

ACTION PLAN: Review of Post-16 Provision

No.	Recommendation	Proposed Actions / Progress	Success Measures	Responsibility	Date
1	Transition support is strengthened by developing a consistent borough-wide transition framework between schools and post-16 providers, including clear pre-enrolment guidance, earlier course matching, data sharing, and structured support during the first term/end of Year 12 when drop-out risk is highest.	- Strengthen post-16 transitions to improve collaboration between schools, colleges and SBC to support informed course choices, successful enrolment and improved retention. - Via cross site survey we were tasked with to identify any challenges that prevent students accessing post 16 education within the borough. - This led to an understanding that the key challenge was around transport barriers. Following this, a task and finish group has been formed and identified inequalities in travel times, costs and accessibility, particularly for learners from disadvantaged areas, where transport can influence course choice and increase withdrawal risks. - Next steps will include proposing a borough wide gathering of providers. Further work with the post 16 comms team is being explored. - Further explore transition requirements, systems and information	- Milestones include, survey identifying reasons why students choose Stockton based providers and reasons which led to a task and finish group that focussed on transport issues which confirmed the issues faced by students - Develop a post 16 transition framework	Transitions Working Group Lead: Mike Mackin	By July 2027
2	Early warning systems for flagging declining attendance, behaviour, and attainment are embedded across all post-16 providers with clear escalation and intervention pathways are in place before disengagement reaches crisis point.	- Develop and implement a multi-agency Post-16 Vulnerability and Participation Dashboard - Establish agreed risk indicators and thresholds for attendance - Track vulnerable cohorts, including SEND, care experienced young people, young carers, and those known to targeted support services - Support multi-agency discussions through regular risk review meetings about children who risk is escalating	- Dashboard developed and operational across all post-16 settings - Reduction in the number of young people progressing from "emerging concern" to "high-risk disengagement" status - Improved data sharing and consistency across providers - Sustained reduction in post-16 NEET figures - Reduction in learner drop-out and withdrawal rates	Transitions Working Group Mandie Rowlands Service Lead – School Support and Sufficiency	By July 2027

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3	Collaborative initiatives that are showing signs of successfully assisting young people, such as Teach Meets, Skills for Success, and Business Mentor Support, are expanded to all providers and prioritising subjects with historically smaller student cohorts.	• All post 16 providers engage with x3 'Teach Meets' focused on sharing best practice, raising achievement strategies etc. (Nov26+) • Launch Business Mentor programme through SBC Employment Hub for Year 13 students requiring addition support. (Oct26+) • Develop sessions for students across all providers focused on achieving A-B grades for identified subjects (Nov26+) • Develop opportunities to enhance subject knowledge and materials to support • Work with Employment Hub to develop Career / Sector sessions for Post 16 students	• X3 Teach meets during 26-27 with all providers and range of subjects • Business Mentor scheme launched with x20-30 students • X2 sessions in identified subjects for students focused on achieving high grades • Subject enhancement programme developed and launched • Career/Sector sessions developed and launched.	Excellence for All Working Group Lead: Simon White Patrick Jorden	By July 2027
4	Communication between all providers and young people and their parents/carers regarding the Post-16 in-Borough offer is strengthened	• Produce and promote a borough-wide Post-16 Prospectus/Brochure featuring all participating providers. • Develop consistent messaging and communication materials that can be shared across provider, school and council channels. • Deliver coordinated digital campaigns, including social media activity, student-led content and digital ambassadors. • Maintain a central source of information on provider open events and progression opportunities through the council website. • Explore and consider borough-wide promotional opportunities, including outdoor advertising and shared marketing campaigns. • Establish a communications network that supports information sharing between	• Increased awareness of local Post-16 options among learners and parents/carers (measured through survey feedback). • Increased engagement with Post-16 communications content, including website visits, brochure downloads and social media reach. • Improved attendance at Post-16 open events across borough providers. • Increased proportion of Year 11 learners progressing into Stockton-based Post-16 provision.	Communications Working Group Leads: Noel Dennis and Erika Marshall	By July 2027

