Modern foreign languages: Decision-making, motivation and 14-19 schools

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Abstract

This article reports on an exploratory study comparing aspects of teaching & learning modern foreign languages in secondary schools (11-16 or 11-18) and schools for 14-19 year olds in England. The study uses data gathered from 70 head teachers and 634 Year 10 students (aged 14-15), and focuses specifically on comparing school-level decision-making, student motivation and student choice in schools for the two age groups. It finds that decision-making was approached differently in each, with 14-19 schools taking a less top-down approach, and that student motivation differed significantly with students in 14-19 schools displaying more autonomous motivation. These students were less likely to have been given a choice as to whether or not to take the subject. Possible reasons for differences between approaches of head teachers and students to the subject in the two kinds of school are discussed and directions for future study proposed.

Introduction

In recent years, the English school landscape has changed. New types of school have been introduced, new methods of funding and governance have emerged and new expectations have been established. It is no longer useful, if it ever was, to conduct a study in 'schools' and expect to see findings that can be generalised across all institutions in that phase, given that there is now such a variety of schools, each with their own specific characteristics (see Courtney, 2015). The new school inspection framework setting out what inspectors expect to see emphasises the individualised nature of each school's curriculum offer (Ofsted, 2019), further crystallising this issue. This article compares aspects of the teaching and learning of modern foreign languages (head teacher decision-making, student motivation and student choice) in two types of school in England – those providing for the 'traditional' secondary age range, and those for students aged 14-19.

Some of the types of school shaping the current English educational landscape are very high profile, such as academies and free schools, and have received a lot of media and public attention. Developing more quietly have been schools specifically for 14-19 year-olds aimed at those looking for a more vocational or employment-focused education. This age range encompasses Key Stages 4 (age 14-16) and 5 (age 16-19) which represent the phases which are usually characterised as involving an element of subject choice, where students are able to choose some of the subjects they take forward to examination level. Two sub-types of school fall into this category and will be considered here – Studio Schools and University Technical Colleges, or UTCs. Studio Schools were initially overseen by the Studio Schools Trust and with the first schools opening in 2010. The now-defunct website of the trust described them as 'a new concept in education, which seeks to address the growing gap between the skills and knowledge

that young people require to succeed, and those that the current education system provides' (Studio Schools Trust, 2011).

In a similar vein, University Technical Colleges aim to provide a technical education for 14-19 year olds, and each has their own specialism (see http://www.utcolleges.org). Both types of school teach the national curriculum, but what this means in terms of subjects offered varies from school to school given the more fluid nature of Key Stage 4 entitlements. Both types of school form part of the English policy approach of increasing choice between schools and extending the compulsory phase of education – a contrast to Welsh and Scottish policy (Gunning & Raffe, 2011; Hodgson & Spours, 2011).

The subject focus of this article is Modern Foreign Languages (MFL). As the subject is currently not compulsory for the 14-19 age group, having been made optional in Key Stage 4 in 2004 (Department for Education and Skills, 2002), the decision as to whether or not to teach it in schools catering exclusively to this age range rests entirely with the individual school, and not all offer a language. Against this background, student motivation becomes particularly relevant. Studies in the UK tend to show poor levels of motivation (Coleman, Galaczi and Astruc 2007; Lanvers 2017; Williams, Burden and Lanvers 2002), as do those conducted in other Anglophone nations (East 2009; Group of Eight 2007; Lanvers 2017; Lo Bianco 2014). Throughout Key Stage 4, some schools offer the subject only to certain students, sometimes described as following particular 'pathways', and often decided on the basis of their predicted attainment (Education Datalab, 2015; Lanvers, 2017), where others provide a free choice or retain compulsory language study. It is this devolving of decision-making to school level which forms the basis of part of this article.

