



**Ulidia Integrated College, Carrickfergus**  
112 Victoria Road Carrickfergus BT38 7JL

## **REPORT OF THE BOARD OF GOVERNORS**

**December 2014**

***For the academic years 2013-2014***

**ULIDIA INTEGRATED COLLEGE  
(EAST ANTRIM INTEGRATED COLLEGE LTD)**

**REPORT OF THE BOARD OF GOVERNORS (DIRECTORS)  
ON THE 2013/2014 COLLEGE YEAR**

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## COLLEGE STAFF (2013/2014)

The Senior Management Team (SMT) of the college consists of the following members of staff:-

<b>Principal:</b>	Mr Eugene Martin, BSc MA PGCE
<b>Deputy Principal</b>	Mrs Gillian Bonar, BA PGCE
<b>Pastoral Leader</b>	Miss Darina Connolly, BA, PGCE

The Leadership team of the college consists of the above members of staff and also:

<b>Senior Coordinator:</b>	Mrs Joanne Allen, BSc PGCE Dip Maths
<b>SENCO:</b>	Mrs Renee Smith, BA (Hons) PGDip TEFL PGCE
<b>Bursar:</b>	Mrs Carmel Pennycook

### Teaching Staff

MR. D. BARNARD	BSc (Hons) QTS MEd	ICT Leader
MRS. H. BELL	B.Ed (Hons)	RE Leader
MRS. E. BRADY	BSc PGCE	Physical Education
MRS. L. BRINES	BSc (Hons) PGCE	Physical Education
MRS. T. BUICK	B.Ed PDGC	French Leader
MRS. D. CHADA	BA (Hons) PGCE	Art & Design
MRS. S. CONVILL	BA (Hons) PGCE	HE Leader
MRS. J. DOIG	BSc (Hons) PGCE	Science
MR. C. DONNELLY	BSc PGCE	Physical Education
MR. B. DUNLOP	BSc (Hons) PGCE	Geography
MR M GILMOUR	B.A. (Hons) PGCE	ICT
MR. J. GLASS	B.Sc P.G.C.E	Science Leader
MRS. L. GLASS	BSc (Hons) PGCE.	Science
MISS JULIE GUERET	MA PGCE	English
MISS CHRISTINA HAIRE	B.A. (Hons), PGCE	Drama
MISS. L. HALL	BSc (Hons) PGCE	Mathematics
MRS. R. KELLY	BA PGCE	French
MRS. M. MARTIN	BA (Hons) PGCE	English
MISS W MCADAM	BA (Hons), PGCE	English
MRS. A. MCBRIDE	BA (Hons) PGCE	History Leader
DR. A. MCCLEAN	B.Sc. (Hons) PhD PGCE	Science
MRS M MCCOLGAN	B.Ed (Hons)	Drama Leader

MISS L MCCOURT	B.Sc. (Hons) PGCE	Mathematics
MISS. E. MCERLEAN	BA (Hons) PGCE	Music Leader
MISS. R. MCKEE	BA (Hons) PGCE	English
MR. N. MEHARG RD	B.Ed PGCE	ICT
MRS. J. MERCER	BA (Hons) PGCE MA Ed	Art Leader
MRS. C. MITCHELL	Dip BEd Bd DASE	Special Needs
MISS M OWENS	B.A.(Hons), PGCE	English Leader
MRS. S. PATTERSON	BA (Hons) PGCE	Geography Leader
MRS M PIERCE	B.Sc.(Hons), PGCE	Mathematics Leader
MISS R FERRES	B.Sc.(Hons), PGCE	Mathematics
MR. I. SHANKS	BSc (Hons) PGCE	Science
MR. G. SPRATT	BSc (Hons) PGCE	Physical Education
MRS. W. STEVENSON	BEEd (Hons) PGC (HE) MSSC	Home Economics
MR. G. STIRLING	BA (Hons) PGCE	Technology
MRS. K. TONER	BA (Hons) PGCE	Drama
MISS. S. WATTERS	BA (Hons) PGCE	LLW
MR C WRAY	B.Sc. (Hons) PGCE	ICT

## **SUPPORT STAFF**

### ***Finance***

Financial Administrator: Mrs Carmel Pennycook

### ***Office Staff:***

Clerical Officer: Mrs Joan McErlean

### ***Principal's Secretary***

Mrs Olive Madden

### ***Facilities Manager***

Mr Ivan Buick

### ***Technicians***

Art & Design	Mrs Carly Smyth
Science	Mrs Elaine McLaughlin
Home Economics	Mrs Una Gilmore
Information Technology	Mr David McVeigh
	Mr Allen Jameson
Technology	Mr Gary Armstrong

## **Ulidia Integrated College**

### **Board of Governors 2013-2014**

The College's Board of Governors comprised 16 members and is determined in accordance with the Education Reform (NI) Order, 1989 under a scheme of management approved by the Department of Education. There are four main categories of membership.