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		providers and aligns promotional activity with Post-16 Leaders priorities	Positive feedback from providers regarding the effectiveness of joint communications and marketing activity.		
5	Careers education is embedded in to the curriculum in all schools and post-16 providers to ensure young people choose the right pathways for them and reduce early withdrawal by: - ensuring careers advice and guidance/post 16 options are available from Year 9 (or earlier) to enable young people to build their knowledge - developing resources and staff training to show how subject-specific knowledge and skills translate into employment, business and industry - give clear course expectations, progression routes and employment outcomes to reduce early withdrawal from and dissatisfaction with courses.	- Explore opportunities to develop a borough-wide Careers Pathway Framework covering Years 9-13, linking curriculum subjects to local employment opportunities. - Explore funding opportunities for an Enterprise Lead to develop: - An annual programme of sector insight activities aligned to key growth sectors - Employer Spotlight Events - An industry ambassador network - Sector taster experiences - A young entrepreneur challenge - Enterprise projects - Develop a digital Careers Portal providing information for young people, parents and carers on post-16 options, labour market information and progression routes. - Coordinate employer engagement activity through the Employment Hub to ensure all schools and providers have access to employer encounters and workplace experiences.	- Careers Pathway Framework to be cascaded to heads and careers leads. - Increase in employer encounters and sector engagement activities. - Increase reach of opportunities for young using digital platforms.	NEETS/ Pathways Working Group Leads: Ian Caley and Julie Marsden Excellence for All Working Group Leads Simon White and Patrick Jorden	By July 2027
6	Labour-market intelligence and cohort growth data is utilised to plan academic, vocational and apprenticeship provision more strategically, to ensure capacity keeps pace with demand and competition between age groups does not disadvantage younger learners.	- Produce an annual Stockton Post-16 Labour Market and Skills Demand Report incorporating NECA, TVCA and local employer intelligence. - Work with TVCA to contribute to mapping and gap analysis of post-16 provision through YGT programme.	- Annual LMI report produced and adopted by providers. - Share findings from mapping and gap analysis across post-16 providers.	NEETS/ Pathways Working Group Leads: Ian Caley and Julie Marsden	By July 2027

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		- Establish a quarterly employer advisory group to review emerging skills needs. - Share labour market intelligence with schools and providers to support curriculum planning and careers guidance. - Use Youth Guarantee Trailblazer and Employment Hub intelligence to identify emerging barriers and opportunities. - Explore opportunities to adopt a Lancashire Skills Hub dashboard to share intelligence across all partners.	Employer involvement and feedback, demonstrates improved alignment between provision and workforce needs.		
7	Cross-provider enrichment opportunities are broadened to not only create a more competitive offer compared with regional competitors but also raise aspirations.	- Develop a borough-wide enrichment calendar open to learners from all post-16 providers. - Scoping out events to showcase opportunities for each of the five enrichment themes identified in the new DfE Enrichment framework for school leaders to attend.	- A comprehensive calendar of enrichment activities shared across senior leaders from primary, secondary and post-16 provision, developed in-line with DfE framework - Deliver events in-line with the five areas, with representation from leaders.	NEETS/ Pathways Working Group Leads: Ian Caley and Julie Marsden Excellence for All Working Group Leads Simon White and Patrick Jorden	By July 2027
8	Post-16 providers explore collaborative approaches and strategic networks to address transport barriers, highlighted as a significant influence on post-16 choice including connectivity to all in-Borough post-16 providers and cost, so young people can access efficient, cost effective in-borough provision.	Currently under review		Transport Task and Finish Group Jonathan Kibble Strategic Transport Manager	By July 2027
9	Post-16 providers ensure that vocational courses provide coherent pathways to meet industry requirements	- Review outcomes from the TVCA mapping and gap and share with leaders across post-16 provision. - Develop sector pathway maps for a sample number of roles, showing progression from	- Present findings at post-16 partnership. - Sector pathway maps and present at post-16 partnership.	NEETS/ Pathways Working Group Leads: Ian Caley and Julie Marsden	By July 2027

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		school through further education, apprenticeships and employment. • Work with some employers to validate course content and progression routes. • Work with TVCA to inform and shape future programmes that address new government priorities around youth unemployment. • Explore ASF-funded and Youth Guarantee-funded programmes to fill identified pathway gaps.	• Identify gaps in provision and develop pilot programmes where demand exists. •		