Although UTCs and Studio Schools differ in their educational intentions, both focus on preparing students for working life in particular areas. Whilst they are 'organisationally and discursively' different (Courtney, 2015, p. 803) in many ways, for the purposes of this study, they can be considered alike in the sense that both types of school serve the same phase of education, characterised by a level of subject choice, and both focus specifically on preparing students for work. This level of similarity means that decision-making around the place of MFL in the curriculum can be hypothesised to be approached in similar ways in both sub-types of school, and they are thus here treated homogenously as '14-19 schools'.

As these schools are comparatively new and make up such a small proportion of the school landscape, there is very little research which touches on them, and no studies have been located which have been conducted specifically in such schools. Studies outlining the development of 14-19 education in England generally consider it problematic (Higham & Yeomans, 2011) as it has traditionally been a phase which has straddled compulsory and post-compulsory education, although this is no longer the case (gov.uk, 2014a). Further, it has always been 'weakly institutionalised and at the mercy of successive governments' policy commitment to the concept' (Higham & Yeomans, 2011, p. 220). Nevertheless, the phase can be considered a separate entity due to the specialisation of students' education which begins with the selection of optional subjects at age 14, regardless of the type of school they attend (Anders, Henderson, Moulton & Sullivan, 2018). Part of the purpose of 14-19 schools is to provide continuity of education for this more specialised phase, rather than from age 11-16 as is traditional.

An analysis of information provided on the websites of UTCs and Studio Schools during the design of this study in 2014 showed that of the 36 Studio Schools which were open at that point, 19 did not offer a language at KS4 and a further three did not give any information. As well as

whether or not to offer a language, and in common with all schools in England, the decision as to which language(s) should be taught is also devolved to school level. Seven of the fourteen Studio Schools surveyed which offered a language offered French, either on its own or in combination with German (one school) or Mandarin (one school).

Again, some UTCs offer an MFL while some do not. The majority of websites for the 58 UTCs open in 2014 or scheduled to open within the following two years advertised the fact that students could take a language; only five of the schools which outlined the options available did not mention languages, suggesting that they were not offered. Eight did not include any information on GCSE options. Seven schools stated only that 'a language' may be studied, and of those which specified, in a reversal of the order of popularity amongst the school population as a whole where French dominates (Tinsley & Doležal, 2018), German was the most common, offered solely or in conjunction with another language by 22 UTCs, followed by Spanish (21) and French (16). According to the most recent data available, German emerges as the second most in-demand language from employer surveys after French, and the most commonly requested language in job adverts (Tinsley, 2013), so this distribution is likely to reflect the employment focus of these schools.

Discussing the development of 14-19 schools, Fuller & Unwin (2011) note that:

> in the contemporary rhetoric, the 'traditional pedagogy' associated with academic education is seen as alienating many young people and, hence, an alternative 'practical' pedagogy is seen as the organising principle for new types of institutions and forms of provision (p. 196).

This is certainly true of UTCs and Studio Schools, which have such students, those who might find themselves alienated by a traditional academic curriculum, as their target 'market'. This notion of student choice between academic & vocational (or employment-focused) developed under New Labour (Higham & Yeomans, 2011), and the notion of school choice has developed further under successive governments, in line with an increasing neoliberal marketization of education.

For such schools, which are established to provide education targeted at specific employment sectors, the challenge is overcoming what has sometimes seemed to be an impermeable academic-vocational divide. The fact that languages are designated as 'academic' is problematic given the applied nature of language use (Hagger-Vaughan, 2016), and particularly when business needs for languages are considered – a student who undertook vocational courses in engineering for example, might also need language skills to make the most of their career opportunities in the future, but these 'academic' skills may not be available on their vocationally-based pathway (Heaps, 2004), or indeed at their vocationally-focused school. Whilst UTCs and Studio Schools do provide a 'core' of GCSEs alongside the vocational qualifications (Gomery, 2018), this is not the main selling-point of such institutions, and languages are not automatically included. Looking globally, it tends to be at tertiary level or in adult education that Language for Specific Purposes classes are available to meet the need of vocational career pathways, and these generally focus on English (see Basturkmen, 2012) rather than meeting the needs of Anglophone learners of other languages.

