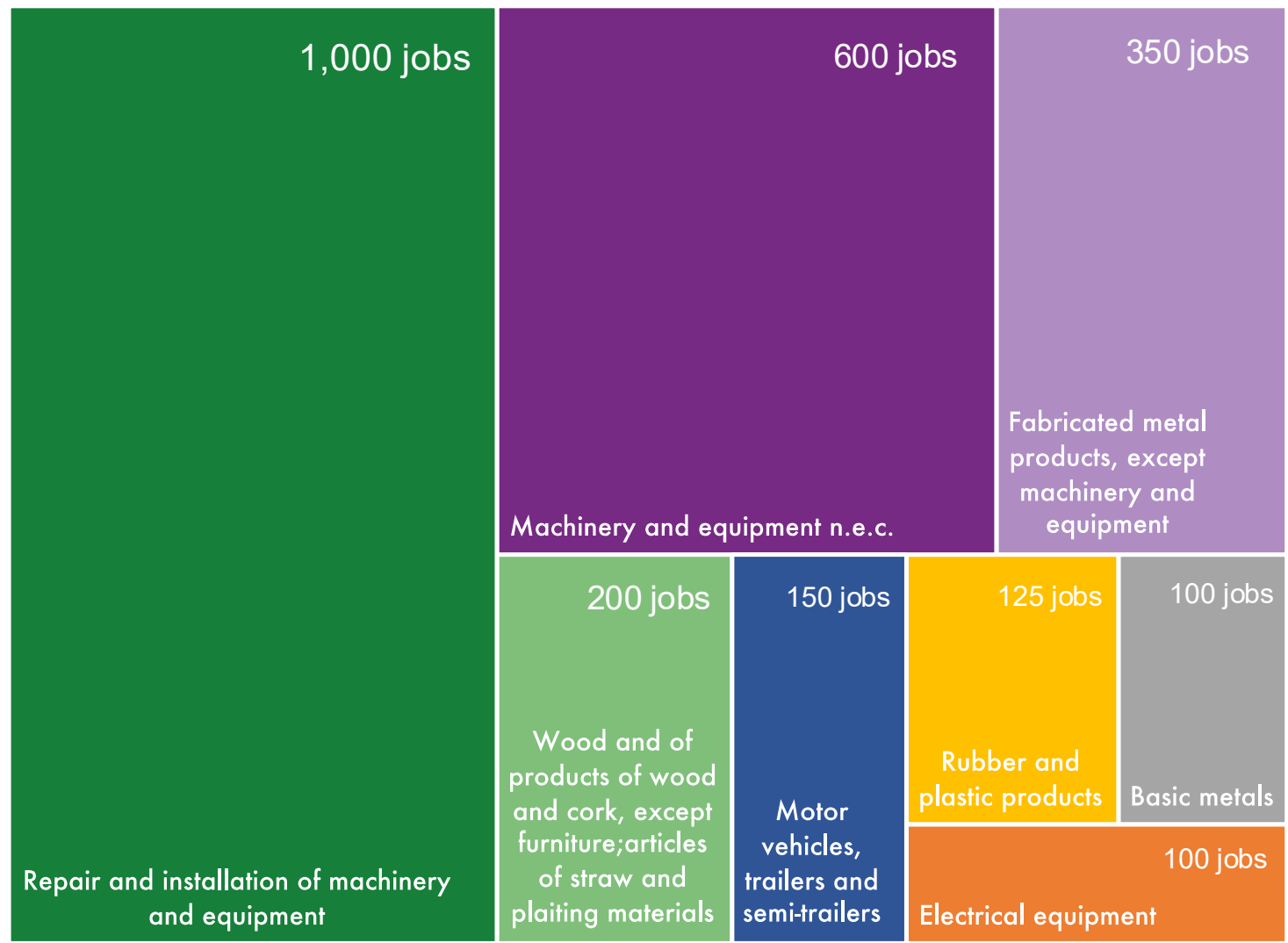
**Comments:**

This chart shows that North Kesteven has concentrations of employment (compared locally and nationally) in Manufacturing, Construction, Wholesale, Public admin & defence, and Arts, entertainment, recreation & other. If we drill down into the Manufacturing sector then we can see large concentrations of employment in 'food manufacturing' (7.2% of total employment) and in the 'repair and installation of machinery and equipment' (2.4% of total employment).

We note here that employment in 'Public admin & defence' in North Kesteven is downplayed by the data source as it only captures civilian activity and not MoD military employment. This is covered in more detail on slide 17.



# KEY SECTOR: NON-FOOD MANUFACTURING



Non-Food Manufacturing sectors supporting 100 jobs or more in North Kesteven

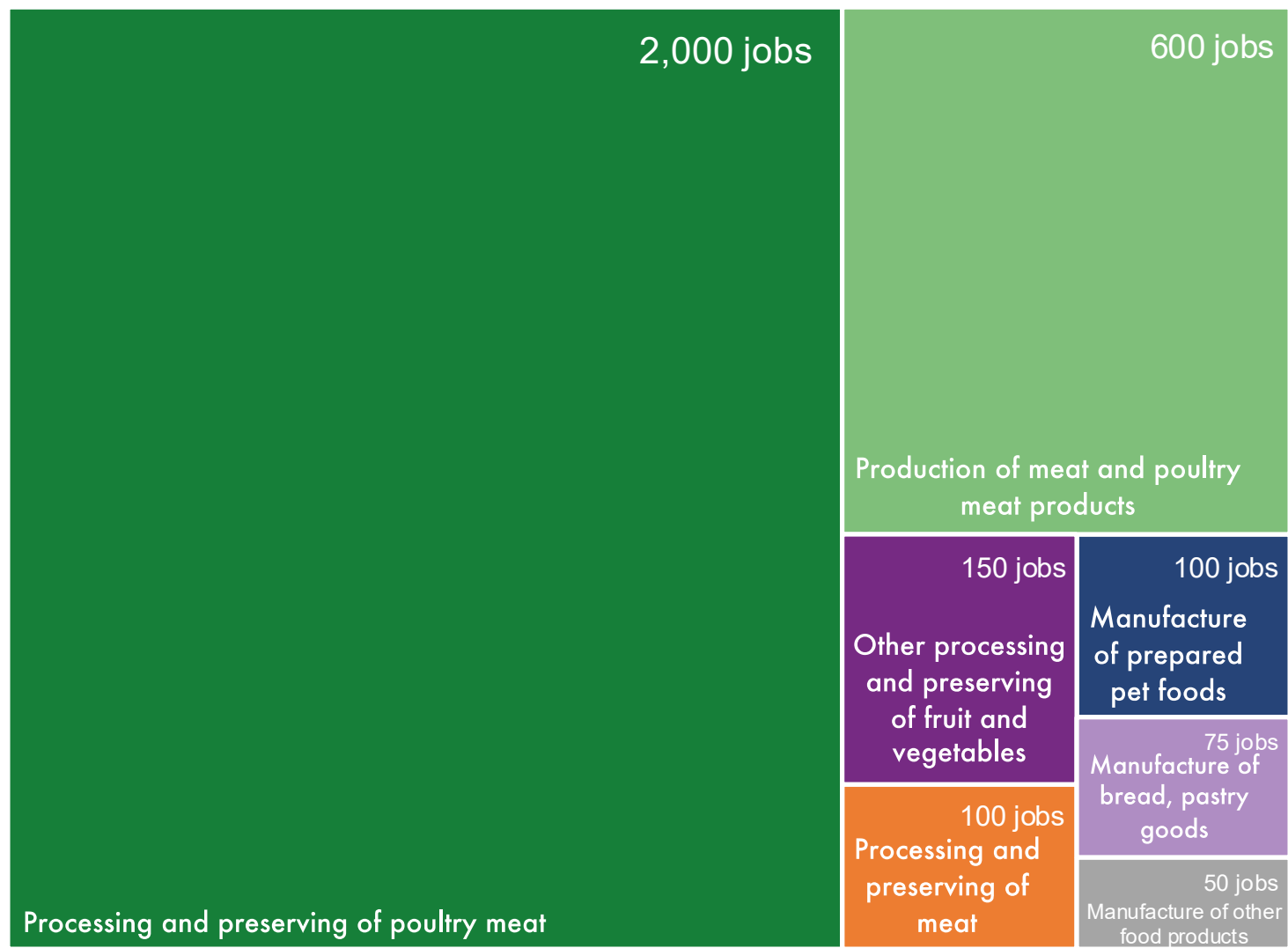
Source: Business Register and Employment Survey, 2018, Office for National Statistics

Comments:  
In total, Non-Food Manufacturing provides just over **3,000 jobs** in North Kesteven.  
  
'Repair and installation of machinery and equipment' is the largest of the Non-Food Manufacturing sub sectors in North Kesteven in terms of employment.

Drilling further down into this sub-sector reveals that it is subsequently made up of 'Repair of machinery' (800 jobs), and 'Repair and maintenance of aircraft and spacecraft' (200 jobs).

CONTEXT

# KEY SECTOR: FOOD MANUFACTURING



Food Manufacturing sectors supporting 50 jobs or more in North Kesteven

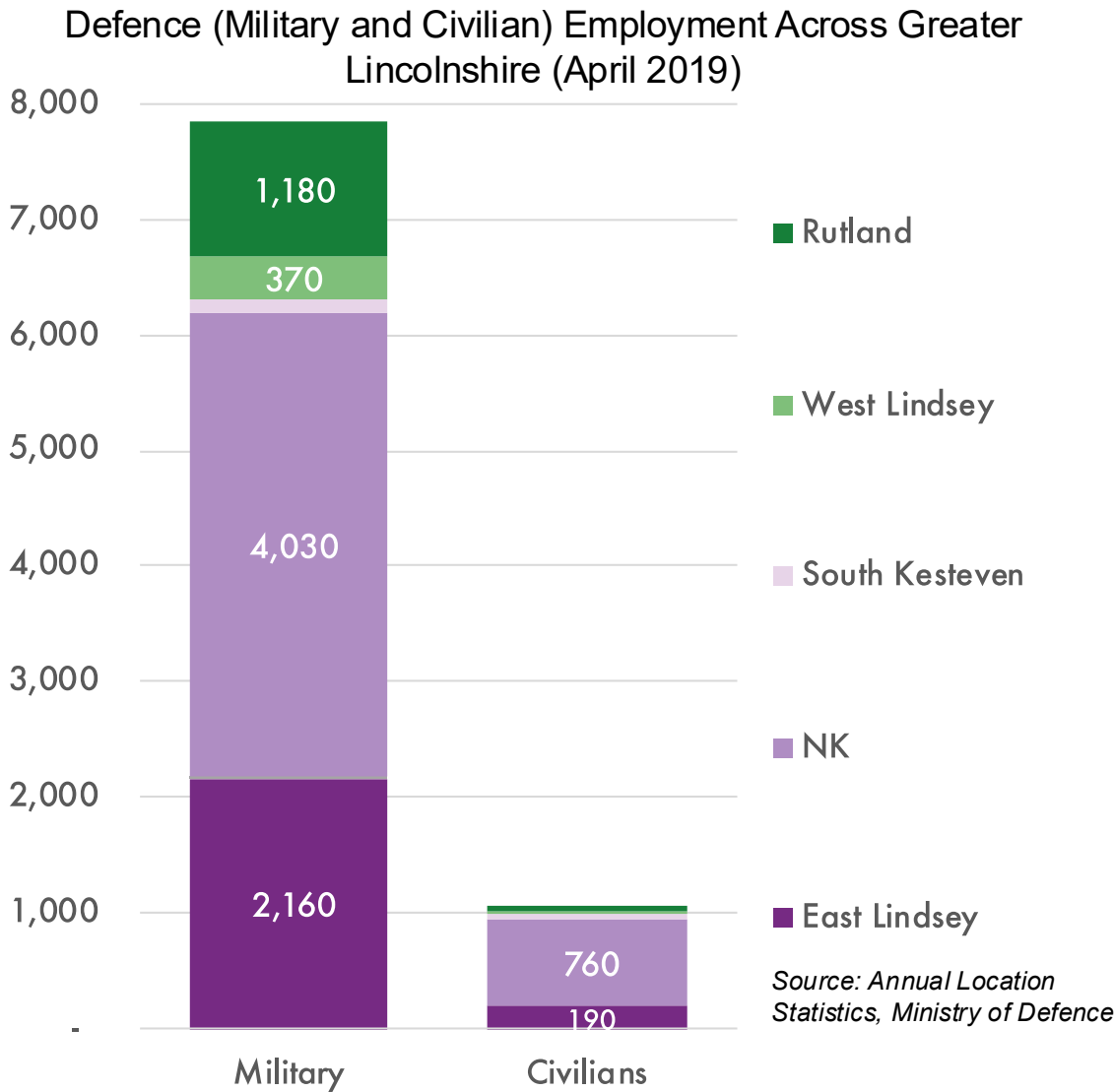
Source: Business Register and Employment Survey, 2018, Office for National Statistics

**Comments:**  
In total, Food Manufacturing provides **3,000 jobs** in North Kesteven. This number is likely to be higher when we take into account the high numbers of sub-contract / agency workers in this sector.

‘Processing and preserving of poultry meat’ is the largest of the Food Manufacturing sub sectors in North Kesteven in terms of employment. It employs 4.8% of the workforce compared to 1.1% across nationally and only 0.1% nationally. In fact a tenth of the national workforce in this sub-sector is based in North Kesteven.

