



SOUTH GLOUCESTERSHIRE AND STROUD COLLEGE

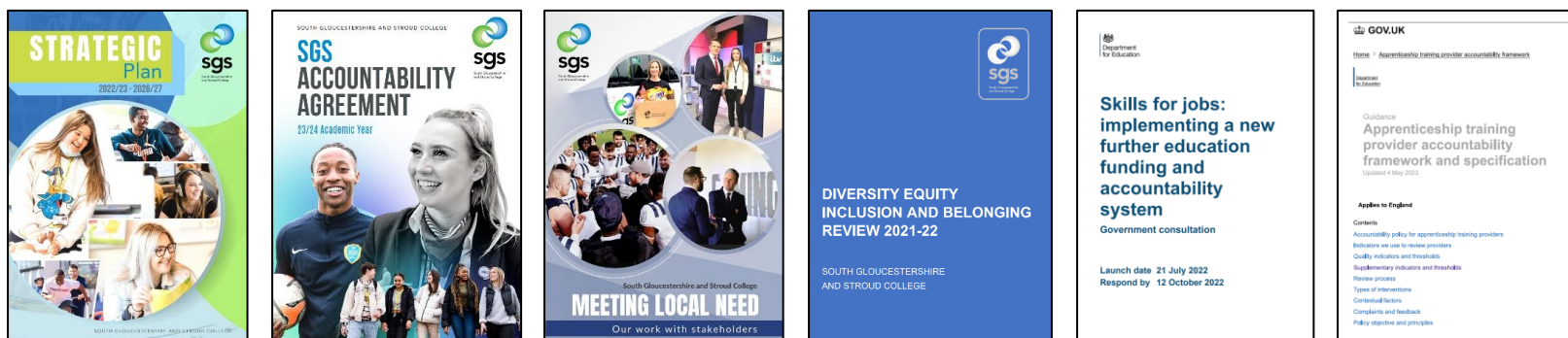
SGS

KEY PERFORMANCE TARGETS

2023/24 ACADEMIC YEAR



ESSENTIAL READING



A note on educational recovery:

The long shadow of social distancing, mask-wearing and limited interaction continues to impact upon individuals as they progress from School into College. A lack of socialisation has slowed the general development of speech and language. We continue to report some poor behaviour as learners readjust to classrooms, corridors and each other. Over the period between 2020 and 2023 some learners made less progress than usual and a lack of effective mainstream education, particularly early on and in foundation, has rendered the SEND system less effective for learners with additional need.

The entire education sector continues to face challenges– not least issues around attendance and staffing. Over the ‘covid-years’ (benchmarks were not available) but we held targets broadly stable to acknowledge the challenges while maintaining our ambition to deliver an outstanding education for all.

These targets have been designed to continue to support you to build back; but they also look-forward. It is not easy to anticipate the priorities and challenges of the years ahead. But we know we want to emphasise high quality teaching, learning, assessment and feedback whilst doing all we can to encourage and facilitate reading fluency, speech and communication development, socialisation, physical dexterity; the use of number and digital literacy.

Achieving the targets laid out below will require:

- Maintaining an ambitious curriculum which is challenging and varied, and gives learners the opportunity and aspiration to excel.
- Ensuring that the curriculum is planned effectively to provide support and challenge to ensure that learners’ needs are met.
- Knowing your learners well so that you can ensure that their needs are met (including targets set within Education, Health and Care Plans) and that you can challenge them effectively and give them useful feedback.
- Inspiring learners and motivating them (through clear and developmental targets) to take responsibility for their own learning.
- Setting equally ambitious targets for all learners that supports them to make good progress and prepares them well for their future careers.
- Working effectively with our community and local employers to ensure that your curriculum is innovative and continues to meet market needs.