When the government revisited the compulsory core curriculum at the beginning of this century, considering languages as academic did not bring with it the benefit of being considered one of the 'essential' subjects (Department for Education and Skills, 2002) and it did not retain its

compulsory status. As the government moved towards a more traditional academically-focused curriculum within the past decade, the status of languages was raised somewhat, although the effect was not necessarily borne out in terms of exam entries (Tinsley & Doležal, 2018). The only survey of languages in Further Education estimated that less than 1% of students on vocational courses were studying a language (CILT, The National Centre for Languages, 2006). More recent reports also note the lack of language provision on vocational courses (Tinsley & Board, 2017). There is a clear mismatch between the messages coming from business, defence, diplomacy and other sectors regarding the need for languages, and the skills of school leavers (All-party parliamentary group on modern languages, 2019; CBI, 2012; UKCES, 2012; Mann, Brassell, & Bevan, 2011; Tinsley, 2017) which is compounded by decisions made at policy level.

As well as the light-touch curriculum policy regarding modern foreign languages, which devolves decision-making to school level (Department for Education, 2013d), and the devolving of curriculum decisions to individual institutions which comes with academisation, accountability measures imposed by the government send contradictory messages regarding the importance of language study. MFL is included as one of the five subjects making up the academically-focused EBacc measure, which considers the number of students taking GCSE exams (at age 16) in a predetermined suite of subjects and is reported as part of school league tables. However, the Progress 8 measure, which is a newer addition to schools' accountability measures, considers students' scores in eight subjects, three of which must be EBacc subjects. The flexibility built into this measure means that any, all or none of those EBacc subjects might be a language, so if 14-19 schools prioritise this measure then they need not offer a language. That said, since this study was conducted the government has announced ambitious targets for the proportion of students who should be entered for the full suite of EBacc subjects and Ofsted

have included this as a focus for school inspections (Ofsted, 2018; 2019), suggesting that 14-19

schools may increasingly be under pressure to offer the subject. This is likely to prove

challenging given the documented shortage of teachers of MFL (Allen, 2016). A 2018 report

found that just 14.6% of UTC pupils entered all EBacc components in the preceding academic

year (Dominguez-Reig & Robinson, 2018).

This study
Given the landscape outlined above, this study investigates the head teachers' decision-making

in 14-19 schools regarding modern foreign languages compared with their counterparts in 11-16

or 11-18 schools (the more common model for secondary education in England, hereafter

referred to as 11-16+ schools) with a view to identifying and understanding any differences. It

also compares student choice and motivation in the two types of school.

The data reported here were collected as part of a wider study (Parrish & Lanvers, 2019; Parrish,

2019) and can be considered exploratory findings acting as a precursor to further in-depth

investigation of decision-making and student motivation in the 14-19 phase. The study reported

in this article considered the following main research questions:

1. In what ways does head teacher decision-making around modern languages provision
   differ in 14-19 schools compared to 11-16+ schools?
2. To what extent does student motivation in language learning differ in 14-19 schools
   compared to 11-16+ schools?
3. How does student choice differ in 14-19 schools compared to 11-16+ schools?

This study uses Self-Determination Theory as its theoretical framework. This theory, developed

by Deci & Ryan (1985) encompasses a range of sub-theories, including Organismic Integration

Theory which is used here due to its flexibility to conceptualise language learning motivation as

comparable with other learning motivation, and not specifically dependent on views of the self as

a user of the language, as is inherent in other language learning motivation frameworks. This was considered much more suitable for school learners in an English context (see Parrish & Lanvers, 2019) and has been used in a range of studies investigating language learning motivation in other contexts (see for example Comanaru & Noels, 2009; Davis, 2018; Noels, Pelletier, Clément, & Vallerand, 2003; Oga-Baldwin, Nakata, Parker & Ryan, 2017).