#### **1 Foundation Governors**

The Scheme of Management provides for the appointment of Six Foundation Governors, of which one third should be parents of pupils attending the college. These are Parent Foundation Governors. The other Governors in this category are NICIE Foundation Governors.

**Mr Robert McAlister (Chairman of the Board)**

NICIE Trust Foundation Governor

**Mrs Marina Smyth**

Parent Foundation Governor

**Mr Kieran Smyth**

Parent Foundation Governor

**Mr George Leslie (Treasurer)**

NICIE Trust Foundation Governor

**Mr Walter Bleakley**

NICIE Trust Foundation Governor

**Mr Stephen Crockard**

NICIE Trust Foundation Governor

#### **2 Teacher Governors**

Two teachers are elected by secret ballot by the assistant teachers of the College to serve for four years.

**Mr Ian Shanks**

Mr Shanks joined the teaching staff in September 2004 and is one of our Year Coordinators.

**Vacant**

To be Appointed

### **3 Parent Governors.**

Four parents are elected to serve on the Board of Governors. One is elected annually at the AGM by the parent body. They serve for four years.

Mrs Janice Morrow  
Mrs Helen McGuinness  
Mr Ian Cochrane  
Mr Gary Nicholson

### **4 Department of Education Nominees**

Four members are appointed to the Board on the nomination of the Head of Department of Education to serve for four years.

Mrs Lauren Scott  
Mr John Scott  
Mrs Jennifer Campbell  
Mr Gavin Millar

Mr Eugene Martin (College Principal) is also an ***ex officio*** member of the Board of Governors.

The Board meets every month of the school year from September to August. The Board of Governors operates two sub-committees, the Finance and Audit Committee and the Education Committee. The Finance & Audit sub-committee meets monthly whilst the Education Committee meet bi-monthly and both report to the full Board on their recommendations.

## **COLLEGE SECURITY:**

The College is required under Article 15 of the Education (Northern Ireland) Order 1998 to include in the Annual Report measures which have been put into place to safeguard the security of the students and staff within the college campus.

Ulidia Integrated College recognises the need to provide a secure learning and working environment for pupils and staff.

Visitors to the College identify themselves at reception and are accompanied around the campus by a member of staff. Visitor's badges are used and all visitors are logged coming on to the site and leaving the site.

All staff members exercise a collective responsibility for the identification of any strangers on site. There is a secure perimeter fence surrounding the whole campus to improve security.

The college has installed an integrated intruder, fire, and panic alarm system. Practice fire drills are held regularly and at least once a term. Furthermore, every classroom

and resource area is equipped with a direct telephone link to the main office for emergency situations. We also have security cameras around the site.

## **COLLEGE DAY**

The college day commences for teaching at 8.55am every morning with registration. Parents are encouraged to ensure their child arrives on time. The college is open to all students from 8.30am and students are welcome to go to our canteen for a light breakfast (free of charge)

There are two rest breaks during the day, one at 11.12pm -11.27pm and another at 12.31pm – 1.17pm approximately.

The day ends at 3.25pm when after school games/activities commence.

## **POLICIES**

The school maintains a number of policies and procedures including Child Protection & Safeguarding, Behaviour & Relationships, Complaints Procedures and Uniform. All policies are available, free of charge, from the school office. A selection can be downloaded from our website at [www.ulidiacollege.com](http://www.ulidiacollege.com).

