

District Datapack

The post 16 landscape in Tunbridge Wells



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Skills and Employability Service
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Introduction

What is the purpose of the District Data Pack?

The purpose of the district data packs is to stimulate discussion within district education/training communities on how best to prepare young people for employment, be that at the end of key stage 4 or after post graduate study.

The packs look at new and old data sets and ask searching questions about local pathways, their compatibility with the local economy and the support young people receive; particularly vulnerable young people. They have been produced as a desk top exercise, they do not propose solutions, but provide the key questions that need addressing and the data to support the development of localised solutions.

What data has been used?

The intention has been to use where possible data that has not been widely used and to collate data to give an overview at a district, county, regional and national level to provide a wider context.

A significant number of data sources have been drawn together and as a consequence there will be some minor inconsistencies in the data. However, where there may be inconsistencies in the data, this is highlighted and the messages the data provide are consistent.

This is unavoidable due to the way data is collected locally, regionally and nationally. Kent County Council, Education Learning and Skills Directorate are currently reviewing the way it stores data and the way it works with other directorates.

How does the District Data Pack support Kent County Council Policy?

The Local Authority has clearly articulated how it intends to support young people make the most of their potential in the 14-24 Learning, Employment and Skills Strategy and the structure of the data pack reflects its four strategic priorities:

- To raise attainment and skill levels
- To extend and improve vocational education, training and apprenticeships
- To increase participation and employment
- To target support to vulnerable young people

How should the District Data Pack be used?

The executive summary tells the high level picture of the district and raises 8 key questions. Each priority section then has a summary, the supporting data from which the conclusions have been drawn, followed by a number of more searching questions.

It would not be possible to address all of the issues raised in the data pack at once, it is for local groups of education/training providers and employers to identify their own local priorities and strategies.

The data packs should not be used in isolation and local providers may wish to use the LPUK datadashboard on level 3 provision and their own data systems to complement the process.

Richard Little your local Skills and Employability Area Manager and John Turner the Participation and Progression Manager will be able to support districts co-ordinate their response.

The relationship with the District scorecards

The district data packs do not establish any new benchmarks or measures for local providers; their purpose is support providers' strategic planning.

Executive summary

1. 16-18 population

The year 7 – 11 population of Tunbridge Wells is forecast to dip to a low of 6692 in 2014 / 15 and then rise by 2018-19 by a further 475 (approx. 100 per year group) This will have an impact also on Post 16 provision.

The sixth form population is estimated to rise very gradually until 2016 -17 after which time it drops slightly and appears to plateau. It is important to recognise that the sixth form modelling takes no account of the impact that Raising of the Participation Age will have on sixth form size.

In 2009* the breakdown of the Year 11 population by education level showed that:

- 6.9% (103) of 16 year olds were below level 1 at 16
- 11.8% (175) were at Level 1
- 11.9% (177) were at Level 2 without English and Maths
- 69.4% (1034) were at Level 2 with English and Maths

Able Tunbridge Wells learners stay in the district to attend sixth form, although 1 in 5 travel out of the district for provision. There is far more movement for FE with some 670 travelling to Tonbridge and Malling for courses at K and Hadlow Colleges.

The demographics of Tunbridge Wells are very strongly weighted in terms of affluence, high aspirations and achievement. This can overshadow the small pockets of deprivation and the not inconsiderable 11.5% of the population who consist of middle aged parents receiving benefits, living in neighbourhoods of social housing with higher levels of unemployment and vulnerable singles and lone parents with young children, living in higher crime areas in neighbourhoods of social housing. There are also issues of rural isolation to contend with for some learners, for whom public transport, and therefore access to learning, can be very limited.

When planning the post 16 offer in Tunbridge Wells providers need to consider the rise in the population of this age group, as well as the educational levels they need to cater for. Whilst the provision at K and Hadlow colleges will always be relevant to some learners, there is an opportunity to consider how the raising of the participation age and the range of courses especially for those below Level 2 with Maths and English could be better provided within the District, rather than putting up barriers to access further learning

**2009 data has been used so that it is consistent with the cohort used in the analysis of achievement by age 19 by 08.12 in the next section.*

2. Raise Attainment

Tunbridge Wells presents a very polarised picture in terms of post 16 provision and attainment. On the one hand just over 2 in 3 of learners attain 5 GCSE's at A* - C including English and Maths, and 15 in 20 A level students do progress to University. The converse of this is that 246 learners failed to achieve English at GCSE, and 260 in Maths, this, however is the lowest percentage for the county. Nearly 10% of Tunbridge Wells learners did not gain any further qualifications.

In terms of progression just over 9 in 10 learners achieving Level 2 including English and Maths, progressed and achieved a Level 3 qualification by the age of 19, considerably better than either the Kent or National average. 202 learners (13.5%) in Tunbridge Wells who left compulsory education in 2009 participated in learning beyond 16 but did not progress to the next level by the age of 19.

Of level 2 learners who did not reach level 2 Maths and English, 2 in 5 progressed on to a Level 3 qualification, better than Kent and National averages and a similar ratio did not. 1 in 4 level 1 learners did not gain a level 2 qualification. 1 in 5 learners who were below level 1 at the start of their post 16 provision did not go on to achieve a level 1 qualification.

In Tunbridge Wells 7 in 10 Level 2 learners without English and Maths progressed to a Level 3 qualification where they stayed in their home sixth form.

At A level both the APS and APE were significantly higher by 100 points (836 and 226) than the Kent and National statistics.

9 in 10 learners finishing Yr 12 return to start Yr 13. However providers may wish to consider how effective IAG may improve overall retention rates which stand at 67%, 8% less than the Kent LA (75%) and 9% less than the National figure (76%).

Providers in Tunbridge Wells are clearly focused on ensuring that students have routes to the most selective universities: the top 7 subjects taken at A level are the so called facilitating subjects, 1 in 4 students take a facilitating subject and 1 in 8 students achieve 3+AAB in a facilitating subject.

Progression into Higher Education from Tunbridge Wells' schools is above the average for Kent with 77% from the Sutton Trust study progressing to University. Progression into selective universities is also higher overall than the rest of Kent with just over 1 in 3 learners progressing there. Tunbridge Wells' schools also make it into the Highly Selective Universities admissions, comprising 3 of the 4 schools in Kent that achieve this.

For some providers where there is a high exam points per student, there is a disproportionately low percentage of progression to selective universities.

3. Improve and extend vocational education, training and apprenticeships

Tunbridge Wells has managed to buck the national and local trend by increasing the number of jobs in the District by 800 (2%) jobs over the period 2008 – 11. In November 2012 unemployment stood at 1.5% in Tunbridge Wells, compared to 3.1% in Kent and 2.4% in the South East. The same pattern holds for youth unemployment with 4% of 18 – 24 year olds unemployed in November 2012.

The following sectors are in decline in terms of the number of employees: Construction, Administration and Support Service Activities, Public Administration and Defence, and Arts, Education and Recreation. However, the numbers employed can hide a more complex picture; for example, construction may employ fewer people but productivity may have increased and as a sector it still has a significant number of employees. Those who may want to work in this sector will need to have a greater level of skills.

Tunbridge Wells is still reliant on Wholesale and Retail trades (22%) and to date the impact of the recession does not seem to have hit Tunbridge Wells as other parts of the county. The rise in Human Health and Social Work activities is partly explained by the opening of the Tunbridge Wells Hospital (Pembury) and transfer of staff to this location.

The growth sectors in Tunbridge Wells during 2008 - 11 were:

- Financial and Insurance Activities
- Real Estate Activities
- Human Health and Social Work
- Wholesale and Retail Trades

The Tunbridge Wells workforce is paid significantly higher rates of pay (£592 per week) than the South East (£548) and England (£506). However, this figure is inflated by the high levels of out commuting. Despite having historically high levels of self-employment, the data for 2012 indicates that Tunbridge

Wells currently has a comparatively low level of self employment across the Borough. This may indicate that the observed fall in Rural Sector businesses is not being compensated for by the observed increase in small businesses in the Business Service Sector.

The data on employment is useful in that it reflects where there has been growth, but it is important to look forward at what could be the employment trends in the future. Tunbridge Wells in its Economic Development strategy has identified a number of objectives to encourage growth. These are:

- encourage the continued development of a wide range of enterprises in the borough by providing business support and advice and appropriate employment floorspace;
- enhance the attractiveness of Royal Tunbridge Wells and other town centres in the borough as thriving cultural, places to visit/shop, live, work and do business;
- develop a strong, diverse rural economy to sustain local communities;
- develop a workforce equipped with appropriate skills to capitalise on local employment opportunities;
- develop an efficient transport & communications network to support the vitality and competitiveness of the Borough's local economy;
- maximise opportunities to secure funding to support economic development.

It is also important to note that all of these objectives for growth are reliant on employees with high levels of skills and knowledge. The Borough Council recognise that work needs to be done to ensure that the 38% of the population of Tunbridge Wells who have low or no qualifications are able to engage in the diversification of the economy. As such, they propose the following in their strategy:

- reduce the proportion of the workforce without qualifications;
- ensure that those in disadvantaged groups have skills needed to take advantage of local job opportunities;
- ensure that school leavers are better prepared to enter the workforce;
- promote the idea of apprenticeships across all sectors;
- retain key workers and those with higher level skills within the local economy; and
- create jobs that are attractive to recent graduates.

There is some correlation between employee numbers, the current growth areas and the local post 16 offer but there is still over representation in sport, leisure and recreation and performing arts courses.

Tourism is a sector that has shown growth since 2008 and has been identified as an area with growth potential. Hospitality and Catering is well represented in full time education and apprenticeships but there are fewer opportunities available in Travel and Tourism.

The top three employment sectors in Tunbridge Wells - Retail and Wholesale, Education and Human, Health and Social Work have either no, or limited post 16 offers that allow young people to progress into these sectors. This issue will need addressing by providers.

4. Increase Participation and Employment

In September 2013 the current Year 11 will for the first time have to participate for an additional year in learning, education or employment with training. By September 2015 this will rise to participation up to their 18th birthday.

All providers will be held accountable for the destinations of their learners two terms after they have left learning at Key Stage 4 and Key Stage 5. The release of the 2012 destination data is expected in form the DfE in Summer 2013 and will include employment data for the first time.

Responding to RPA, the destination measure and supporting the reduction of youth unemployment, Tunbridge Wells will have a different challenge from most other districts of Kent, since Tunbridge Wells has one of the lowest unemployment and young people's unemployment rates in Kent.

In relation to RPA, 91.3% of 16-18 year olds already participate, although, there is a need to address educational progression for some specific participating groups. The remaining 8.7% will create the challenge. On examination of the 8.7% it can be seen that:

- participation in Year 12 (98%) is significantly better than in Year 13 (92%). This equates to 53 learners in Year 12 and 160 in Year 13, making a total of 213 extra young people who will need to participate;
- within these numbers is a new group of learners, those that are in employment without training, numbering 106 young people.

Of young people who are in the current KCC Priority groups, covering 16-24 year olds, the largest numbers are LDD (36) and Caring for own child (20).

A recent learner voice survey carried out by the Skills and Employability Service identified that young people in Kent currently do not understand the concept of RPA, many thinking it is about staying on at school and are looking for face to face guidance to support them making important post 16 decisions.

Realigning the post 16 offer to improve educational progression and to better reflect the local economy will impact on RPA, but providers will also need to collectively consider specifically what the post 16 offer should be and the support required for those that are NEET, in danger of becoming NEET and how jobs without training can be converted into jobs with training. See sections 2 and 3.

It is not possible for individual providers to tackle the small levels of unemployment in Tunbridge Wells, but clearly they have a significant role in preparing young people for the challenges of seeking employment within the area, and matching the post 16 offer more closely to the local economy. Providers may benefit from a collective approach to developing employability skills, access to impartial IAG and engagement with partner agencies, for example the Youth Contract.

In section 2 and 3, it was highlighted that whilst attainment at A level is good in Tunbridge Wells, the offer for vocational subjects linked to the local economy was less well considered across the District. This could reflect a lack of awareness of opportunities, more specific barriers, for example communication with the sectors or a lack of aspiration on behalf of young people and providers.

5. Target Support to Vulnerable Young People

Tunbridge Wells has one of the smallest NEET and Priority Group figures across the County. There are 75 16-24 years who are NEET and in one of the CXK priority groups. In the 16-18 year old NEET group 39% (46) have a registered disability type. If the number of young people who are NEET is to be reduced in Tunbridge Wells, it is these young people who will need to be engaged.

This creates significant challenges to Tunbridge Wells providers who will need to consider how they prepare their learners for transition from 16 onwards, how learners are supported through transition, what the most appropriate post 16 pathways are and what additional support is needed.

The largest 16-24 NEET priority group in Tunbridge Wells is LDD (30). Moving this group into education, training or employment with training will require a collective approach by KCC, Tunbridge Wells providers and other agencies to find new models of delivery. These young people will have detailed data histories that could support post 16 planning. More use of this data and in particular the Year 9 Moving On plan would support this process. Tunbridge Wells has an average number of statemented young people, compared to other Districts in the county, (455 young people of all ages), so this will be a reoccurring problem, unless a process is developed to plan and deliver appropriate, local, post 16 provision.

The second largest NEET priority group in Tunbridge Wells is those who are Caring for own child and / or are pregnant (25). Whilst it is not possible to predict the number or individuals who will become pregnant, it is possible to identify many of the other young people who are in danger of becoming NEET and their additional needs.

- **Looked after Children** In November 2012 there were 4 NEET young people who were registered with CXK as looked after/ in care and 2 registered care leavers. In February 2013 there were 40 LACs of all ages known to KCC, 14 of whom were the responsibility of other Local Authorities. 12 of the cohort had a statement.
- **Alternative Provision/PRU.** Tunbridge Wells has a low number of young people in Years 10-14 attending Alternative Provision, including PRUs (8). In November 2012, the NEET rate for those leaving a PRU/Alternative Provision in Kent was 27% compared to 4% for mainstream leavers in Tunbridge Wells and 5% in Kent.
- **BESD.** In the 16-18 year old NEET group 22% (26) of the whole NEET group were registered as BESD.

These are the young people in most need, most likely to become NEET and probably the least skilled in researching their options. Empathetic, impartial face to face CEIAG guidance will need to be part of the solution in identifying appropriate progression options for these groups.

In Tunbridge Wells, as in other Districts there is a hidden problem which has the potential to impact on post 16 NEET numbers. In 2011-12 Tunbridge Wells had 41 Children Missing Education and in February 2013 there were 62 children known to be educated at home. It is hoped that when the tracking process for all young people moves into KCC from September 2013, improved use of exist data can facilitate targeted.

KCC has a statutory responsibility to support vulnerable learners and is running a number of initiatives - the awaited SEN and Disability strategy, the PRU review, the piloting of the Kent Integrated Adolescence Support Service (KIASS) in Tunbridge Wells, the vulnerable learner apprenticeship programme, the BESD post 16 transition project and the new arrangements for support for vulnerable learners from 1st September 2013. However, some of these are emerging plans and they do not address the lack of appropriate, local provision, which can only be delivered by providers. They will also only succeed if there is a collective and cohesive local response.

Key challenges for Tunbridge Wells providers

1. Improving educational progression for learners with prior attainment at 16 which is below Level 1, Level 1 and Level 2 without English and Maths.

202 or 23.5% of the Year 11 cohort in 2009 had gained further qualifications by age 19 in 2012 but had not progressed to the next educational level.

2. Engaging learners who are not participating, particularly in the Year 13 age group and those that are in employment without training.

In November 2012 there were 213 learners who were not participating, 160 of whom were in the Year 13 age group and 106 who were in employment without training.

3. Creating a stimulating and relevant post 16 offer that could involve some type of work experience or work based learning that will engage learners at level 1 and level 2 without English and Maths

There is currently a reasonable spread of vocational courses available in Tunbridge Wells offering progression from Level 1 to Level 3, a good spread of A levels and the International Baccalaureate and yet young people are disengaging in Year 13 and not progressing through the education levels.

4. Matching the Post 16 offer more closely with the needs of the local economy

Providers need to recognise the key sectors in the Tunbridge Wells economy and equip their learners with the skills they need to look for employment and sustain it. There is a need for a strategic approach to the planning the post 16 offer to ensure that there is neither over or under provision in any one area.

5. Raising the aspirations of learners and access to impartial IAG

Tunbridge Wells has the lowest levels of unemployment in the county. It is, however, a district that can be characterised by its “haves” and “have nots” If learners perceive themselves as being from the latter it is no surprise that this impacts on their aspirations. The large achievement gap between FSM and non-FSM learners exemplifies this.

6. Engaging with employers and the Borough Council.

Despite economic decline in the country and county, Tunbridge Wells is buoyant and there are still areas of growth – retail, health and social care, finance and insurance and real estate. Providers need to engage in sector based dialogues to promote opportunities for their learners and engage with strategic organisations who are promoting economic growth and skills development in Tunbridge Wells.

7. Improving outcomes and progression for vulnerable learners, particularly teenage parents, LDD learners, Looked after Children, those who attend alternative provision/PRUs and those who are BESD

Whilst Tunbridge Wells has one of the lowest numbers of young people in all of these categories who are NEET, there is still a need to ensure that these vulnerable groups have a quality offer that will lead to progression into employment.

1. Background - The 16-18 Tunbridge Wells Population

1. Summary

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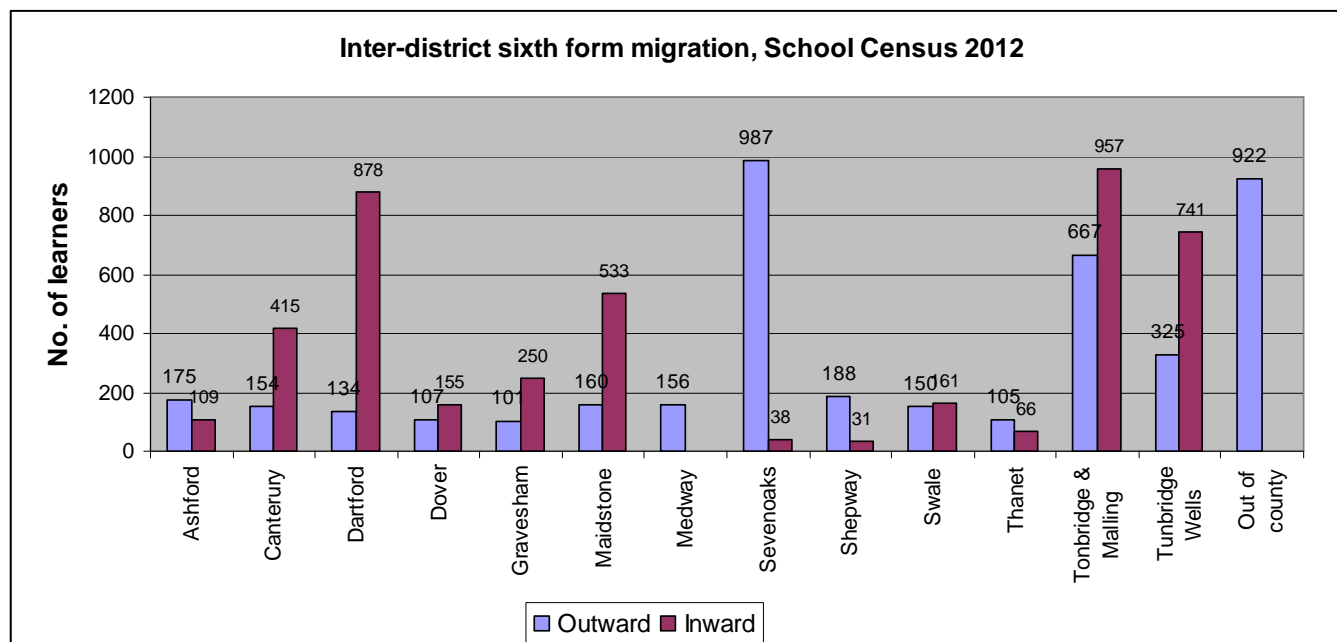
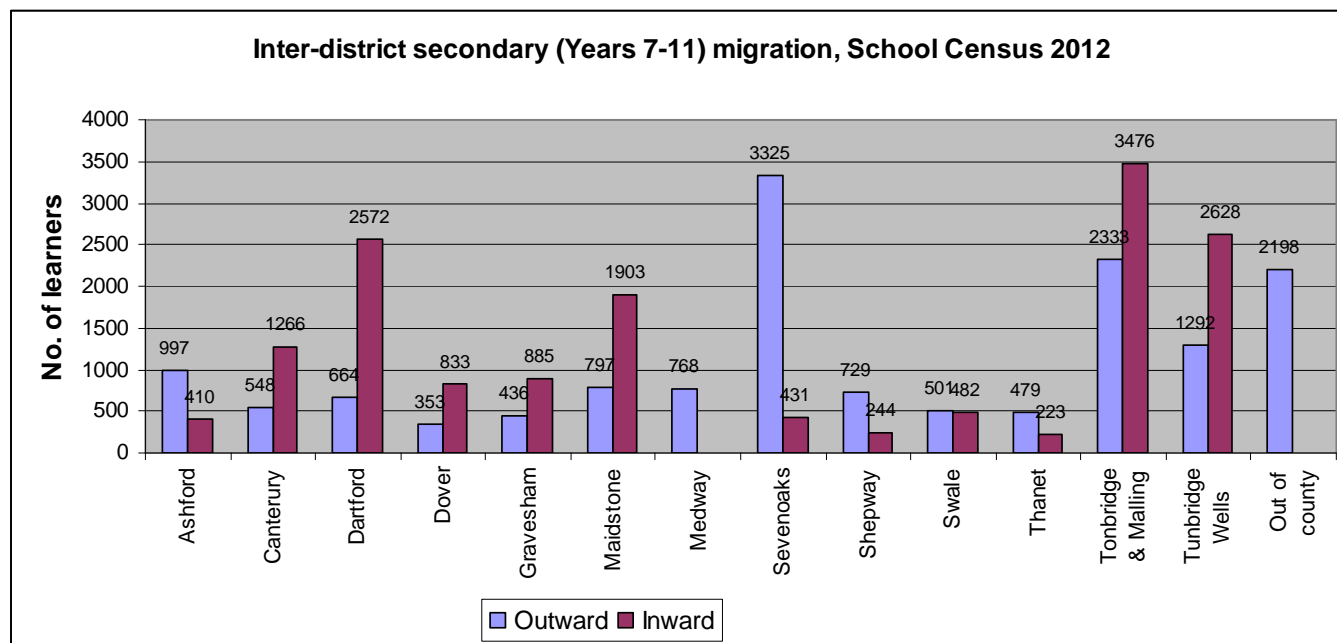
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1.2 Supporting data

1.2.1 Learner Migration Years 7-11 and at sixth form

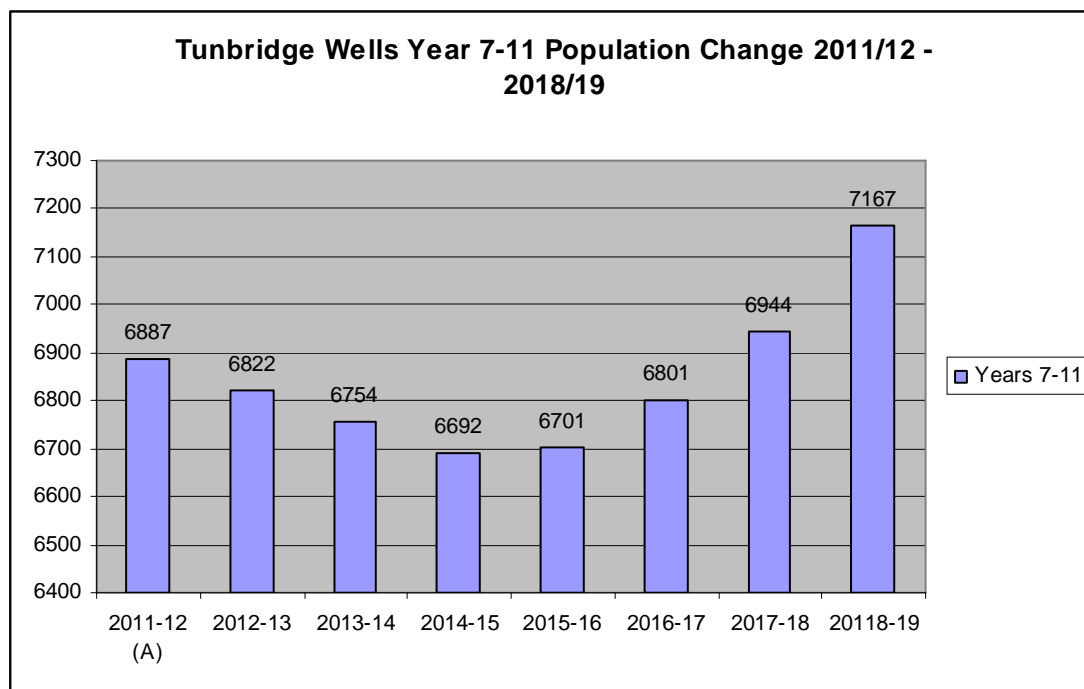
In Tunbridge Wells;

- 1292 learners travel out of the district for Year 7-11 secondary education and 2628 learners travel in due to the uneven spread of educational opportunities,
- 326 learners travel out for sixth form education and 741 travel in.
- Tunbridge Wells is a net importer of learners, and with Tonbridge and Malling shares the highest numbers of learner movements in Kent.