CONTEXT

# KEY SECTOR: DEFENCE



Comments:

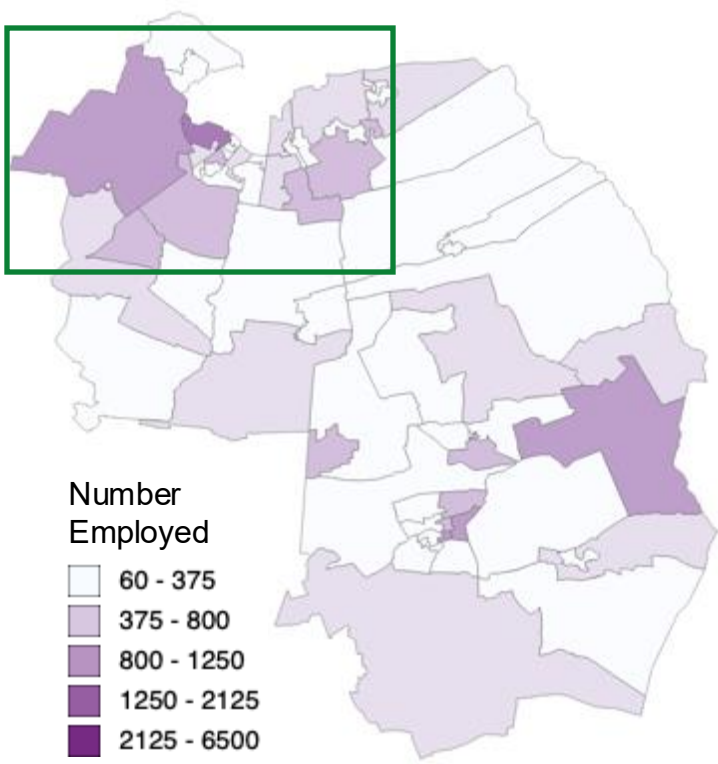
In total, the Defence sector provides nearly 4,800 jobs in North Kesteven.

The chart on the left shows that of the circa 8,000 military personnel based in the Greater Lincolnshire (including Rutland) area, over half of them are based in North Kesteven (with concentrations at Waddington, Digby and Cranwell RAF bases).

It is a similar story for civilian defence contractors with over three quarters of those working in Greater Lincolnshire being based in North Kesteven.

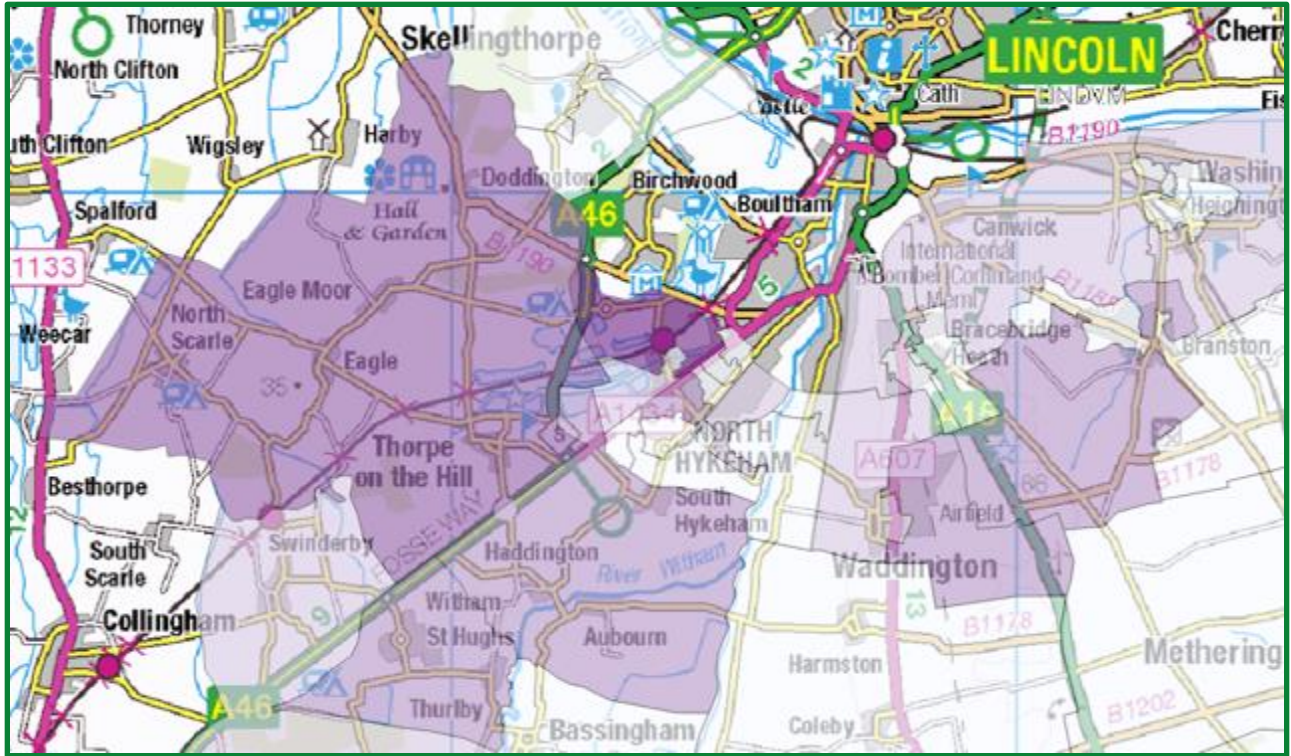
Please note here that results for Boston, Lincoln, South Holland, North East Lincolnshire, and North Lincolnshire, have been removed due to being 10 or less.

# NORTH KESTEVEN – EMPLOYMENT CENTRES AND KEY EMPLOYERS



Source: Business Register & Employment Survey 2018, Office for National Statistics

Defence industry businesses and contractors such as BAE, Northrop Grumman, Serco, Inzpire, and 3SDL are also key employers across North Kesteven.

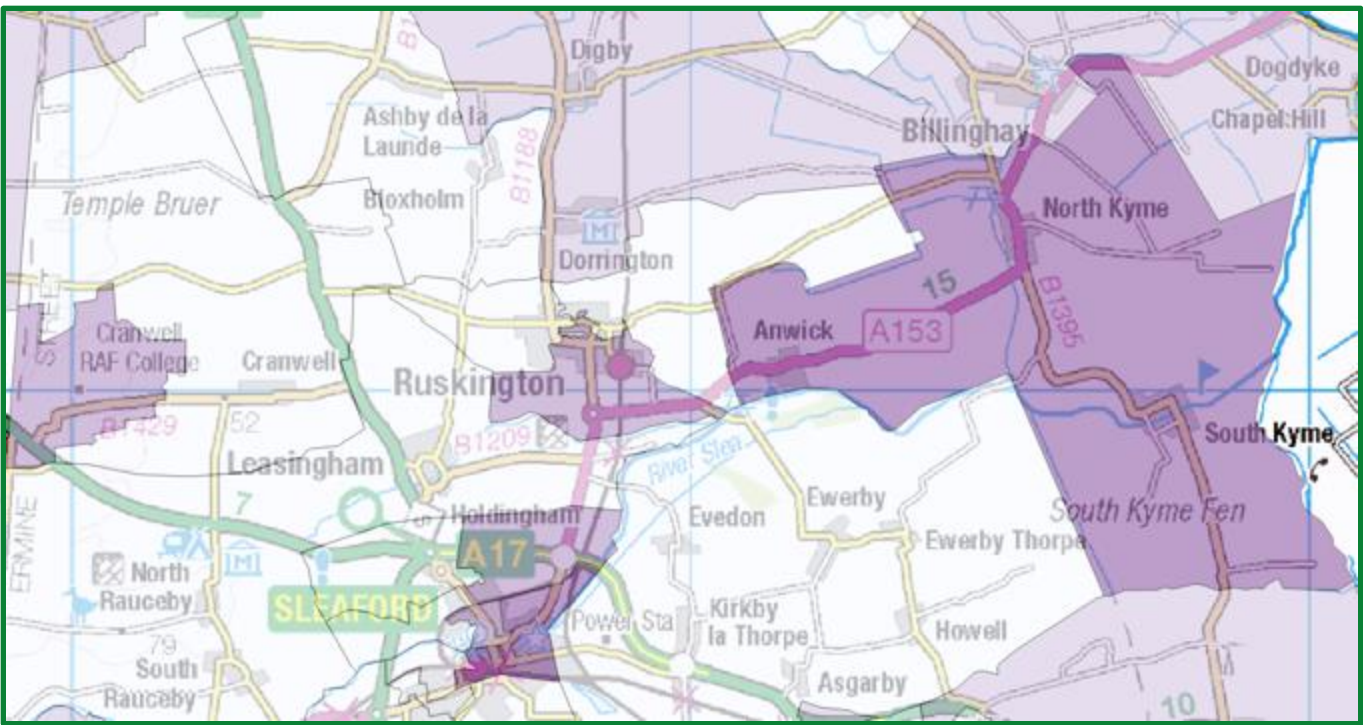
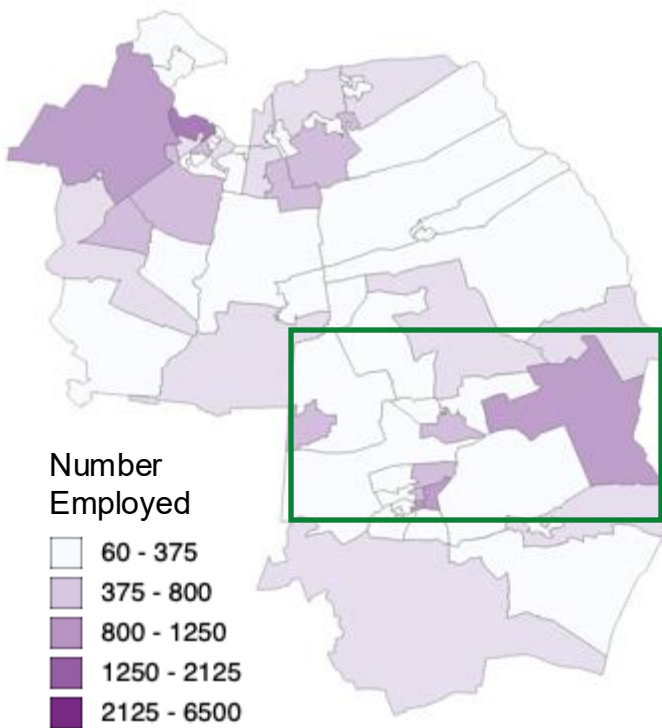


Key employers in these highlighted areas include (in no particular order):

- Branston Potatoes (Food Manufacturing)
- Royal Air Force (Defence)
- Siemens (Non-Food Manufacturing)
- Lindum Group (Construction)
- Noble Foods (Food Manufacturing)
- Frontier (Wholesale of grain, seeds, and animal feeds)
- Danwood (Wholesale of other office machinery and equipment)



# NORTH KESTEVEN – EMPLOYMENT CENTRES AND KEY EMPLOYERS



Source: Business Register & Employment Survey 2018, Office for National Statistics

Defence industry businesses and contractors such as BAE, Northrop Grumman, Serco, Inzpire, and 3SDL are also key employers across North Kesteven.

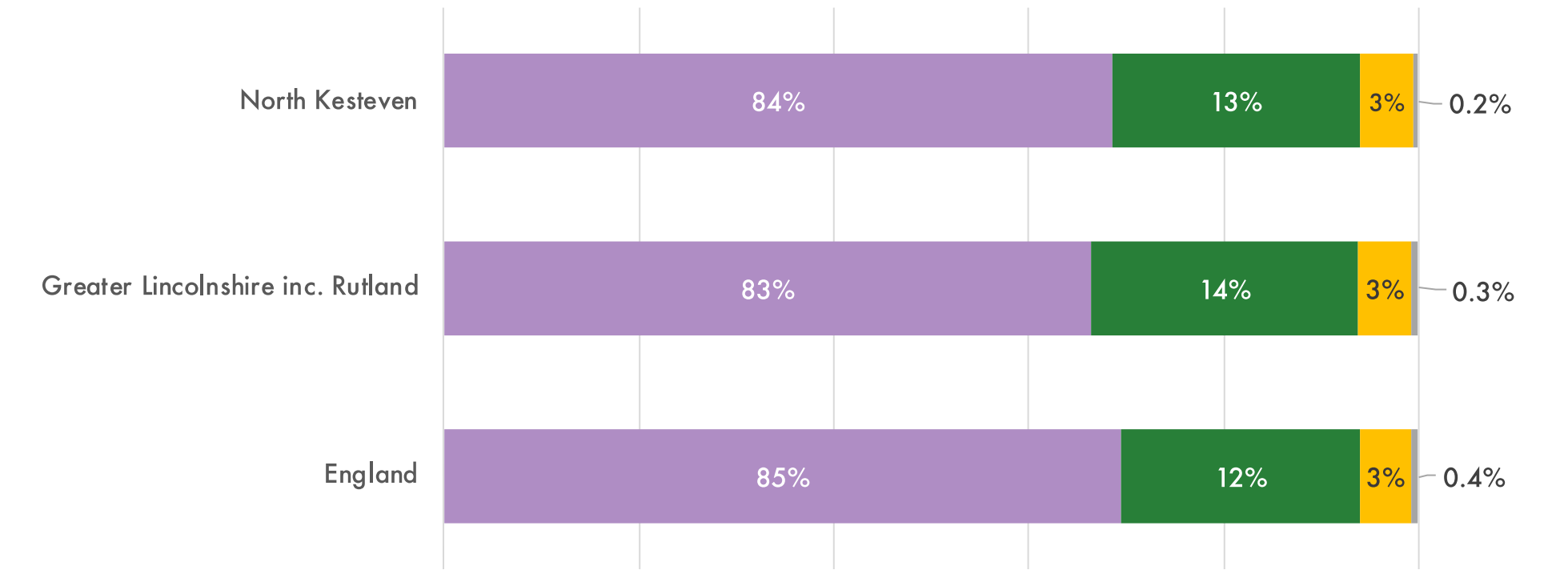
Key employers in these highlighted areas include (in no particular order):

- Royal Air Force (Defence)
- Moy Park (Food Manufacturing)
- North Kesteven District Council (Public administration)
- Sleaford Quality Foods (Food Manufacturing)
- SHD Composites (Non-Food Manufacturing)
- Interflora (Retail)
- Tulip (Food Manufacturing)

CONTEXT

# NORTH KESTIVEN – EMPLOYMENT BY BUSINESS SIZE

North Kesteven has comparatively less of the **largest businesses** (0.2%) with 250+ employees, when compared locally (0.3%) and nationally (0.4%). Larger businesses are more likely to have structured talent and workforce development programmes including Apprenticeships, often underpinned by the levy.