Organismic Integration Theory considers extrinsic motivation to consist of increasingly internalised elements, with external regulation the least autonomous. This type of regulation is characterised by working to gain a reward to avoid punishment. Moving up the continuum, introjected regulation indicates working to achieve a feeling of pride or to avoid a sense of failure, and identified regulation being motivated by instrumental reasons. This type of regulation is more autonomous and followed on the continuum by intrinsic motivation. As motivation moves up the continuum, educational outcomes have been found to improve (Reeve, Deci, & Ryan, 2004; Taylor, Jungert, Mageau, Schattke, Dedic, Rosenfield & Koestner, 2014).

Method
Data was gathered by means of questionnaires issued to both head teachers and Year 10 students (aged 14-15). In total, head teachers at 437 schools in twenty-two local authorities (administrative areas) in England were contacted directly by email and invited to take part. This included heads of all University Technical Colleges (UTCs; n = 31) and Studio Schools (n = 35) that were open in the 2014/15 academic year as well as representing a spread of geographical areas and a mix of urban, rural and coastal schools. In addition, teacher networks, social media and the author's professional contacts were used to increase responses. Students were recruited both through participating head teachers and professional contacts.

Responses were obtained from 70 head teachers, of whom six were from 14-19 schools (a response rate of 9%), and 634 students from ten schools in nine local authorities. Of these, 139 were from 14-19 schools (22% of the sample). Students were recruited via the head teacher survey, with head teachers who indicated their willingness for their students to take part being contacted with a further invitation. No identifying data was collected from students and all data was anonymised, in line with the relevant ethical frameworks. Given the uneven distribution of participants amongst the types of school, the work must necessarily be treated as a pilot study into decision-making in schools in this phase.

A breakdown of student responses by school type is shown in Table 1.

[Table 1 near here]

Head teachers were asked whether or not their school offered a language as part of the curriculum and whether or not students had a choice of taking a language. Those who indicated that they did were asked whether or not students had a choice of whether or not to take the subject. They were also asked about their own decision-making in two questions: one asked about the importance of the views of a range of seven stakeholders and the other the importance of thirteen factors. The stakeholders listed were the head teacher, school governors/ trustees, senior leadership team, parents, students, other staff and local employers; the factors are listed in Table 2 and were developed for the study based on possible areas of concern in designing a curriculum.

[Table 2 near here]

Students were asked whether or not they were taking a language for GCSE and then whether or not this had been their choice. Students who were taking a language were given four response

options written in student-friendly language: Yes, it was up to me; School gave me a choice but basically I had to take one – I felt under pressure; No, everyone in my school has to take a language; No, not really – because I get good grades my school said I had to take one. Those who were not taking a language were also given four options: Yes, but I didn't want to do language at all; Yes but it didn't fit in with my other subjects; No, I wasn't allowed; Yes, but I didn't want to do any of the languages on offer.

Motivation was measured using the standard instrument for Organismic Integration Theory in schools, known as the Academic Self-Regulation Questionnaire (SRQ-A) (Ryan & Connell, 1989). This instrument has been designed for high school (secondary) students and used in a range of studies in a range of subjects to address why students do aspects of their work, and ten items were selected to address students' work in modern languages in particular. It was chosen above scales designed specifically for language learning, which were deemed unsuitable for a UK classroom context as they presume some level of desired future engagement with the language or its speakers, which is not always present at school level. In line with the standard operational procedure. participants were asked to indicate whether the items were Very true, Sort of true, Not very true or Not at all true and the responses allowed motivation to be located on the continuum described above. Table 3 shows the continuum and the responses used to identify students' position on it.

[Table 3 near here]

Results

Staff decision-making

In total, 70 head teachers responded to the item regarding the teaching of modern languages. All 58 11-16+ schools indicated that they offered a language, but in 14-19 there was a split, with six schools offering one and six schools offering no MFL. Of the six who offered a language, three indicated that all students could choose whether or not to take the subject, and two indicated that languages were compulsory for all. The sixth respondent dropped out of the survey at this point and recorded no further responses.