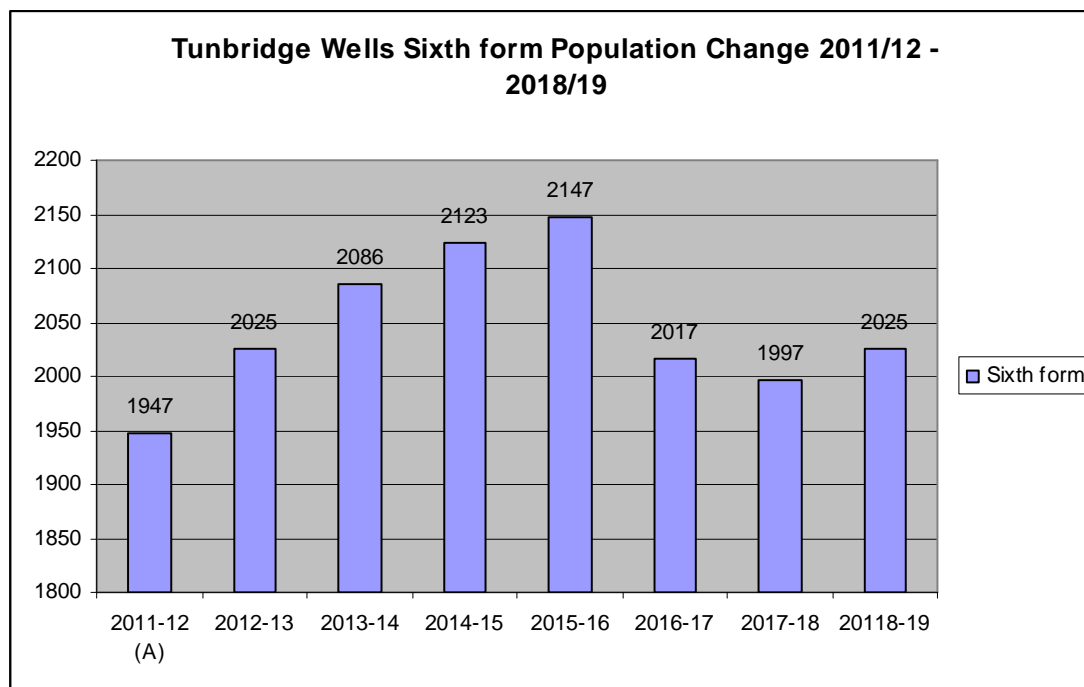


1.2.2 Population change

- It is estimated that the Yr 7 – 11 population of Tunbridge Wells will dip to a low of 6692 in 2014 – 2015 and then rise by 2018-19 to a further 475 (approx. 100 per year group).
- The sixth form population is estimated to rise very gradually until 2016 -17 after which time it drops slightly and appears to plateau.
- The sixth form modelling does not take into account the impact that Raising of the Participation Age will have on sixth forms.



Source: Forecast of pupils in secondary schools (June 2012), ELS Provision Planning & Operations, KCC



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1.2.3 Inter-district migration of Tunbridge Wells residents for Further Education

Of the 842 Tunbridge Wells residents who were in Further Education in 2009 / 10, 659 (78%) travelled to Tonbridge and Malling. 348 (53%) of these were for Level 3 courses, 216 (32%) Level 2. Only 102 (12%) studied in Tunbridge Wells. Small numbers also travelled to Gravesham and Maidstone.

1.2.4 16-18 year old Migration 2008-2010 by number and level of study

Total number of 16 - 18 year old Tunbridge Wells FE learners	2008/09	2009/10
	Learners	Learners
All levels	822	842

Source: ILR 2008/09 and 2009/10

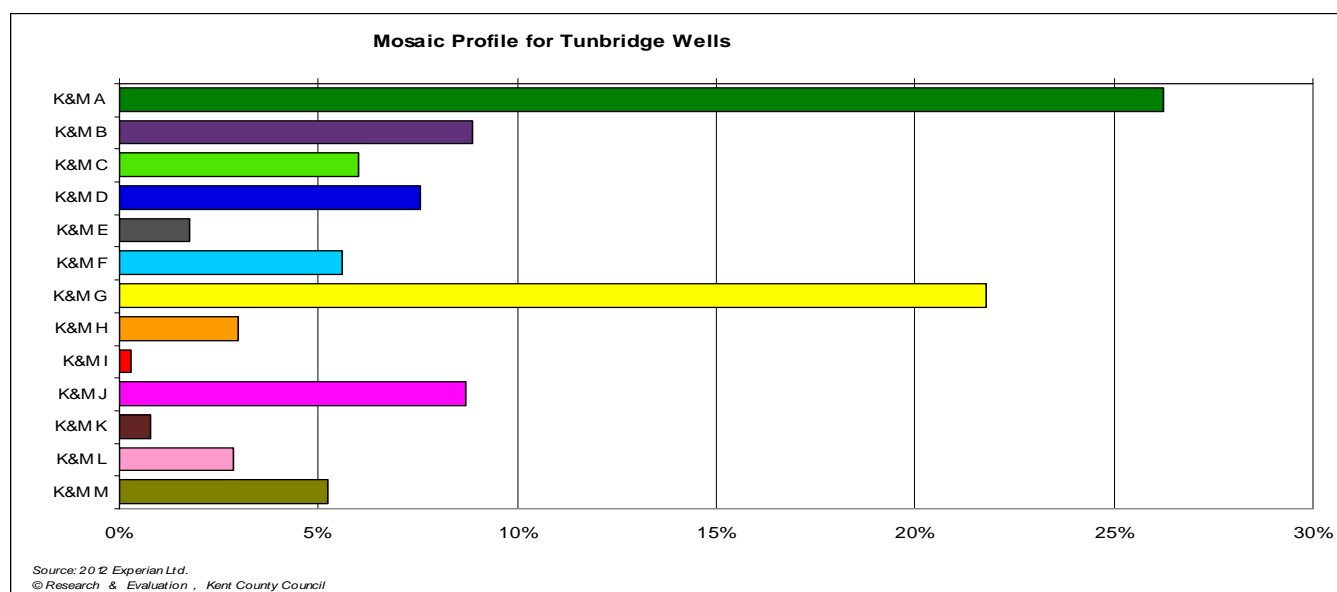
Learners who travelled out of Tunbridge Wells for FE		2008/09	2009/10
District travelled to	NVQ level	Learners	Learners
Ashford	Level 1 & entry		1
	Level 2	1	1
	Level 3	1	3
total		2	5
Canterbury	Level 3	1	1
total		1	1
Dartford	Level 2		1
total			1
Gravesham	Level 1 & entry	20	22
total		20	22
Maidstone	Level 1 & entry		2
	Level 2	12	6
	Level 3	32	38
total		44	46
Shepway	Level 2		5
total		0	5
Thanet	Level 1 & entry	2	
	Level 2	1	1
	Level 3	1	
total		4	1
Tonbridge & Malling	Level 1 & entry	89	95
	Level 2	198	216
	Level 3	357	348
total		644	659
Total number of learners who travelled out of Tunbridge Wells		715	740

Source: ILR 2008/09 and 2009/10

Number learners who studied in Tunbridge Wells		2008/09	2009/10
	NVQ level	Learners	Learners
Tunbridge Wells	Level 1 & entry	38	40
	Level 2	60	50
	Level 3	9	12
Tunbridge Wells total		107	102

Source: ILR 2008/09 and 2009/10

1.2.5 The Mosaic profile of Tunbridge Wells residents



Mosaic Categories

		Tunbridge Wells	KCC Area
K&M A	- Extremely affluent, well educated owner occupiers	26.2%	12.2%
K&M B	- Well off families with older children, working in managerial and professional careers	8.9%	8.8%
K&M C	- Retired people living comfortably in large bungalows and houses, often close to the sea	6.0%	10.8%
K&M D	- Middle aged couples living in well maintained often semi detached houses that they own	7.5%	8.4%
K&M E	- Cusp of retirement trades people with some health issues, mainly owning their homes	1.8%	5.5%
K&M F	- Singles and divorcees approaching retirement, mostly living in privately rented flats and bungalows	5.6%	6.0%
K&M G	- Younger professionals with children, some living in ethnically diverse neighbourhoods	21.8%	11.7%
K&M H	- Young singles and couples in small privately rented flats and terraces on moderate incomes	3.0%	3.1%
K&M I	- Transient young singles on benefits and students, renting terraces in areas of higher ethnic diversity	0.3%	3.4%
K&M J	- Middle aged parents receiving benefits, living in neighbourhoods of social housing with higher levels of unemployment	8.7%	13.7%
K&M K	- Singles and lone parents on low incomes, renting terraces in town centres	0.8%	3.9%
K&M L	- Vulnerable singles and lone parents with young children, living in higher crime areas in neighbourhoods of social housing	2.8%	7.0%
K&M M	- Elderly pensioners in poor health, living in social housing on very low incomes	5.2%	4.7%

2. Raise attainment (post 16)

2.1 Summary

Tunbridge Wells presents a very polarised picture in terms of post 16 provision and attainment. On the one hand just over 2 in 3 of learners attain 5 GCSE's at A* - C including English and Maths, and 15 in 20 A Level students do progress to University. The converse of this is that 246 learners failed to achieve English at GCSE, and 260 in Maths, this, however is the lowest percentage for the county. Nearly 10% of Tunbridge Wells learners did not gain any further qualifications.

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Of Level 2 learners who did not reach Level 2 Maths and English, 2 in 5 progressed on to a Level 3 qualification, better than Kent and National averages and a similar ratio did not. 1 in 4 Level 1 learners did not gain a Level 2 qualification. 1 in 5 learners who were below Level 1 at the start of their post 16 provision did not go on to achieve a Level 1 qualification.

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For some providers where there is a high exam points per student, there is a disproportionately low percentage of progression to selective universities.

2.2 Supporting Data

2.2.1 Participation without progression - please see the EPAs table below

- 202 learners (13.5% of the year 11 cohort) in Tunbridge Wells who left compulsory education in 2009 participated in learning beyond 16 but did not progress to the next level by the age of 19.
- 80 learners (45.1% of all learners at this stage) at Level 2 without Maths and English did not get a Level 3 qualification.
- 42 (24% of all learners at this stage) at Level 1 did not get to Level 2
- 20 learners (19.4% of all learners at this stage) who were below Level 1 did not achieve a Level 1 qualification.

2.2.2 No qualifications post 16 by age 19 – please see the EPAS table below

- 129 Tunbridge Wells learners (8.7% of the cohort) did not gain any further qualifications. This could include those who sat qualifications but were unsuccessful.
- 49 (47.6% of all learners at this stage) were below Level 1.
- 41 (23.4% of all learners at this stage) who were at Level 1.
- 24 (13.6% of all learners at this stage) who were at Level 2 without English and Maths.
- 15 (1.5% of all learners at this stage) who were at Level 2 with English and Maths.

EPAS Analysis										KCC Analysis		
LA at age 16	Prior attainment at age 16	Total Learners	Of which No further qualifications Post 16		Percentage of learners by age 19 attaining						Of which participated but did not progress to the next level of qualification	
			Number	%	Level 1 or above	Level 2 or above	Level 3	Number	%	Number	%	
National	Below Level 1	51087	21244	41.6%	16409	32.1%	7548	14.8%	2030	4.0%	13434	26.0%
	Level 1, below Level 2	138650	23502	17.0%	138650	100.0%	75227	54.3%	22834	16.5%	39921	29.0%
	Level 2 without English and Maths	87498	10659	12.2%	87495	100.0%	87495	100.0%	33510	38.3%	43329	49.0%
	Level 2 incl Eng and Maths	315964	10457	3.3%	315964	100.0%	315964	100.0%	263727	83.5%	41780	13.0%
Kent	All Pupils	593199	65862	11.1%	558518	94.2%	486234	82.0%	322101	54.3%	138464	23.0%
	Below Level 1	1477	651	44.1%	407	27.6%	170	11.5%	48	3.2%	419	28.0%
	Level 1, below Level 2	3377	642	19.0%	3377	100.0%	1688	50.0%	425	12.6%	1047	31.0%
	Level 2 without English and Maths	3031	416	13.7%	3031	100.0%	3031	100.0%	1049	34.6%	1566	52.0%
Tunbridge Wells	Level 2 incl Eng and Maths	9133	301	3.3%	9133	100.0%	9133	100.0%	7647	83.7%	1185	13.0%
	All Pupils	17018	2010	11.8%	15948	93.7%	14022	82.4%	9169	53.9%	4217	25.0%
	Below Level 1	103	49	47.6%	34	33.0%	12	11.7%	6	5.8%	20	19.4%
	Level 1, below Level 2	175	41	23.4%	175	100.0%	92	52.6%	20	11.4%	42	24.0%
All Pupils	Level 2 without English and Maths	177	24	13.6%	177	100.0%	177	100.0%	73	41.2%	80	45.1%
	Level 2 incl Eng and Maths	1034	15	1.5%	1034	100.0%	1034	100.0%	959	92.7%	60	5.8%
	All Pupils	1489	129	8.7%	1420	95.4%	1315	88.3%	1058	71.1%	202	13.5%

- Notes:
- Of which no further qualifications post 16 could include learners who took qualifications but were unsuccessful
 - KCC analysis Of which participated but did not progress to next level of qualification . This is calculated by taking the total number of learners at each prior attainment level at 16, minus the number who gained no further qualifications plus the number who gained qualifications at the next level to that that they had gained at 16. The assumption has been made that the number who progressed two or possibly three levels from that attained at 16 would be included in the number who had progressed to the next level after 16.
 - The total number of All pupils will not add up to the totals in the level 1,2,3 and the other two columns beginning 'Of which' because learners' starting points at 16 are different and they could therefore be included in more than one column.
 - The data source is RM who draw data from the DfE

2.2.3 English and Maths at Level 2

- 246 learners in Tunbridge Wells did not get a C or above at GCSE in English (2012).
- 260 learners in Tunbridge Wells did not get a C or above at GCSE in Maths (2012).
- Tunbridge Wells is the top performing District in Kent using this performance measure.

Learners who did not get a grade C or above at GCSE in English			
District	Number	Percentage	
Tunbridge Wells	246	16%	Quartile 1
Gravesham	446	23%	
Dartford	313	23%	
Maidstone	439	24%	Quartile 2
Tonbridge	451	30%	
Shepway	330	31%	
Swale	516	32%	Quartile 3
Ashford	424	33%	
Canterbury	661	34%	
Thanet	607	39%	Quartile 4
Dover	515	40%	
Sevenoaks	177	42%	

Learners who did not get a grade C or above at GCSE in Maths			
District	Number	Percentage	
Tunbridge Wells	260	17%	Quartile 1
Gravesham	240	18%	
Dartford	376	25%	
Maidstone	483	26%	Quartile 2
Tonbridge	483	26%	
Shepway	387	30%	
Swale	482	30%	Quartile 3
Ashford	396	31%	
Canterbury	405	31%	
Thanet	497	32%	Quartile 4
Dover	345	33%	
Sevenoaks	164	38%	

2.2.4 Attainment by Provider Type

Learners with prior attainment at 16;

- In Tunbridge Wells 60% of learners who were below level 1 at 16 and went to an FE college in the LA, gained Level 1 qualifications, as opposed to 36% who carried on at their own school, or 13% at another training provider.
- In Tunbridge Wells 70% of learners who were at Level 2 without English and Maths progressed to a Level 3 qualification when remaining in their home sixth form, as opposed to 45% at an FE college or 23.5% at another provider.
- Learners with Level 2 including English and Maths who moved to another provider at age 16 achieved a 14% lower success rate at Level 3. This data includes A level students and those studying vocational courses.
- The characteristics of learners attending types of providers needs to be taken into account when considering this data.

Source EPAS, Destination Prior Summary: school at age 16, cohort age 19 at 31/8/12.

Attainment by Provider type in Tunbridge Wells

Kent District at age 16:Tunbridge Wells			Percentage of Learners by age 19 attaining			
Latest Establishment Post 16	Prior attainment at age 16	Total Learners	Level 1 or above	Level 2 or above	Level 3 or above	No further qualifications Post 16
Same School	Below Level 1	14	35.7	28.6	28.6	42.9
	Level 1, below Level 2	11	100	63.6	18.2	9.1
	Level 2 without English and Maths	30	100	100	70	0
	Level 2 incl Eng and Maths	711	100	100	96.1	0.1
	All Pupils	766	98.8	98.2	92.7	1
Another School or Sixth Form College within this LA	Below Level 1	<	<	<	<	<
	Level 1, below Level 2	<	<	<	<	<
	Level 2 without English and Maths	<	<	<	<	<
	Level 2 incl Eng and Maths	84	100	100	96.4	0
	All Pupils	90	100	100	94.4	0
FE College within this LA	Below Level 1	35	60	8.6	0	25.7
	Level 1, below Level 2	75	100	70.7	13.3	0
	Level 2 without English and Maths	95	100	100	45.3	1.1
	Level 2 incl Eng and Maths	104	100	100	81.7	0
	All Pupils	309	95.5	82.5	44.7	3.2
Another School or Sixth Form College in another LA	Below Level 1	<	<	<	<	<
	Level 1, below Level 2	<	<	<	<	<
	Level 2 without English and Maths	<	<	<	<	<
	Level 2 incl Eng and Maths	43	100	100	97.7	0
	All Pupils	50	100	100	90	10
E College in another LA	Below Level 1	8	62.5	37.5	12.5	12.5
	Level 1, below Level 2	23	100	69.6	30.4	4.3
	Level 2 without English and Maths	8	100	100	37.5	0
	Level 2 incl Eng and Maths	26	100	100	96.2	0
	All Pupils	65	95.4	81.5	55.4	3.1
Any other establishment	Below Level 1	15	13.3	6.7	0	20
	Level 1, below Level 2	23	100	52.2	4.3	4.3
	Level 2 without English and Maths	17	100	100	23.5	0
	Level 2 incl Eng and Maths	52	100	100	82.7	0
	All Pupils	107	87.9	76.6	44.9	3.7
None or Unknown	Below Level 1	30	0	0	0	100
	Level 1, below Level 2	38	100	0	0	100
	Level 2 without English and Maths	22	100	100	0	100
	Level 2 incl Eng and Maths	14	100	100	0	100
	All Pupils	104	71.2	34.6	0	100

Source: DB 14-19 Destination Prior Summary: School at age 16. Cohort age 19 at 31/08/12 – EPAS

Attainment by provider type Kent

Kent at age 16			Percentage of Learners by age 19 attaining			
Latest Establishment Post 16	Prior attainment at age 16	Total Learners	Level 1 or above	Level 2 or above	Level 3 or above	No further qualifications Post 16
Same School	Below Level 1	186	27.4	20.4	11.8	26.3
	Level 1, below Level 2	444	100	62.4	26.6	6.1
	Level 2 without English and Maths	793	100	100	57.5	6.8
	Level 2 incl Eng and Maths	5411	100	100	92.3	0.6
	All Pupils	6834	98	95.4	81.8	2.4
Another School or Sixth Form College within this LA	Below Level 1	27	48.1	37	25.9	25.9
	Level 1, below Level 2	78	100	67.9	38.5	3.8
	Level 2 without English and Maths	110	100	100	48.2	7.3
	Level 2 incl Eng and Maths	1029	100	100	90.6	0.5
	All Pupils	1244	98.9	96.6	82.2	1.8
FE College within this LA	Below Level 1	371	55	19.1	3	21.3
	Level 1, below Level 2	1531	100	61.4	12.7	2.7
	Level 2 without English and Maths	1106	100	100	34.8	1.1
	Level 2 incl Eng and Maths	1443	100	100	68.3	0.4
	All Pupils	4451	96.2	80	35.4	3.1
Another School or Sixth Form College within this LA	Below Level 1	7	0	0	0	28.6
	Level 1, below Level 2	17	100	52.9	35.3	5.9
	Level 2 without English and Maths	10	100	100	50	10
	Level 2 incl Eng and Maths	205	100	100	93.7	0.5
	All Pupils	239	97.1	93.7	84.9	2.1
FE College in another LA	Below Level 1	113	56.6	18.6	2.7	14.2
	Level 1, below Level 2	290	100	60	18.3	4.5
	Level 2 without English and Maths	326	100	100	30.1	0.3
	Level 2 incl Eng and Maths	339	100	100	69.6	0
	All Pupils	1068	95.4	80.5	36.5	2.8
Any other establishment	Below Level 1	299	25.1	10	1.7	8
	Level 1, below Level 2	473	100	49.7	4.9	2.7
	Level 2 without English and Maths	353	100	100	13.9	2
	Level 2 incl Eng and Maths	452	100	100	67.5	0.7
	All Pupils	1577	85.8	67.9	24.2	3
None or Unknown	Below Level 1	474	0	0	0	100
	Level 1, below Level 2	544	100	0	0	100
	Level 2 without English and Maths	333	100	100	0.9	100
	Level 2 incl Eng and Maths	254	100	100	0	100
	All Pupils	1605	70.5	36.6	0.2	100

Source: DB 14-19 Destination Prior Summary: School at age 16. Cohort age 19 at 31/08/12 - EPAS

2.2.5 A level attainment at Tunbridge Wells schools

Tunbridge Wells		Kent LA	National
Aggregated data			
Average KS4 points on entry	48.8	44.5	43.7
Students 5 A* - C EM	94%	78%	76%
Students with 5 A* - C	100%	94%	92%
APS	836	737.3	714.3
APE	226	210.7	209.3
Fails % (AS level – cashed in only)	7.20%	12.00%	11.90%
Fails % (A Level)	0.90%	2.20%	2.10%
Retention - Transition (Summer Y12 - October Y13) 2011	90%	83%	83%
Retention - Overall (Start Y12 2010 - End Y13 2012)	67%	75%	76%

LPUK Datadashboard, Spring 2013

Tunbridge Wells scores better or significantly better in 8 out of 9 of these categories than the Kent or national scores.

