

## LINCOLNSHIRE QUALITY IMPROVEMENT PLAN 2022/23

## Position as at end of Academic Year

Improvement Priority	End Date	Status	Comment on progress (as at end of July 2023)
<b>Quality for Education - Intent</b>			
To fill the gaps in provision in the Adult Learning programme in specific areas of Lincolnshire by carrying out research to identify where the gaps are and the extent of the problem	31/07/2023		<p>Commissioned SkillsReach to carry out research into our Learning Communities to understand the impact of changes to funding streams as a result of Brexit and to help shape the curriculum content of our 23/24 programme.</p> <p>Gaps in English and maths Functional Skills provision have been identified and as a result, additional provision was commissioned in year and via the Multiply programme, with Lincolnshire Community Health Foundation to improve maths coverage across the county.</p> <p>Changes to ESFA funding rules now allow us to deliver on Provider premises. As a result, we have now commissioned TRS Training to deliver English and maths qualifications in 23/24 in specific locations of Lincolnshire to extend delivery of this important programme.</p>
To ensure Local labour market information is fully utilised in the planning of 16-19 young people's programmes	31/07/2023		<p>The YPLP Employment team held a training session in March 2023, the aims being to bring the team up to date with Gatsby benchmarks, current employment projects in LCC plus up to date local labour market intelligence. Information gleaned from this session will be used by SLT in the curriculum planning.</p> <p>Teachers have been engaged with the Teachers Encounter programme. Teachers and the employment team have planned regular meetings for September onwards to ensure that both the teaching and employment teams are working closely together to ensure that information in the workplace is being shared back into the classroom. These activities will help to ensure that current employment and employability knowledge is shared and embedded into the curriculum.</p>
To provide appropriate support for those young people who leave mid-way through their programme	16/03/2023		On further review, evidence is in place to confirm all learners are provided with good transitional support even if they leave programme early. An additional transitional support officer has been recruited in line with increased demand.
<b>Quality for Education - Implementation</b>			
Tutors, across all three programmes, do not consistently use information about learners' starting points to demonstrate that learning is planned to meet individual needs and this information is used to measure learners' progress	31/07/2023		<p><b>Apprenticeship Employer Programme:</b> Joint development of processes within the apprenticeship provision is ongoing. The assessment of prior learning has been adapted using new technology and a matrix has been developed to apply a score to work out the level of prior learning, the new process is currently being tested with feedback planned for September 2023. Testing of new OTLA and Learning Walk process within the provision has concluded, the joint working group are now working on a plan for the year ahead.</p> <p><b>16-19 Study Programme:</b> SEND Profile is being introduced for all learners starting in Sept 23 to help clarify stating processes. A SEND review took place and reviewers were satisfied with baseline assessments and how YPLP capture initial assessments and its accessibility and that it is holistic. The systems are all in place but the quality of this translating into the classrooms needs to be reviewed.</p> <p><b>Adult Learning:</b> This continues to guide our quality work and remains a focus of our OTLA/Learning Walk activity. Information will be collated via OTLA moderation to quantify our success at this activity.</p>
<b>Quality for Education - Impact</b>			
<p>Across all programmes, increase achievement rates for learners undertaking qualifications in maths</p> <p>In Adult Learning, also increase the achievement rates for learners undertaking qualifications in English</p>	31/07/2023		<p><b>All areas of provision:</b> Dashboard developed for Qualification Achievement Rate (QAR) so we can see at a glance the achievements on this programme</p> <p><b>Apprenticeship Employer Programme:</b> the provision continues to maintain strong achievement rates in English and maths functional skills</p> <p><b>16-19 Study Programme:</b> Maths and English strategy is being developed and a draft version was circulated to LOG for discussion – initial discussions at LOG meeting were positive. An additional Senior Lead has been appointed, expected to start work 22nd August 2023. They will lead on finalising the strategy.</p> <p><b>Adult Learning:</b> Qualification provision reviewed as a standing agenda item at monthly Provider monitoring meetings and monthly Service Performance Meetings. Areas of concern escalated for action. A new qualification champion will be developed for 23/24 academic year specifically to oversee QAR and to set expectations for all Providers delivering on the qualification programme.</p>
Investigate reasons why 16-19 learners struggle to pass full external Functional Skills tests, even though most learners are making progress	31/07/2023		New processes are in place to ensure that learners are enrolled on correct qualification and exemptions are used where appropriate. As part of new strategy it was agreed to avoid FS Level 2 and encourage all learners to attempt GCSE. Exemption process is now up and running and included on the ILR.
Investigate reasons why ASFL qualification achievement rate indicates a high number of continuers and withdrawals	31/07/2023		Continuers and withdrawals reviewed as a standing agenda item at monthly Provider monitoring meetings and concerns escalated by Project Officer. Dashboard developed for Qualification Achievement Rate (QAR) so we can see at a glance the achievement on this programme. Compared to R10 there are some inconsistencies, so this is still a work in progress.