In 11-16+ schools, 18 schools (51.4%) indicated that all students could choose whether or not to study MFL, 11 (31.4%) that languages were compulsory for all and six (17.2%) that some students could choose.

The data on stakeholders were found not to be normally distributed (Shapiro-Wilk, p < .005) and so Mann-Whitney U tests were conducted to establish whether differences existed between the two groups of schools. The data shows that the importance placed on their own views and those of SLT by head teachers was significantly higher in 11-16+ schools than in 14-19 schools, with a medium effect size (*r*) according to Cohen's (1988) breakdown (0.1 – small; 0.3 – medium; 0.5 – large; 0.7 – very large). Conversely, the views of employers and other staff were significantly more highly valued by head teachers in 14-19 schools, also with medium effect sizes (see Table 4).

[Table 4 near here]

The data on factors which influenced decision-making were found not to be normally distributed (Shapiro-Wilk, p < .005) and so Mann-Whitney U tests were conducted to establish whether differences existed between the two groups of schools. As can be seen in Table 5, no significant differences were found between the groups.

[Table 5 near here]

Student motivation

In total, 483 students indicated whether or not they were taking a language. Of these, 125

attended 14-19 schools. 35 students (28%) from such schools were taking a language,

compared with 319 students (89.1%) in 11-16+ schools.

Of the 35 from 14-19 schools, one student (2.9%) indicated that taking a language had been

up to them and two (5.7%) that they had felt under pressure. Nine students (25.7%) indicated

that languages were compulsory and 23 (65.7%) that they had been made to take a language

because they got good grades. In 11-16+ schools, 147 indicated they had had free choice

(57.6%) and 60 that they had felt under pressure (23.5%). 21 students reported that languages

were compulsory (8.2%) and 27 that they had to take a language because of their grades

(10.6%). This is represented in Figure 1.

[Figure 1 near here]

In line with established procedures for analysing SRQ-A data (Ryan & Connell, 1989), the

items were combined into four subscales representing the three types of external regulation,

and intrinsic regulation. These were subsequently combined to generate a score on the

Relative Autonomy Index (RAI) using the formula:

$$2 \times \text{Intrinsic} + \text{Identified} - \text{Introjected} - 2 \times \text{External}$$

The make-up of the scales and subscales is shown in Table 6.

[Table 6 near here]

Mann-Whitney U tests carried out on the student motivation data after it was found to be non-normally distributed revealed significant differences for some of the items, as shown in Table 7. All effect sizes were small.

[Table 7 near here]

The findings show that where significant differences were found, the scores were always higher for students in 14-19 schools than their counterparts in 11-16+ schools. Students in 14-19 schools were significantly more likely to do their work in order to feel proud or because they might get a reward, although these differences were not sufficient to make either of the subscales they contributed to significantly different, or the controlled scale. These students were, however, significantly more likely to do their work for reasons which contribute to the identified and intrinsic subscales and the autonomous scale.

Discussion & conclusion
Head teacher decision-making
Although the sample size was small, and skewed towards 11-16+ schools, the data showed that not all 14-19 schools in the sample offered a language, in line with expectations based on the data gathered from Studio School and UTC websites. Two of the 14-19 schools which offered a language made it compulsory; this was the case in around a third of 11-16+ schools. Around half of schools in this category indicated that all students had free choice, with the remainder providing choice to some students.

Stakeholder data showed that in 14-19 schools, the views of staff other than the head teacher and SLT, and local employers were significantly more important than in 11-16+ schools. This reflects the emphasis placed on employment-orientated education in such schools, as well as the smaller leadership and staff teams which exist in smaller schools. Conversely, head teachers in 11-16+ schools placed significantly more value on the views of the head teacher

and the senior leadership team than did 14-19 heads. This reflects a more traditional, top-down view of the school decision-making process in 11-16+ schools, in contrast to the increasing trend for greater responsibility to be taken lower down the leadership structure (Higham et al, 2012). The 14-19 data may be indicative of a flatter leadership structure and perhaps greater staff autonomy in such schools, perhaps as a consequence of their smaller size. All of these significant differences had medium effect sizes, providing further support for the notion that the differences were important ones. The data suggest that decisions were made in different ways in the two kinds of school, with employment or vocationally focused schools living up to their stated mission by organising the curriculum according to the needs of employers, looking outward to the world beyond the school gates, in line with findings from Gomery's (2018) case study. A more democratic leadership structure also appeared to be in evidence.