CORE MEASURES (Note: Targets are contained with green boxes)

ATTENDANCE		RETENTION		PASS		PROGRESS (Sustained learning)	
2023-24	90.0%	2023-24	92.9%	2023-24	93.0%	2023-24	>=65 - < 68%
2024-25	92%	2024-25	95.0%	2024-25	94.0%	2024-25	-
The percentage of learners who regularly attend all of their learning aims		The percentage of learners who are retained to the end of their learning aim (Completed timely + Continuing/ Starts)		The percentage of learners who successfully complete their learning aim (Achieved timely / Completed timely)		The proportion learners that progress higher level learning (Including progression onto Higher Apprenticeships and Degree Programmes (currently 33% against an average of 64%))	
Note A: SGS attendance in 21-22 averaged 85% - Please read the Learner Attendance Policy		Note A: SGS retention in 21-22 was 89.3%. Prior to the Covid-years it was 95%		Note A: SGS pass in 21-22 was 90.5%. Prior to the Covid-years it was 93.5%		Note A: SGS progress for 2019 leavers was 61% (The current all England average is 66%)	
Note B: All targets assume a difference/variance of =0 - <3% between defined groups: REACH vs. White British; Males vs Female; Individuals eligible for free school meals at any point in the previous six years, those looked after by their local authority for at least 1 day or those left care through adoption, a special guardianship order, or a child arrangements order (previously known as a residence order) vs. others.						Note C: This will become the Skills Measure (% learners moving into employment/ higher level learning)	

PERFORMANCE INDICATORS:

LEVEL 3 LEARNERS

TREND RATES:

Qualification	Achievement	Pass	Retention
A Level	88.0%	95.7%	92.0%
Diploma	90.3%	95.8%	94.3
Access to HE	83.5%	100%	83.5%
All qualifications	87.8%	94.0%	93.4%

RETENTION		PASS		ACHIEVEMENT		PROGRESS	
2023-24	93.4%	2023-24	94.0%	2023-24	87.8%	2023-24	65.0%
2024-25	94.3%	2024-25	93.3%	2024-25	88.0%	2024-25	68.0%

NATIONAL AVERAGE: A LEVEL RESULT	B	SGS 2021-22 BASELINE RETENTION RATE 93.0%	C+	SGS 2023-24 TARGET: RETENTION	>93%
				SGS 2023-24 TARGET: PASS	>95%
				SGS 2023-24 TARGET: POINTS	38+
CHANGE: INCREASE FROM C+ IN 2018-19		SOUTH GLOUCESTERSHIRE AVERAGE: (92.5% COMPLETION RATE) C+		SGS 2023-24 TARGET: GRADE	B
				SGS 2023-24 TARGET: GRADES (DIS.)	32+ (C+)

NATIONAL AVERAGE: APPLIED GENERAL RESULT	Dist-	SGS 2021-22 BASELINE RETENTION RATE 86.0%	MERIT+	SGS 2023-24 TARGET: RETENTION	>94%
				SGS 2023-24 TARGET: PASS	>95%
				SGS 2023-24 TARGET: POINTS	31+
CHANGE: INCREASE FROM MERIT+ IN 2018-19		SOUTH GLOUCESTERSHIRE AVERAGE: (93.2% COMPLETION RATE) DIST+		SGS 2023-24 TARGET: GRADE	DIST-
				SGS 2023-24 TARGET: GRADES (DIS.)	MERIT+

T LEVEL (EXPERIMENTAL)			
SGS 2023-24 TARGET: RETENTION	>93%	SGS 2023-24 TARGET: ENGLISH & MATH	>67%
SGS 2023-24 TARGET: ATTAINMENT (CORE)	>38 (B)	SGS 2023-24 TARGET: PROGRESS	65%
SGS 2023-24 TARGET: ATTAINMENT (OS)	>44 (MERIT+)	SGS 2023-24 TARGET: DESTINATIONS	65%
SGS 2023-24 TARGET: COMPLETION	>91%		

PERFORMANCE INDICATORS:

LEVEL 1 & 2 LEARNERS

TREND RATES:

Qualification	Achievement	Pass	Retention
GCSE (Other)	85.7%	94.7%	90.5%
Diploma	81.5%	89.2%	91.4%
Certificate	86.8%	95.1%	91.2%
Award	73.8%	76.0%	97.1%
All qualifications	80.1%	88.3%	90.7%

RETENTION		PASS		ACHIEVEMENT		PROGRESS	
2023-24	92.2%	2023-24	92.2%	2023-24	85.4%	2023-24	>60%
2024-25	92.0%	2024-25	94.0%	2024-25	86.5%	2024-25	>65%

NATIONAL AVERAGE LEVEL 1 RESULT	88.0%	SGS 2021-22 BASELINE RETENTION RATE 88.6%	77.9%	SGS 2023-24 TARGET: RETENTION	>90%
				SGS 2023-24 TARGET: PASS	>90%
SGS PASS RATE 91.6%				SGS 2023-24 TARGET: BASIC SKILLS	>50%

NATIONAL AVERAGE: VOCATIONAL RESULT LEVEL 2	88.2%	SGS 2021-22 BASELINE RETENTION RATE 81.3%	73.0%	SGS 2023-24 TARGET: RETENTION	>92%
				SGS 2023-24 TARGET: PASS	>92
				SGS 2023-24 TARGET: POINTS	6+
				SGS 2023-24 TARGET: GRADE	Merit+
SOUTH GLOUCESTERSHIRE AVERAGE: (85.9% CR) MERIT-				SGS 2023-24 TARGET: GRADES (DIS.)	6+

NATIONAL AVERAGE GCSE RESULT	-	SGS 2021-22 BASELINE RETENTION RATE 79.7%	74.0%	SGS 2023-24 TARGET: RETENTION	>80%
				SGS 2023-24 TARGET: PASS	>93.2%
				SGS 2023-24 TARGET: GRADE AVG.	C-
				SGS 2023-24 TARGET: GRADES 9-4	>55%
				SGS 2023-24 TARGET: GRADES (DIS.)	>50%
SOUTH GLOUCESTERSHIRE AVERAGE: 44% Grades 9-4					

CORE MEASURES:

SGS CREATE

ATTAINMENT 8*		PROGRESS 8*	
2023-24	>14	2023-24	>- 2
2024-25		2024-25	

*A school is considered to be below the floor standard if, on average, pupils score half a grade less (-0.5) across eight GCSEs. This will be the case for all direct 14-16 entry to FE because providers only have learners for two of the five years that Progress 8 measures. We do however expect progress into year two to be high.

PERFORMANCE INDICATORS

ATTENDANCE		RETENTION		PROGRESS		ACHIEVEMENT (THRESHOLD ENGLISH & MATH – BM 39.6%)	
2023-24	95%	2023-24	90%	2023-24	>90%	2023-24	>40%
2024-25		2024-25		2024-25		2024-25	

PERFORMANCE INDICATORS:

**LEVEL 2
ENGLISH & MATHEMATICS**

TREND RATES:

Qualification	Achievement	Pass	Retention
16-18 GCSE	50.4%	58.4%	86.3%
16-18 Basic Skills	81.4%	89.9%	90.5 %
19+ GCSE	76.2%	86.0%	88.5%
19+ Basic Skills	61.1%	65.5%	93.3%

2021/22 NATIONAL GCSE ENGLISH	20.1%	2021-22 SGS GCSE ENGLISH	88.6%	SGS 2023-24 TARGET: PASS RATE GCSE ENGLISH	>85%
2021-22 NATIONAL BS ENGLISH	85.4%	2021-22 SGS BS ENGLISH	57.7%	SGS 2023-24 TARGET: PASS RATE FS ENGLISH	>60%
2021-22 NATIONAL GCSE MATHS	12.1%	2021-22 SGS GCSE MATHS	92.3%	SGS 2023-24 TARGET: PASS RATE GACE MATHS	>85%
2021-22 NATIONAL BS MATHS	68.5%	2021-22 SGS BS MATHS	44.4%	SGS 2023-24 TARGET: PASS RATE FS MATHS	>50%