## **TERM DATES:**

<b>2014-2015 School Year</b>	
Christmas Term	27 <sup>th</sup> August 2014 – 19 <sup>th</sup> December 2014
Half-Term Holiday	27 <sup>th</sup> October 2014 – 31 <sup>st</sup> October 2014
Easter Term	5 <sup>th</sup> January 2015 – 31 <sup>st</sup> March 2015
Half Term Holiday	16 <sup>th</sup> February 2015-20 <sup>th</sup> February 2015
Summer Term	13 <sup>th</sup> April 2015 – 30 <sup>th</sup> June 2015
May Day Holiday	4 <sup>th</sup> May 2015
May Bank Holiday	25 <sup>th</sup> May 2015

## **CURRICULUM DETAILS**

Pupils entering the college are divided into four Form Classes, on an all-ability basis, with each Form Class being approximately 23 pupils. Pupils are taught in these groups for all compulsory subjects in Year 8. In mathematics, science and English, a limited banding system is used in Years 9 and 10, with all other classes being taught in Form Classes.

In Years 11 and 12, groups for optional subjects are determined largely on individual subject choices.

- In Year 8, pupils study the following subjects:

Art & Design, Drama, English, French, Geography, History, Home Economics, Information & Communication Technology (ICT), Learning for Life and Work, Mathematics, Music, Physical Education, Religious Studies, Science, Technology & Ulidia Studies

- In Years 9 & 10 this is supplemented by Careers Education. (See Note Below)
- In Year 11 and 12, the choice of subject taken at GCSE/BTEC level is:

Applied Science, Art & Design, HE Child Development, Design & Technology, English, English Literature, Essential Skills, French, Geography, Health & Social Care, Horticulture, History, Hospitality, ICT, Learning for Life and Work, Mathematics, Motor Vehicle Studies, Moving Image Arts, Music, Performing Arts, Physical Education, Religious Studies, Sports Studies, Science – Double Award, Science – Single Award, Travel & Tourism.

- In Year 13 and 14, choice of subjects taken at GCE/AS Level and BTEC Level are:

Art & Design, Applied Science, English Literature, Health & Social Care, ICT, Performing Arts, Mathematics, Moving Image Arts, Photography, Sports Studies and Travel & Tourism, Religious Education, COPE.

## **Carrickfergus Learning Community**

Pupils returning into years 13 and 14 now have the opportunity to study other subjects through participation in the above community of local schools.

The schools involved with Ulidia in this venture are Carrickfergus College, Carrickfergus Grammar School and Downshire School.

These additional subjects include Accountancy, Biology, Business Studies, Chemistry, French, Geography, Government & Politics, History, Home Economics, Media Studies, Music, Physics and Technology.

**Note:**

## **CAREERS EDUCATION**

The college provides careers education from Year 9. The college also take advantage of the services of the local DEL careers officer and offers all students (and their parents) one-to one interviews regarding career paths and subject choices at Year 10 and Year 12.

This is supplemented by careers events eg work experience and interview skills day.

## **CHAIRPERSON'S REPORT**

### **INTRODUCTION**

Following on from the successes of our previous years, the college continues to cater for seven Year Groups, namely Years 8, 9, 10, 11, 12, 13 and 14 comprising over 570 children.

### **STAFFING**

At present under the Principal, Mr Martin, the college employs:-

- 37 permanent, full-time teaching staff
- 10 permanent, part-time teaching staff
- 2 caretakers
- 34 classroom assistants
- 2 secretaries
- a Financial Administrator/Bursar
- a sixth form study supervisor
- 4 lunchtime supervisors and
- 8 Canteen Staff

### **CURRICULUM**

The full Northern Ireland Curriculum, as directed by legislation, is being implemented by the College along with additional, non-compulsory subjects and various after school activities.

During the 2013/2014 session, the college entered its students in GCSE, GCE A Level and BTEC external examinations and the results were once again outstanding with 100% of the students gaining 5 or more grade A\* - C or equivalent at GCSE Level and 80% gaining 3 or more A\* - C or equivalent at Advanced Level.

Approximately 76% of our Year 12 students were able to continue with their education here at the college studying a range of AS/A2 and vocational courses. This was a great achievement for both the students and staff of the college and I look forward to reporting their success to you next year.

### **PRE-ENROLMENTS AND ENROLMENTS**

The popularity of the college is still growing in the East Antrim area evidenced by the fact that every year since we opened in 1997, the college has been getting more over-subscribed with applications for enrolment to our Year Eight. To this end the College asked the Department for a temporary variation in our admissions number of 10 students. This was granted and we were able to accommodate 90 students in our year 8. The college processed 132 applicants for transfer last year for the available places and accepted 103 in total (including statemented pupils). This year looks to continue the trend and we can expect to once again be seriously over-subscribed in September.