Source: UK Business Counts, Office for National Statistics, 2019

Note that full extent of horizontal axis not shown for presentation purposes

■ 0-9 employees ■ 10-49 employees ■ 50-249 employees ■ 250+ employees

CONTEXT

# KEY LOCAL SECTORS AND POST-16 SKILLS IMPLICATIONS

- The local Importance of manufacturing (food and non-food) – A key sector with job roles at entry, technician and graduate/professional level in diverse areas such as engineering, science and corporate roles such as HR, Marketing, Customer Service, Operations, Digital Quality etc. Most larger employers will be apprenticeship levy payers and this, plus a strong sector tradition of apprenticeships will mean career opportunities for local people – although **recruitment and training processes may be managed nationally rather than locally**.
- The MOD is a key employer and influencer itself in the district – both through direct employment of service personnel at Waddington, Cranwell and Digby and through its operational partnerships with subcontractors such as BAE and 3SDL which will also recruit and train locally.
- Food Manufacturing is a major employer in North Kesteven and it is likely that official employment numbers are ‘understated’ because the food chain is a major user of contract labour provided by Employment Agencies – often with a disproportionately high share of migrant labour. The potential exposure of the Agri-Food sector to workforce impact from Brexit is likely to be high, due to the current reliance on EU migrants to fill labour shortages.
- Food Manufacturing employers often report skills shortages with suggestions of negative perceptions held by young people about the sector and its career potential. The technological revolution that is taking place in this sector (e.g . robotics) can improve job quality, wage levels and lead to overall sector growth locally, given that the food chain is an international sector in which global competitiveness is essential. There may be a challenge locally to ensure that local residents and workers can access and benefit from the new, higher-tech contemporary opportunities.
- Although the area is relatively focused upon the manufacturing sector, there is evidence that a wider range of study areas – including **service sector opportunities such as retail / hospitality are being taken up by local young people**. Easy transport connections to neighbouring areas such as Lincoln provide positive employment opportunities for these skills.

CONTEXT

## C. DESTINATIONS & PERFORMANCE POST-16 IN NORTH KESTEVEN: SUMMARY

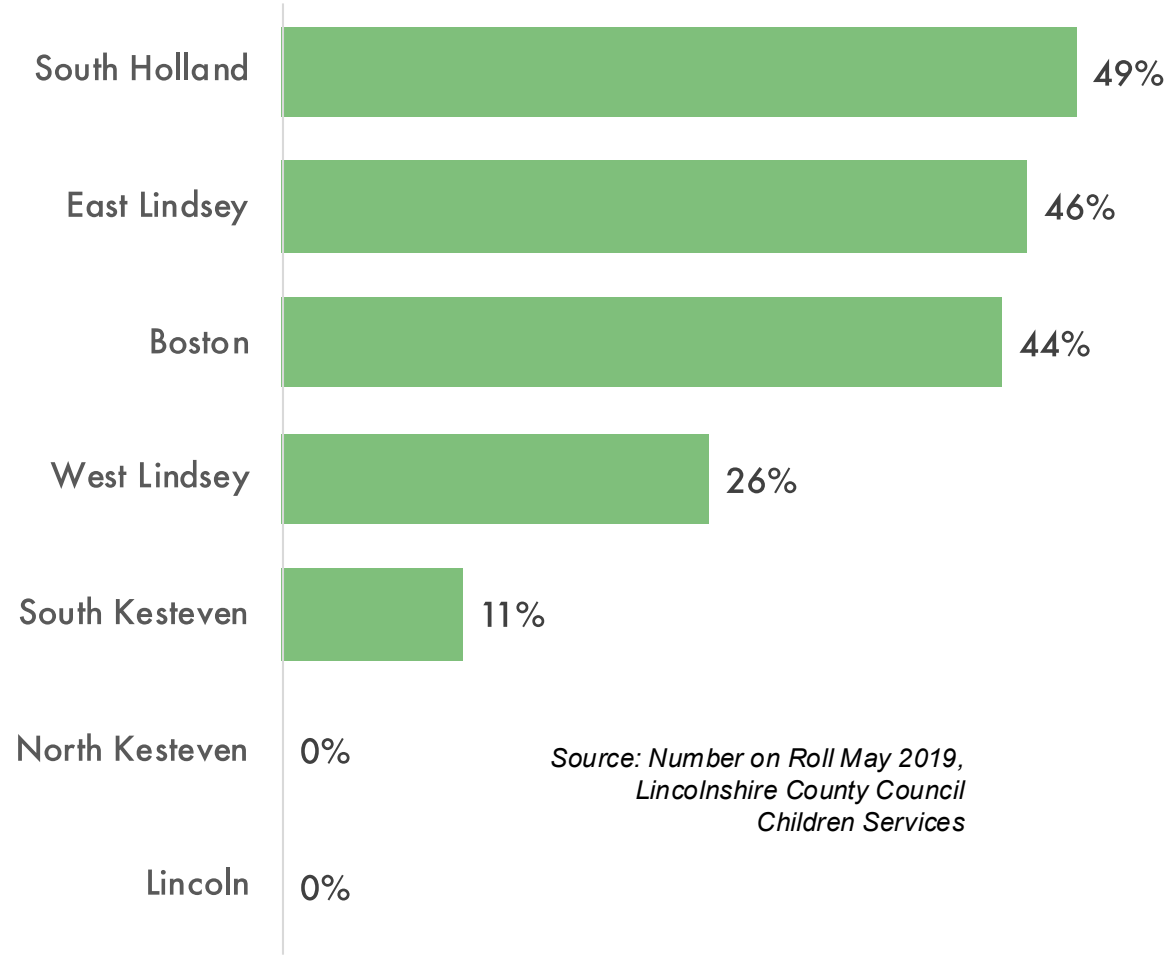
- In particular, the close proximity of North Hykeham (and other large North Kesteven villages such as Bracebridge Heath, Skellingthorpe and Washingborough) to many Lincoln schools means that a significant number of North Kesteven student's study out of district well before Year 11. For example Priory LSST is an important provider of Post 16 education for North Kesteven residents with many of those young people starting their studies there at Year 7.
- All Year 11 students in North Kesteven have the opportunity (subject to admission policy) of 'staying on' at the same school to undertake post-16 studies. The availability of continuing sixth form provision at year 11 is far less typical across Lincolnshire and probably contributes to the district having the highest proportion of students continuing their studies at a school sixth form of any District, and a relatively low proportion of young people opting to study at an FE College.
- With the exception of Carres Grammar School, which has a net student increase, district schools retain c50% of their student's post-16 to continue studies at their own sixth forms.
- The Priory LSST is clearly a significant 'out-of-district' secondary school for district young people with a larger sixth form representation than every in-district school bar St George's Academy in Sleaford.
- Lincoln College is by far the most common post 16 FE College destination for district students accounting for c30% of the total leaver cohort and the largest total number of post-16 students; small numbers go to Grantham (3%) and Boston (1%) Colleges.
- Since 2015/2016, participation and achievement levels for under 19 district residents have remained at significantly higher levels than Greater Lincolnshire averages; with an encouraging 2018/19 'spike' in achievement also bucking national trends.
- From an all-age perspective, manufacturing technologies is the most popular vocational subject 'studied' post-16 followed by 'healthcare'.
- North Kesteven has the second highest proportion of young people participating in higher education at age 18 or 19 in Greater Lincolnshire at 35.6% although this remains below both England and UK averages.

DESTINATIONS



# NORTH KESTEVEN – POST 16 OPTIONS

% of Year 11 students having to moving into Year 12 at different education institution due to no School Sixth Form at current education institution (and remaining within local authority)



Source: Number on Roll May 2019,  
Lincolnshire County Council  
Children Services

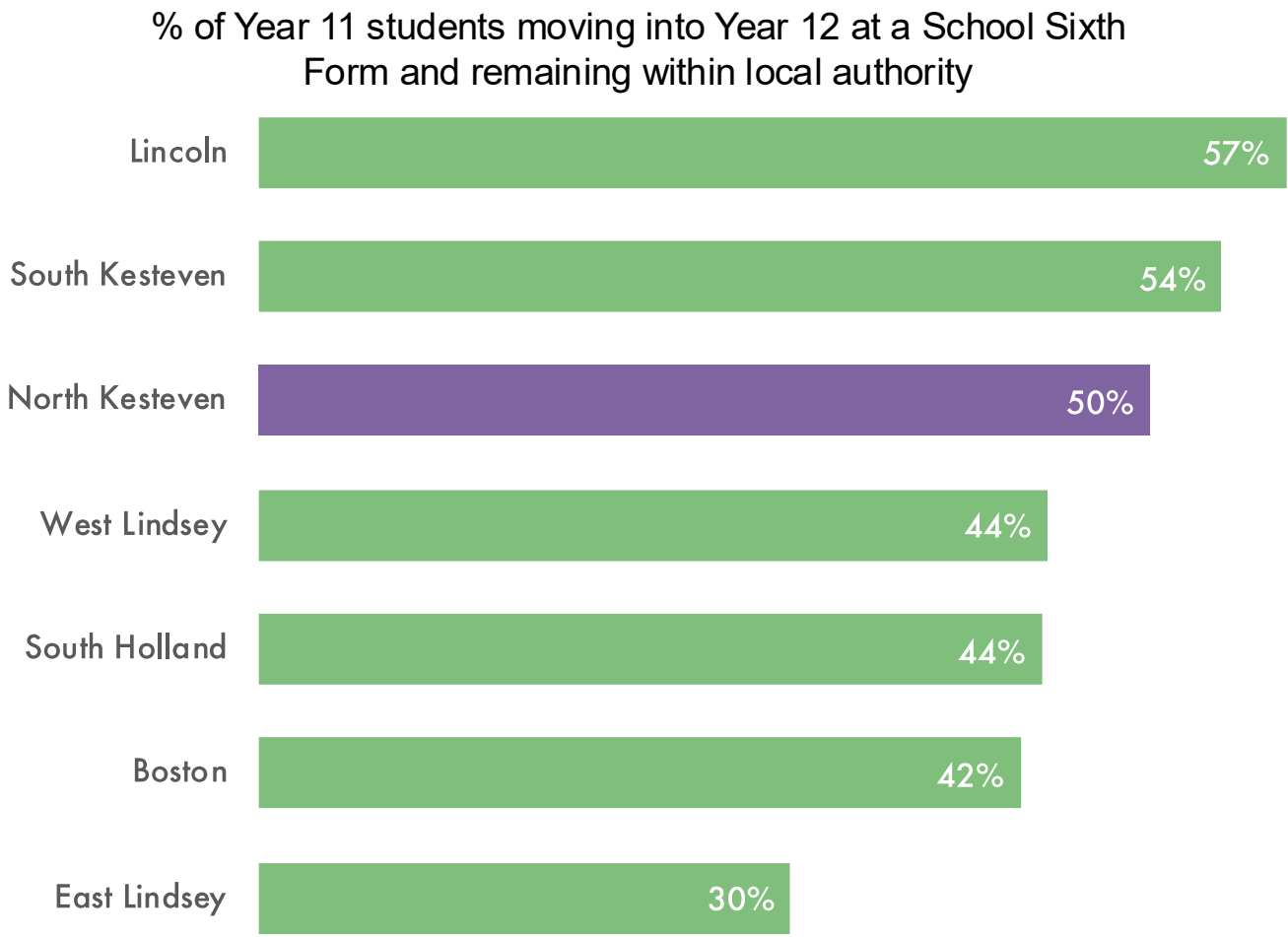
Comments:

Year 11 pupils in North Kesteven are spread across seven main schools:

- Branston Community Academy
- Carre’s Grammar School
- Kesteven & Sleaford Selective Academy
- North Kesteven School
- Sir Robert Pattinson Academy
- Sir William Robertson High School
- St George’s Academy

All of the above schools have sixth form provision, meaning that in North Kesteven (unlike other districts) Year 11 pupils are not compelled to make a decision about a different study location when moving into Year 12.