No significant differences were found between the factors head teachers considered in their decision-making. This suggests that the practicalities considered were broadly similar across both types of school, although the small sample size means this would bear further investigation, especially in light of the effect sizes of some of the items, which approached the 'medium' threshold, and the increasing trend towards focusing on effect sizes rather than p-values in statistical research (see Cumming, 2014). Those factors with the largest effect sizes showed that head teachers in 11-16+ schools tended to place more importance on the availability of a GCSE in the language than did their counterparts in 14-19 schools; by contrast, 14-19 head teachers placed more importance on the preferences of students & parents and offering something different to local schools. Although these differences were non-significant, when taken in combination with the findings relating to stakeholders, they suggest that the decision-making process in 14-19 schools may be more outward-looking or strategic than that in secondaries serving the full age range,. When looked at in conjunction

with the findings of the wider study (Parrish, 2019), which found that collectively, schools tended to act in an operational, rather than strategic way when considering language provision, these findings point to a need to consider types of school separately, rather than a homogenous whole.

A further study might take a qualitative approach to understanding these differences and develop the quantitative work to include a greater number of 14-19 schools; as of 2018, 39 open Studio Schools were listed on the trust's website and 48 UTCs on the University Technical Colleges website. By working with a greater proportion of such schools, validity would be added to the quantitative findings presented here.

Student motivation

The motivation data gathered through the SRQ-A show significant differences in students' motivation in the two types of school. In 14-19 schools, the students were more likely to be motivated by autonomously controlled reasons such as wanting to understand the subject, feeling it was important and finding it fun. They were also keen to feel proud, and worked for the prospect of a reward. The wording of the question was deliberately ambiguous as to what reward might motivate the students, in order to encompass small rewards such as sweets which might be given for a correct answer in class, as well as larger rewards which might be given by parents or schools for exam success, for example. The higher scores given to this item by students in 14-19 schools may point towards a stronger culture of such rewards in the schools from which the students were recruited. Indeed, the websites of UTCs suggest a strong ethos of rewarding students with trips.

Overall, the findings suggest that students in 14-19 schools have a different approach to their learning in modern foreign language than their peers in 11-16+ schools. They seem to place greater value on the subject, as evidenced by their higher scores on the identified regulation

items, and enjoy it more, as evidenced by their scores on the intrinsic regulation items. These are both positive types of motivation, linked to higher attainment (Reeve et al, 2004), and so the findings suggest that something in the nature of provision in 14-19 schools increases student motivation in languages. This may be due to the nature of the schools themselves, which represent an active choice made by students to leave their previous schools and attend an institution with a different ethos & focus. Within Self-Determination Theory, a choice which allows students to feel a sense of autonomy has been found to increase motivation (Katz & Assor, 2006) suggesting this may play a role. It may also be a reflection of the way these schools market their subject portfolio and the value of the courses to students' future careers, minimising the problematic academic-vocational divide. A further study might include a qualitative element that would allow these possible explanations to be unpicked further.

Student choice

The data show that it was much more common for students in 11-16+ schools to be taking a language than it was students in 14-19 schools. It was also much more common for students in 11-16+ schools to be given free choice, with students in 14-19 schools more commonly reporting that they were made to take the subject because of their grades. This approach suggests that they were selected by the school to follow an EBacc pathway, something which is common (Education Datalab, 2015; Lanvers, 2017). However, it must be noted that the 14-19 data come from only two schools, and so the findings are not clear-cut and would certainly need further investigation in a future study. It can be concluded then that the findings of this study give an indication that choice is offered in a different way in the two types of school, but the data is insufficiently clear to be able to draw strong conclusions.