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<b>Quality for Education – Impact (continued)</b>			
Investigate reasons why ASFL qualification achievement rate indicates a high number of continuers and withdrawals	31/07/2023		Continuers and withdrawals reviewed as a standing agenda item at monthly Provider monitoring meetings and concerns escalated by Project Officer. Dashboard developed for Qualification Achievement Rate (QAR) so we can see at a glance the achievement on this programme. Compared to R10 there are some inconsistencies, so this is still a work in progress.
Investigate reasons why Apprentices qualification achievement rate indicates a high number of withdrawals	31/07/2023		Analysis of the withdrawals for this academic year have resulted in limiting the number of colleagues committing to an apprenticeship in specific team structures, and Tutors and assessors becoming more rigorous in ensuring apprentices time is protected throughout their learning journey and proactively engage with the apprentice's line manager to resolve any pressures the apprentices may be facing.  Although the provision will continue to carry legacy withdrawals until the respective learner cohorts have successfully completed their apprenticeships; this year has resulted in a vast improvement with withdrawal numbers dropping from 15 x withdrawals from the 21/22 new starts to 1 x withdrawal for the 22/23 new starts. Withdrawals will continue to be closely monitored by the provision.
The number of qualification programmes delivered through Family Learning courses is declining	31/07/2023		A review of awards in place that can be easily embedded into our Family Learning programme and that will have massive impact on those learners who do not hold qualifications was undertaken in Spring. We have now postponed AIM AWARDS until the autumn term to concentrate on delivering Functional Skills. As a result we have delivered 1 Functional Skills maths course and 2 Functional Skills English courses. This is the first year we have worked in partnership with Young Peoples Learning Provision to go through their accreditation using City and Guilds. We had a total of 24 learners. We are currently awaiting results for the English courses. For the maths we had 1 learner at level 2 who passed.
There is a lack of assistive technology that offers a variety of learning opportunities and interactive resources to enable all learners on 16-19(24) provision the opportunity to make significant progress and increase opportunities and access to the learning environment	31/07/2023		YPLP have attended an online event for Assistive technology, run by NATSPEC. YPLP are clear on the steps that need to be taken and staff will be attending an in person conference in November 2023. A technology champion has been identified within the team to ensure that this are continues to move forward. The techability assessment service offered by NATSPEC will also be booked for 23/24.
Increased assisted technology is not being utilised to support learners to access their personal data on the online platform, so they can further understand their own progress and development	31/07/2023		The problems in accessing the data and account issues have now been resolved and learners can access their accounts. This will be included in all learner inductions in September 2023.
To ensure all subcontractors delivering on the Adult Learning programme provide intended destination data to fully demonstrate the impact of the programme	31/07/2023		Reviewed as a standing agenda item at monthly Provider monitoring meetings as well as through monthly outcomes workbook. Concerns raised where appropriate. Not known is currently sitting at 6.2%. Follow up work is taking place with those Providers who have not provided Intended Destination Data to improve on this
<b>Behaviours and Attitudes</b>			
To continually review our strategies across all service areas for managing behaviours and attitudes and ensure appropriate cpd to support our staff	31/07/2023		<b>Apprenticeship Employer Programme:</b> Working group was formed to build a comprehensive CPD plan for our staff. As a result, a comprehensive 18 month CPD plan has been developed for the staff.  <b>16-19 Study Programme:</b> Whole team have engaged in When the Adults Change training. A timeline for implementing the new behaviour policy has been devised and being shared with the team on 28th March 2023. LSAs and Pastoral staff will be benefitting from Resilience training and teaching staff will be receiving professional training to help them upskill in their practice. A new policy has been introduced and is being rolled out to all learners in September 2023  <b>Adult Learning:</b> Managing behaviours and attitudes continues to be a focus of our quality work through OTLA/Learning Walks and Focus Group activity. Nothing of concern noted
To increase the attendance in some areas and of appropriate learners on 16-19 Study Programmes and to support some learners to recognise how their current behaviour may impact on future life chances	31/07/2023		Ongoing work to support learners to attend college, including supportive transition arrangements and ensuring that learners are accessing bursary funds where they are entitled to. Further work still needed to look at the quality of teaching as this will impact on motivation and learner attendance. Attendance has remained challenging. An additional Senior Lead has been appointed to focus on the quality of teaching and learning for 23/24. It is anticipated that the new Behaviour policy will also positively impact on attendance.
To ensure our approaches to behaviour management are consistent across the 16-19(24) Study Programme	31/07/2023		When the Adults Changed training programme is now complete. A new strategy is being rolled out gradually throughout the rest of the academic year, with the official launch being Sept 23.