# NORTH KESTIVEN – DECISION MAKING POST YR11



Comments:

This chart shows that half of all students in North Kesteven at the end of Year 11 studies remain and go onto Year 12 sixth form studies within schools in the district.

This trend of a circa 50% retention of Y11 pupil numbers is replicated across all seven North Kesteven district secondary schools, apart from that of Sleaford Carre’s Grammar School which sees a net increase in pupil numbers.

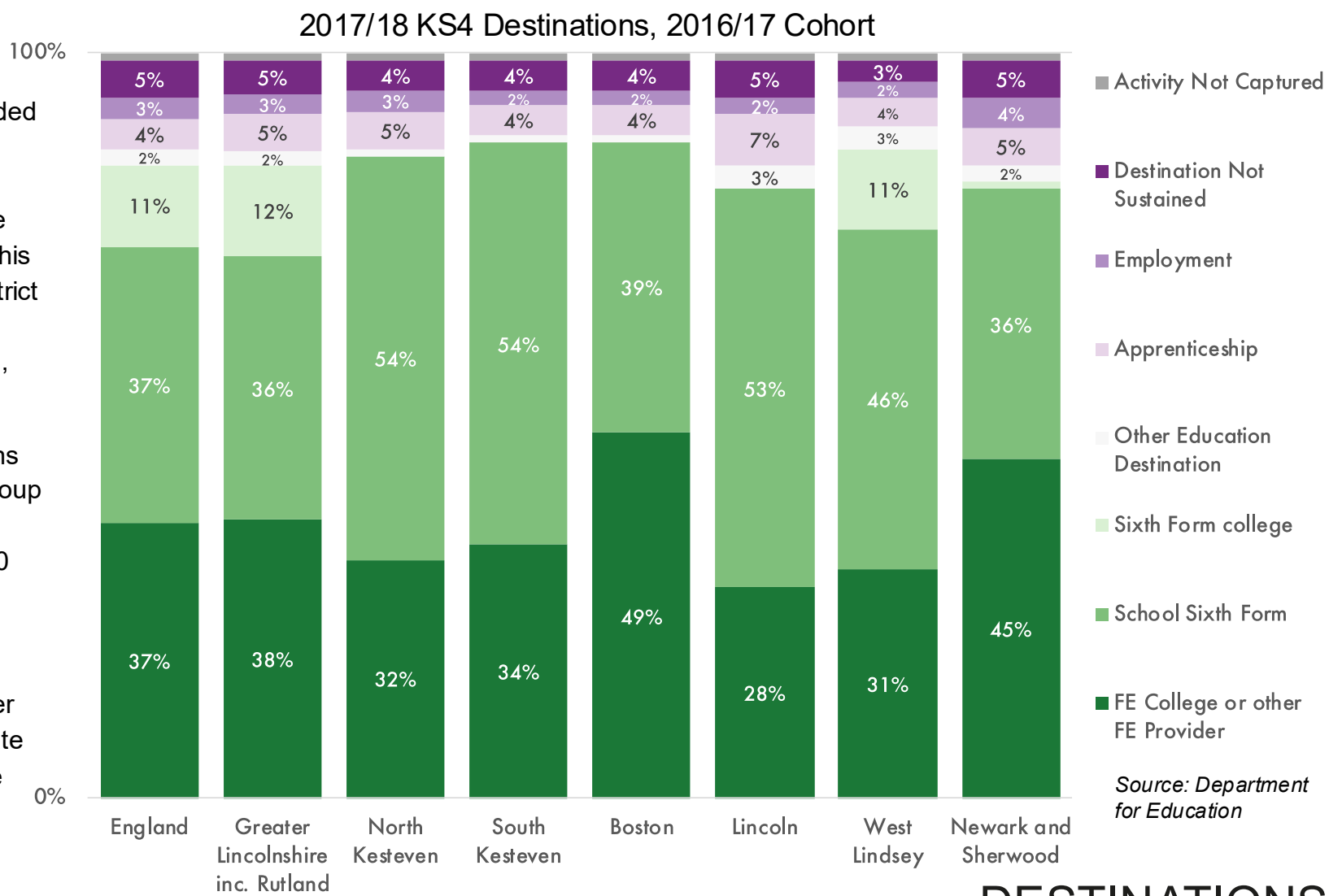
Source: Number on Roll May 2019, Lincolnshire County Council Children Services

# NORTH KESTEVEN – POST 16 DESTINATIONS COMPARISON

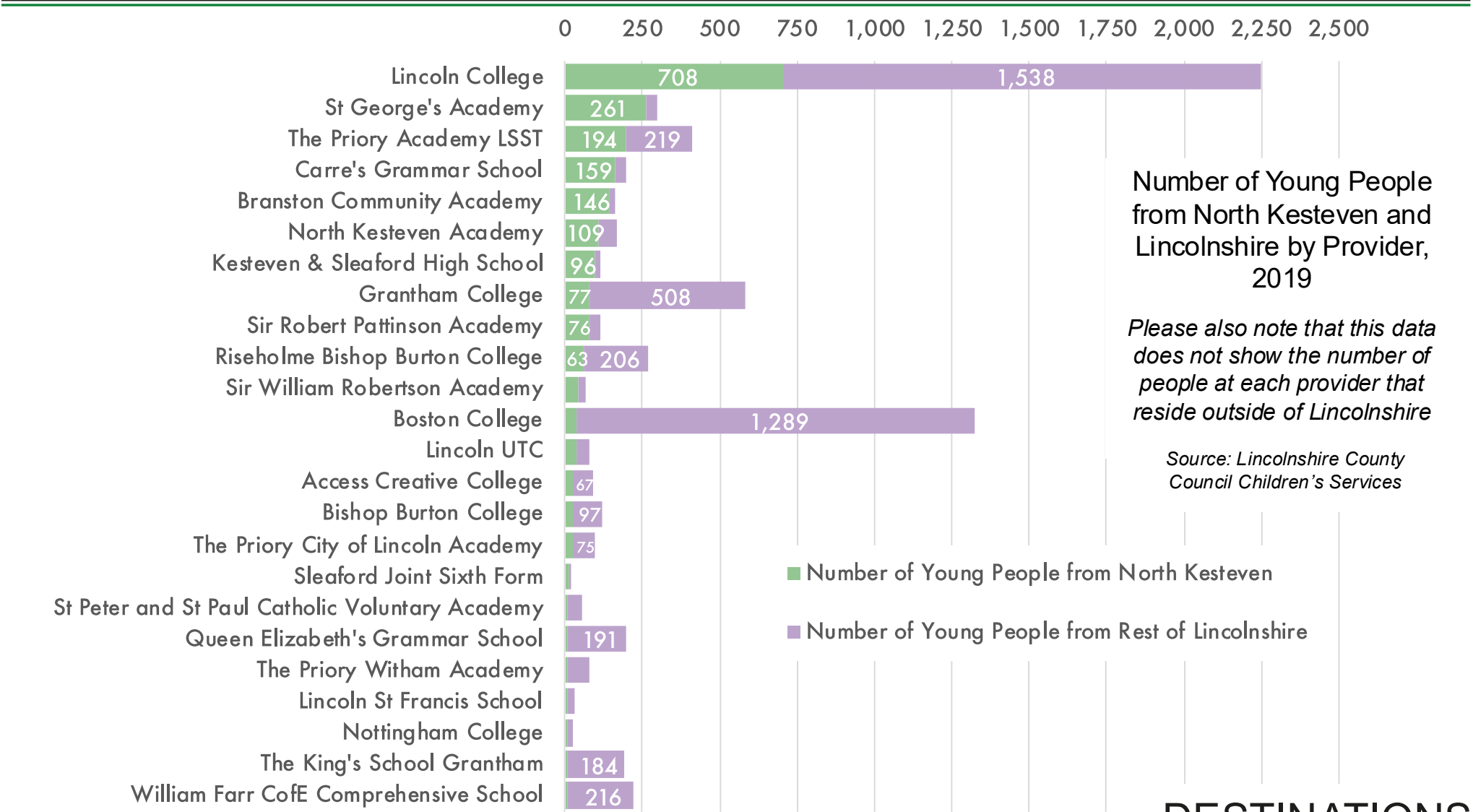
**Comments:**

North Kesteven's state funded school cohort at the end of Key Stage 4 in 2017 was 1,246. This chart shows the sustained destinations for this cohort compared to the district and unitary authority areas that border North Kesteven, and the national average.

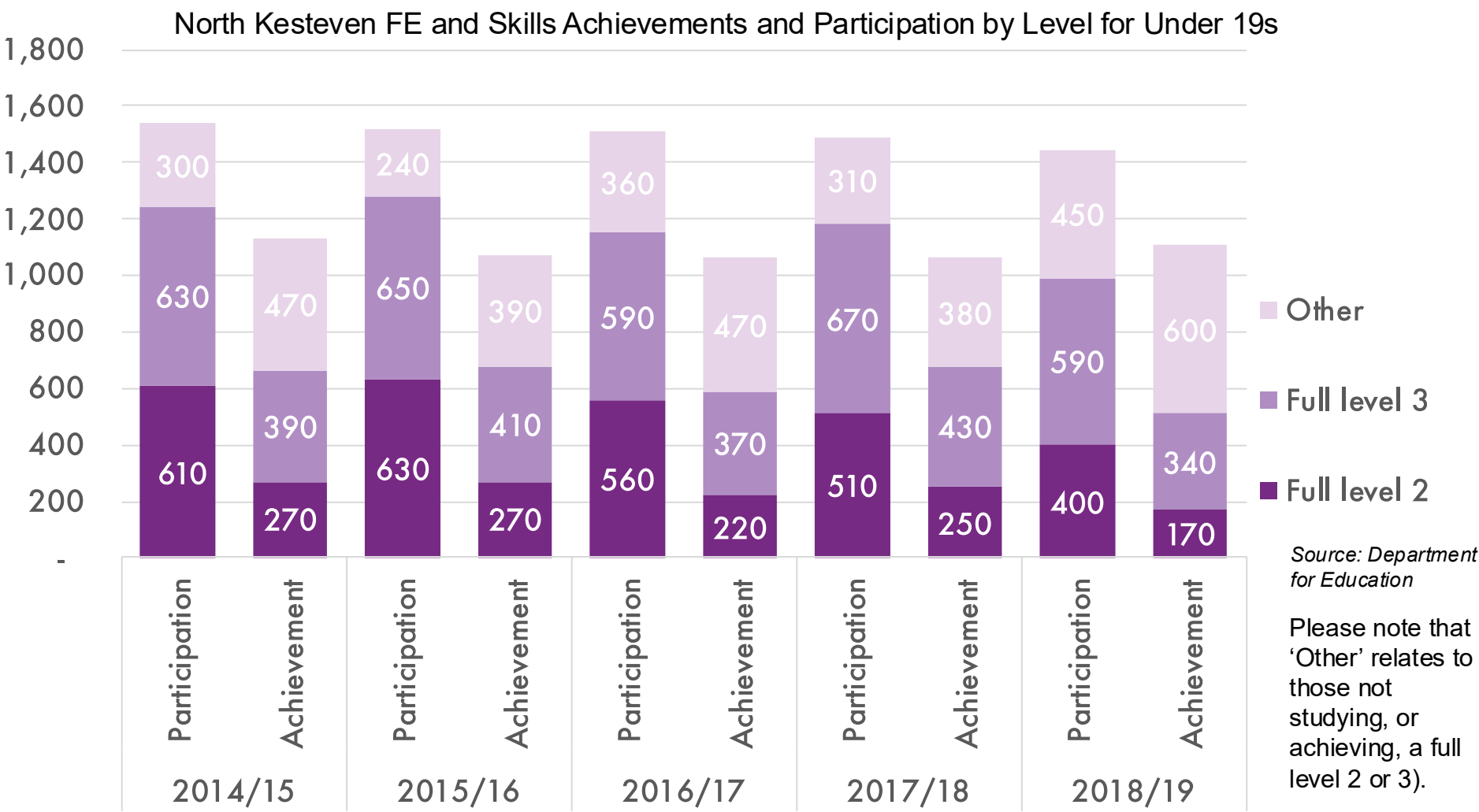
Latest population projections show that the 16-18 age group in North Kesteven is set to grow by **26%** between 2020 and 2030, with growth in numbers across all three ages. This growth rate is higher than both the Greater Lincolnshire inc. Rutland rate (24%) and the national rate (21%).