The findings reported here suggest that substantial differences exist between the two broad types of school considered. Students who have made the choice to disrupt the status quo by

leaving their school and moving to one which offers a different type of provision seem to be more motivated in their language study, despite reporting that the reason they were taking a language was because they had been made to take the subject due to their high attainment. This contrasts with the findings of the main study (Parrish & Lanvers, 2019), which found that students who were taking a language for this reason were less motivated than their peers who had been given free choice or who were in settings where languages were compulsory. This discrepancy points to differences in the motivational profiles of students in 14-19 schools when compared with their peers which certainly bear further investigation and may extend to other subjects. Given the provisional, exploratory nature of this study, further work in these schools would be valuable in adding to our understanding of both school-level policy making, and student motivation.

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Tables

Table 1
Breakdown of student responses by school type.

Category	Number of schools	Number of participants
14-19	2	139
11-16+	8	367

Table 2
Factors listed in the item 'how important are the following factors to you in deciding which languages to offer?'.

Factor	Short form used in analysis
Expertise of current staff	Staff expertise
Availability of resources in school	Resource availability
Cost of new resources	Resource cost
Suitability of the language for the ability range of the school's learners	Suitability
Availability of a GCSE	GCSE availability
Availability of an A-Level	A-Level availability
Preferences of students/parents	Student/parent preference
Future recruitment of staff	Future recruitment
Offering the same languages as in other local secondaries	Same as locally
Offering different languages to other local secondaries	Different to locally
Offering languages which are widely taught nationally	Widely taught
Offering languages which are not widely taught nationally	Not widely taught
Likelihood of the language being useful in students' future lives or careers	Likely usefulness

Table 3

The Self-Determination Continuum and SRQ-A Responses used

Type of motivation	Amotivation	Extrinsic motivation			Intrinsic motivation
Type of regulation	Non-regulation	External	Introjected	Identified	Intrinsic
Characterised by	Lack of intent, lack of value placed on outcome	Compliance, seeking external rewards, avoiding external punishments	Self-control, allocation of internal rewards and punishment	Personal importance, conscious valuing of outcome	Interest, enjoyment, inherent satisfaction
Identifying responses		Because that's what I'm supposed to do	So my teachers will think I'm a good student	Because I want to understand the subject	Because it's fun
		Because I will get in trouble if I don't	Because I'll feel bad about myself if I don't do well	Because it's important to me	Because I enjoy it
		Because I might get a reward if I do well	Because I will feel proud of myself if I do well		

Table 4

Results of Mann-Whitney U test comparing importance of stakeholders between the two types of school.

	U	*z*	*p*	*r*
Head teacher	130.0	2.064	.040	.33
Governors	83.0	.022	1.00	.04
SLT	128.0	1.973	.050	.32
Parents	75.0	-.325	.769	-.05
Students	78.5	-.174	.867	-.03
Other staff	32.5	-2.250	.028	.36
Employers	28.0	-2.420	.016	-.39

Table 5
Results of Mann-Whitney U test comparing importance of a range of factors between the two types of school.

	U	z	p	r
Staff expertise	93.5	.477	.645	.08
Resource availability	62.5	-.866	.399	-.14
Resource cost	74.00	-.368	.738	-.06
Suitability	67.0	-.673	.529	-.11
GCSE availability	121.0	1.680	.102	.27
ALevel availability	100.0	.761	.475	.12
Student/parent preference	49.5	-1.429	.159	-.23
Future recruitment	99.0	.715	.501	.12
Same as locally	49.0	-1.486	.159	-.02
Different to locally	48.0	-1.562	.146	-.25
Widely taught	65.0	-.760	.475	-.12
Not widely taught	66.5	-.709	.501	-.12
Likely usefulness	72.0	-.455	.675	-.07