However, overall retention at 67% is lower than the Kent or national score.

A level or academic equivalent performance

Kent 2012		Tunbridge Wells	Kent	National
1	3+ AAB (or higher) in facilitating subject (KS5 students)	12.5%	5.3%	4.8%
2	3+ AAB (or higher) in facilitating subject (A-level students)	12.6%	8.6%	7.4%
3	3+ A-levels at A*-E	89%	47%	52%
4	2+ A-levels at A*-E	95%	55%	61%
5	1+ A-levels at A*-E	98%	63%	67%
6	3+ A-levels or academic equivalent at A*-E	88%	51%	53%
7	2+ A-levels or academic equivalent at A*-E	94%	59%	62%
8	1+ A-levels or academic equivalent at A*-E	97%	67%	67%
9	% of A-level examinations awarded A*-E grades	99%	98%	98%
10	% of A-level examinations awarded A*-C grades	84%	76%	74%
11	% of A-level examinations awarded A*-B grades	63%	51%	48%
12	% of A-level examinations awarded A*-A grades	34%	25%	22%

LPUK Datadashboard, Spring 2013

Tunbridge Wells scores better or significantly better in all categories in comparison with Kent or national figures.

Grade breakdown for A level

Grade breakdown for A level							
	A*	A	B	C	D	E	U
Tunbridge Wells District	310	662	843	598	315	121	28
%	10.8	23.0	29.3	20.8	10.9	4.2	1.0
predicted %	9	21.0	27.0	23.0	13.0	5.0	1.0
Kent LA %	7.4	17.5	26.2	24.5	15.5	6.6	2.3
National %	6.2	15.7	25.6	26.0	17.0	7.4	2.1

LPUK Datadashboard, Spring 2013

Achievement at A* - B was higher than the figure recorded for Kent or nationally with correspondingly lower figures for other grades.

Grade breakdown for AS level

Grade breakdown for AS level						
	A	B	C	D	E	U
Tunbridge Wells District	1187	976	913	615	353	325
%	27.2	22.3	20.9	14.1	8.1	7.4
predicted %	24.0	22.0	21.0	15.0	9.0	8.0
Kent LA %	20.9	20.0	21.4	17.0	11.1	12.1
National %	19.8	19.6	22.2	18.1	11.8	11.7

LPUK Datadashboard, Spring 2013

Achievement at A* - B was higher than the figure recorded for Kent or nationally, with correspondingly lower figures for other grades.

Grade breakdown for BTEC

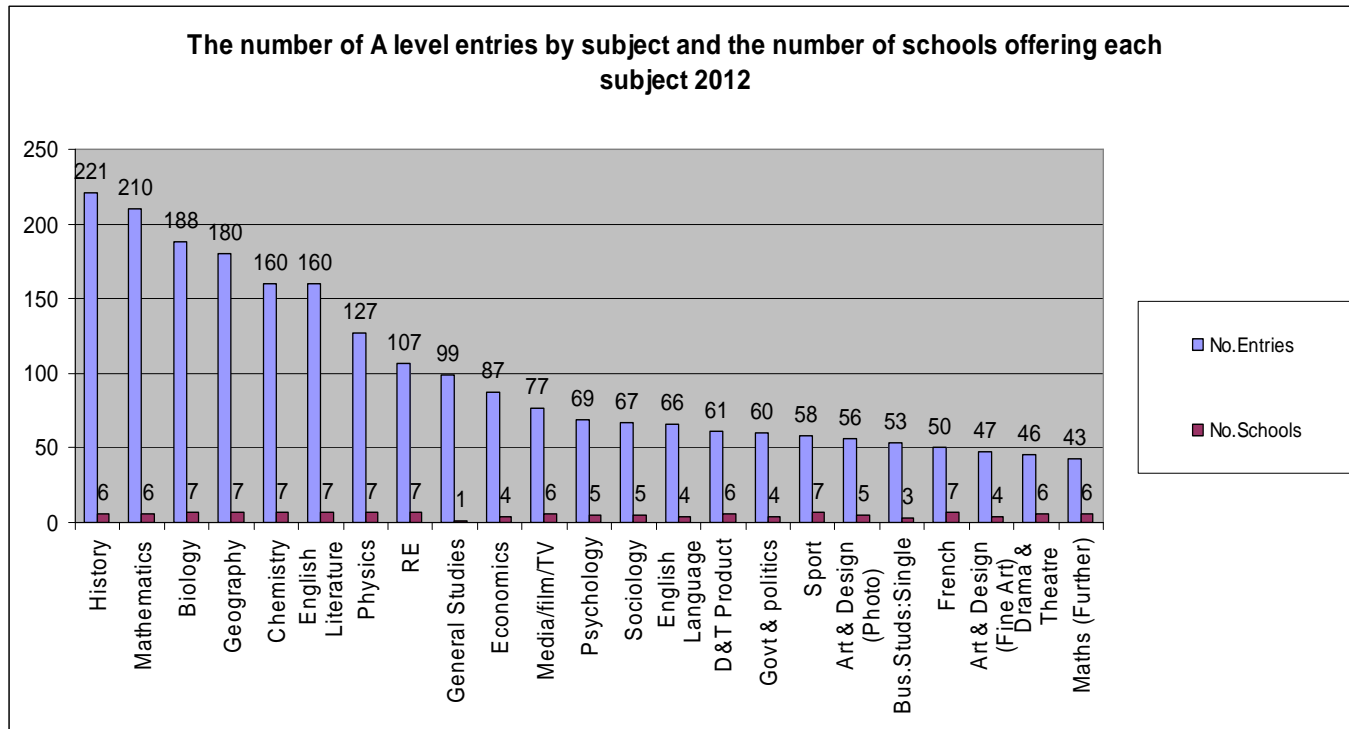
Grade breakdown for BTEC				
	D*	D	M	P
Tunbridge Wells District	25	22	20	11
%	32.1	28.2	25.6	14.1
predicted %	27.0	24.0	27.0	22.0
Kent LA %	20.9	22.3	30.5	26.4
National %	19.8	24.0	29.9	26.3

LPUK Datadashboard, Spring 2013

Understandably, due the numbers taking A levels, the number of students entered for BTEC was significantly lower than the rest of Kent but success rates were still better than county or national figures.

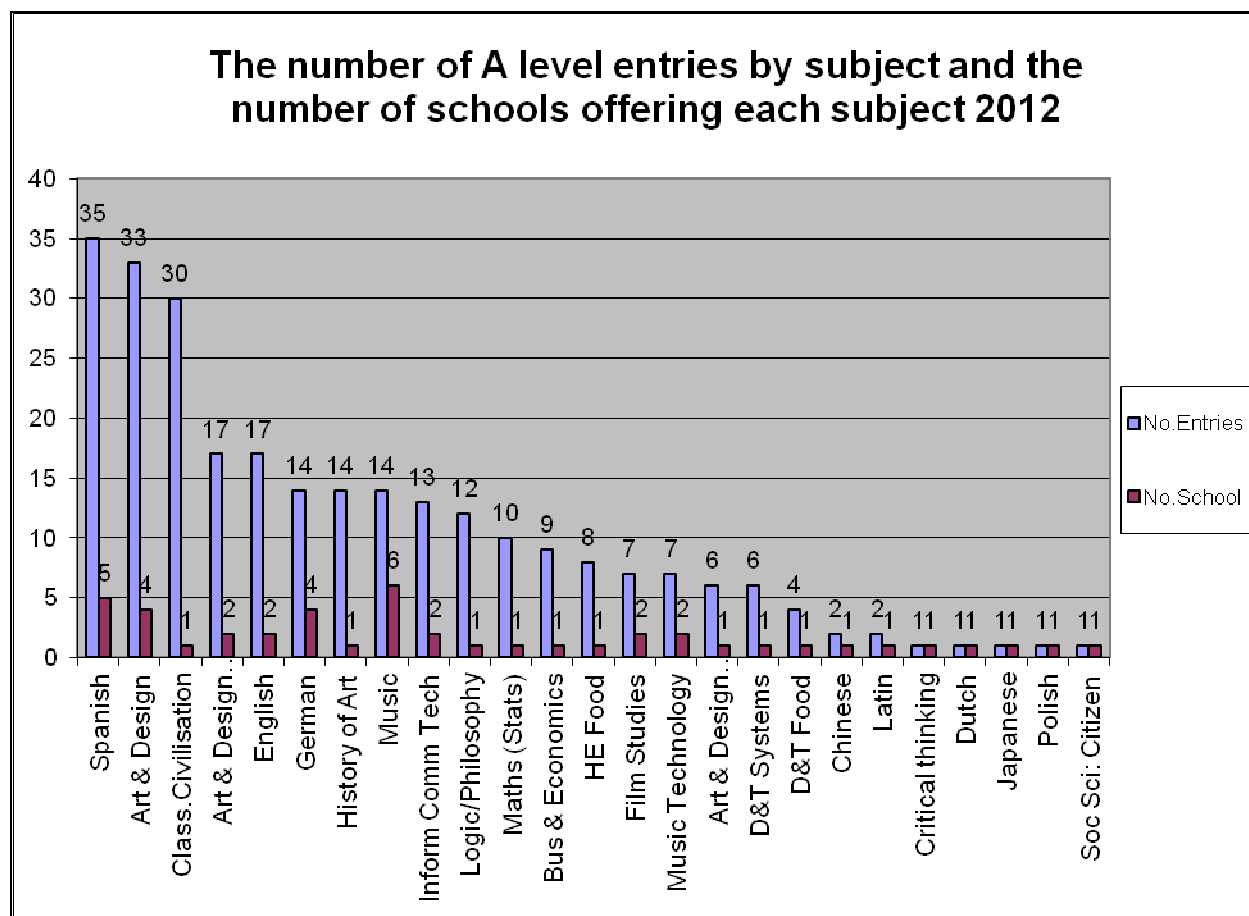
2.2.6 A level provision in Tunbridge Wells

- Providers in Tunbridge Wells are clearly focused on ensuring that Russell Group requirements are a key part of the offer to learners, with the top 7 entries all being facilitating subjects, though no modern language makes the top ten.
- There are good numbers of learners (up to 25% of the cohort) entering for A levels in facilitating subjects.



Source: KCC Management Information Unit

The remaining A level courses offered by Tunbridge Wells schools



2.2.7 Progression of A Level students into Higher Education

- Progression into Higher Education from Tunbridge Wells schools is above the average for Kent with 77% progressing to university: this data from the Sutton Trust study produced autumn 2011.
- Progression into selective universities is also higher overall than the rest of Kent with 38% of this study progressing there.
- Three Tunbridge Wells schools also contribute to Highly Selective Universities admissions.
- Interestingly, one school with high exam points per student at 923, has much less success at getting students into selective universities than similar schools, some of whom have much lower points per student.

School Name	Average number of pupils completing sixth form study each year	Exam points per student	% of pupils accepted at university	% of pupils accepted at selective universities	High (selective) progression rate?
Tunbridge Wells schools					
School A	44	468	51	3	
School B	127	706	67	18	
School C	153	824	83	52	Yes
School D	57	830	61	17	
School E	99	831	93	63	Yes
School F	79	646	60	22	
School G	113	935	87	58	Yes
	136	923	83	36	
Kent averages by type of school					
Independent schools	1152	838	64	37	7
Selective schools	4028	890	82	35	4
Modern schools	1148	525	44	2	
Comprehensive	1013	598	60	8	

Sutton Trust 2011, based on DFE 2007-09 performance data

2.2.8 Narrowing the gap

- The widening achievement gap between FSM and non FSM learners becomes very noticeable between Level 2 and Level 3 in Tunbridge Wells.
- At Level 2 Tunbridge has an achievement gap (-24.9%) close to the average for Kent (-24.3%) but worse than the National average (-16.3%).
- At Level 3 Tunbridge Wells the gap widens (-45.8%) to become worse than the Kent average (-33.5%) and even further away from the National average of -23%.

Learners achieving Level 2 by age 19 - Narrowing the Gap					
Kent District at age 16	Pupils eligible for FSM		All pupils not in pupils eligible for FSM		Gap
	Cohort	Percentage	Cohort	Percentage	
Ashford	97	58.8	1233	76.6	-17.8
Canterbury	142	63.4	1522	85.7	-22.3
Dartford	86	58.1	1245	89.2	-31.1
Dover	125	64.8	1320	85.2	-20.4
Gravesham	94	55.3	1285	83.4	-28.1
Maidstone	118	55.1	1840	87.3	-32.2
Sevenoaks	44	36.4	229	70.7	-34.3
Shepway	136	65.4	984	83.4	-18
Swale	179	57.5	1509	81.8	-24.3
Thanet	194	65.5	1354	81.3	-15.8
Tonbridge & Malling	81	58	1414	88	-30
Tunbridge Wells	59	64.4	1430	89.3	-24.9
Unallocated	19	57.9	279	68.8	-10.9
Kent	1374	60.1	15644	84.4	-24.3
National	74109	67.7	519090	84	-16.3

Source: DB 14-19: Narrowing the Gap Summary, cohort are 19 at 31/08/2012

Learners achieving Level 3 by age 19 - Narrowing the Gap					
Kent District at age 16	Pupils eligible for FSM		All pupils not in pupils eligible for FSM		Gap
	Cohort	Percentage	Cohort	Percentage	
Ashford	97	19.6	1233	49.6	-30
Canterbury	142	25.4	1522	58.9	-33.5
Dartford	86	31.4	1245	61.8	-30.4
Dover	125	22.4	1320	50.5	-28.1
Gravesham	94	20.2	1285	54.1	-33.9
Maidstone	118	27.1	1840	61.4	-34.3
Sevenoaks	44	13.6	229	31.4	-17.8
Shepway	136	24.3	984	49.2	-24.9
Swale	179	19.6	1509	52.4	-32.8
Thanet	194	23.2	1354	53.7	-30.5
Tonbridge & Malling	81	22.2	1414	61.2	-39
Tunbridge Wells	59	27.1	1430	72.9	-45.8
Unallocated	19	21.1	279	36.2	-15.1
Kent	1374	23.1	15644	56.6	-33.5
National	74109	34.1	519090	57.2	-23.1

Source: DB 14-19: Narrowing the Gap Summary, cohort are 19 at 31/08/2012

2.3 Discussion points

1. Is there sufficient and appropriate Level 1 provision in Tunbridge Wells? There were 103 learners below Level 1 at 16, 48% (49) of whom gained no further qualifications by age 19.
2. To compensate for the rural nature of some parts of the District, providers need to ensure that the needs of those young people who leave school with less than 5 A*-C grades at GCSE are catered for within the district.
3. Is the offer for learners at Level 2 without English and Maths appropriate and are they receiving suitable advice and guidance? Of this cohort 59% (104) learners do not progress to level 3. More work is needed to identify what courses these learners are doing.
4. Are there innovative ways of changing the post 16 offer in line with the opportunities explained in the 16 – 19 study programme guidance? This may also provide creative ways of moving learners towards and achieving Level 2 English and Maths.
5. How can the offer for the most challenging learners – those below and at Level 1, who may have additional needs – have more impact?
6. Tunbridge Wells providers may want to reflect on why the achievement gap increases at Level 3, for pupils eligible for FSM and is significantly higher than the Kent or National averages.
7. Some schools may wish to consider why, despite having high average scores per learner at A Level, this does not translate proportionally into selective university places.
8. Is there a need for providers to raise the aspirations of Tunbridge Wells A level students?
9. How can we capitalise on the success of BTECs in Tunbridge Wells?

3. Improve and extend vocational education and training and apprenticeships

3.1 Summary

Improve and extend vocational education, training and apprenticeships

Tunbridge Wells has managed to buck the national and local trend by increasing the number of jobs in the District by 800 (2%) jobs over the period 2008 – 11. In November 2012 unemployment stood at 1.5% in Tunbridge Wells, compared to 3.1% in Kent and 2.4% in the South East. The same pattern holds for youth unemployment with 4% of 18 – 24 year olds unemployed in November 2012.

The following sectors are in decline in terms of the number of employees: Construction, Administration and Support Service Activities, Public Administration and Defence, and Arts, Education and Recreation. However, the numbers employed can hide a more complex picture; for example, construction may employ fewer people but productivity may have increased and as a sector it still has a significant number of employees. Those who may want to work in this sector will need to have a greater level of skills.

Tunbridge Wells is still reliant on Wholesale and Retail trades (22%) and to date the impact of the recession does not seem to have hit Tunbridge Wells as other parts of the county. The rise in Human Health and Social Work activities is partly explained by the opening of the Tunbridge Wells Hospital (Pembury) and transfer of staff to this location.

The growth sectors in Tunbridge Wells during 2008 - 11 were:

- Financial and Insurance Activities
- Real Estate Activities
- Human Health and Social Work
- Wholesale and Retail Trades

The Tunbridge Wells workforce is paid significantly higher rates of pay (£592 per week) than the South East (£548) and England (£506). However, this figure is inflated by the high levels of out commuting. Despite having historically high levels of self-employment, the data for 2012 indicates that Tunbridge Wells currently has a comparatively low level of self employment across the Borough. This may indicate that the observed fall in Rural Sector businesses is not being compensated for by the observed increase in small businesses in the Business Service Sector.

The data on employment is useful in that it reflects where there has been growth, but it is important to look forward at what could be the employment trends in the future. Tunbridge Wells in its Economic Development strategy has identified a number of objectives to encourage growth. These are:

- encourage the continued development of a wide range of enterprises in the borough by providing business support and advice and appropriate employment floorspace;
- enhance the attractiveness of Royal Tunbridge Wells and other town centres in the borough as thriving cultural, places to visit/shop, live, work and do business;
- develop a strong, diverse rural economy to sustain local communities

- develop a workforce equipped with appropriate skills to capitalise on local employment opportunities;
- develop an efficient transport & communications network to support the vitality and competitiveness of the Borough's local economy;
- maximise opportunities to secure funding to support economic development.

It is also important to note that all of these objectives for growth are reliant on employees with high levels of skills and knowledge. The Borough Council recognise that work needs to be done to ensure that the 38% of the population of Tunbridge Wells who have low or no qualifications are able to engage in the diversification of the economy. As such, they propose the following in their strategy.

- reduce the proportion of the workforce without qualifications;
- ensure that those in disadvantaged groups have skills needed to take advantage of local job opportunities;
- ensure that school leavers are better prepared to enter the workforce;
- promote the idea of apprenticeships across all sectors;
- retain key workers and those with higher level skills within the local economy; and
- create jobs that are attractive to recent graduates.

There is some correlation between employee numbers, the current growth areas and the local post 16 offer but there is still over representation in sport, leisure and recreation and performing arts courses.

Tourism is a sector that has shown growth since 2008 and has been identified as an area with growth potential. Hospitality and Catering is well represented in full time education and apprenticeships but there are fewer opportunities available in Travel and Tourism.