## **CONCLUSION**

In conclusion I, on behalf of the Board of Governors would like to say a huge thank you to our dedicated Principal and staff for all their hard work over the past year, which at times was above and beyond the call of duty.

Most importantly I would like to thank, you the parents, for your faith and commitment in the whole Ulidia project because without your children, the college could not have become the reality it now is.

RJ McAlister  
Chairperson

**The report of the Principal of Ulidia Integrated College, Mr. E Martin, on the school year 2013/2014 to be delivered to the Annual General Meeting of Ulidia (East Antrim) Integrated College Ltd. in December 2014.**

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**Introduction:**

I am delighted to be able to present this, my 17th report since the formation of the college, to the membership of the association. Every year to date has been a very special and very memorable year, and last year was no exception. It was a year that will live long in the memory of some of our students.

**Admissions: (2013)**

The number of students admitted to the College in September 2013 was 89. During the school year, as in every year since the college opened, a sizable number of students applied to transfer from other colleges to join our community but were this year unfortunate in their applications, the college being fully subscribed. Enrolments at the end the year totalled 575 students, including statemented students.

Our religious balance was maintained throughout the year within the Department of Education rules governing integrated colleges.

Two successful Open Days in January 2014 convinced us that we would be well over-subscribed again for September 2014 entrance to the college – which proved to be correct.

**Ulidia Studies:**

This continues to be a very important part of the College's enhanced Curriculum for Year 8 students. It contributes greatly towards the integrated ethos of the College.

During the year, the students discussed many aspects of integration openly and confidently as well as the culture heritage of both traditions that make up the College family.

**Special Educational Needs:**

Mrs Smyth, our SENCO, is the teacher with responsibility for Special Needs throughout the College assisted by Mrs Mitchell, the Assistant SENCO. A Special Needs Policy is completed and has been approved by the Governors of the college. Copies of this are available from reception or from our website at [www.ulidiacollege.com](http://www.ulidiacollege.com).

The staff are committed to early identification of learning difficulties, communicating with parents, monitoring, assessing and reviewing and reporting the needs of our students.

Students in Year Eight are given an initial diagnostic test. This indicates those who may be required to be tested again, more thoroughly. A Special Educational Needs register is kept at the College. Parents are involved in the whole screening process.

### **Links with Parents:**

There was excellent attendance for all Parent Teacher evenings held last year. Our meeting with the Year Eight parents proved a good means of establishing strong links between home and school.

### **Curriculum Report:**

At Ulidia Integrated College we continue to have a policy of continuous assessment. We have successfully implemented the requirements of the Northern Ireland curriculum and parents are always kept informed of their child's progress at all stages throughout the year. We use tracking procedures three times a year to monitor student progress.

Our GCSE results continue the excellent trend of recent years and continued last year. 100% of those entered at GCSE Level achieved **five** or more grade A\* to C, putting the college well above the average for Northern Ireland and in the top 5% amongst all non-grammar schools in the Province. This was a remarkable achievement for all concerned and congratulations are due to the students and staff for their magnificent achievement. Furthermore, 80% of those who entered examinations at sixth form level achieved **three** or more A\* - C grades maintaining Ulidia's position as one of the top non-grammar schools in Northern Ireland.

### **Pastoral Care:**

The Pastoral Care programme at Ulidia Integrated College is a non-punitive, child-centred programme of self-respect and courtesy. The college takes into account the development and well being of each pupil.

Each class is allocated a Form Tutor, with each Year Group being cared for by a Year Leader. The Year Leaders activities are coordinated by our Pastoral Leader.

The role of the Form Tutor is central to the whole Pastoral system and its prime role is to nurture the child academically, socially and emotionally. The role of the Form Tutor is an extremely important role and assists in the early identification of problems and dealing with the necessary parental contact and follow up work. The Year Co-ordinator manages the Pastoral programme for a given Year Group with the Pastoral Leader managing the whole school programme.

**Extra-Curricular Activities:**

A wide a varied selection of after-school activities exist and are taken up by a sizeable number of students

I am also pleased to report that we continue to attract good numbers at Choir, Orchestra, Netball, Rugby and Football.

**Conclusion**

The pupils are well educated and well looked after. Their behaviour is exemplary on official outings and members of the public often remark the pupil's excellent behaviour. The non-punitive system of behaviour modification operated by the college works, and it continues to be implemented on a daily basis at the college with the full support and involvement of the parents.