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<b>Personal Development</b>			
To continue to prepare learners for future success in education, employment or training	31/07/2023		<p><b>Apprenticeship Employer Programme:</b> A review of the provision's enrichment is scheduled for May 2023, the review will make thematic recommendations for enrichment that links to corporate strategy, GLEP priorities, current local / national issues and agendas, IAG and careers that support learner's self-awareness and growth. The outcome of the review has concluded that the current offer is tailored very effectively to the individual apprenticeship levels. The working group will now focus on the timetable for the new academic year, incorporating local and national topics and issues and ensuring content is aligned with Corporate Strategy and GLEP priorities.</p> <p><b>16-19 Study Programme:</b> Start Career Platform has been purchased and staff are navigating their way round it. Learner IT was updated so all learners have access to this by end of March. The Start programme has been trailed and YPLP are now moving forward with Skills Builder instead. The Careers Leader is reviewing the platform and documenting how it will be used - this will be in place for September 23.</p> <p><b>Adult Learning:</b> Further project work is planned to promote other training and employment opportunities via 2aspire. Website review currently under way as part of the Social Change contract. Information on other training and employment opportunities will be incorporated into the planned 2aspire changes.</p>
<b>Leadership and Management</b>			
To extend the work with local communities and Employers to shape the programme so that it is still fit for purpose and meets the needs of our learners	31/07/2023		<p><b>16-19 Study Programme:</b> 80% of learners are engaged on work experience. Work in the community is ongoing and YPLP have been shortlisted for a community award. There are great links between YPLP and employers</p> <p><b>Adult Learning:</b> Employer networks developed via Multiply work, Apprenticeship work and DWP as part of their in work progression project.</p>
<p>To raise awareness of the impact of the programmes delivered through the three areas to demonstrate the fantastic outcomes achieved and help to widen participation and local employer and community engagement</p> <p>To capture the broader impact of the programme and share with our learners to help increase self-confidence and their ability to learn</p>	31/07/2023		<p><b>Apprenticeship Employer Programme:</b> Further enrichment of skills has been supported through the apprenticeship employer provider provision (AEP) ambassadors are actively engaged with the community events and proactively share their stories through social media case studies and videos. A number of careers events were attended by the apprenticeship ambassador network, additionally they contributed case studies and good news stories that were showcased on our social media platforms. A review of the network is currently underway with a view to support further skills development of the ambassadors in the future.</p> <p><b>16-19 Study Programme:</b> student association has continued to meet, although less frequently due to a change in personnel being responsible for it. The student association has developed learner feedback questionnaires for all learners to complete to gain the voice of all learners. Due to change in staffing with new additional senior lead joining in August 23, the student association will be re launched and linked closely to the NATSPEC parliament. Feedback forms have been sent and completed by learners, parents, staff and employers. Feedback is being reviewed and will be shared with the staff at the team development day in August.</p> <p><b>Adult Learning:</b> Learner of the Year presentations taking place at June 2022 Lincolnshire Show. Stories will be used to promote Learning Service, feature in next Provider Newsletter, etc. Case studies collected of learner success that are used to promote the Learning Service. Case Study information provided to E&amp;E Scrutiny Committee (July) to demonstrate impact of programme. Contract in place with Social Change to capitalise on case study material collected</p>
To carry out a full curriculum review across 16-19(24) Study Programmes and the Employer-Provider Apprenticeship Programme to ensure its continued relevance	31/07/2023		<p><b>Apprenticeship Employer Programme:</b> Joint working group has reviewed the end-to-end apprenticeship journey, although this initial work is due to conclude 31/07/2023, a number of working groups will be formed for the 2023/2024 academic year to update and refine identified processes.</p> <p><b>16-19 Study Programme:</b> YPLP have participated in a SEND Review and are taking advice on the curriculum with particular focus on maths and English. An additional Senior Lead has been appointed to review the curriculum offer for 23/24.</p>
OTLA assessments within the Apprenticeship Employer programme need to be refined to better inform the plan for developmental support and CPD across the provision	31/07/2023		OTLA and Learning Walk process has been tested within the AEP provision. Planning for the 2023/2024 is underway.