# NORTH KESTEVEN - 16-18 YEAR OLDS, WHERE ARE THEY IN 2019?



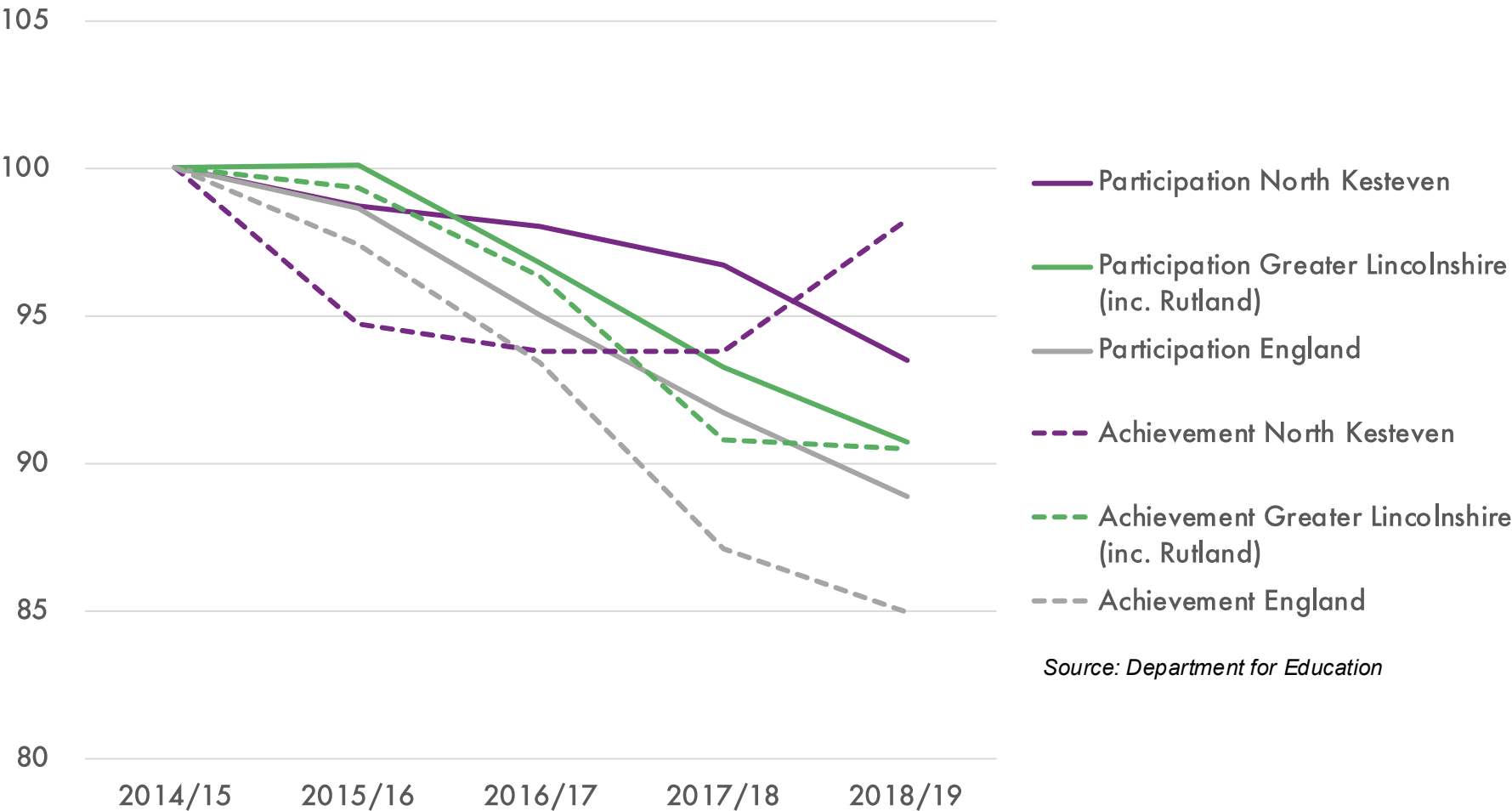
# NORTH KESTEVEN – UNDER 19s ACHIEVEMENT & PARTICIPATION



PERFORMANCE

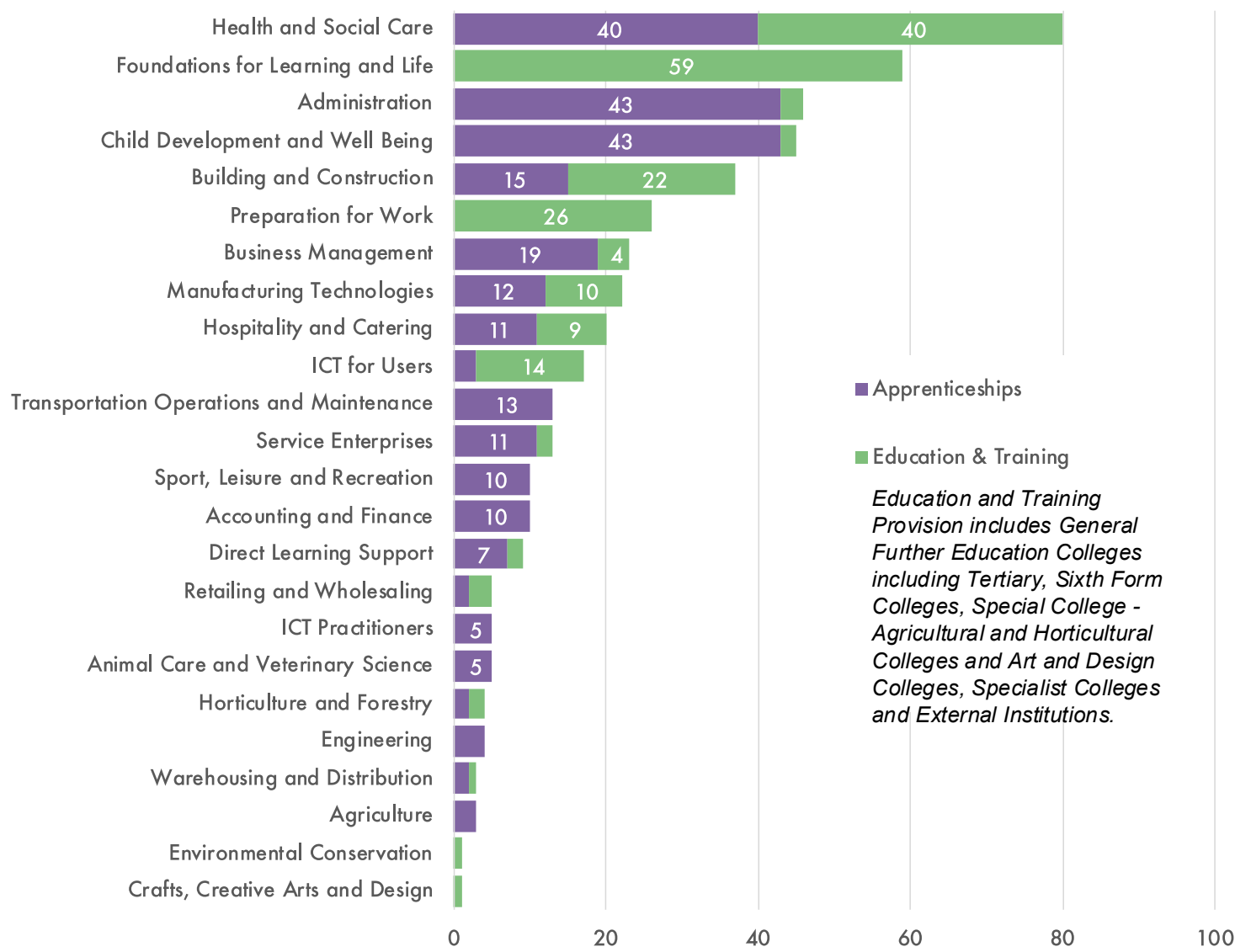
# NORTH KESTEVEN – ACHIEVEMENT & PARTICIPATION TRENDS

Change in FE and Skills Achievements and Participation for Under 19s, 2014/15=100



Source: Department for Education

# NORTH KESTEVEN - ACHIEVEMENTS BY SECTOR SUBJECT AREA



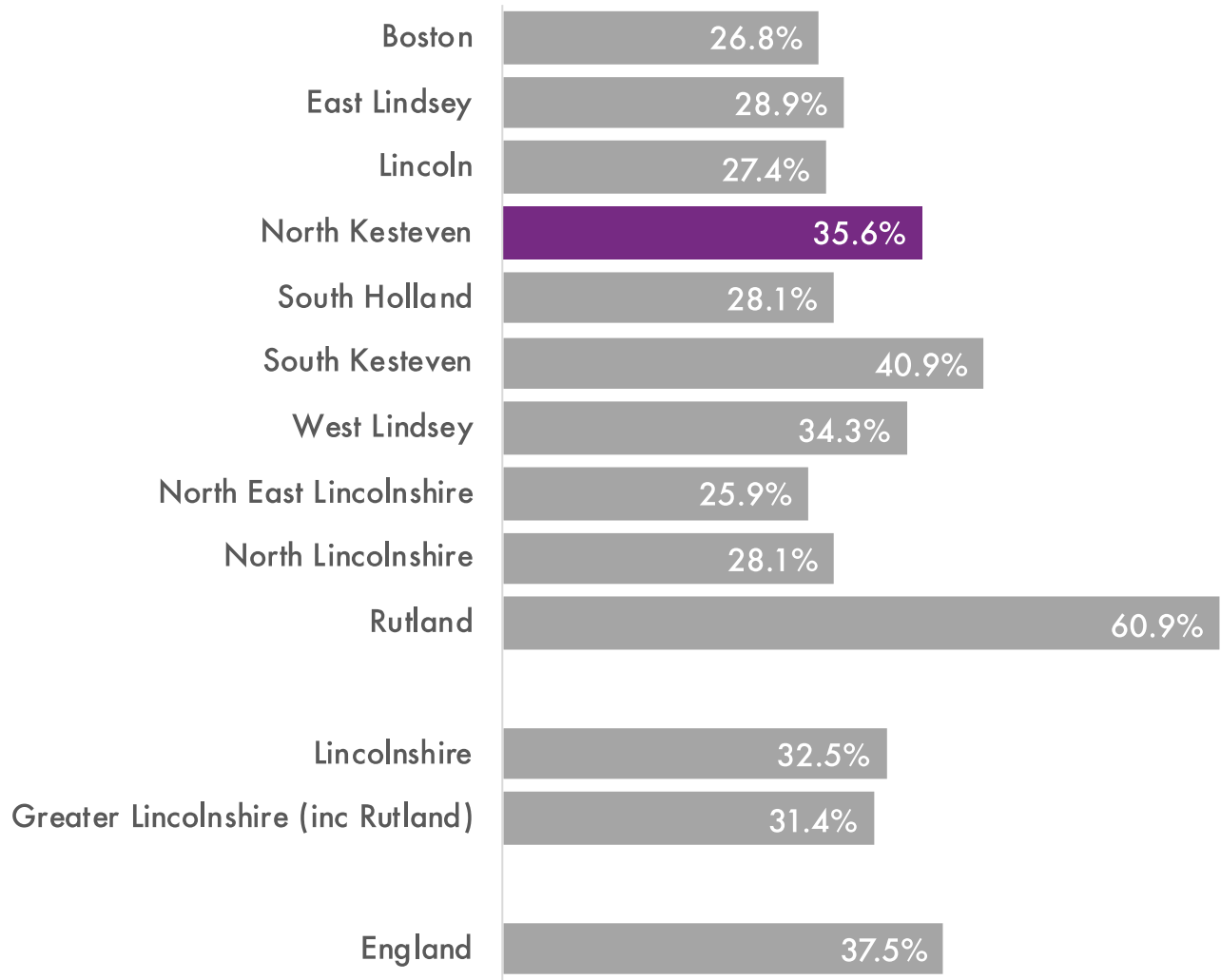
North Kesteven Further Education Achievements (all age Apprenticeships, and Adult [19+] FE and Skills learners that achieved, and all age Traineeships that completed an ESFA funded aim in the academic year 2018/19) by Tier 2 Sector Subject Area

Source: Department for Education

**Comments:**  
This data suggests the importance of Apprenticeships in terms of local 'occupational learning' in areas such as Healthcare, Administration and Child Development. It is difficult to gain an 'occupational' steer from the 'education and training' data.

PERFORMANCE

# HIGHER EDUCATION PARTICIPATION



## Higher Education Participation Rates across Greater Lincolnshire and Rutland

Source: POLAR4 data, Office for Students

The participation of local areas (POLAR) classification groups areas across the UK based on the proportion of young people who participate in higher education.

It looks at how likely young people are to participate in higher education across the UK.