The top three employment sectors in Tunbridge Wells - Retail and Wholesale, Education and Human, Health and Social Work have either no, or limited post 16 offers that allow young people to progress into these sectors. This issue will need addressing by providers

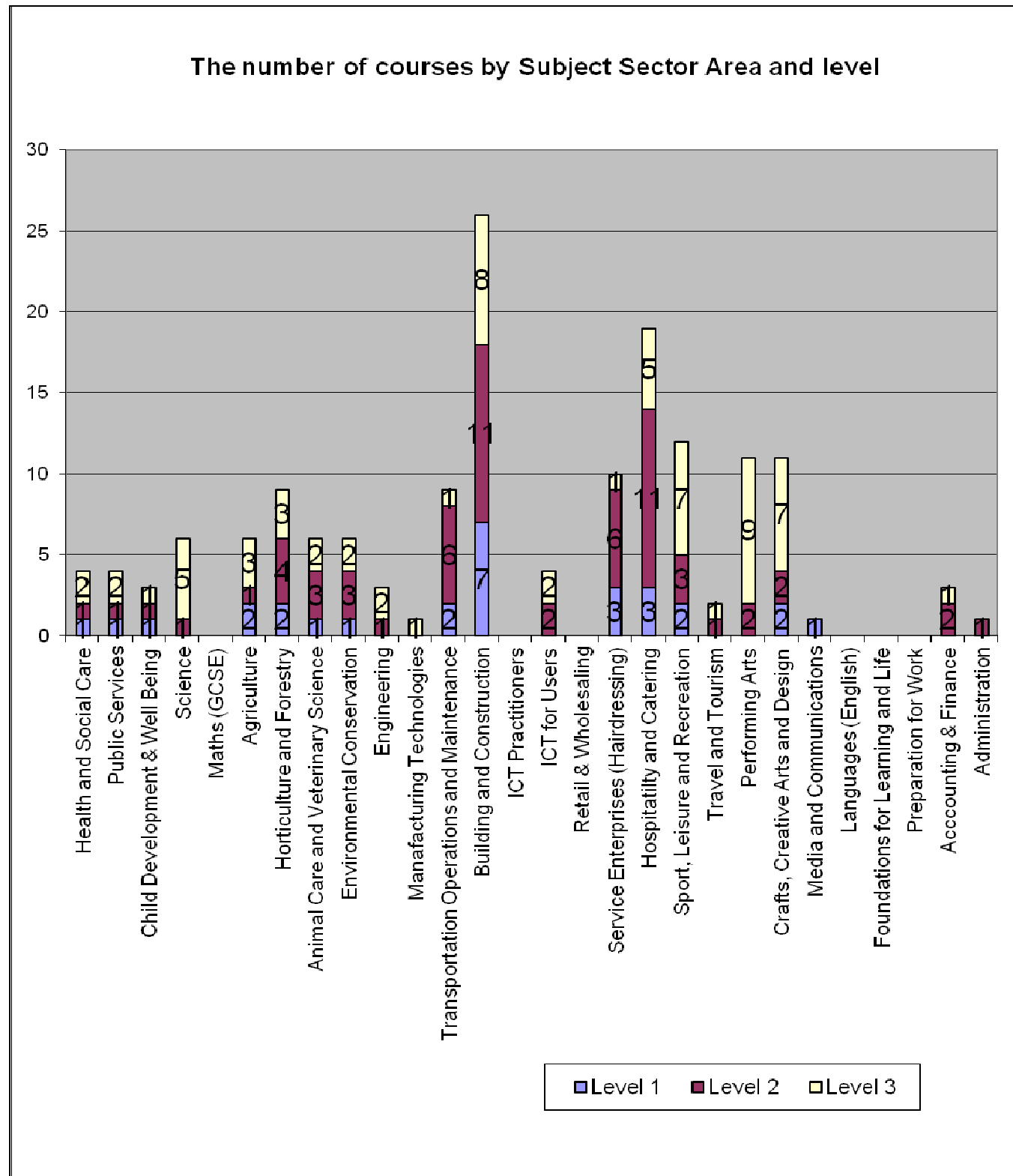
3.2 Supporting data

3.2.1. The Tunbridge Wells Vocational offer and the local economy

- 1. Construction** offers the most courses in, or near to, Tunbridge Wells (26) and has progression from Level 1 – 3. This includes 5 apprenticeship frameworks in Construction at Level 2 and 4 at Level 3. Construction in Tunbridge Wells is however, in decline, with 300 fewer jobs (15.8%) in the District between 2008 and 2011.
- 2. Hospitality and Catering** offers 19 courses with progression from Level 1 – 3. This includes 8 Level 2 apprenticeship frameworks and 4 Level 3 frameworks. Employment in this sector grew by 10% in this sector over the 08 – 11 period. The development of this Sector remains a priority within the Tunbridge Wells Economic Strategy.
- 3. Sport, Leisure and Recreation** offers 12 courses with progression from Level 1 – 3. However, the current employment base in this and the Arts has declined by 200 or 20% in the last few years. There is not therefore a high level of employment available in this field locally.
- 4. Performing Arts** offers 11 courses at Levels 2 and 3. Again, not a sector that offers high levels of employment locally.
- 5. Crafts, Creative Arts and Design** again has 11 courses with progression levels from 1 – 3. Whilst not providing large employment opportunities, the buoyant Tunbridge Wells economy does support a wide range of retail craft and design enterprises. Good practice from work done elsewhere would be to ensure that business management is included in such courses due to the high level of self employment and small businesses in this sector.
- 6. Service Enterprises (Hair, Beauty and Customer Service)** offers 11 courses with progression from Level 1 – 3. Included in this are 2 apprenticeship frameworks for customer service and 1 for hairdressing.
- 7. Horticulture and Forestry** 9 Courses are offered in these subjects with progression from Level 1 – 3. Employment in primary industries, which include agriculture are stable in the District, but only employ something in the order of 3.5% of the current workforce.
- 8. Transport Operations and Maintenance** also offer 9 courses with progression levels from 1 – 3. 3 apprenticeship frameworks are included in this, 2 at Level 2 and one at Level 3. Opportunities in Transport and storage have declined by 10% in recent years in Tunbridge Wells, and it is a small employment area.
- 9. Business Management** 7 courses are offered in this sector with progression from Level 1 – 3. Included in this is 1 apprenticeship framework at Level 3. Given the growth in opportunities in Tunbridge Wells in the Retail and Wholesale, and Financial and Insurance activities this is to be welcomed, especially as these two sectors account for nearly 29% of the jobs in Tunbridge Wells.
- 10. Human Health and Social Work Activities** is the other sector that has shown growth over the past few years at 16%. Despite the growth being mainly due to the relocation of hospital services at Pembury, it is nevertheless a large employment sector with nearly 8000 jobs. There are 4 Health and Social Care courses on offer at Levels 1 – 3. One Dental Nursing Apprenticeship framework, 6 Science courses (2 of which are linked to medical sciences) at Levels 2 and 3, and 3 Child Development courses with progression through 1 – 3.
- 11. Retail and Wholesale.** Despite being the largest employment sector in the District, and one that experienced 8% growth over recent years, despite the recession, there are no courses specifically aimed at this sector. There are only 2 Customer Services apprenticeship frameworks (mentioned earlier) that could possibly fit the bill.

12. Financial and Insurance Activities Between 2008 and 2011, this Sector grew by 600 jobs, or 22%. In contrast, there are only 4 courses that address these areas, 3 in Finance and 1 in Law.

3.2.2 The Tunbridge Wells Vocational offer by Subject Sector Area



Source: Kentchoices4u, March 2013

3.3 The Economic Landscape of Tunbridge Wells, 2008-11

3.3.1 Introduction

Between 2008 and 2011 employment in Tunbridge Wells increased by 800 jobs, or 2%, compared to a decline of 0.4% in Kent as a whole.

The largest sectors in terms of employment are Wholesale and Retail Trades, Human Health and Social Work Activities, Education; Professional, Scientific and Technical Activities, Financial and Insurance Activities and Accommodation and Food Service Activities.

Tunbridge Wells has a buoyant economy, partly due to its proximity to London. Approximately 40,000 people commute out and into the Borough everyday for work. One in four of the jobs is held by people living outside of the Borough.¹

In recent years a number of often inter-related changes have occurred in or have affected the Borough. These include²:

- a reduction in the number of businesses operating in the land-based sector owing to the overall long-term decline in profitability;
- an increase in the number of small new businesses being established locally, particularly in the business services sector;
- the conversion of former employment sites and premises to housing, in both rural and urban areas;
- the increasing popularity of out-of-town shopping centres e.g. Bluewater and North Farm, causing Tunbridge Wells town centre to suffer from fewer long stay/high value shopping trips;
- the increasing use of the internet for shopping;
- increasing traffic congestion (and longer journey times), particularly in and around Tunbridge Wells town centre and the associated declaration of an air quality management area (AQM) due to poor air quality;
- changes in the tourism market, particularly with the availability of cheap flights for weekend breaks as well as for longer holidays, but also an increase in domestic short breaks;
- the loss of rural services and employment through the closure of post offices, banks, pubs, etc in rural villages;
- an increase in the number of home-based businesses;
- recruitment difficulties for some local employers.

Between 2008 and 2011 employment grew significantly in the following sectors:

Financial and Insurance Activities
Real Estate Activities
Human Health and Social Work
Wholesale and Retail Trades

Between 2008 and 2011 employment fell significantly in the following sectors:

Construction
Administrative and Support Service Activities
Public Administration and Defence
Arts, Entertainment and Recreation

Table 1 below summarises the number and proportion of employees in each employment sector in Tunbridge Wells between 2008 – 2011.

¹ Tunbridge Wells Draft Economic Strategy and Action Plan 2011-2015

² Tunbridge Wells Draft Economic Strategy and Action Plan 2011-2015

Tunbridge Wells	2008	2009	2010	2011	Change 2008 - 2011	
					No.	%
Primary Industries (Agriculture/Mining/Utilities)	1,700	1,800	1,700	1,700	0	0.0%
Manufacturing	2,800	2,800	2,800	2,800	0	0.0%
Construction	1,900	1,900	2,000	1,600	-300	-15.8%
Wholesale and retail trade	10,100	9,600	9,900	10,900	800	7.9%
Transportation and storage	1,000	1,100	1,000	900	-100	-10.0%
Accommodation and food service activities	3,000	2,900	2,700	3,300	300	10.0%
Information and communication	1,900	1,900	1,900	1,900	0	0.0%
Financial and insurance activities	2,700	2,700	3,200	3,300	600	22.2%
Real estate activities	700	700	800	900	200	28.6%
Professional, scientific and technical activities	3,400	3,400	3,600	3,400	0	0.0%
Administrative and support service activities	4,100	2,500	2,300	2,800	-1,300	-31.7%
Public administration and defence	1,200	1,100	1,100	800	-400	-33.3%
Education	4,700	4,700	5,300	4,900	200	4.3%
Human health and social work activities	6,800	7,200	7,100	7,900	1,100	16.2%
Arts, entertainment and recreation	1,000	800	800	800	-200	-20.0%
Other service activities	1,900	1,800	1,700	1,800	-100	-5.3%
Total	48,800	46,900	48,000	49,600	800	1.6%

Source: Business Register and Employment Survey 2008-11

Approximately 86% of businesses in Tunbridge Wells are small, which is above the Kent average. This reflects the high number of small rural businesses in the Borough (70% of the Borough is part of the High Weald Area of Outstanding Natural Beauty) which provide employment across a wide range of sectors and contribute significantly to local prosperity.³

Table 2: Breakdown of VAT and/or PAYE businesses in Tunbridge Wells between 2008 and 2012

Firms by size band	2008	2012	2012 %
1- 4	4700	4700	73%
5-10	800	860	13%
11-24	400	570	9%
25-99	300	300	5%
100+	100	60	1%
Total	6300	6490	

Source: UK Business Survey via ONS – October 2012

³ Tunbridge Wells Draft Economic Strategy and Action Plan 2011-2015

3.3.2 Areas of Employment Growth, 2008 to 2011

Financial and Insurance Activities

Between 2008 and 2011, this Sector grew by 600 jobs, or 22%, compared to a fall of 2% across Kent as a whole. In Tunbridge Wells this Sector has remained strong despite the recession, and this reflects the historical competitive advantages that it enjoys with the proximity to London, high residence based incomes and high employment in related professional and business sectors.

Real Estate Activities

Employment in the Real Estate Sector grew by 200 jobs, or 29%, between 2008 and 2011, compared to average growth in Kent of 17%. A combination of the Borough having limited land for commercial and housing development, high levels of commuting and the conversion of former employment sites to housing have helped keep house prices high in the Borough.

Human Health and Social Work

Between 2008 and 2011, the Human Health and Social Work Sector grew by 1,100 jobs or 16%, compared to 13% across Kent. This reflects the expansion of services at Tunbridge Wells Hospital (Pembury), the reorganisation of NHS services and the focus of NHS spending on frontline services.

Wholesale and Retail Trades

Employment in the Wholesale and Retail Sector has grown by 800 jobs, or 8% between 2008 and 2011. This compares to a stable employment situation on average across Kent. Tunbridge Wells Town Centre remains a popular shopping destination and the smaller centres of Cranbrook, Hawkhurst, Paddock Wood, and Southborough are reported to be performing well, but all have scope for further review of their provision to shoppers.⁴

3.3.3 Areas of Employment Decline

Construction

Between 2008 and 2011, Construction employment declined by 300 jobs or 16%, compared to the same percentage decline across Kent. Construction has always been a small employment sector in Tunbridge Wells – there were 1,900 jobs in 1998 - so the workforce has actually remained remarkably stable over the last 15 years.

Administrative and Support Service Activities

Employment within this Sector fell between 2008 and 2011 by 1,300, or 31% of the Sector. This compares to a fall of 4% across Kent. However between 2010 and 2011, jobs have been created. The large fall in jobs is surprising as they represent activities in support of other business services, which have remained strong in the Borough. It probably represents the movement of one or two large businesses from the area during the period of the recession.

Public Administration and Defence

In a similar way, employment in the Public Administration and Defence Sector has fallen by 400 jobs, or 33%, compared to a decline of 14% across Kent. This reflects national and local constraints on public expenditure and a transferral of public funds from back office to frontline services.

⁴ Tunbridge Wells Draft Economic Strategy and Action Plan 2011-2015

Arts, Entertainment and Recreation

200 jobs were lost in this Sector between 2008 and 2011, or 20% of employment. This compares to an increase of 5% across Kent as a whole. The Borough Council recognises that there is scope for a new small cinema multiplex and health and fitness facilities in Tunbridge Wells town centre, to replace the cinema and other facilities that have been lost overtime.

3.3.4 Other Key Employment Sectors

Education

The Education Sector in Tunbridge Wells employs 4,900 people and has seen small employment growth since 2008, representing population growth and structural factors, such as the establishment of Academies.

Public Sector

The Public Sector includes employees from the Education, Human Health and Social Work and Public Administration and Defence Sectors, although many employees will also be from the private sector.

In total 17% of employees in Tunbridge Wells work in the Public Sector. This is the lowest proportion in Kent, and compares to a Kent wide average of 21%.

However, between 2008 and 2011 the largest employment growth in the Borough was provided by increases in frontline health workers. With the pattern of Public Sector cuts now being implemented, the Borough is unlikely to benefit from this stimulus again.

Professional, Scientific and Technical Activities

Historically Tunbridge Wells has enjoyed a competitive advantage in this Sector. There is a cluster of legal and accounting firms, and support services and supply chain for the financial service sector. The Sector has experienced no overall growth between 2008 and 2011, but has clearly withstood the recession well. However, as observed above, there has been a loss of jobs at the administrative level.

Knowledge Economy

Broadly comprising the Professional, Scientific and Technical Sector, the Information and Communication Sector, Higher Education and aspects of Media and Financial Services, the Knowledge Economy provides 22% of jobs in Tunbridge Wells. This is the highest proportion of employees in any of the Districts and Boroughs in Kent and well above the Kent and South East averages. It is likely that Tunbridge Wells will continue to be able to exploit its competitive advantage in this Sector.

Accommodation and Food Service Activities

Tunbridge Wells has a large visitor economy worth approximately £230 million a year to the Borough's economy. Employment grew by 10% between 2008 and 2011, and development of this Sector remains a priority within the Tunbridge Wells Economic Strategy.⁵

3.3.5 Unemployment in Tunbridge Wells

The unemployment rate in Tunbridge Wells is the lowest of any District or Borough in Kent, at 1.4%. This compares to the overall rate of 3.2%. Unemployment in Kent is falling slowly, compared to the comparative period last year, and Tunbridge Wells is following this trend. Chart 2 below illustrates comparative rates of other Boroughs/Districts as at the end of 2012.

⁵ Tunbridge Wells Draft Economic Strategy and Action Plan 2011-2015

Chart 2: Percentage of District Unemployment as at November 2012.

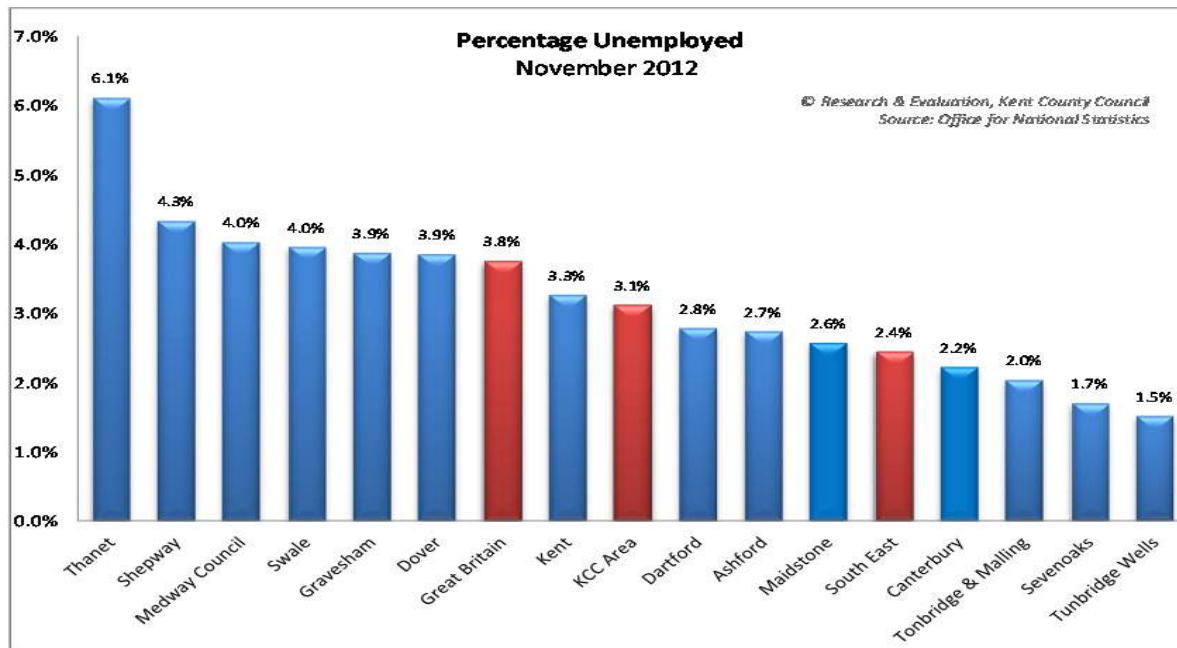


Chart 3 below illustrates the percentage change in unemployment overtime. Thanet and Ashford are the only Districts that have seen an increase in unemployment between November 2011 and 2012.

Chart 3: Percentage change in District Unemployment since November 2011.

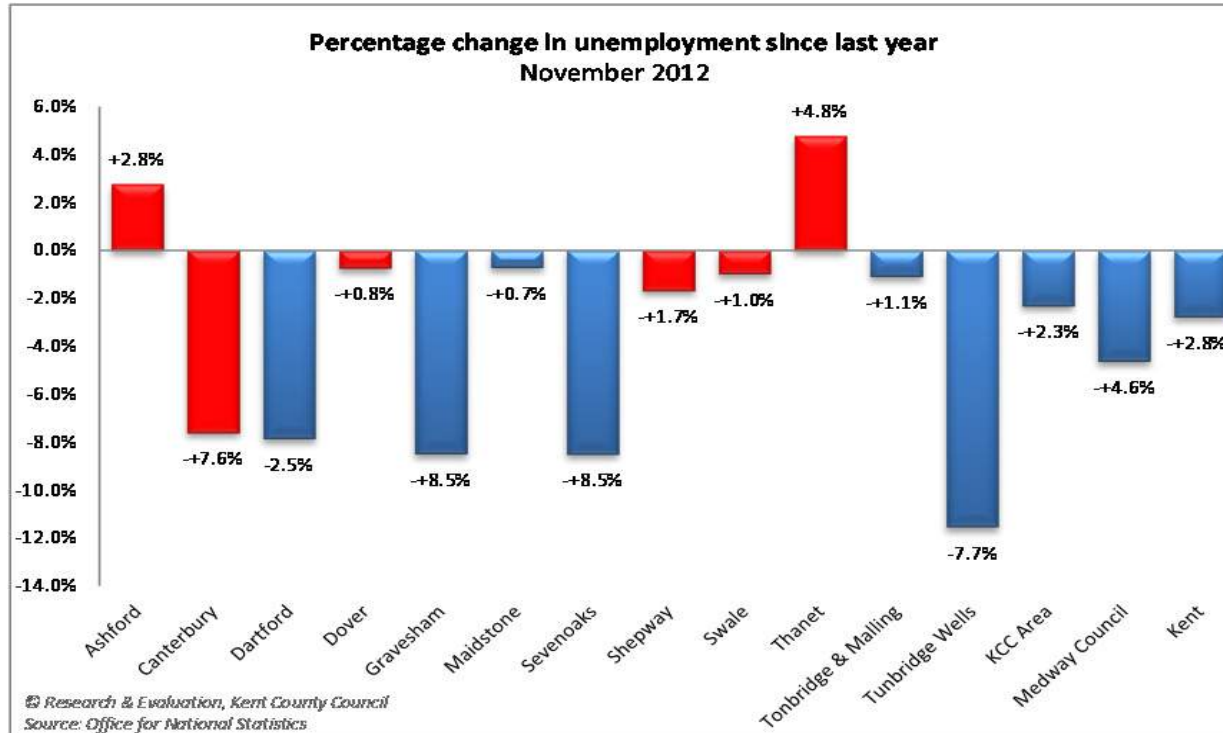
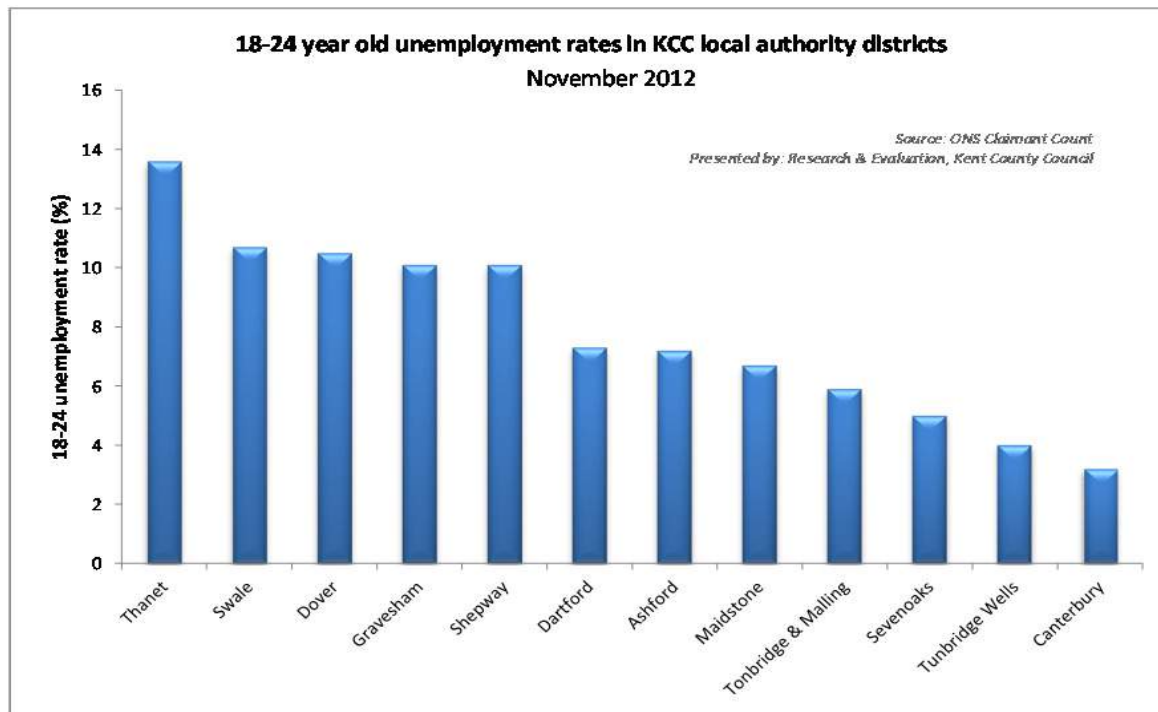


Chart 4 illustrates the comparative levels of 18-24 year old unemployment across Kent. 8% of 18-24 year olds in Tunbridge Wells were unemployed in November 2012.