16-19 GCSE Mathematics Pass Rate (Grades 9 – 4)	>25%
16-19 GCSE English Pass Rate (Grades 9 – 4)	>45%

ENTRY and LEVEL 1 BASIC SKILLS	Progress to the next level:	85%
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PERFORMANCE INDICATORS:

ADULT EDUCATION

TREND RATES:

Qualification	Achievement	Pass	Retention
Award	73.1%	74.4%	98.2%
Certificate	87.3%	92.4%	94.4 %
Diploma	75.7%	85.0%	89.0%
Basic Skills	86.8%	88.3%	98.3%
ESOL	93.5%	94.4%	99.0%
Non-Regulated	98.0%	99.6%	98.4%
All	89.2%	92.9%	96.0%

ATTENDANCE		RETENTION		PASS		PROGRESS	
2023-24	92.0%	2023-24	93.6%	2023-24	95.6%	2023-24	>15%
2024-25	95%	2024-25	95.0%	2024-25	96.4%	2024-25	>15%
The percentage of learners who regularly attend all of their learning aims		The percentage of learners who are retained to the end of their learning aim (Completed timely + Continuing/ Starts)		The percentage of learners who successfully complete their learning aim (Achieved timely / Completed timely)		The proportion learners that progress onto learning	
		Note A: IN 2021-22 the SGS Retention rate for Adult learners was 92.2%		Note A: IN 2021-22 the SGS Pass rate for Adult learners was 93.4%		Note A: The National average is 12% Longitudinal Education Outcomes (LEO) dataset	

PERFORMANCE INDICATORS:

APPRENTICESHIPS

TREND RATES:

Qualification	Achievement
16-18 level 2	66.1%
16-18 Level 3	77.3%
19-23 Level 2	73.9%
19-23 Level 3	77.8%
24+ Level 3	81.5%
All Age	75.7%

NATIONAL AVERAGE LEVEL 2 RESULT	55.4%	SGS 2021-22 BASELINE	65.1%	SGS 2023-24 TARGET: RETENTION	>75%
				SGS 2023-24 TARGET: ACHIEVEMENT	>68%
CHANGE: DECREASE FROM 58.0% IN 2020-21		FRAMEWORK ACHIEVEMENT RATE REMAINS HIGHER AT 61.7% THAN STANDARDS AT 49.0%		SGS 2023-24 TARGET: WITHDRAWALS	<5%
				SGS 2023-24 TARGET: PAST END	<5%

NATIONAL AVERAGE LEVEL 3 RESULT	51.1%	SGS 2021-22 BASELINE	65.9%	SGS 2023-24 TARGET: RETENTION	>75%
				SGS 2023-24 TARGET: ACHIEVEMENT	>69%
CHANGE: DECREASE FROM 58.4% IN 2020-21		FRAMEWORK ACHIEVEMENT RATE REMAINS HIGHER AT 68% THAN STANDARDS AT 52.6%		SGS 2023-24 TARGET: WITHDRAWALS	<5%
				SGS 2023-24 TARGET: PAST END	<5%

NATIONAL AVERAGE LEVEL 4 RESULT	52.6%	SGS 2021-22 BASELINE	100%	SGS 2023-24 TARGET: RETENTION	>75%
				SGS 2023-24 TARGET: ACHIEVEMENT	>68%
CHANGE: DECREASE FROM 55.3% IN 2020-21		FRAMEWORK ACHIEVEMENT RATE REMAINS HIGHER AT 61.6% THAN STANDARDS AT 51.8%		SGS 2023-24 TARGET: WITHDRAWALS	<5%
				SGS 2023-24 TARGET: PAST END	<5%