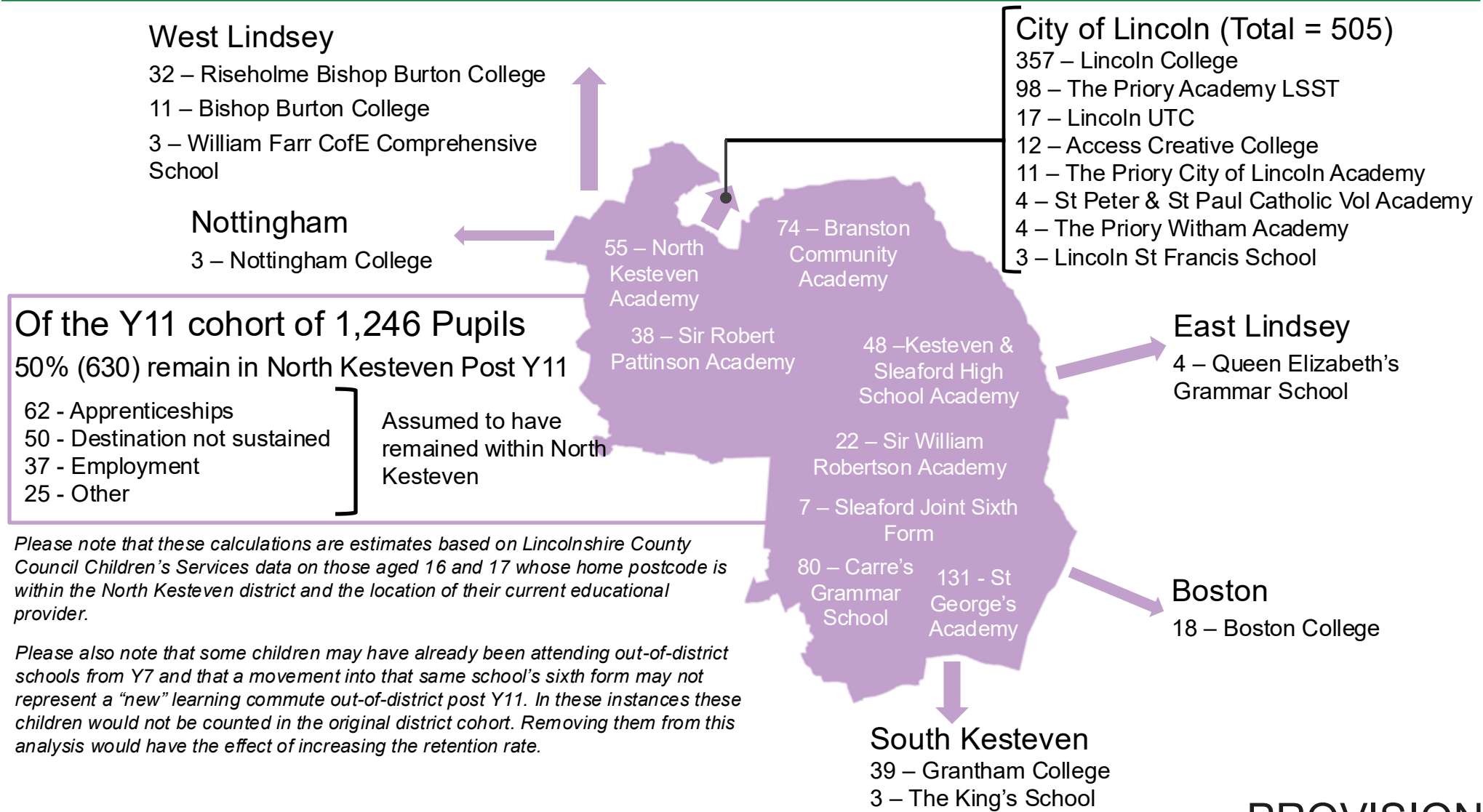
POLAR is based on the proportion of young people who enter higher education aged 18 or 19 years old.



## D. NORTH KESTEVEN LOCATED OR ACCESSIBLE PROVISION: SUMMARY

- The two key conurbations of North Kesteven both have a wide range of accessible academic and vocational options – particularly when one includes those available within the City of Lincoln area which are accessible to a good proportion of the district's young people.
- The additional **options available through Lincoln-based provision are taken up on scale** accounting for c45% of North Kesteven post-16 Learners (especially Lincoln College and Priory LSST) - a similar number to those that remain in-district. Lincoln College has several bespoke career learning programmes that align closely with North Kesteven's key employment areas e.g. Defence, engineering.
- Only 33% of Learning aims achieved were delivered to local learners within the district boundaries. This is considerably lower (half!) than the average (65%) for the local and unitary authority areas that make up Greater Lincolnshire. This figure rises to 60% in respect of adult learners although still lower than the average (69%) for Greater Lincolnshire.
- Proportionally, **there are lower levels of learning delivered to residents in-district** - probably explained by the close proximity of Lincoln provision, and the lack of a Further Education campus.
- Local key industry skillsets such as engineering are represented in the local offer in-district although not on the scale of their relevance to the local economy.
- Despite Food Manufacturing being very important locally, there is very limited evidence of this being a study subject – either in local schools or through engagement with the specialist provision at Holbeach in the neighbouring district of South Holland.
- Apprenticeships play a relatively small role in respect of overall Under 19 provision – in line with all Lincolnshire districts. Numbers for 19-24 Apprenticeships have recovered positively after a downturn.
- There are local apprenticeship skills providers (RTS/LAGAT) operating plus FE Colleges, and national apprenticeship providers which primarily service larger employers primarily through their Apprenticeship Levy. There are also high-profile national employers recruiting directly in district – e.g. RAF and Siemens.
- Apprenticeship numbers have been relatively resilient, bucking national trends- particularly in respect of achievement levels.

# NORTH KESTEVEN ACCESSIBLE PROVISION – Y12 DESTINATIONS



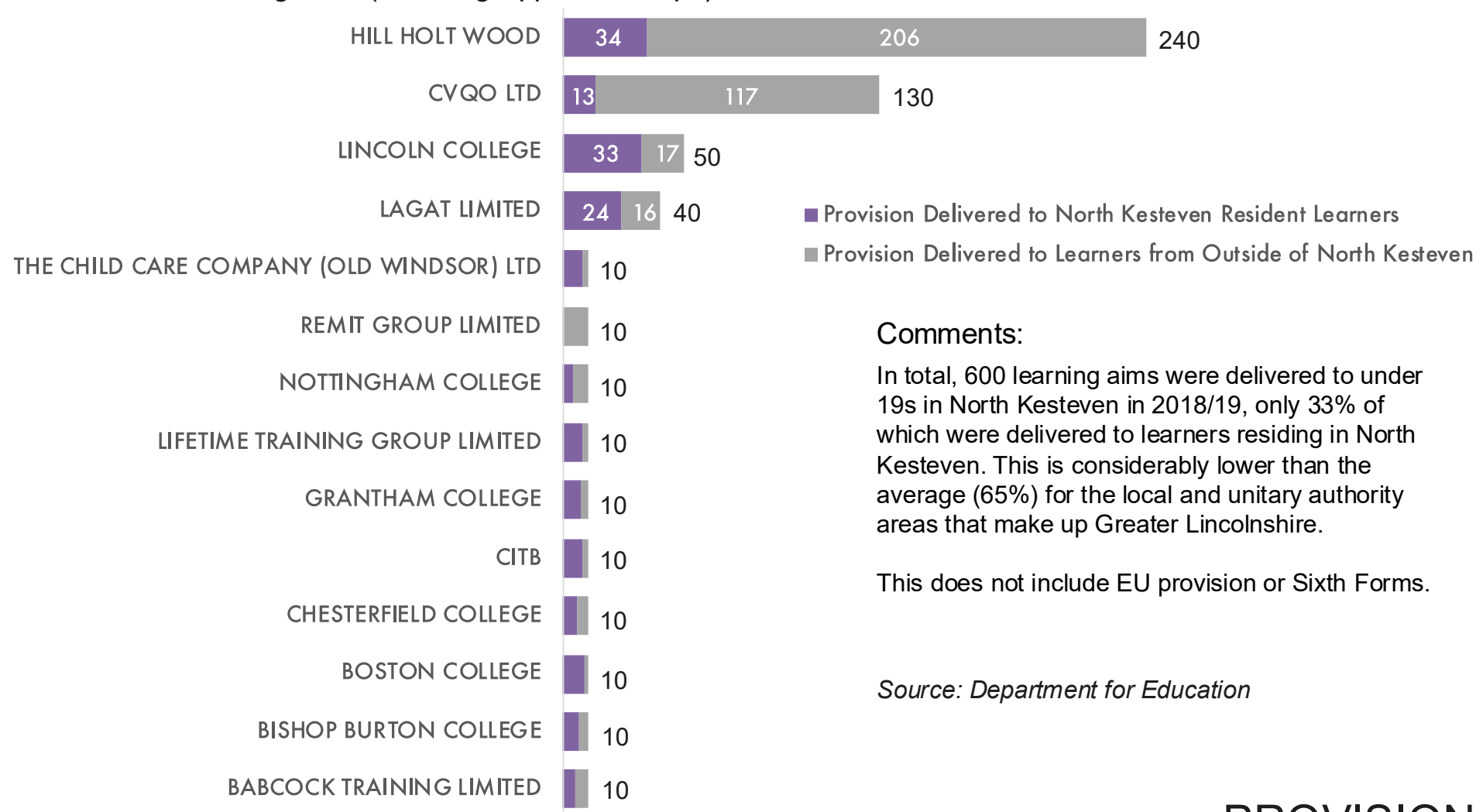
Please note that these calculations are estimates based on Lincolnshire County Council Children’s Services data on those aged 16 and 17 whose home postcode is within the North Kesteven district and the location of their current educational provider.

Please also note that some children may have already been attending out-of-district schools from Y7 and that a movement into that same school’s sixth form may not represent a “new” learning commute out-of-district post Y11. In these instances these children would not be counted in the original district cohort. Removing them from this analysis would have the effect of increasing the retention rate.

PROVISION

# NORTH KESTEVEN BASED PROVISION (UNDER 19)

FE and Skills Learning Aims (including Apprenticeships) delivered to Under 19s in North Kesteven, 2018/19



## Comments:

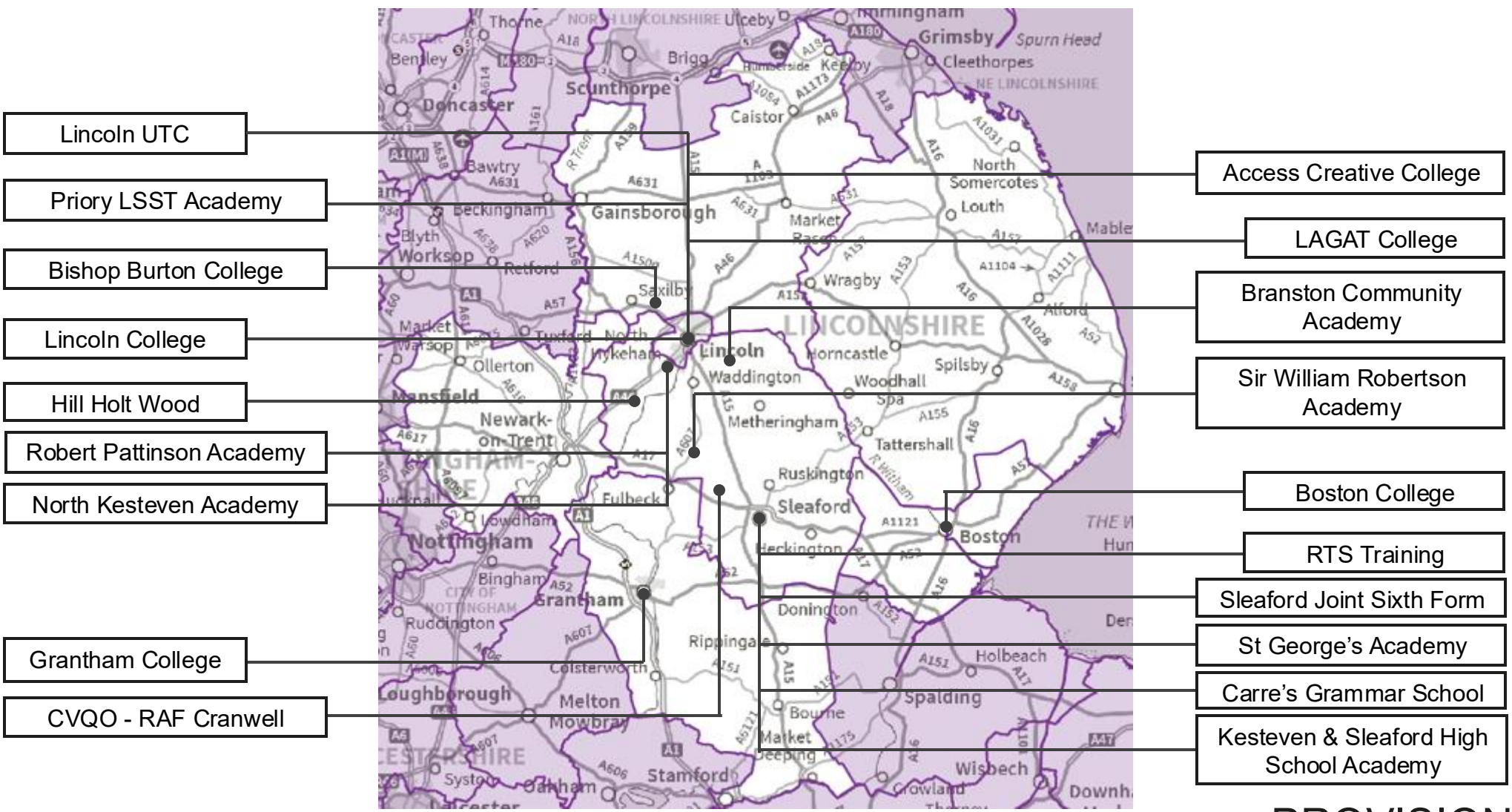
In total, 600 learning aims were delivered to under 19s in North Kesteven in 2018/19, only 33% of which were delivered to learners residing in North Kesteven. This is considerably lower than the average (65%) for the local and unitary authority areas that make up Greater Lincolnshire.

This does not include EU provision or Sixth Forms.