Chart 4: 18-24 Year Old Unemployment Rates in Districts in November 2012.



Youth unemployment remains a huge issue in Kent, although Tunbridge Wells has the second lowest unemployment rate of 18-24 year olds in Kent.

3.3.6 Employment in Tunbridge Wells

Self-Employment

Despite having historically high levels of self-employment, the data for 2012 below indicates that Tunbridge Wells currently has a comparatively low level of self employment across the Borough. Assuming this data is correct, this may indicate that the observed fall in Rural Sector businesses is not being compensated for by the observed increase in small businesses in the Business Service Sector.

Table 3: Adult Population in Employment who are Self-Employed

Proportion in employment who are self-employed (16-64)					
	Jul 2007-Jun 2008	Jul 2008-Jun 2009	Jul 2009-Jun 2010	Jul 2010-Jun 2011	Jul 2011-Jun 2012
	%	%	%	%	%
Tunbridge Wells	16.5	19.9	20.8	17.1	14.7
Kent	13.9	13.4	14.6	14.1	15.4
South East	14.0	13.1	13.9	13.9	14.5
England	12.8	12.6	13.1	13.2	13.8
Source: Annual Population Survey, through Nomis, Office for National Statistics (ONS)					

3.3.7 Residence and Workplace Earning

Incomes based on residence are high in Tunbridge Wells, compared to Kent and South East averages. Only Sevenoaks has higher average residence based Incomes.

What is most interesting is that residence based incomes in Tunbridge Wells are at least 20% higher than incomes measured by workplace in the Borough. This is a much higher percentage difference than seen anywhere else in Kent. This reflects high commuting from the Borough to London and elsewhere, but also comparatively low wages available within the Borough, probably within the Wholesale and Retail Sector, the Accommodation Sector and within Health and Care.

Table 4 below illustrates how weekly median gross pay has changed since 2009 in Tunbridge Wells.

Table 4: Full time workers median weekly gross pay- residence based			
	2009	2010	2011
	£ per week	£ per week	£ per week
Tunbridge Wells	574	574	592
Kent	508	518	530
South East	525	537	548
England	485	496	506

Source: Annual Survey of Hours and Earnings (ASHE), through Nomis, Office for National Statistics (ONS)

3.4 Discussion points

1. How can the providers who work with Tunbridge Wells learners best engage in a dialogue with employers to understand the needs of the local sectors?
2. The Creative and Media sector has been identified as an area with growth potential but this is already well represented in full time provision. Do all of the courses on offer ensure that they are equipping learners with the resilience and business competence they will need to succeed in a sector made up of small businesses and the self employed?
3. Tourism is forecast to be a growth area for Tunbridge Wells, a dialogue with local providers and the Borough council is needed to understand the range of opportunities that could develop in this sector, in addition to those offered through hospitality and catering. Is there a need to develop the provision in travel and tourism?
4. Tunbridge Wells Borough Council in setting the direction for economic growth has driven the development of an Employability Forum. The aim of this forum is to provide a networking opportunity for all of those involved in the employment / training for employment field to share ideas and best practice. The growth of this forum to encompass schools and their post-16 offer as well as those from the FE sector would help to inform the development of curricula to meet the current skills gap.
5. In the case of Human, Health and Social and Retail there are barriers to young people entering these sectors, relating to maturity and flexibility. However, as they are the major employment sectors, what can we do locally to engage with local employers to overcome these issues?
6. There appears to be a reasonable range of Level 1 and Level 2 courses available in Tunbridge Wells, but progression for this group as identified in the earlier section needs improving. What needs to be done with Entry and Level 1 provision and the support learners receive in order to improve progression into local employment and further learning?
7. Providers need to consider developing an employability programme that can support other programmes and be implemented at Key Stage 4 and possibly continued in Key Stage 5 regardless if a learner is in full time learning or employment with training.
8. The Creative and Cultural Industries, Low Carbon and Environmental Goods and Services have been identified as having the potential for growth. Whilst there are post 16 offers that fit well with the former of these, there appears to be little support for the latter. Opportunities in these sectors are currently limited, may be aimed at a technician or a higher level and based on science (for the Green industries), however, it would be difficult at this stage to recommend curriculum development in this sector.

4. Increase Participation and Employment

4.1 Summary

In September 2013 the current Year 11 will for the first time have to participate for an additional year in learning, education or employment with training. By September 2015 this will rise to participation up to their 18th birthday.

All providers will be held accountable for the destinations of their learners two terms after they have left learning at Key Stage 4 and Key Stage 5. The release of the 2012 destination data is expected in form the DfE in Summer 2013 and will include employment data for the first time.

Responding to RPA, the destination measure and supporting the reduction of youth unemployment, Tunbridge Wells will have a different challenge from most other districts of Kent, since Tunbridge Wells has one of the lowest unemployment and young people's unemployment rates in Kent.

In relation to RPA, 91.3% of 16-18 year olds already participate, although, there is a need to address educational progression for some specific participating groups. The remaining 8.7% will create the challenge. On examination of the 8.7% it can be seen that:

- participation in Year 12 (98%) is significantly better than in Year 13 (92%). This equates to 53 learners in Year 12 and 160 in Year 13, making a total of 213 extra young people who will need to participate;
- within these numbers is a new group of learners, those that are in employment without training, numbering 106 young people.

Of young people who are in the current KCC Priority groups, covering 16-24 year olds, the largest numbers are LDD (36) and Caring for own child (20).

A recent learner voice survey carried out by the Skills and Employability Service identified that young people in Kent currently do not understand the concept of RPA, many thinking it is about staying on at school and are looking for face to face guidance to support them making important post 16 decisions.

Realigning the post 16 offer to improve educational progression and to better reflect the local economy will impact on RPA, but providers will also need to collectively consider specifically what the post 16 offer should be and the support required for those that are NEET, in danger of becoming NEET and how jobs without training can be converted into jobs with training. See sections 2 and 3.

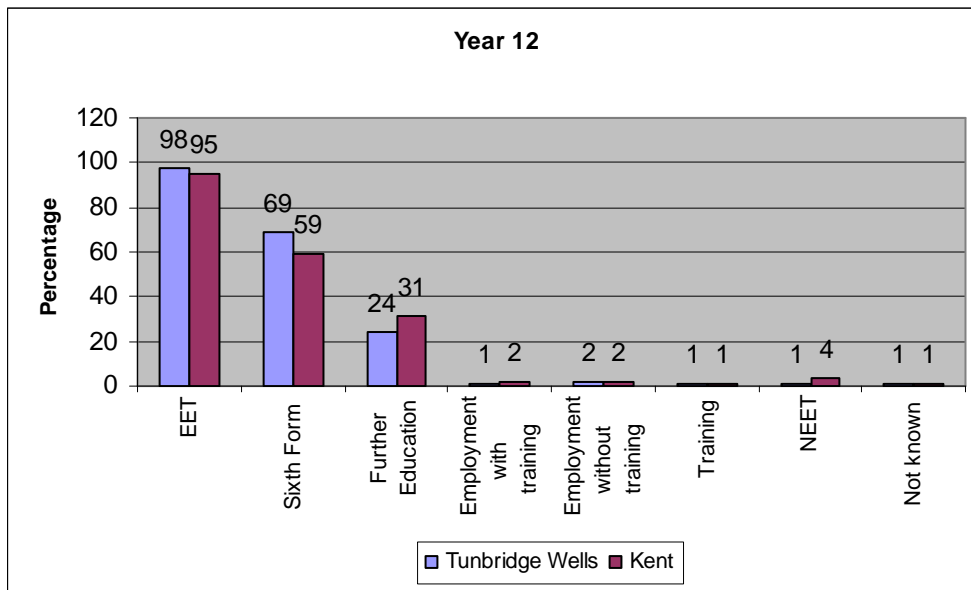
It is not possible for individual providers to tackle the small levels of unemployment in Tunbridge Wells, but clearly they have a significant role in preparing young people for the challenges of seeking employment within the area, and matching the post 16 offer more closely to the local economy. Providers may benefit from a collective approach to developing employability skills, access to impartial IAG and engagement with partner agencies, for example the Youth Contract.

In section 2 and 3, it was highlighted that whilst attainment at A Level is good in Tunbridge Wells, the offer for vocational subjects linked to the local economy was less well considered across the District. This could reflect a lack of awareness of opportunities, more specific barriers, for example communication with the sectors or a lack of aspiration on behalf of young people and providers.

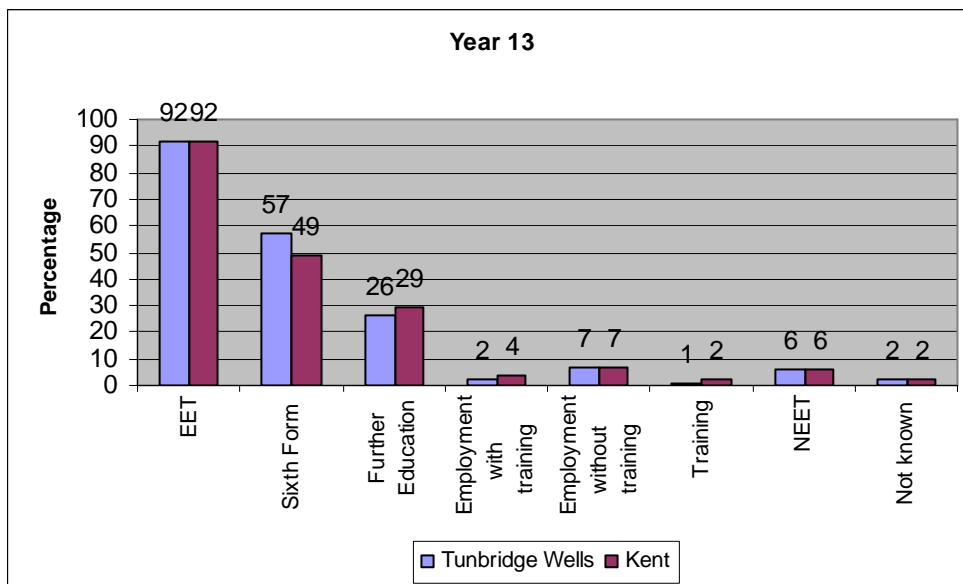
4.2 Supporting data

4.2.1 Comparison of the activities of young people age group Year 12, 13 and combined 12 and 13 who have completed compulsory education in Tunbridge Wells and Kent

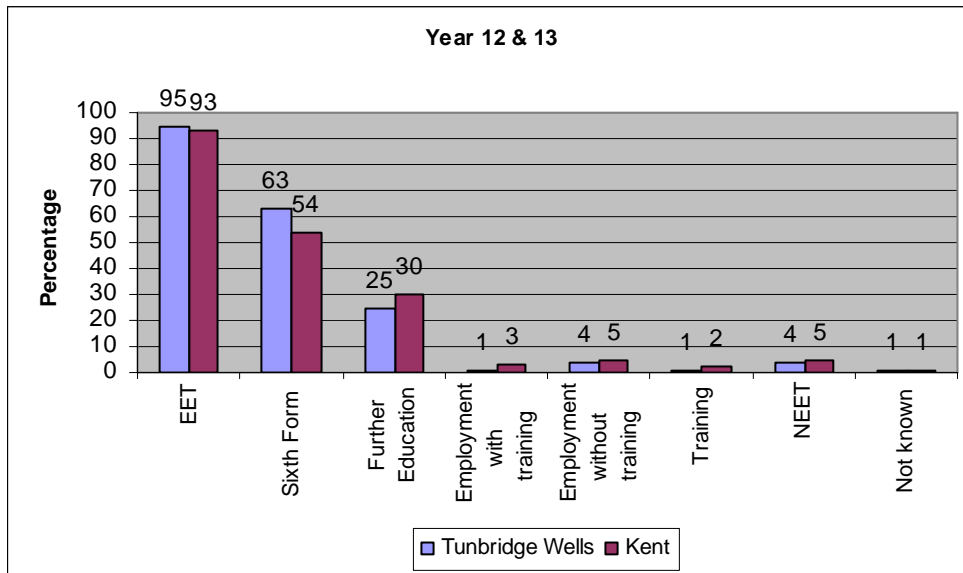
- The NEET rate for the combined Yr 12 and Yr 13 age group in Tunbridge Wells was 4% compared to 5% for Kent.
- Participation in Sixth Form study is 9% higher than the average across Kent, and participation in FE is some 5% lower than the Kent average across Yrs 12 and 13.
- The take up, and possibly opportunities, for employment with training in Tunbridge Wells is lower than the Kent average.
- Participation between year 12 and 13 drops by 5%. Yr 12 NEET is 1%, Yr 13 - 6% however the drop out rate from Sixth form and college between Yrs 12 and 13 is less than the County average of 12%.



Source: CXK November 2012



Source: CXK November 2012



Source: CXK November 2012

4.2.2 Number of young people not participating in Tunbridge Wells

- Based on the figures for November 2012 from CXK we can project that if nothing changed some 50+ additional learners will need help to participate in learning in September 2013.
- Using the same projections and assumptions for September 2015 would suggest over 200 learners needing help to participate

	Year 12	Year 13	Year 12 & 13
Employment without training	24	82	106
NEET available to participate	19	55	74
NEET not available to participate*	0	13	13
Not Known	10	23	33
Total able to participate	53	160	213

Source: CXK Nov 12 Activity Survey

* This includes young people who are pregnant, young carers and several other categories that would hinder participation.

4.2.3 Breakdown of NEET priority Group 16-24

- The largest group within the NEET priority group is LDD 48% (36).
- The other large group within this category are those looking after their own child(ren) 27% (20).

Priority Groups with NEET (16-24)	Number	Percentage
Looked after/In care	4	5.33
Caring for own child	20	26.67
Refugee/Asylum seeker	0	0
Carer not own child	2	2.67
Substance misuse	3	4
Care Leaver	2	2.67
Supervised by YOT	3	4
Pregnancy	5	6.67
Parent not caring for own child	0	0
LDD	36	48
Total	75	100

Source: CXK Nov12 NEET report

4.2.4 Preferred vocational areas of NEET group

- The young people who were NEET seem to have a good appreciation of the employment sectors that were available to them in the District.
- 40% of the NEET group were looking for opportunities in the growth areas within Tunbridge Wells.

Preferred area of employment	Number	Percentage
No choice recorded	17	12
Admin, ICT & Office Work	8	6
Art & Design	3	2
Building & Construction	13	9
Catering, Hospitality & Cleaning Services	9	6
Engineering	5	3
Environment, Animals and Plants	7	5
Health & Social Care	24	17
Leisure, Sport & Tourism	4	3
Manufacturing & Warehousing	3	2
Media	2	1
Others	15	10
Personal Health and Beauty	14	10
Retail & Sales	13	9
Scientific & Laboratory Work	3	2
Uniformed & Transport services	4	3
Total	144	100

Source: CXK Nov12 NEET report

4.2.5 Young peoples view on Participation

In November 2012 the Skills and Employability Service ran a learner voice targeting two groups of learners. The first, learners aged 13-16 who may be below the Level 2 threshold and the second, post 16 learners who were at risk of and not engaged in education, employment or training. The conclusions and recommendations are listed below.

Conclusions of learner voice

- Learners lack awareness of what RPA means. Many believe it is about staying on at school until 18, and do not seem to know about the options of taking up training either at an educational establishment with an employer or on a voluntary basis.
- Very few learners had heard about RPA outside of school. The message about changes to education and training for young people is not widely known or understood by parents or employers.
- Learners have a very good understanding of the importance of gaining qualifications in Maths and English. They expected to continue to retake these qualifications if they did not achieve the necessary grades by the end of Year 11.
- Learners prefer to access IAG by personal contact or using on-line access. They like to go to familiar places such as colleges or school or local council facilities.
- Learners prefer to receive individual 1:1 support for CEIAG.
- Learners rated specific support very highly. They rated the guidance received at school and college as good, however, they rated the guidance from employers, relatives, training providers and support workers as excellent.
- Half of the 16-24 learners who took part in the survey had no career plan. This gives an insight as to what may happen to potential RPA learners, should interventions not be developed.
- Learners aged 16-24 did not have apprenticeships on their horizon.
- Very few learners understood the voluntary route and what potential career benefits can be gained from taking up voluntary activities.
- Teenagers with young children had difficulty in considering their future beyond caring for their young child. However, they were very keen on getting help and support from such programmes as YAPs.
- More research would need to be undertaken to find out what help and support learners need with future career planning.

Recommendations of learner voice

- To develop methods of communication for RPA. Information about what RPA is at one level, impartial IAG for RPA and levels of IAG support about RPA options for learners.
- To use the Report as a means to evidence the lack of understanding of RPA by learners, parents, carers and employers. This has some sense of urgency given that the current Year 11 will be affected from September 2013.
- Learners indicated they see the Local Authority, along with schools and colleges, as the place to go to for help and advice for CEIAG. The LA should consider developing its RPA role in getting a consistent message across through the use of this report, the Kentchoices4U website, transition programmes and general information events.
- There needs to be some form of RPA Transition programme available to 16-18 learners, similar to the highly regarded Princes Trust programmes available for 16-24 NEETs learners.
- The positive response to the KC4U website suggests there is an opportunity to build on the increasing use of KentChoices4U as a means to inform parents, carers, and employers as well as learners.
- Ensuring that CEIAG retains its impartiality in providing help and support for RPA options will play a crucial role for learners from Year 9 onwards. Learners are asking for face to face support on specific career outcomes. If they cannot have face to face, they would choose on-line for support. They will continue to need career planning to develop their aspirations and support in achieving their goals

4.2.6 The 16-17 Year Old Youth Contract

The Youth Contract is a mentoring support programme designed to help 16 – 17 year old NEETs with low GCSE qualifications (less than 2 at Grades A* - C), those who have been or are in care (irrespective of any GCSE's gained), and those who have been in custody (including remand, again irrespective of any GCSE's gained). It gives advice and guidance and then prepares individuals to re-engage into education, training or jobs with training. It continues for at least 6 months during the re-engagement period with tracking for an additional 6 months. It therefore supports those on EFA funded programmes to minimise drop out and maximise progress towards completion of an accredited qualification and beyond, with or without some form of employment (paid or voluntary). Providers have a maximum of 6 months from the start date to get each young person into an EET activity.

In Tunbridge Wells 6 students are part of Youth contract delivered by TGB, who have a profile to deliver 152 learners over 3 years.

Schools can request a visit to engage with a group of potentially eligible Youth Contract young persons. Sessions can happen between March and June to enable initial engagement and delivery to small groups and individuals. Young people who are already eligible can then start on the programme from July 1st – if they are sitting 2 or more GCSE's (and not in custody or care) then they can join after results day in August if eligible.

4.2.7 Unemployment and youth unemployment in Tunbridge Wells

- Tunbridge Wells continues to have the lowest unemployment rate overall in Kent at 1.5% (February 2013)
- 18 – 24 Unemployment rates in the District at 2.8% (February 2013) are well below the Kent, South East and National averages.