APPRENTICESHIPS ACCOUNTABILITY FRAMEWORK

Indicator	Current	Target 23-24	Supplementary Indicators	Current	Target 23-24
Ofsted Outcome	Good	Good	Withdrawals	7.97%	<25%
Achievement rates	68%	69%	Apprentices > 365 days past their planned end	7%	<= .5%
Retention rates	71%	>75%	Apprentices > 180 days past their planned end	9.4%	<2%
Employer Feedback	3 (of 5)	4 (of 5)	Breaks in learning		= > 5%
Apprentice Feedback	-	*95%	End point assessment (EPAO identified)	0	0
Off the Job Training	-	**90%	Progress reviews	-	***95%

***If not otherwise captured this must be targeted through internal survey**

****% of apprentices with at least 24 hours recorded monthly (>= 72 at 12 weekly review)**

*****% of progress reviews fully completed with the expected window (e.g. every 12 week)**

SUBSIDIARY MEASURES

% of A LEVEL learner completing their main study programme		% of APPLIED GENERAL learner completing their main study programme		% of LEVEL 2 learner completing their main study programme		English and maths Grade 4 or equivalent	
BASELINE	92.5%	BASELINE	93.2%	BASELINE	86.0%		
2023-24	>93.0%	2023-24	>94.0%	2023-24	>89.0%	2023-24	>= -0.5 - <2
2024-25	>95%	2024-25	>96.0%	2024-25	>92.0%	2024-25	-
Note A: This will become the % Learners achieving a qualification (or non-qualification) who start it						Note A: How well 16-19 learners taking English and maths GCSE and equivalent qualifications do. This will become the new measure: achieving an English and maths qualification as a key route to employment.	

CORE OUTCOME BASED SUCCESS MEASURES

% Learners achieving a positive destination		% of E&T learners sustaining employment		% of E&T learners sustaining learning		% Adult Learners achieving a positive destination		% of Apprentices sustaining a positive destination	
BASELINE		BASELINE		BASELINE		BASELINE		BASELINE	
NATIONAL	85%	NATIONAL	52%	NATIONAL	52%	NATIONAL	70%	NATIONAL	92%
SOUTH W.	79%	SOUTH W.	41%	SOUTH W.	41%	SOUTH W.	76%	SOUTH W.	93%
>85%		>40% (>10% excluding learners entering an apprenticeship)		>40%		>75%		>90%	

SUBSIDIARY OUTCOME BASED SUCCESS MEASURES

<u>% Learners moving into priority industry sectors</u>	BASELINE: 37%	TARGET: 45%
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Advanced Manufacturing and Engineering		Agriculture, Agri-Tech and Land Management		Construction		Digital Industries		Creative Industries		Health & Social Care	
(WECA/ Glos. GSIP)		(WECA/ Glos. GSIP)		(WECA/ Glos. GSIP)		(WECA/ Glos. GSIP)		(WECA)		(WECA)	
National BASELINE	5%	National BASELINE	0%	National BASELINE	3%	National BASELINE	2%	National BASELINE	1%	National BASELINE	20%
>2*		>5%		>40%*		>10%*		>5%*		>30%*	

*Of learners completing studies within a relevant field

#Note: These measures are currently experimental – they are intended to prepare for the introduction of the ESFA FE Dashboard and measure how the College contributes to local skills needs. They acknowledge the likelihood of more courses commissioned by mayoral and combined authorities.

CORE SATISFACTION MEASURES

SURVEY RESPONSE RATE		FE LEARNER SATISFACTION		APPRENTICE SATISFACTION		HE LEARNER SATISFACTION		EMPLOYER SATISFACTION		STAFF SATISFACTION	
BASELINE	85%	BASELINE	93%	BASELINE	85.5%	BASELINE	77.4%	BASELINE	85.9%	BASELINE	72.8%
85%		95%		95%		85%		90%		90%	

% OF TLA GOOD OR BETTER		% OF TLA LESS THAN GOOD		FE SATISFACTION WITH TLA		HE SATISFACTION WITH TLA		STAFF CPD HOURS RECORDED	
BASELINE	88.8%	BASELINE	11.2%	BASELINE	95%	BASELINE	77.4%	BASELINE	20%
>95%		<5%		97%		85%		30	