Source: Department for Education

PROVISION

# NORTH KESTEVEN KEY POST 16 PROVISION – AN OVERVIEW



PROVISION

# NORTH KESTEVEN POST-16 OFFER FOR YOUNG PEOPLE

Learning Provider Location	Subject Options
Branston Community Academy	(25 courses) – Mostly A Level – but with BTECs in Business, Applied Science, Health & Social Care , Sport and Travel and Tourism. A range of courses that cover different academic and occupational sector areas, so typical A-Levels, plus: Business, , Design Engineering and Product Design, Food Science
North Kesteven Academy	(17 courses) Typical A-Levels offered, with CTEC, BTEC, Diploma courses – all at Level 3. Vocational courses focus on Health & Social Care or Creative Industries.
Robert Pattinson Academy	(28 courses ). Typical A-Levels with language specialisms. Some BTECs, Extended Certificates all at Level 3.including Creative Digital Media, Diploma in IT, and Travel and Tourism.
Sir William Robertson Academy	(21 courses) mostly A Levels, with a CACHE Diploma in Health and Social Care, BTEC in Computing, Sport. Some emphasis on Creative Industries or Health and Social Care.
Sleaford Joint Sixth Form <i>(Collaboration between the three Sleaford schools)</i>	(58 courses) – A wide range of courses presented together across three schools.. Wide selection of A-Levels which is the focus for Carre's Grammar and Kesteven and Sleaford Selective Academy with St George's Academy having much more of a focus upon more vocationally-oriented Diplomas, BTECs and CTECS – the majority of courses at Level 3; but some at Level 2. Level 2 courses include Health & Social Care; Childcare; Animal Care; Construction; Public Services; Vehicle Tech and Employability Skills. Some occupational emphasis on creative industries and construction.
RTS Training Sleaford	A range of Apprenticeships in care, customer service, business administration, management (Levels 2, 3 & 5); 15 Diplomas/NVQs/RQF qualifications from varying levels 1 – 7 in a range of subjects, business, childcare, customer service, health & social care, ICT, management, advice & guidance; Short-courses that include First Aid, H&S, Safeguarding, Infection Control – COSHH, manual handling, risk assessment, palliative care etc.
Hill Holt Wood	Horticulture, Animal Care, Construction, Hospitality, Woodcraft, Functional Skills : Levels 1 and 2
CVQO	A national charity with a local presence via RAF Cranwell developing and accrediting the skills young people and adult instructor's practice in organisations such as the MOD Cadet Forces (e.g. RAF Air Cadets, Combined Cadet Force) and accredit them with vocational qualifications. These are typically focused on areas such as public services, adventurous training, music, teamwork, leadership and management.

PROVISION

# NORTH KESTEVEN OUT OF DISTRICT POST-16 OFFER

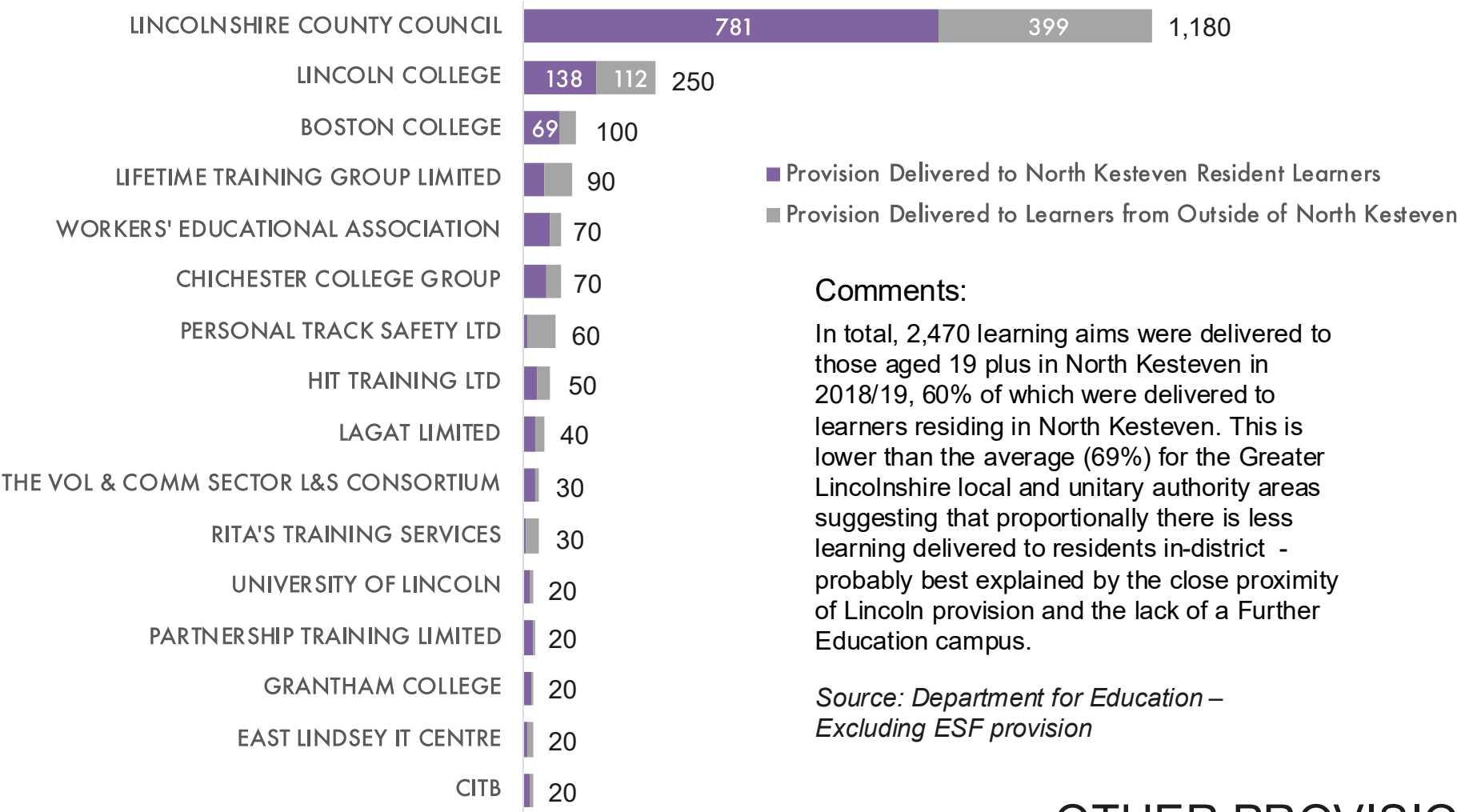
Learning Provider Location	Subject Options
Lincoln College	Lincoln College is the major (by student numbers) FE College for district-resident young people, providing an accessible and comprehensive learning offer across almost all of the Greater Lincolnshire LEP key sectors other than Ports and Logistics, Low Carbon and Agri-Food. This includes a wide-ranging Apprenticeship offer and also access to Higher Education and first degrees in sectors such as Engineering, Visitor Economy, Healthcare and Digital. A range of specialist career-focused training programmes are available to post-16 students including: Air and Defence College; Policing College; Care College; Digital Business Academy (including ICT apprenticeships); Made in Gainsborough (including engineering Apprenticeships). The alignment of these career-based study options with both North Kesteven key sectors and local learner study take-up is clear.
Priory LSST Academy	30 courses – mostly A-Levels, but does include 4 BTECs in Applied Science, Health & Social Care, IT and Sport. Mostly a focus on Creative Industries (9 courses) and Health & Social Care (6 courses), but also Engineering.
Bishop Burton	A range of accessible further education courses across most key sectors and with a historic specialism in agriculture and increasingly food processing such as poultry, butchery.
LAGAT	13 Apprenticeships in accountancy, business administration, catering & hospitality, customer services, childcare & teaching assistants, IT , Digital marketing and retail. Traineeships including accountancy / bookkeeping, business skills, WorldHost hospitality, ICT, English, Maths, and employability skills.

There are also small numbers of district young people that study at Boston and Grantham Colleges, or other sixth form provision in Lincoln (including UTC) and Grantham.



# NORTH KESTEVEN TOP PROVIDERS (ADULTS - 19 PLUS)

FE and Skills Learning Aims (including Apprenticeships) delivered to those aged 19 plus in North Kesteven 2018/19



OTHER PROVISION

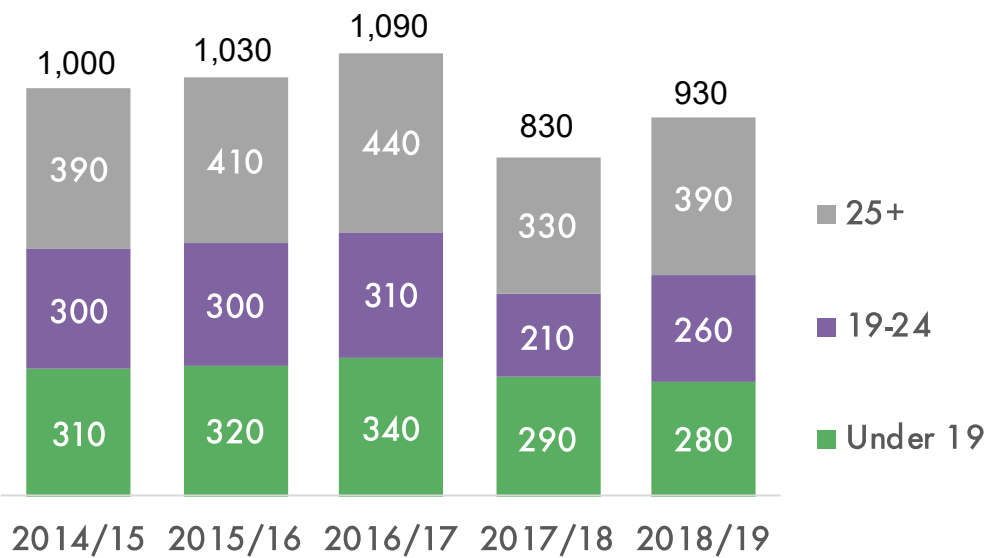
# NORTH KESTEVEN APPRENTICESHIPS – STARTS BY AGE GROUP

Comments:

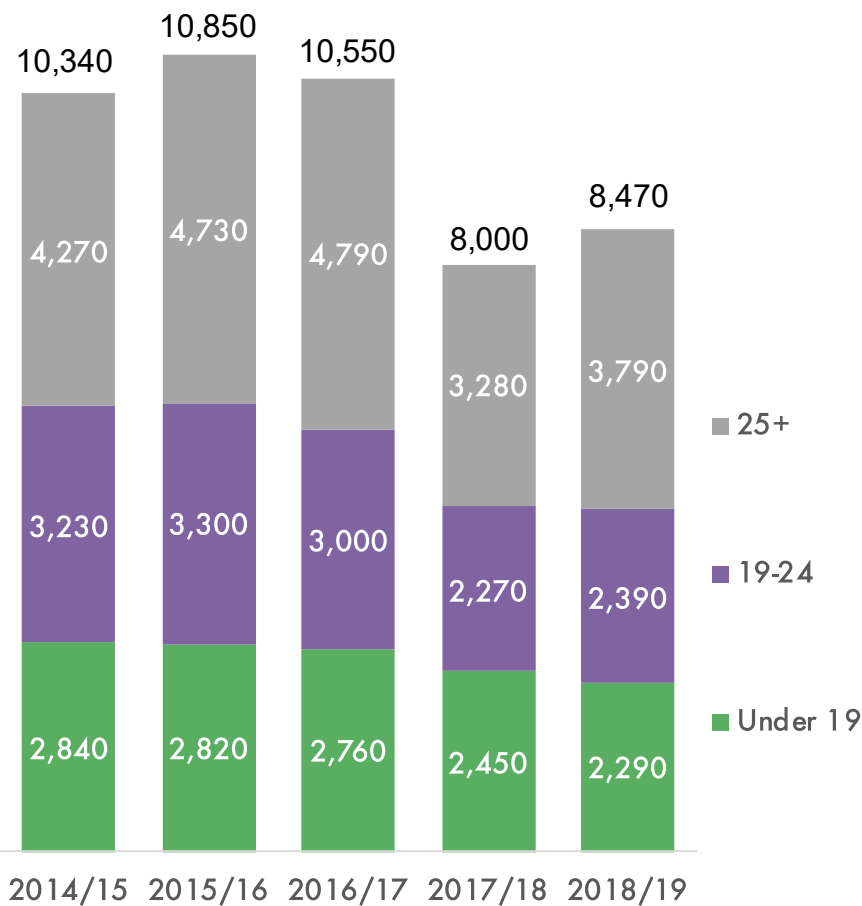
Participation rates in Apprenticeships by young people under 25 has recovered (after the 2017/18 fall in numbers) slightly faster locally than across Greater Lincolnshire - driven by the 19-24 age group, with 16-18 Starts continuing to decline.