Unemployment rates for each age group in KCC districts

February 2013	Total (aged 16-64)	17 & under	18-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
Ashford	2.8%	0.3%	6.2%	4.6%	3.4%	2.2%	2.3%	2.4%	2.1%	1.9%	0.5%
Canterbury	2.5%	0.1%	3.3%	4.1%	3.2%	2.8%	2.3%	2.4%	2.2%	1.7%	0.6%
Dartford	3.0%	0.2%	6.3%	3.7%	3.2%	2.6%	2.7%	2.5%	2.8%	2.1%	0.8%
Dover	4.0%	0.2%	9.4%	6.4%	4.6%	3.5%	3.5%	3.6%	3.2%	2.9%	0.7%
Gravesham	4.2%	0.2%	8.5%	5.7%	4.4%	3.8%	3.7%	3.8%	3.6%	3.0%	0.7%
Maidstone	2.7%	0.1%	5.9%	3.5%	3.1%	2.4%	2.1%	2.4%	2.3%	2.0%	0.7%
Sevenoaks	1.7%	0.0%	3.5%	3.0%	1.9%	1.8%	1.4%	1.5%	1.8%	1.5%	0.4%
Shepway	4.3%	0.1%	8.0%	6.9%	4.9%	4.6%	4.0%	4.0%	3.9%	3.1%	1.0%
Swale	4.1%	0.1%	10.3%	5.8%	4.3%	3.6%	3.5%	3.0%	3.3%	3.0%	0.8%
Thanet	6.3%	0.3%	13.4%	9.4%	8.1%	6.7%	5.6%	4.9%	4.8%	4.7%	1.2%
Tonbridge & Malling	2.1%	0.2%	4.3%	3.2%	2.3%	1.9%	1.8%	1.9%	1.8%	1.8%	0.8%
Tunbridge Wells	1.5%	0.1%	2.8%	2.1%	2.1%	1.4%	1.3%	1.4%	1.3%	1.4%	0.4%
KCC	3.2%	0.2%	6.6%	4.8%	3.8%	3.0%	2.8%	2.8%	2.7%	2.4%	0.7%
GB	3.9%	0.2%	7.2%	5.4%	4.4%	3.7%	3.6%	3.5%	3.2%	2.8%	0.8%

Highlighted cells show unemployment rates above the national average. Source: NOMIS Claimant Count. Table prepared by: Research & Evaluation, Kent County Council

4.3 Discussion points

1. How can Tunbridge Wells providers develop the type of provision that will appeal to and benefit young people who are NEET? The largest group of these (48%) are those with LDD. It is likely that these young people will be looking for some type of work based learning.
2. How can the drop out rate from sixth form of 12% between Yrs 12 and 13 be reduced?
3. How can Tunbridge Wells providers offer training to employers so that jobs without training can be converted to jobs with training (5% of those who drop out before completing Yr 13 go on to jobs without training)?
4. How can education and work with training for young people in the priority groups focus on addressing their additional support needs? This will be picked up again in the next section.
5. Tunbridge Wells providers should consider engaging with the Skills and Employability Service who are developing a Kent wide and district Risk Of NEET Indicator (RONI). This uses data to create a model of NEET young people that can be used to identify those at risk of becoming NEET as early as Year 9.
6. Tunbridge Wells providers should consider, perhaps collectively and in partnership with KCC, a communication strategy for RPA, to ensure young people, parents/carers and all teaching/training staff are aware of the facts. This could use the established kentchoices4u brand.
7. Tunbridge Wells providers and other relevant organisations (Job Centre Plus) should participate in a NEET to EET group, similar to those that operate successfully in other parts the county. At these meetings learners who are participating but are in danger of disengaging and those who are NEET can be discussed to identify providers who could support them.
8. Given the drop out rates from sixth form, is there a need for better CEIAG to ensure that learners are on the right programmes for their needs and ambitions.
9. Tunbridge Wells providers could in partnership with kentchoices4u consider how they could present a clear provision map to Tunbridge Wells SEND young people and their parents/carers and consider how they could use new technologies to communicate the offer.
10. How can Tunbridge Wells providers better work with the Youth Contract providers to support the transition of learners who have the potential to become NEET in to post 16 learning.

5. Target Support to Vulnerable Young People

5.1 Summary

Tunbridge Wells has one of the smallest NEET and Priority Group figures across the County. There are 75 16-24 years who are NEET and in one of the CXK priority groups. In the 16-18 year old NEET group 39% (46) have a registered disability type. If the number of young people who are NEET is to be reduced in Tunbridge Wells, it is these young people who will need to be engaged.

This creates significant challenges to Tunbridge Wells providers who will need to consider how they prepare their learners for transition from 16 onwards, how learners are supported through transition, what the most appropriate post 16 pathways are and what additional support is needed.

The largest 16-24 NEET priority group in Tunbridge Wells is LDD (30). Moving this group into education, training or employment with training will require a collective approach by KCC, Tunbridge Wells providers and other agencies to find new models of delivery. These young people will have detailed data histories that could support post 16 planning. More use of this data and in particular the Year 9 Moving On plan would support this process. Tunbridge Wells has an average number of statemented young people, compared to other Districts in the county, (455 young people of all ages), so this will be a reoccurring problem, unless a process is developed to plan and deliver appropriate, local, post 16 provision.

The second largest NEET priority group in Tunbridge Wells is those who are Caring for own child and / or are pregnant (25). Whilst it is not possible to predict the number or individuals who will become pregnant, it is possible to identify many of the other young people who are in danger of becoming NEET and their additional needs.

- **Looked after Children** In November 2012 there were 4 NEET young people who were registered with CXK as looked after/ in care and 2 registered care leavers. In February 2013 there were 40 LACs of all ages known to KCC, 14 of whom were the responsibility of other Local Authorities. 12 of the cohort had a statement.
- **Alternative Provision/PRU.** Tunbridge Wells has a low number of young people in Years 10-14 attending Alternative Provision, including PRUs (8). In November 2012, the NEET rate for those leaving a PRU/Alternative Provision in Kent was 27% compared to 4% for mainstream leavers in Tunbridge Wells and 5% in Kent.
- **BESD.** In the 16-18 year old NEET group 22% (26) of the whole NEET group were registered as BESD.

These are the young people in most need, most likely to become NEET and probably the least skilled in researching their options. Empathetic, impartial face to face CEIAG guidance will need to be part of the solution in identifying appropriate progression options for these groups.

In Tunbridge Wells, as in other Districts there is a hidden problem which has the potential to impact on post 16 NEET numbers. In 2011-12 Tunbridge Wells had 41 Children Missing Education and in February 2013 there were 62 children known to be educated at home. It is hoped that when the tracking process for all young people moves into KCC from September 2013, improved use of exist data can facilitate targeted.

KCC has a statutory responsibility to support vulnerable learners and is running a number of initiatives - the awaited SEN and Disability strategy, the PRU review, the piloting of the Kent Integrated Adolescence Support Service (KIASS) in Tunbridge Wells, the vulnerable learner apprenticeship programme, the BESD post 16 transition project and the new arrangements for support for vulnerable learners from 1st September 2013. However, some of these are emerging plans and they do not address the lack of appropriate, local provision, which can only be delivered by providers. They will also only succeed if there is a collective and cohesive local response.

5.2 Supporting Data

5.2.1 Client Caseload Information System (CCIS) data on NEET young people and vulnerable learners provided by CXK

There are two sets of data that have been supplied by CXK who under contract from KCC track all young people up to the age of 19 and up to 25 for young people who have a disability.

The data is stored on a Client Caseload Information System (CCIS) and while the initial source of the data is from KCC, CXK maintain the database which can lead to discrepancies between data held by CXK and KCC. Data held in the CCIS has to be maintained in a way that is proscribed by the DfE and this can again cause data discrepancies, particularly in terms of categorisation.

KCC also contract with CXK to provide support for vulnerable learners which include 10 priority groups which are listed in the table below.

The data held in the CCIS is important because it is used to report to the DfE, who use it to produce NEET data and because it is the only database in Kent that includes consistent data about the whole 13-19 cohort and up to 25 for those with disabilities.

Two sets of data have been taken from the CCIS and used in this report. The first is a breakdown of the 16-24 year olds in Kent, by district who are NEET and in one of the priority groups. The second is a breakdown of the 16-18 year olds have a disability registered on CCIS, as defined by the DfE guidelines. In some cases young people may have more than one disability but only one is provided in the data.

5.2.2 Breakdown of the 16-24 year olds who are NEET and in one of the Priority Groups - November 2012

- Tunbridge Wells has one of the smallest NEET and Priority Group figures across the County.
- The largest groups in this analysis are LDD (30) and the combination of Caring for own child and Pregnancy (25).

Priority Group	Ashford	Canterbury	Dartford	Dover	Gravesham	Maidstone	Sevenoaks	Shepway	Tunbridge Wells	Tonbridge and Malling	Thanet	Swale	Total
Looked after / In care	12	17	5	9	10	14	5	13	4	4	38	8	139
Caring for own child	45	37	28	57	52	78	12	59	20	29	93	55	565
Refugee / Asylum	1	1	0	1	1	1	0	2	0	1	1	1	10
Carer not own child	4	4	1	5	2	7	3	4	2	1	7	11	51
Substance misuse	4	8	2	10	6	2	2	6	3	2	12	1	58
Care leaver	5	7	2	9	5	3	0	12	2	1	20	6	72
Supervised by YOT	11	12	5	19	9	10	5	7	3	12	28	8	129
Pregnancy	15	12	11	18	12	20	5	16	5	14	26	23	177
Parent not caring for own child	1	3	2	0	3	2	0	2	0	2	4	1	20
LLD	45	56	35	51	39	53	20	30	36	26	83	68	542
Total	143	157	91	179	139	190	52	151	75	92	312	182	1763

Source: CXK Activity Survey November 2012

5.2.3 The 16-18 year old Tunbridge Wells NEET Group by First Disability Type - February 2013

- The largest group of young people who are NEET and have a disability in Tunbridge Wells are those who have emotional or behavioural problems.

Disability Type	Age			Grand Total
	16	17	18	
~School Action - no disability specified	1			1
ADHD		1		1
Emotional/Behavioural (BESD)	1	13	12	26
Moderate Learning Diffs (MLD)	1	1	5	7
Other Health Issues (OTH)	1	1		2
Profound/Multiple Lrn Diffs (PMLD)		1		1
Specific Learning Diffs (SPLD)	1		3	4
Speech/Language Diff (SLCN)		1	3	4
None	10	17	44	71
Grand Total	15	35	67	117

Source: CXK, CCIS, 28/2/2013

*NB. Data extracted from entire client history, and selects first listed disability type only (some clients may have multiple disabilities - not represented here)

5.3 Learners with a statement

5.3.1 Primary needs of Yr 9, Yr 10 and Yr 11 statemented learners

- This data refers to primary needs only, some learners may have additional needs which are not included in this data.

SEN Type	District			Kent		
	Year Group			Year Group		
	9	10	11	9	10	11
ASD - Autistic Spectrum Disorder	15	14	16	301	305	296
BESD - Behavioural, Emotional & Social Difficulties	66	81	94	627	676	708
HI - Hearing Impairment	4	3	1	36	39	31
MLD - Moderate Learning Difficulties	23	15	23	255	255	232
MSI - Multi-Sensory Impairment	0	1	0	1	2	2
OTH - Other	4	4	7	87	97	102
PH - Physical Disability	3	5	6	68	65	76
PMLD - Profound & Multiple Learning Difficulties	2	1	1	12	11	12
SLCN - Speech, Language & Communication Needs	12	15	12	157	157	135
SLD - Severe Learning Difficulties	7	11	9	67	54	65
SPLD - Specific Learning Difficulties	8	23	18	150	185	200
VI - Visual Impairment	1	2	0	19	21	22

Source: Spring School Census - MIU, KCC

5.4 Looked after Children

5.4.1 Looked after Children by Key Stage – February 2012

- The largest group of looked after young people in the District are in the post 16 group.
- Most of the post 16 group are Kent young people.

Key Stage	Year Group	Kent	OLA	Total
FS	-2	0	0	0
	-1	1	0	1
	0	2	1	3
FS Total		3	1	4
KS1	1	1	0	1
	2	3	0	3
KS1 Total		4	0	4
KS2	3	1	2	3
	4	0	0	0
	5	2	2	4
	6	0	0	0
KS2 Total		3	4	7
KS3	7	0	0	0
	8	0	1	1
	9	1	1	2
KS3 Total		1	2	3
KS4	10	2	1	3
	11	3	2	5
KS4 Total		5	3	8
Post 16	12	8	2	10
	13	2	2	4
Post 16 Total		10	4	14
District Total		26	14	40

Source: Management Information Unit, Impulse, February 2012

5.4.2 Tunbridge Wells Looked after Children by SEN – February 2013

In Kent

- 50 (15%) were School Action Plus, of this number 9 were from other Local Authorities.
- 41 (11%) were School Action, of this number 9 were from other Local Authorities.

In Tunbridge Wells

- 7 were the responsibility of Kent and 5 from other Las.

District Total												
SEN Level	ASD	BESD	HI	MED	MLD	PD	PMLD	SLCN	SLD	SPLD	UNKNOWN	Total
School Action	0	0	0	0	0	0	0	0	0	0	2	2
School Action Plus	0	0	0	0	0	0	0	0	0	0	3	3
Statemented	1	6	1	0	3	0	0	1	0	0	0	12

Source: KCC Management Information Unit, Impulse, February 2013

The number of the district total who are the responsibility of Kent County Council												
SEN Level	ASD	BESD	HI	MED	MLD	PD	PMLD	SLCN	SLD	SPLD	UNKNOWN	Total
School Action											2	2
School Action Plus											2	2
Statemented	1	3	1		1			1				7

Source: KCC Management Information Unit, Impulse, February 2013

The number of the district total who are the responsibility of other local authorities												
SEN Level	ASD	BESD	HI	MED	MLD	PD	PMLD	SLCN	SLD	SPLD	UNKNOWN	Total
School Action												0
School Action Plus											1	1
Statemented		3			2							5

Source: KCC Management Information Unit, Impulse, February 2013

5.4.3 Tunbridge Wells Looked after Children by Gender – February 2013

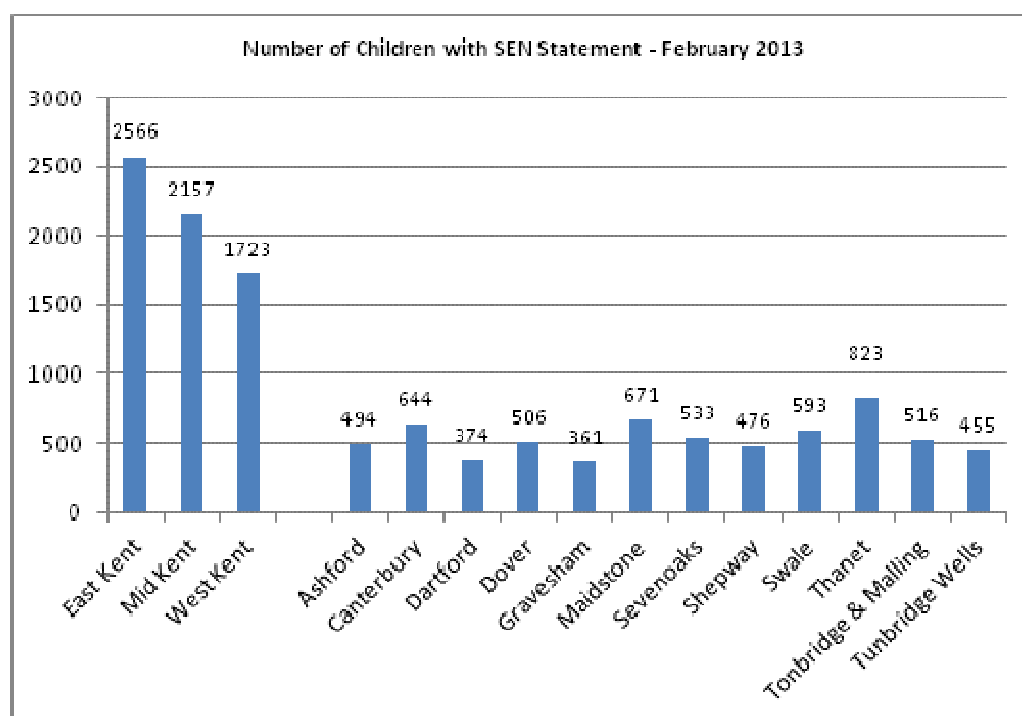
- Of the looked after children in Tunbridge Wells, males outnumber females by a ratio of 2.3 : 1
- One third of the looked after children in the District are from other local authorities.

Gender	Kent	OLA	Total
Female	7	5	12
Male	19	9	28
Total	26	14	40

Source: Management Information Unit, Impulse, February 2013

5.4.4 The Number of children with a SEN Statement – February 2013

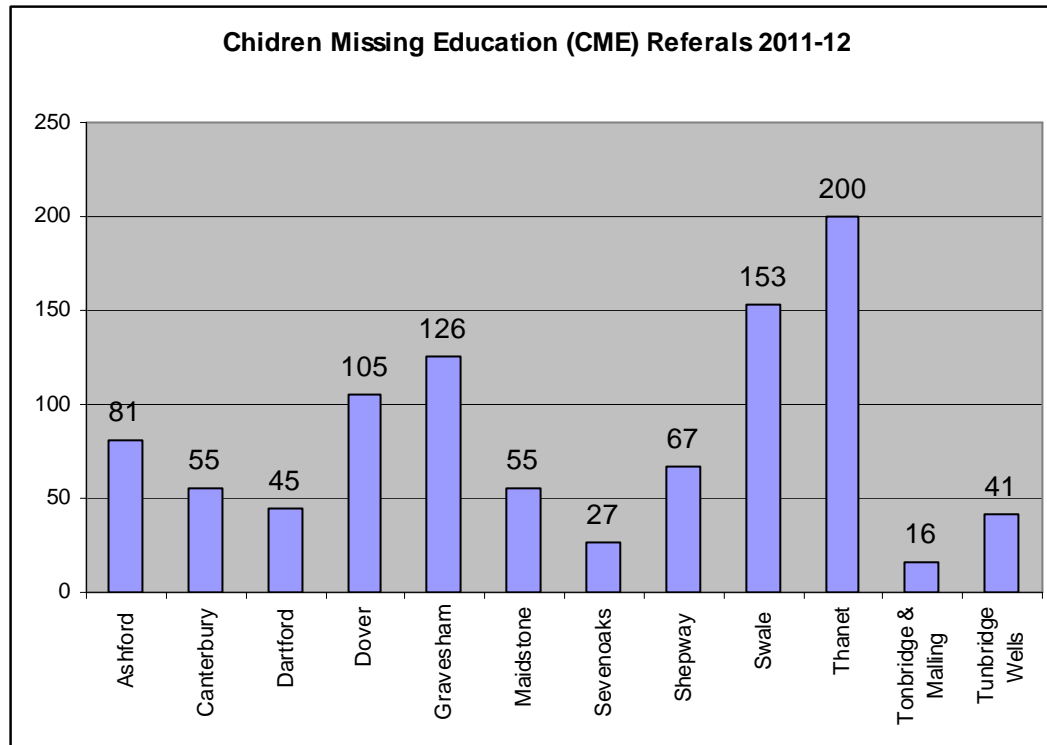
- Tunbridge Wells with 455 pupils with a SEN statement is in the mid range of district counts.



Source: Management Information Unit, KCC – Impulse Performance Monitoring, February 2013

5.5 Children Missing Education

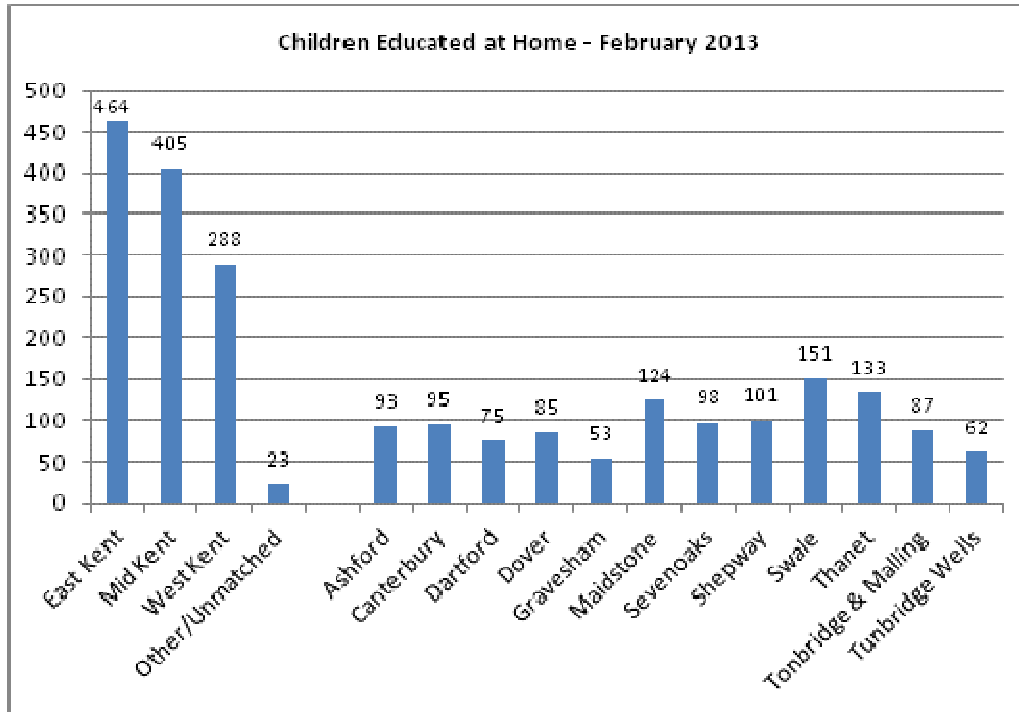
- Tunbridge Wells has half of the Kent average for numbers of referrals for children missing education.



Source: Management Information ELS, KCC – Impulse February 2012

5.6 Children Educated at Home

- The district has a lower than average number of learners educated at home.

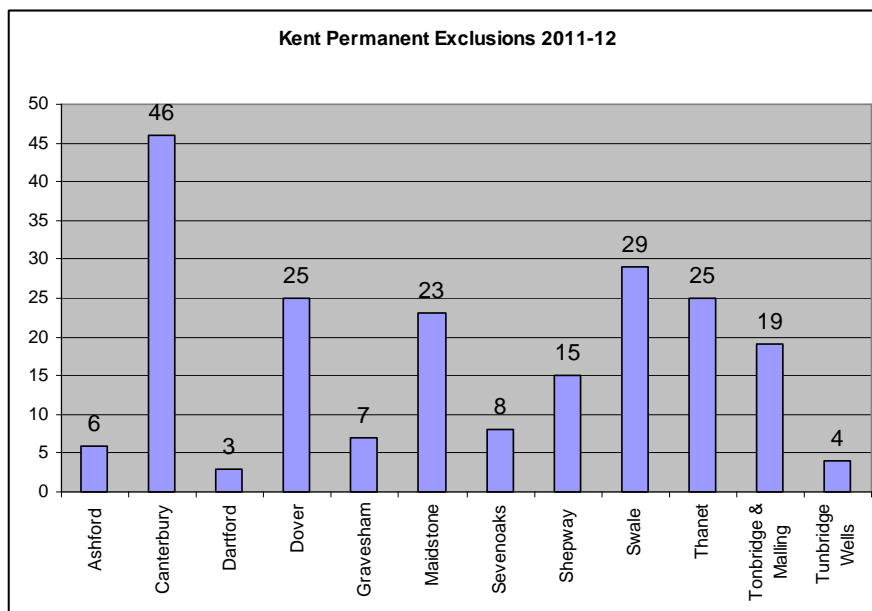


Source: Management Information Unit, KCC – Impulse Performance Monitoring, February 2013

5.7 Exclusion

5.7.1 Permanent Exclusions in Tunbridge Wells

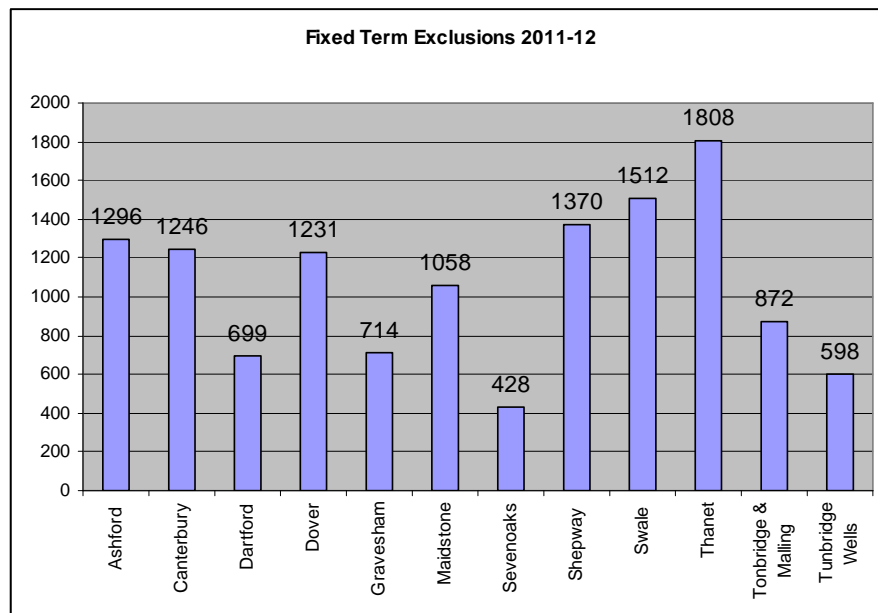
There is a very effective managed moves process in the south west of the County that Tunbridge Wells schools are actively engaged with.