Table 6
Translation of SRQ-A items into scales

Items	Subscales	Composite scales	Scale
Because I want my teacher to think I'm a good student Because I'll feel bad about myself if I don't do it Because I'll feel proud of myself if I do well	Introjected	Controlled	Relative Autonomy Index
Because I'll get in trouble if I don't Because that's what I'm supposed to do Because I might get a reward if I do well	External		
Because it's fun Because I enjoy it	Intrinsic	Autonomous	
Because I want to understand the subject Because it's important to me	Identified		

Table 7
Results of Mann-Whitney U test comparing student motivation responses between students at the two types of school.

|	*U*	*z*	*p*	*r*
Good student	12444.5	-1.204	.229	-0.06
Feel bad	11777.5	-1.950	.051	-0.10
Proud	11703.5	-2.077	.038	-0.11
Introjected	*12056.0*	*-1.698*	*.090*	*-0.09*
Reward	11322.0	-2.494	.013	-0.13
Trouble	13650.5	.285	.776	0.02
Supposed	13384.0	-.027	.978	0.00
External	*12455.0*	*-1.223*	*.221*	*-0.06*
Controlled	**12881.0**	**-.784**	**.433**	**-0.04**
Understand	11200.0	-2.736	.006	-0.15
Important	11284.0	-2.550	.011	-0.14
Identified	*11555.5*	*-2.270*	*.023*	*-0.12*
Fun	11674.5	-2.030	.042	-0.11
Enjoy	11405.0	-2.324	.020	-0.12
Intrinsic	*11829.0*	*-1.909*	*.056*	*-0.10*
Autonomous	**11697.5**	**-2.152**	**.031**	**-0.11**
RAI	*12601.0*	*-.969*	*.333*	*-0.05*
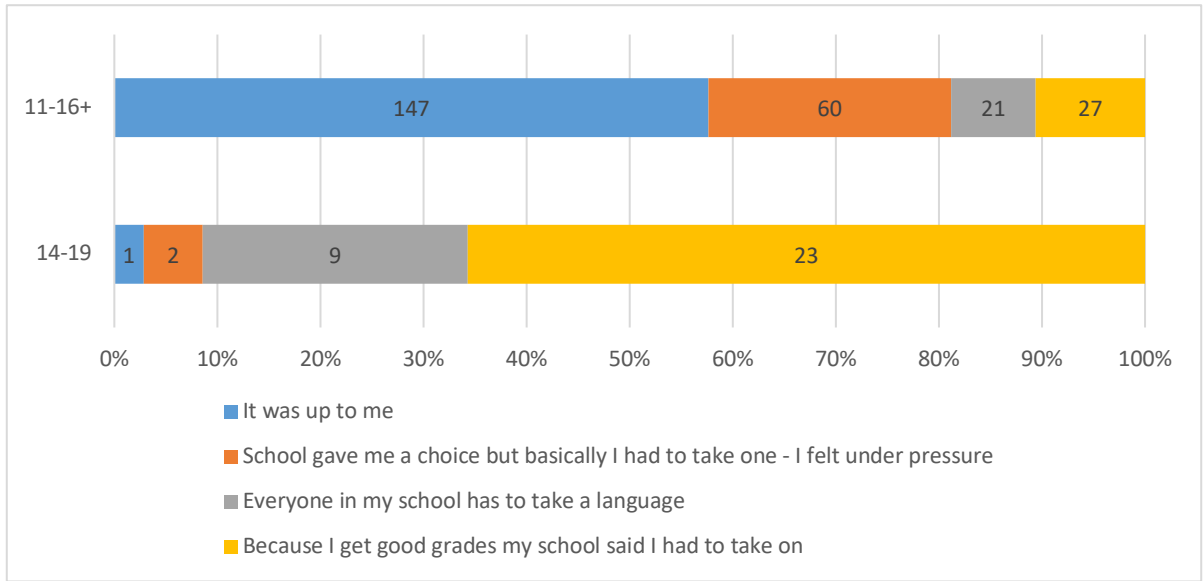
Figure 1: Students' responses to choice items. Numbers of students are shown within the bars.