Source: Department for Education

North Kesteven Apprenticeship Starts by Age Group, 2014/15 – 2018/19



Greater Lincolnshire (inc. Rutland) Apprenticeship Starts by Age Group, 2014/15 – 2018/19



OTHER PROVISION

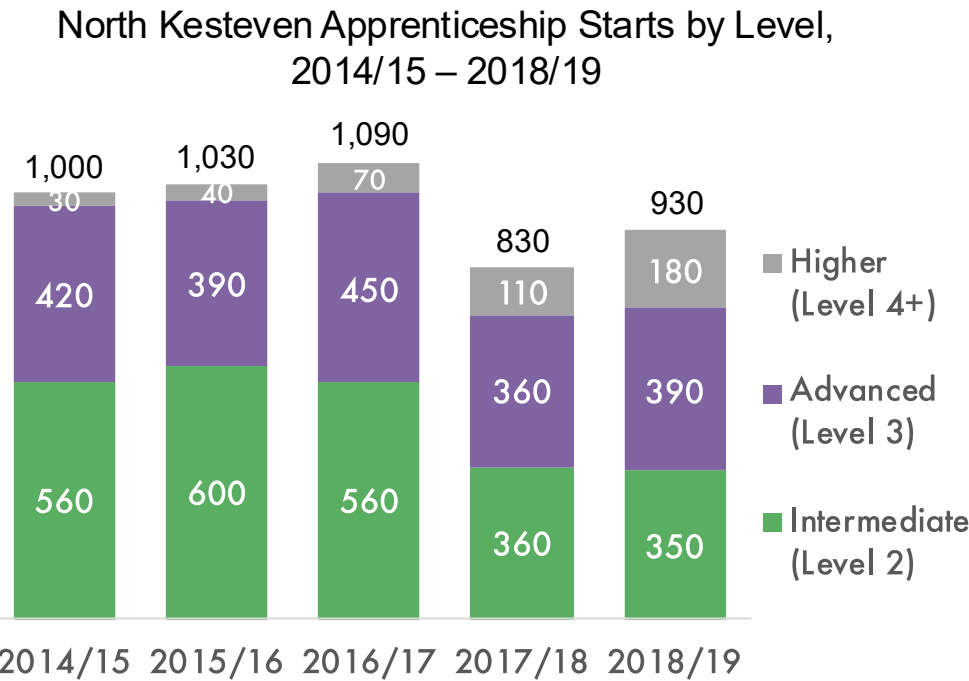


# NORTH KESTEVEN APPRENTICESHIPS – STARTS BY LEVEL

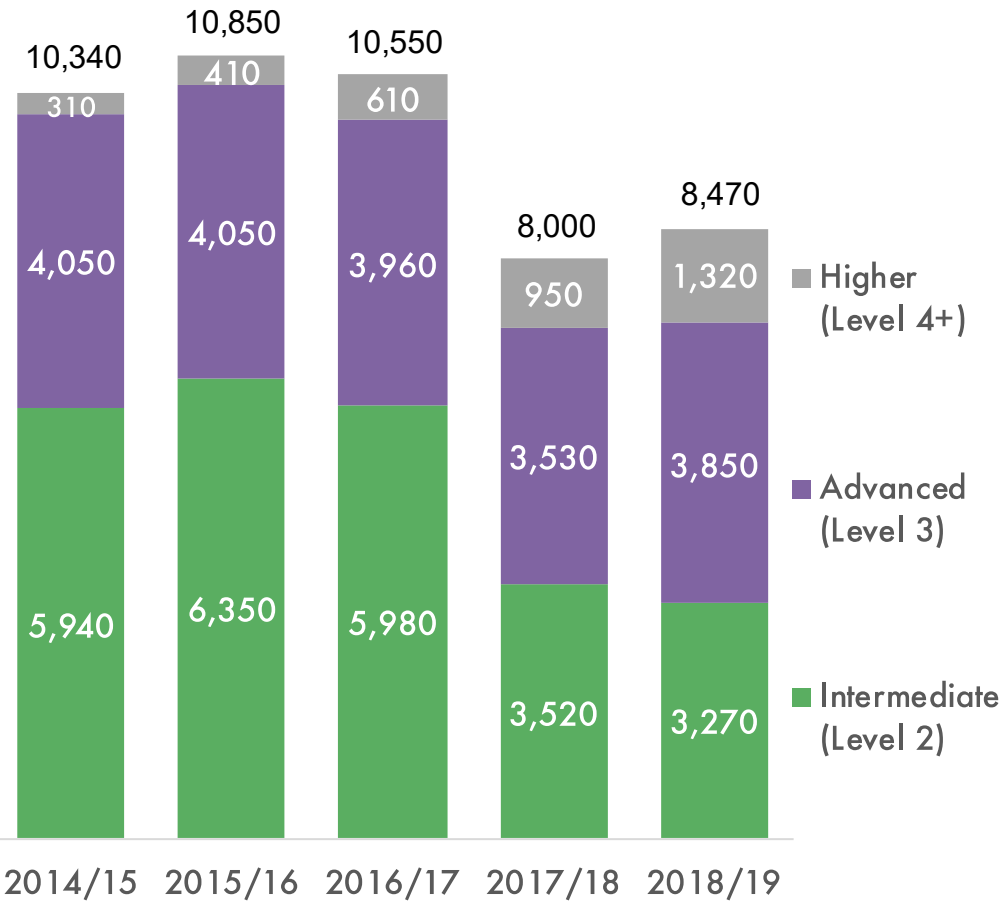
Comments:

Apprenticeship participation (and achievement) numbers in North Kesteven have declined by c15% since a recent peak in 2016/17 – **a slightly lesser decline than Greater Lincolnshire overall with a proportionally larger increase in higher level apprenticeship starts.**

Source: Department for Education

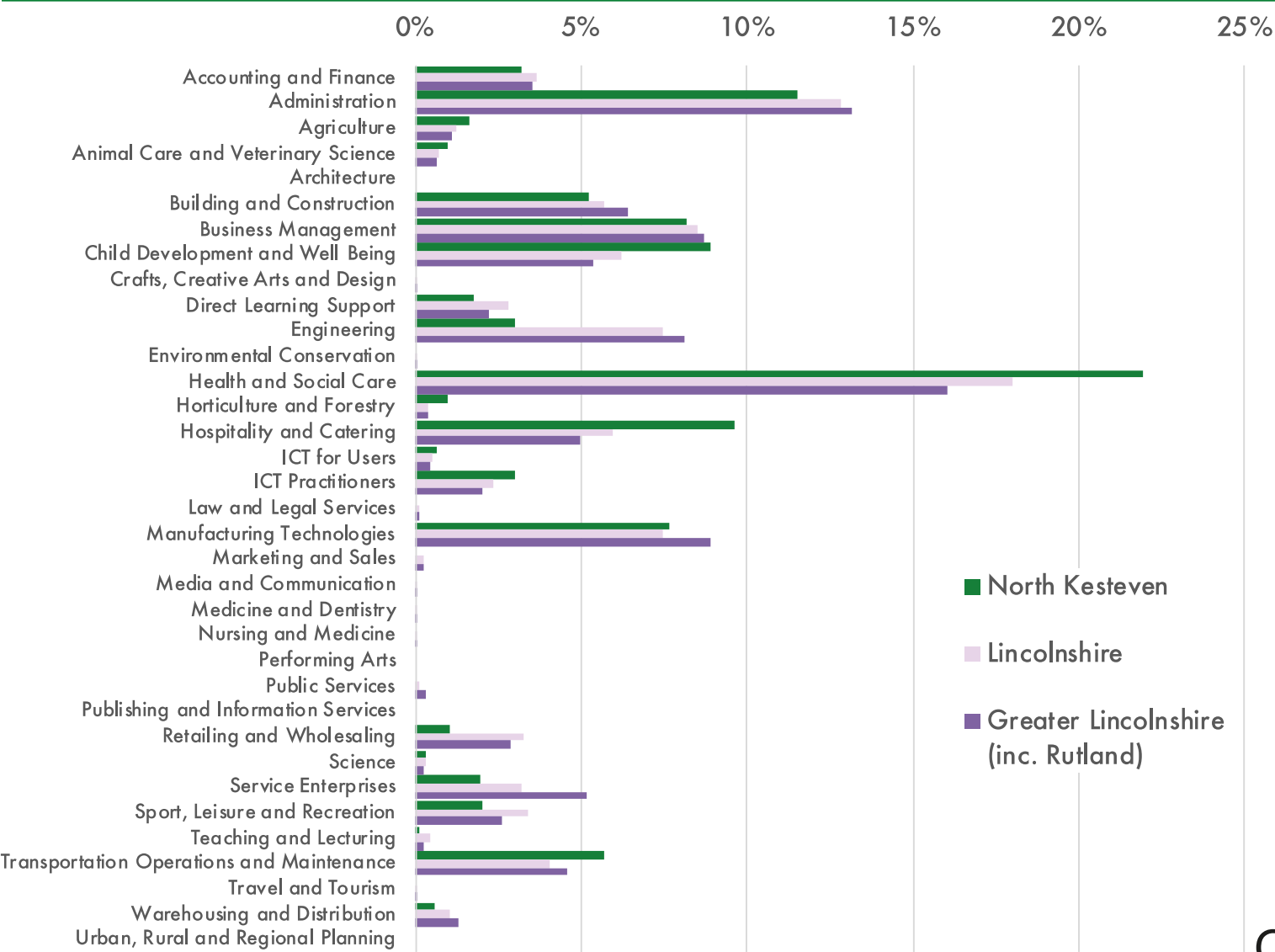


Greater Lincolnshire (inc. Rutland) Apprenticeship Starts by Level, 2014/15 – 2018/19



OTHER PROVISION

# NORTH KESTEVEN APPRENTICESHIPS – 2018/19 STARTS BY SSA



2018/19 Apprenticeship Starts by Sector Subject Area (SSA) Tier 2

Source: Department for Education

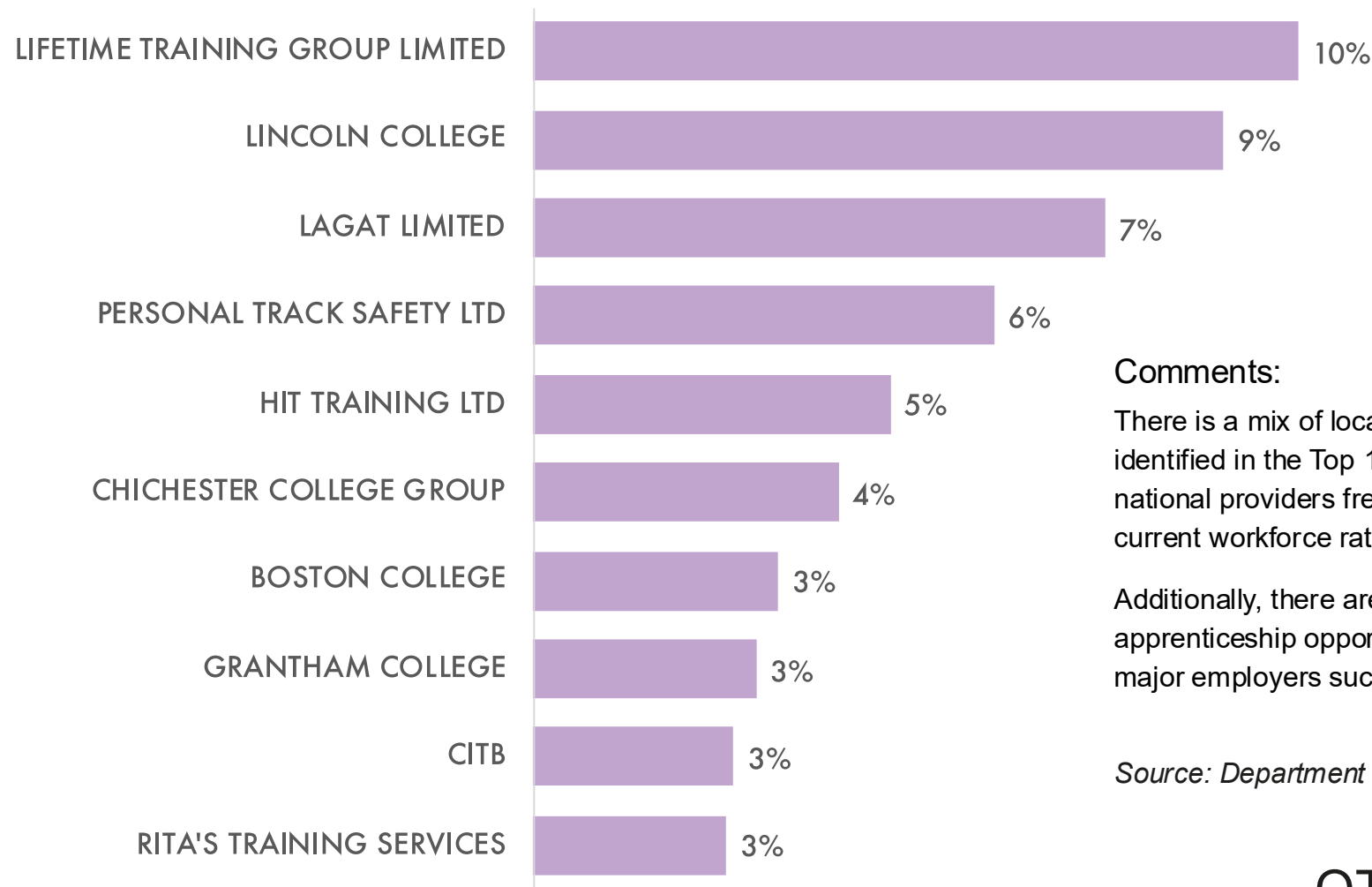
### Comments:

Considering the importance of manufacturing in the district, Apprenticeship starts in Manufacturing Technologies and Engineering, as a proportion of total starts, are below both county and Greater Lincolnshire levels. Healthcare, Hospitality, ICT and Transport have high participation relative to their local sector profile, although the proximity of the Lincoln labour market is probably a factor (and source of job opportunities for many).

OTHER PROVISION

# NORTH KESTEVEN APPRENTICESHIPS – 2018/19 STARTS BY PROVIDER

Top 10 Providers Delivering Apprenticeships in North Kesteven by Starts, 2018/19



Comments:

There is a mix of local and national providers identified in the Top 10 chart on the left, with national providers frequently focusing on the current workforce rather than young people.

Additionally, there are high-profile 'in-company' apprenticeship opportunities with locally-based, major employers such as the RAF and Siemens.

Source: Department for Education

OTHER PROVISION