Source: Management Information ELS, KCC – Impulse February 2012

5.7.2 Fixed Term Exclusions

- Schools in Tunbridge Wells have one of the lowest rates of fixed term exclusions.
- It would be interesting to look further at the schools from where the majority of these exclusions are generated.



Source: Management Information ELS, KCC – Impulse February 2012

5.8 Alternative Provision and PRUs

5.8.1 The activities of the 2011/12 Year 11 PRU/ACP learners in November 2012 (after leaving compulsory education)

- There is currently no specific district destination data for learners at alternative provision
- The NEET rate for learners leaving alternative provision (27%) is considerably higher than learners leaving mainstream education at the end of Year 11 in Tunbridge Wells 1% and Kent 5%.

Activity of PRU/ACP learners	Number	Percentage
Continued in education (College)	105	38%
Continued in education (School)	14	5%
Entered Employment with Training	16	6%
Entered Training (Non Employed Status)	20	7%
Entering Employment without Training	6	2%
Moved Away/Unavailable	19	7%
NEET	74	27%
Unknown	18	6%
Voluntary and Part Time Activities	1	1%

Source: CXK Activity Survey November 2012

5.9 Young Offenders

5.9.1 The number of young people who started a YISP intervention (a Kent Integrated Youth Service Preventative Programme)

District	2008-2009 Total	2009-2010 Total	2010-2011 Total	2011-2012 Total	2012-2013				2012-2013 Total to date
					Q1	Q2	Q3	Q4	
Ashford	1	19	15	21	7	3	6		16
Canterbury	3	20	11	11	4	3	5		12
Dartford	9	3	7	11	3	1	4		8
Dover	12	27	29	14	6	2	4		12
Gravesend	18	6	14	13	0	1	6		7
Maidstone	16	7	14	19	9	5	5		19
Sevenoaks	0	21	18	14	2	1	6		9
Shepway	7	12	18	20	5	8	1		14
Swale	6	21	19	19	0	0	3		3
Tunbridge Wells	0	24	14	18	2	6	0		8
Tonbridge & Malling	0	22	24	16	6	2	5		13
Thanet	20	31	34	26	1	4	5		10
Total	92	213	217	202	45	36	50		131

Source: Kent Integrated Youth Service 2013

5.9.2 Offender Profile by District and Gender 2010-2012

- The number of offences committed by young people had fallen from year ending September 2011 to September 2012 by nearly 50%.
- Of those offences in September 2012 – males outnumbered females by almost 3 : 1.

District	October 2010- September 2011			October 2011-September 2012			% Change
	Female	Male	All	Female	Male	All	
Ashford	49	113	162	34	106	140	-13.60%
Canterbury	63	173	236	40	108	148	-37.29%
Dartford	24	88	112	20	68	88	-21.43%
Dover	67	182	249	49	120	169	-32.13%
Gravesham	44	140	184	32	99	131	-28.80%
Maidstone	44	174	218	30	102	132	-39.45%
Sevenoaks	27	94	121	10	71	81	-33.06%
Shepway	42	168	210	43	108	151	-28.10%
Swale	62	217	279	38	121	159	-43.01%
Thanet	53	264	317	42	188	230	-27.44%
Tonbridge & Malling	48	144	192	19	93	112	-41.67%
Tunbridge Wells	47	115	162	23	62	85	-47.53%
No Fixed Abode	0	2	2	0	3	3	n/a
Out of County	74	286	360	51	207	258	-28.33%
Unknown	0	0	0	0	0	0	n/a
Total	644	2160	2804	431	1456	1887	-32.70%

Source: Kent Integrated Youth Service 2013

5.9.3 Offender Profile Top 10 Wards (October 2011 – September 2012)

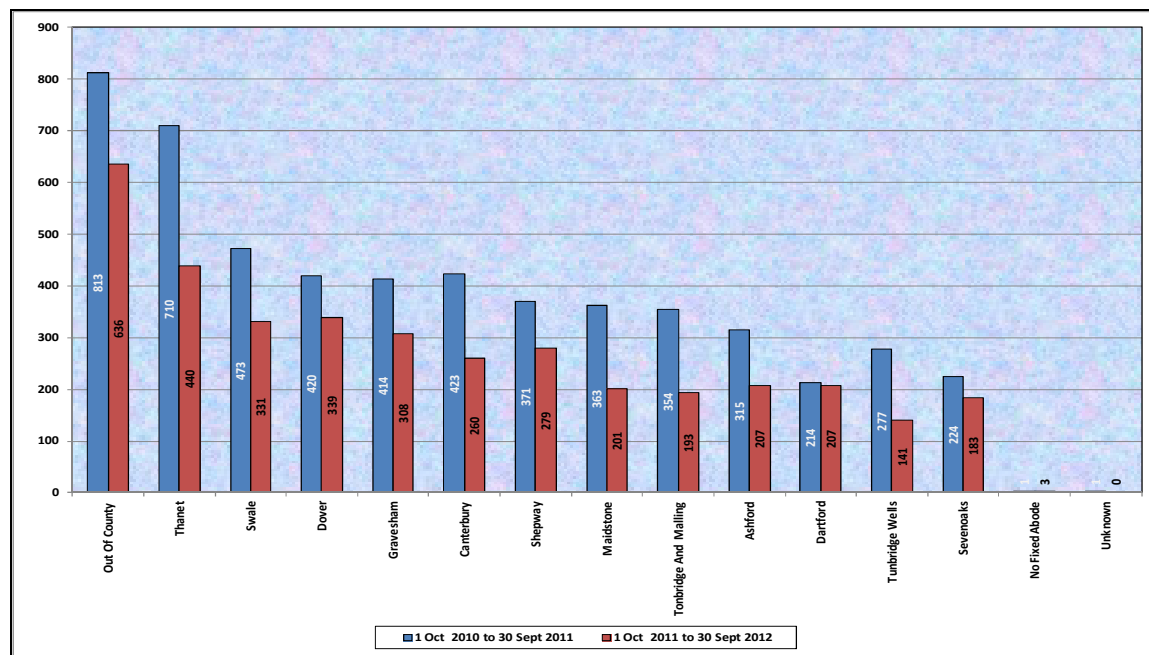
- Tunbridge Wells does not figure in the top 10 wards for offenders.

Ward	Female	Male	Total
Cliftonville West (Thanet)	4	26	30
Buckland (Dover)	7	15	22
Maxton, Elms Vale and Priory (Dover)	7	15	22
Folkestone Harbour (Shepway)	9	13	22
Stanhope (Ashford)	9	12	21
Northfleet North (Gravesham)	5	16	21
High Street (Maidstone)	3	17	20
Shepway North (Maidstone)	6	14	20
Tower Hamlets (Dover)	3	16	19
Folkestone Harvey Central (Shepway)	7	12	19
Total	60	156	216

Source: Kent Integrated Youth Service

5.9.4 Number of offences by District and Year, 1st October 2010 to 30 September 2011 and 1st October 2011 to 30 September 2012

- Tunbridge Wells had the lowest count of offences in year ending 30th September 2012 of any district in Kent.
- The district also had one of the largest percentage reductions between the successive years of this data.



Source: Kent Integrated Youth Service

5.10 Absence

5.10.1 Persistent Absence

- Absence at Primary schools in the District appears to be around the average for schools across Kent
- Absence at Secondary level is low in comparison with the rest of Kent. However for the 164 (64+ sessions absent) and 423 (46+ sessions) this will have a significant impact on their learning.

School Type	District	Number of Pupils in Absence Table	Number with 64+ Sessions Absent 2011-12	% Persistent Absence Pupils (64+) 2011-12	Number with 46+ Sessions Absent 2011-12	% Persistent Absence Pupils (46+) 2011-12
PRI	Ashford	7682	67	0.9	233	3
PRI	Canterbury	7839	77	1	246	3.1
PRI	Dartford	6472	93	1.4	254	3.9
PRI	Dover	6290	77	1.2	205	3.3
PRI	Gravesham	6579	106	1.6	304	4.6
PRI	Maidstone	8933	104	1.2	264	3
PRI	Sevenoaks	6627	73	1.1	211	3.2
PRI	Shepway	5975	66	1.1	212	3.5
PRI	Swale	8900	130	1.5	318	3.6
PRI	Thanet	8170	130	1.6	365	4.5
PRI	Tonbridge and Malling	7720	67	0.9	187	2.4
PRI	Tunbridge Wells	6125	71	1.2	185	3
SEC	Ashford	6291	276	4.4	583	9.3
SEC	Canterbury	7713	418	5.4	841	10.9
SEC	Dartford	6395	198	3.1	408	6.4
SEC	Dover	6143	257	4.2	550	9
SEC	Gravesham	5897	213	3.6	468	7.9
SEC	Maidstone	8617	346	4	812	9.4
SEC	Sevenoaks	1990	102	5.1	232	11.7
SEC	Shepway	5465	282	5.2	600	11
SEC	Swale	7496	319	4.3	641	8.6
SEC	Thanet	7313	392	5.4	734	10
SEC	Tonbridge and Malling	7336	301	4.1	697	9.5
SEC	Tunbridge Wells	6407	164	2.6	423	6.6
SPE	Ashford	197	18	9.1	41	20.8
SPE	Canterbury	232	32	13.8	48	20.7
SPE	Dartford	114	27	23.7	32	28.1
SPE	Dover	166	29	17.5	46	27.7
SPE	Gravesham	146	6	4.1	11	7.5
SPE	Maidstone	335	17	5.1	32	9.6
SPE	Sevenoaks	299	46	15.4	64	21.4
SPE	Shepway	224	19	8.5	29	12.9
SPE	Swale	151	16	10.6	25	16.6
SPE	Thanet	385	30	7.8	61	15.8
SPE	Tonbridge and Malling	127	13	10.2	20	15.7
SPE	Tunbridge Wells	175	8	4.6	15	8.6

5.11 Discussion points

1. How can Tunbridge Wells providers in collaboration with KCC and other agencies develop new models to further reduce the number of teenage pregnancies, gain support to re-engage young parents in education, training or employment with training and develop appropriate post 16 pathways? 33% of the of the NEET Priority group fall into this category of Young Parents or Pregnant.
2. KCC and Tunbridge Wells providers need to work together to make better use of the data available on young people, particularly those who are statemented, so that post 16 planning can begin in Year 9. What would help this to succeed?
3. KCC, Tunbridge Wells providers and other Kent specialist providers should work together to improve the information on post 16 provision and support for LDD learners, using Kentchoices4u to publicise it. How can we best achieve this?
4. Considerably more specialised provision or support for LDD and BESD learners in Post 16 mainstream provision needs to be made available as a matter of urgency. How collectively can we achieve this?
5. How can KCC, providers and other agencies work collectively to target their support on the most vulnerable, particularly Looked after Children, those in alternative provision/PRU and BESD?
6. Are all Tunbridge Wells providers aware of and supported by the work of the established Kent Integrated Adolescent Support Services?
7. How can Tunbridge Wells providers best work with the Youth Contract to access support for NEET learners?
8. Is there a need to consider how Tunbridge Wells Providers should work with Virtual School Kent, who are offering post 16 support for Looked After Children?

Appendix 1. Vocational Curriculum Map Projections 2013/14, source: Kentchoices4u

1.2 Nursing and Subjects and Vocations Allied to Medicine

Course title	Subject Sector Area	Venues	Course type	Level
Dental Nursing Advanced Apprenticeship Level 3	1.2	K College Tonbridge	Apprenticeship	3

1.3 Health and Social Care

Course title	Subject Sector Area	Venues	Course type	Level
Health and Social Care BTEC Level 2 Diploma	1.3	K College Tonbridge	BTEC	2
Health and Social Care BTEC Level 1 Diploma	1.3	K College Tonbridge	BTEC	1
Health BTEC Subsidiary Diploma Level 3 (Block B)	1.3	The High Weald Academy	BTEC	3
Health and Social Care BTEC Level 3	1.3	Mascalls School	BTEC	3

1.4 Public Services

Course title	Subject Sector Area	Venues	Course type	Level
Public Services BTEC Level 3	1.4	Bennett Memorial School	BTEC	3
Public Services BTEC Subsidiary Diploma Level 3 (Block C)	1.4	The High Weald Academy	BTEC	3
Level 1 Diploma in Public Services	1.4	Hadlow College, Tonbridge	BTEC	1
Level 2 Diploma in Public Services	1.4	Hadlow College, Tonbridge	BTEC	2

1.5 Child Development and Well Being

Course title	Subject Sector Area	Venues	Course type	Level
Children and Young People's Workforce - Level 3 90 Credit Diploma (CACHE)	1.5	K College Tonbridge	OtherGeneral	3
Caring for Children (CACHE) - Level 1 Foundation Diploma	1.5	K College Tonbridge	OtherGeneral	1
Children and Young People's Workforce - Level 2 Certificate (CACHE)	1.5	K College Tonbridge	OtherGeneral	2

2.1 Science

Course title	Subject Sector Area	Venues	Course type	Level
Applied Science - BTEC Diploma Level 2	2.1	K College Tonbridge	BTEC	2
Forensic Science - BTEC 90 Credit Diploma Level 3	2.1	K College Tonbridge	BTEC	3
Applied Science - BTEC 90 Credit Diploma Level 3	2.1	K College Tonbridge	BTEC	3
Medical Science 90 Credit Diploma Level 3	2.1	K College Tonbridge	OtherGeneral	3
Applied Science BTEC Subsidiary Diploma Level 3 (Block D)	2.1	The High Weald Academy	BTEC	3
Applied Science (Medical Science) BTEC Level 3	2.1	St Gregory's Catholic School	BTEC	3

3.1 Agriculture

Course title	Subject Sector Area	Venues	Course type	Level
Fisheries, Diploma in Land-Based Studies, Level 1 (TONBRIDGE)	3.1	Hadlow College, Tonbridge	BTEC	1
Agriculture, Diploma, Level 2 (TONBRIDGE)	3.1	Hadlow College, Tonbridge	BTEC	2
Agriculture, Extended Diploma, Level 3 (TONBRIDGE)	3.1	Hadlow College, Tonbridge	BTEC	3
Agriculture (Sheep Management), Extended Diploma, Level 3 (TONBRIDGE)	3.1	Hadlow College, Tonbridge	BTEC	3
Agriculture, Diploma in Land-Based Studies (Agriculture), Level 1 (TONBRIDGE)	3.1	Hadlow College, Tonbridge	BTEC	1
Fish Management, Extended Diploma, Level 3 (TONBRIDGE)	3.1	Hadlow College, Tonbridge	BTEC	3

3.2 Horticulture and Forestry

Course title	Subject Sector Area	Venues	Course type	Level
Horticulture, Diploma in Land-Based Studies, Level 1	3.2	Hadlow College, Tonbridge Hadlow College, Canterbury	BTEC	1
Horticulture, Extended Diploma, Level 3 (TONBRIDGE)	3.2	Hadlow College, Tonbridge	BTEC	3
Fish Husbandry, Diploma, Level 2 (TONBRIDGE)	3.2	Hadlow College, Tonbridge	BTEC	2
Horticulture, Diploma, Level 2	3.2	Hadlow College, Tonbridge Hadlow College, Canterbury	BTEC	2
Floristry, Diploma, Level 3 (TONBRIDGE)	3.2	Hadlow College, Tonbridge	BTEC	3
Floristry, Diploma, Level 2 (TONBRIDGE)	3.2	Hadlow College, Tonbridge	BTEC	2
Forestry and Arboriculture, Diploma, Level 2 (TONBRIDGE)	3.2	Hadlow College, Tonbridge	BTEC	2
Floristry, Diploma in Land-Based Studies, Level 1 (TONBRIDGE)	3.2	Hadlow College, Tonbridge	BTEC	1
Forestry & Arboriculture, Extended Diploma, Level 3 (TONBRIDGE)	3.2	Hadlow College, Tonbridge	BTEC	3

3.3 Animal Care and Veterinary Science

Course title	Subject Sector Area	Venues	Course type	Level
Horse Care, Diploma in Land-Based Studies, Level 1 (TONBRIDGE)	3.3	Hadlow College, Tonbridge	BTEC	1
Veterinary Nursing, Diploma, Level 3 (TONBRIDGE)	3.3	Hadlow College, Tonbridge	OtherGeneral	3
Horse Management, Extended Diploma, Level 3 (TONBRIDGE)	3.3	Hadlow College, Tonbridge	BTEC	3
British Horse Society (Stage 2) (TONBRIDGE)	3.3	Hadlow College, Tonbridge	OtherGeneral	2
Horse Care, Diploma, Level 2 (TONBRIDGE)	3.3	Hadlow College, Tonbridge	BTEC	2
Animal Nursing Assistant, Certificate, Level 2	3.3	Hadlow College, Tonbridge	OtherGeneral	2

3.4 Environmental Conservation

Course title	Subject Sector Area	Venues	Course type	Level
Land-Based Technology, Extended Diploma, Level 3 (TONBRIDGE)	3.4	Hadlow College, Tonbridge	BTEC	3
Land-Based Technology, Diploma, Level 2 (TONBRIDGE)	3.4	Hadlow College, Tonbridge	BTEC	2
Countryside and Environment, Diploma, Level 2 (TONBRIDGE)	3.4	Hadlow College, Tonbridge	BTEC	2
Countryside & Environment (Game Management), Diploma, Level 2 (TONBRIDGE)	3.4	Hadlow College, Tonbridge	BTEC	2
Environmental Conservation, Diploma in Land-Based Studies, Level 1 (TONBRIDGE)	3.4	Hadlow College, Tonbridge	BTEC	1
Countryside Management, Extended Diploma, Level 3 (TONBRIDGE)	3.4	Hadlow College, Tonbridge	BTEC	3

4.1 Engineering

Course title	Subject Sector Area	Venues	Course type	Level
Engineering (Electronics) BTEC Level 2	4.1	K College Tonbridge	BTEC	2
Engineering - BTEC Extended Diploma Level 3	4.1	K College Tonbridge	BTEC	3
Engineering BTEC Level 3 90 Credit Diploma Level 3	4.1	K College Tonbridge	BTEC	3

4.2 Manufacturing Technologies

Course title	Subject Sector Area	Venues	Course type	Level
Vehicle Technology (Motorsports / Motorcycle) 90 Credit Diploma Level 3	4.2	K College Tunbridge Wells	Diploma	3

4.3 Transportation Operations and Maintenance

Course title	Subject Sector Area	Venues	Course type	Level
Automotive Vehicle / Maintenance and Repair (Light Vehicle) - IMI Awards Level 2 Diploma	4.3	K College Tunbridge Wells	Diploma	2
Introduction to Vehicle Technology and Maintenance - IMI Awards Foundation Level 1	4.3	K College Tunbridge Wells	OtherGeneral	1
Vehicle Maintenance and Repair (Light Vehicle) Advanced Apprenticeship Level 3	4.3	K College Tunbridge Wells	Apprenticeship	3
Automotive Vehicle Maintenance and Repair (Motorcycle) IMI Awards Level 2 Diploma	4.3	K College Tunbridge Wells	Diploma	2
Vehicle Maintenance and Repair (Light Vehicle) Apprenticeship Level 2	4.3	K College Tunbridge Wells	Apprenticeship	2
Maintenance Operations - Apprenticeship Level 2	4.3	K College Tunbridge Wells	Apprenticeship	2
Maintenance Operations - Diploma (CSkills Awards) Level 2	4.3	K College Tunbridge Wells	OtherGeneral	2
Introduction to Vehicle Technology/Vehicle Maintenance (Motorcycle) - Foundation Learning IMI Awards	4.3	K College Tunbridge Wells	OtherGeneral	1
Vehicle Technology (Motorsports) BTEC Level 2 Diploma	4.3	K College Tunbridge Wells	BTEC	2

5.2 Building and Construction

Course title	Subject Sector Area	Venues	Course type	Level
Bricklaying - Diploma (CSkills Awards) Level 1	5.2	K College Tunbridge Wells	Diploma	1
Building Services (Plumbing route) - Level 1	5.2	K College Tunbridge Wells	OtherGeneral	1
Bricklaying Apprenticeship Level 2	5.2	K College Tunbridge Wells	Apprenticeship	2
Site Carpentry Advanced Apprenticeship Level 3	5.2	K College Tunbridge Wells	Apprenticeship	3
Carpentry and Joinery - Level 1 Construction Diploma (Cskills Awards)	5.2	K College Tunbridge Wells	Diploma	1
Site Carpentry - Level 2 Diploma (CSkills Awards)	5.2	K College Tunbridge Wells	Diploma	2
Electrical Installation Advanced Apprenticeship Level 3 (City & Guilds 2357)	5.2	K College Tunbridge Wells	Apprenticeship	3
Plumbing Apprenticeship Level 2	5.2	K College Tunbridge Wells	Apprenticeship	2
Entry into Construction - Basic Construction Skills Certificate (City & Guilds) Entry Level 3 / Level 1	5.2	K College Tunbridge Wells	OtherGeneral	3
Bricklaying - Diploma (CAA) Level 3	5.2	K College Tunbridge Wells	OtherGeneral	3
Carpentry & Joinery Level 1 Diploma in Basic Construction Skills - Woodwork (City & Guilds)	5.2	K College Tunbridge Wells	OtherGeneral	1
Site Carpentry Apprenticeship Level 2	5.2	K College Tunbridge Wells	Apprenticeship	2
Painting and Decorating - Diploma (CSkills Awards) Level 2	5.2	K College Tunbridge Wells	OtherGeneral	2
Access to Plumbing Level 2	5.2	K College Tunbridge Wells	OtherGeneral	2
Building Services (Electrical route) - Level 1	5.2	K College Tunbridge Wells	OtherGeneral	1
Bricklaying Advanced Apprenticeship Level 3	5.2	K College Tunbridge Wells	Apprenticeship	3
Access to Electrical Installation - Level 2	5.2	K College Tunbridge Wells	OtherGeneral	2
Bricklaying - Diploma (CSkills Awards) Level 2	5.2	K College Tunbridge Wells	OtherGeneral	2
Introduction to Construction	5.2	K College Tunbridge Wells	OtherGeneral	1
Painting and Decorating - Diploma (CSkills Awards) Level 1	5.2	K College Tunbridge Wells	OtherGeneral	1
Plumbing Advanced Apprenticeship Level 3	5.2	K College Tunbridge Wells	Apprenticeship	3
Painting and Decorating - Diploma (CAA) Level 3	5.2	K College Tunbridge Wells	OtherGeneral	3
Bench Joinery and Woodmachining - Level 2 Construction Diploma (CSkills Awards)	5.2	K College Tunbridge Wells	OtherGeneral	2
Painting and Decorating Apprenticeship Level 2	5.2	K College Tunbridge Wells	Apprenticeship	2
Bench Joinery Apprenticeship Level 2	5.2	K College Tunbridge Wells	Apprenticeship	2
Carpentry and Joinery Diploma (CAA) Level 3	5.2	K College Tunbridge Wells	OtherGeneral	3

6.2 ICT for Users

Course title	Subject Sector Area	Venues	Course type	Level
I.T. BTEC 90 Credit Diploma Level 3	6.2	K College Tonbridge	BTEC	3
IT Level 2 BTEC Diploma	6.2	K College Tonbridge	BTEC	2
First Certificate in ICT Level 2	6.2	The High Weald Academy	OtherGeneral	2
ICT (Vocational) Level 3	6.2	Mascalls School	OtherGeneral	3

7.3 Service Enterprises

Course title	Subject Sector Area	Venues	Course type	Level
Hair and Beauty - Introductory Certificate (VTCT)	7.3	K College Tonbridge	OtherGeneral	1
Customer Service Apprenticeship Level 2	7.3	K College Tonbridge	Apprenticeship	2
Hairdressing Apprenticeship Level 2	7.3	K College Tonbridge	Apprenticeship	2
Beauty Therapy - VRQ Level 2 Diploma in Beauty Specialist Techniques (VTCT)	7.3	K College Tonbridge	OtherGeneral	2
Level 3 VRQ Diploma and Beauty Therapy Treatments (VTCT)	7.3	K College Tonbridge	OtherGeneral	3
Customer Service Apprenticeship Level 2	7.3	K College Tonbridge	Apprenticeship	2
NVQ Level 1 Certificate in Hairdressing and Barbering	7.3	K College Tonbridge	OtherGeneral	1
Beauty Therapy - VRQ Level 2 Diploma in Beauty Specialist Techniques (VTCT)	7.3	K College Tonbridge	OtherGeneral	2
Beauty Therapy - VRQ Level 1 (VTCT)	7.3	K College Tonbridge	OtherGeneral	1
Hairdressing Level 2 NVQ Diploma (VTCT)	7.3	K College Tonbridge	OtherGeneral	2

7.4 Hospitality and Catering

Course title	Subject Sector Area	Venues	Course type	Level
Hospitality Services Apprenticeship Level 2	7.4	K College Tonbridge	Apprenticeship	2
Professional Cookery Advanced Apprenticeship Level 3	7.4	K College Tonbridge	Apprenticeship	3
Housekeeping Apprenticeship Level 2	7.4	K College Tonbridge	Apprenticeship	2
Food and Beverage Service - Level 2 VRQ Diploma	7.4	K College Tonbridge	OtherGeneral	2
Food and Beverage Service Apprenticeship Level 2	7.4	K College Tonbridge	Apprenticeship	2
Housekeeping Apprenticeship Level 2	7.4	K College Tonbridge	Apprenticeship	2
Hospitality Services Apprenticeship Level 2	7.4	K College Tonbridge	Apprenticeship	2
Food and Beverage Service Apprenticeship Level 2	7.4	K College Tonbridge	Apprenticeship	2
Housekeeping Apprenticeship Level 2	7.4	K College Tonbridge	Apprenticeship	2
Housekeeping Apprenticeship Level 2	7.4	K College Tonbridge	Apprenticeship	2
Professional Cookery Apprenticeship Level 2	7.4	K College Tonbridge	Apprenticeship	2
Introduction to Professional Cookery - Level 1 VRQ Diploma	7.4	K College Tonbridge	OtherGeneral	1
Food and Drink Service VRQ Diploma Tonbridge (Level 1)	7.4	K College Tonbridge	Diploma	1
Hospitality Supervision Advanced Apprenticeship Level 3	7.4	K College Tonbridge	Apprenticeship	3
Professional Cookery Advanced Apprenticeship Level 3	7.4	K College Tonbridge	Apprenticeship	3
Hospitality Supervision Advanced Apprenticeship Level 3	7.4	K College Tonbridge	Apprenticeship	3
Certificate in Introduction to the Hospitality Industry	7.4	K College Tonbridge	OtherGeneral	1
Professional Cookery - Level 2 VRQ Diploma	7.4	K College Tonbridge	OtherGeneral	2
Hospitality and Events Management BTEC Certificate Level 3 (Block D)	7.4	The High Weald Academy	BTEC	3

8.1 Sport, Leisure and Recreation

Course title	Subject Sector Area	Venues	Course type	Level
Sport and Active Leisure - BTEC Foundation Diploma (Level 1)	8.1	K College Tonbridge	BTEC	1
Sports and Exercise Science - Level 3 BTEC 90 Credit Diploma	8.1	K College Tonbridge	BTEC	3
Sport (specialising in Outdoor Pursuits) BTEC Level 2 Diploma	8.1	K College Tonbridge	BTEC	2
Sport BTEC Subsidiary Diploma Level 3 (Block A)	8.1	The High Weald Academy	BTEC	3
Sport BTEC Diploma Level 3 (Block B)	8.1	The High Weald Academy	BTEC	3
PE BTEC Subsidiary Diploma Level 3	8.1	Mascalls School	BTEC	3
Football Academy	8.1	St Gregory's Catholic School	OtherGeneral	3
Sport (Outdoor Activities), Extended Diploma, Level 3 (TONBRIDGE)	8.1	Hadlow College, Tonbridge	BTEC	3
Sport, Diploma, Level 2 (TONBRIDGE)	8.1	Hadlow College, Tonbridge	BTEC	2
Sport (Outdoor Activities), Diploma, Level 2 (TONBRIDGE)	8.1	Hadlow College, Tonbridge	BTEC	2
Sport and Active Leisure, Diploma, Level 1 (TONBRIDGE)	8.1	Hadlow College, Tonbridge	BTEC	1
Sport, Extended Diploma, Level 3 (TONBRIDGE)	8.1	Hadlow College, Tonbridge	BTEC	3

8.2 Travel and Tourism

Course title	Subject Sector Area	Venues	Course type	Level
Travel and Tourism - Level 2 BTEC Diploma	8.2	K College Tonbridge	BTEC	2
Travel and Tourism - BTEC 90 Credit Diploma Level 3 (leading to Extended Diploma)	8.2	K College Tonbridge	BTEC	3

9.1 Performing Arts

Course title	Subject Sector Area	Venues	Course type	Level
Hairdressing - Level 3 VRQ Diploma	9.1	K College Tonbridge	Diploma	3
Production Arts - BTEC Extended Diploma Level 3	9.1	K College Tonbridge	Diploma	3
Music Performance - Level 2	9.1	K College Tonbridge	BTEC	2
Performing Arts - Level 2 BTEC Diploma	9.1	K College Tonbridge	BTEC	2
Performing Arts (Acting) - BTEC 90 Credit Diploma Level 3	9.1	K College Tonbridge	BTEC	3
Performing Arts (Dance) - BTEC 90 Credit Diploma Level 3	9.1	K College Tonbridge	BTEC	3
Music Performance BTEC 90 Credit Diploma Level 3	9.1	K College Tonbridge	BTEC	3
Performing Arts (Musical Theatre) - BTEC 90 Credit Diploma Level 3	9.1	K College Tonbridge	BTEC	3
Music (Performing) BTEC Level 3 Subsidiary Diploma	9.1	Mascalls School	BTEC	3
Dance BTEC National Certificate Level 3	9.1	Mascalls School	BTEC	3
Drama BTEC Certificate Level 3	9.1	Mascalls School	BTEC	3

9.2 Crafts, Creative Arts and Design

Course title	Subject Sector Area	Venues	Course type	Level
Art and Design BTEC Level 2 Diploma	9.2	K College Tonbridge	BTEC	2
Level 3 Diploma in Theatrical, Special Effects, Hair and Media Make up (City & Guilds)	9.2	K College Tonbridge	Diploma	3
Art & Design BTEC 90 Credit Diploma Level 3	9.2	K College Tonbridge	Diploma	3
Graphic Design BTEC 90 Credit Diploma Level 3	9.2	K College Tonbridge	BTEC	3
Art & Design - BTEC Level 1	9.2	K College Tonbridge	BTEC	1
Photography - BTEC 90 Credit Diploma Level 3	9.2	K College Tonbridge	BTEC	3
Art and Design - Foundation Diploma	9.2	K College Tonbridge	Diploma	1
Creative Media Production - BTEC 90 Credit Diploma Level 3	9.2	K College Tonbridge	BTEC	3
Creative Media Production BTEC Diploma Level 2	9.2	K College Tonbridge	BTEC	2
Fashion and Clothing BTEC 90 Credit Diploma	9.2	K College Tonbridge	BTEC	3
Design Technology in Fashion and Clothing - BTEC National Award Level 3	9.2	St Gregory's Catholic School	BTEC	3

9.3 Media and Communication

Course title	Subject Sector Area	Venues	Course type	Level
Foundation in Media and Performing Arts Level 1	9.3	K College Tonbridge	OtherGeneral	1

15.1 Accounting and Finance

Course title	Subject Sector Area	Venues	Course type	Level
Accounting Advanced Apprenticeship (AAT) Level 3	15.1	K College Tonbridge	Apprenticeship	3
Accounting Apprenticeship (AAT) Level 2	15.1	K College Tonbridge	Apprenticeship	2
IFS Finance Course Level 2	15.1	The High Weald Academy	OtherGeneral	2

15.2 Administration

Course title	Subject Sector Area	Venues	Course type	Level
Business Administration Apprenticeship Level 2	15.2	K College Tonbridge	Apprenticeship	2

15.3 Business Management

Course title	Subject Sector Area	Venues	Course type	Level
Business Administration Advanced Apprenticeship	15.3	K College Tonbridge	Apprenticeship	3
Business Diploma Level 1	15.3	K College Tonbridge	Diploma	1
Business Level 3 90 Credit BTEC Diploma	15.3	K College Tonbridge	BTEC	2
Business BTEC Level 3 Subsidiary Diploma with AAT Certificate in Accounting Level 2	15.3	K College Tonbridge	BTEC	2
Business - Level 2 BTEC Diploma	15.3	K College Tonbridge	BTEC	2
Business BTEC Subsidiary Diploma Level 3 (Block C)	15.3	The High Weald Academy	BTEC	3
Business BTEC Level 3	15.3	Mascalls School	BTEC	3

15.5 Law and Legal Services

Course title	Subject Sector Area	Venues	Course type	Level
Personal Assistant with Legal Studies ILEX Level 3	15.5	K College Tonbridge	OtherGeneral	3

Appendix 2. A level Curriculum map - 2012

Tunbridge Wells District				Number of entries									
Subject	Qualification	Awarding Body		Angley School - A Sports College	Bennett Memorial Diocesan School	Cranbrook School	Mascalls School	Skinner's School, The	St Gregory's Catholic Comp School	Tunbridge Wells Girls' Grammar School	Tunbridge Wells Grammar School for Boys	Total	
Art & Des(Photo.)	GCE A level	AQA	4				12		18	2			
Art & Des(Photo.)	GCE A level	EDEXCEL		20									
Art & Des(Textiles)	GCE A level	AQA		9			8						
Art & Design	GCE A level	AQA	3									9	
Art & Design	GCE A level	EDEXCEL						11	10				
Art&Des : Fine Art	GCE A level	AQA					8				12		
Art&Des : Fine Art	GCE A level	EDEXCEL		19		8							
Art&Des(Crit&Cont)	GCE A level	EDEXCEL				6							
Biology	GCE A level	EDEXCEL									33		
Biology	GCE A level	OCR		25		52		7	28	12	1	30	
Bus. Studs:Single	GCE A level	AQA		24								19	
Bus. Studs:Single	GCE A level	EDEXCEL				10							
Bus.Stds&Economics	GCE A level	EDEXCEL					9						
Chemistry	GCE A level	AQA									1	15	
Chemistry	GCE A level	OCR		11		55		6	36		18		
Chinese	GCE A level	EDEXCEL				2							
Class.Civilisation	GCE A level	OCR				30							
Critical Thinking	GCE A level	OCR		1									
D&T Food Technology	GCE A level	AQA				4							
D&T Product Design	GCE A level	AQA		15									
D&T Product Design	GCE A level	EDEXCEL						8		6	7	14	
D&T Product Design	GCE A level	OCR				7							
D&T Systems & Cont	GCE A level	AQA										6	

Appendix 2. A level Curriculum map - 2012

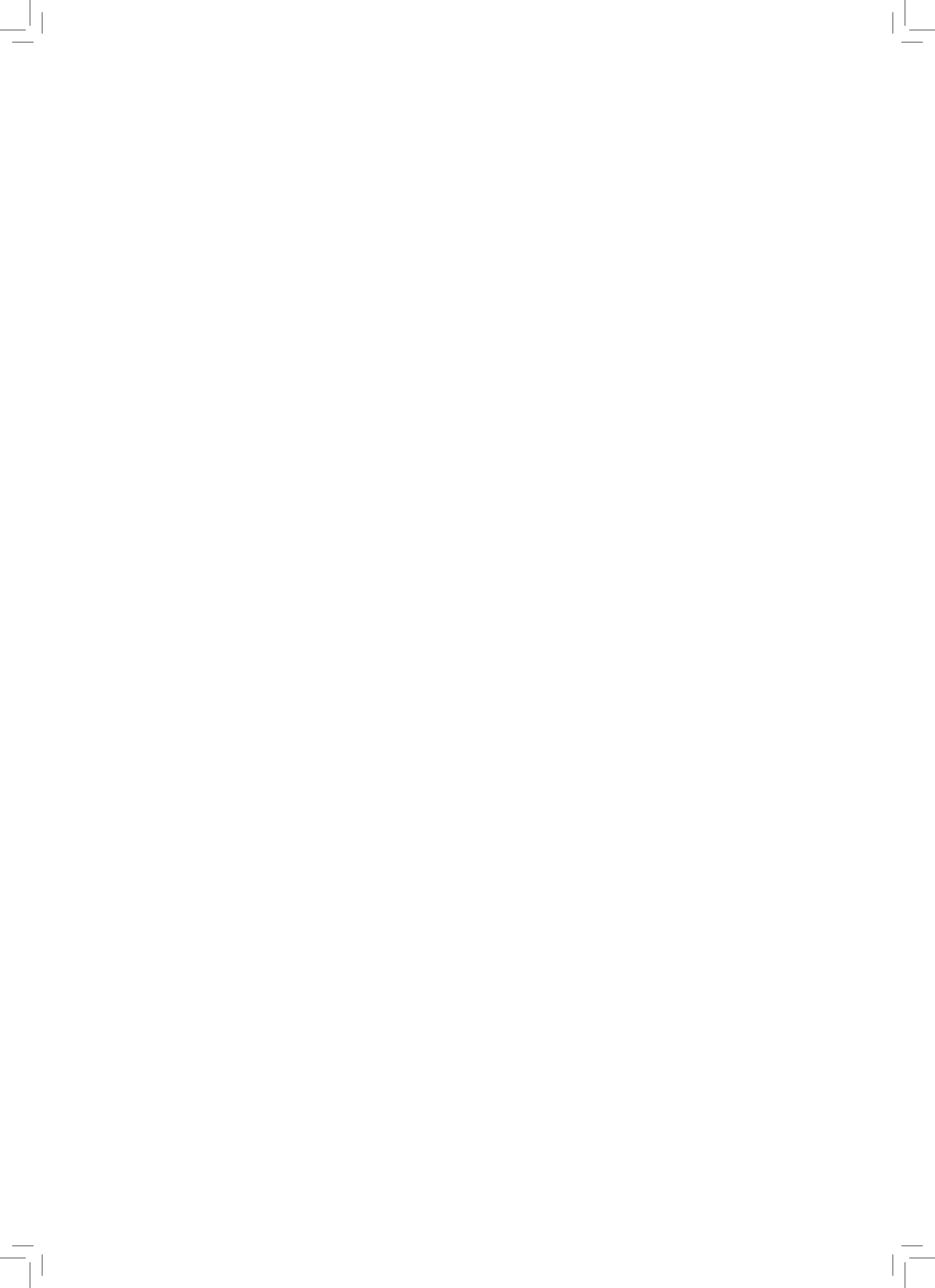
Tunbridge Wells District				Number of entries								
Subject	Qualification	Awarding Body	Angley School - A Sports College	Bennett Memorial Diocesan School	Cranbrook School	Mascalls School	Skinners' School, The	St Gregory's Catholic Comp School	Tunbridge Wells Girls' Grammar School	Tunbridge Wells Grammar School for Boys	Total	
Drama & Theat.Stds	GCE A level	AQA		10			3	7		17	5	
Drama & Theat.Stds	GCE A level	EDEXCEL							4			
Dutch	GCE A level	OCR						1				
Economics	GCE A level	AQA						11				
Economics	GCE A level	EDEXCEL			18					44	14	
English	GCE A level	AQA								3	14	
English Language	GCE A level	AQA		10			5					
English Language	GCE A level	EDEXCEL		1		25						
English Literature	GCE A level	AQA	4	22			8			37	11	
English Literature	GCE A level	EDEXCEL						20				
English Literature	GCE A level	OCR			29			29				
Film Studies	GCE A level	WJEC					4			3		
French	GCE A level	AQA		5								
French	GCE A level	EDEXCEL					4			5	9	
French	GCE A level	WJEC			11			9			7	
General Studies	GCE A level	OCR									99	
Geography	GCE A level	AQA				14		37		3	44	
Geography	GCE A level	EDEXCEL		13						29		
Geography	GCE A level	OCR			22					18		
German	GCE A level	AQA		3								
German	GCE A level	EDEXCEL						4		6		
German	GCE A level	WJEC									1	
Govt & Politics	GCE A level	AQA						2		27	19	

Appendix 2. A level Curriculum map - 2012

Tunbridge Wells District				Number of entries								
Subject	Qualification	Awarding Body	Angley School - A Sports College	Bennett Memorial Diocesan School	Cranbrook School	Mascalls School	Skinners' School, The	St Gregory's Catholic Comp School	Tunbridge Wells Girls' Grammar School	Tunbridge Wells Grammar School for Boys	Total	
Govt & Politics	GCE A level	EDEXCEL			12							
HE: Food	GCE A level	OCR		8								
History	GCE A level	AQA				14						
History	GCE A level	EDEXCEL		52	56			21	31	23		
History	GCE A level	OCR					24					
History of Art	GCE A level	AQA			14							
Inform Comm Tech	GCE A level	AQA					4		9			
Japanese	GCE A level	EDEXCEL			1							
Latin	GCE A level	OCR			2							
Logic / Philosophy	GCE A level	AQA		12								
Mathematics	GCE A level	AQA				14				59		
Mathematics	GCE A level	EDEXCEL	1	29			48		41			
Mathematics	GCE A level	OCR			73		18					
Maths (Further)	GCE A level	AQA				2				9		
Maths (Further)	GCE A level	EDEXCEL		3			10		3			
Maths (Further)	GCE A level	OCR			11		5					
Maths (Statistics)	GCE A level	AQA						10				
Media/Film/TV Stds	GCE A level	AQA	5	28						22		
Media/Film/TV Stds	GCE A level	OCR						12	2			
Media/Film/TV Stds	GCE A level	WJEC				8						
Music	GCE A level	AQA			1		3		5	2		
Music	GCE A level	EDEXCEL		2				1				
Music Technology	GCE A level	EDEXCEL		4	3						7	

Appendix 2. A level Curriculum map - 2012

Tunbridge Wells District				Number of entries								
Subject	Qualification	Awarding Body	Angley School - A Sports College	Bennett Memorial Diocesan School	Cranbrook School	Mascalls School	Skinners' School, The	St Gregory's Catholic Comp School	Tunbridge Wells Girls' Grammar School	Tunbridge Wells Grammar School for Boys	Total	
Physics	GCE A level	AQA		7	38		33		9	24		
Physics	GCE A level	EDEXCEL						9				
Physics	GCE A level	OCR				7						
Polish	GCE A level	AQA						1				
Psychology	GCE A level	AQA				14	3		29	9		
Psychology	GCE A level	OCR		14								
Religious Studies	GCE A level	AQA								21		
Religious Studies	GCE A level	EDEXCEL							15			
Religious Studies	GCE A level	OCR	6	20	14		24	6	1			
Soc Sci: Citizenship	GCE A level	AQA				1						
Sociology	GCE A level	AQA				7			23	25		
Sociology	GCE A level	OCR	3	9								
Spanish	GCE A level	AQA		2								
Spanish	GCE A level	EDEXCEL							10			
Spanish	GCE A level	WJEC			10			3		10		
Sport/P.E. Studies	GCE A level	EDEXCEL	1		9		3			5		
Sport/P.E. Studies	GCE A level	OCR		21		8		11				





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