Parents should take heart from the fact the college will never divert from its guiding principle of treating the children as young adults, respecting their rights and educating them to the highest possible academic standards. These are the founding principles of the college and we will never abandon them.

E G Martin  
Principal  
December 2014

## **Curriculum Statement**

### **General**

Under the Education Reform Order, the responsibility for the College curriculum rests with the Board of Governors of the College although in reality, law determines the majority of what is taught.

Since the formation of the College, we have maintained a policy of continuous assessment in all subjects. Parents are kept informed of their child's progress through formal reports at Christmas and in the summer and informal reports via the child's Year Book. This is complemented by our Parent-Teacher evenings.

The college provides for the full Northern Ireland Curriculum as laid down by law. Each child undertakes studies in English, mathematics, French, geography, science, technology, art & design, home economics, music, religious education and physical education. All year 10 students have a careers option and all classes study learning for life and work.

Many GCSE and BTEC courses are offered to the students and, apart from those subjects that must be undertaken by law, we also offered GCSE's in technology, music, French, information and communication technology, social and environmental studies, art and design, and performing arts.

The College meets the full Northern Ireland Entitlement Framework and offers students in Years 11 and 13, a minimum 24 GCSE and 27 A/AS subjects correctly proportioned between the academic and the vocational.

### **Religious Education:**

The college follows the Northern Ireland core curriculum in religious education, as agreed by the four main churches in the Province and as set out by the Department of Education.

### **Extra-Curricular Activities**

The college continued to resource additional experiences for the children in the form of extra-curricular activities. Sporting activities such as football, hockey, rugby and netball were performed on and off-site at one of the local leisure centres. In school, the music and choir clubs continued and new clubs such as the home economics club were created. There still appears to be some difficulty in getting the children to remain behind for after school clubs and societies due mainly to poor transport at appropriate times.

### **Special Needs:**

The college appointed a new Special Needs Coordinator at the beginning of the 2010/11 academic year to cater for the needs of those children who need some measure of support to allow them to reach their full potential.

The school has established and maintained very good support from the North Eastern Education and Library Board officers in this field, and they have been regular visitors to the college since its inception.

The college has appointed 34 learning support/general assistants to assist the SENCO and teaching staff in their duties to these children.

### **Sport**

All students in Year 8-12 receive timetabled periods of Sport and/or Physical Education. The college has the following resources for this subject: a football field, and all-weather hockey pitch, two tennis courts, a hard area containing basketball courts and an assembly hall. Students can participate in rugby, football, hockey, basketball, netball and cricket (seasonable).

The College also utilises the local Leisure Centre for additional sports and facilities.

## SCHOOL PERFORMANCE 2013-2014

### PUBLIC EXAMINATION RESULTS 2013-2014

The Department of Education (NI) has determined the way in which all schools should present statistics for public examinations results, the destination of school leavers, and annual attendance rates. The paragraphs which follow provide this information in the format required.

#### YEAR 12 PUPILS

Number of pupils in Year 12 who entered examinations in 2013/14	95	Number of these with a Statement of Special Educational Needs	9
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### GCSE AND BTEC RESULTS BY SUBJECT

Subject	Entry	% of pupils entered achieving grades (or equivalent)								
		A*	A	B	C	D	E	F	G	U
Art & Design	14	0	21.4	21.4	50	7.1				
Child Development	11	0	0	0	54.5	27.3	18.2			
English	80	0	8.8	25	48.8	17.5				
English Literature	25	0	16	60	20	4				
French	13	15.4	7.7	23.1	30.8	15.4	7.7			
Geography	9	0	11.1	22.2	22.2	33.3	11.1			
Health & Social Care	18	44.4	0	33.3	22.2					
History	20	0	5	20	20	15	20	10	5	5
Hospitality	12	25	8.3	16.7	50					
ICT	91	8.8	36.3	33	22					
LLW	62	0	3.2	25.8	25.8	22.6	16.1	3.2	3.2	
Mathematics	79	0	5.1	11.4	34.2	34.2	10.1	5.1		
Media Studies	16	0	12.5	18.8	31.3	18.8	12.5	0	6.3	
Motor Vehicle Studies	9	0	0	22.2	22.2	0	22.2	22.2	11.1	
Performing Arts	31	74.2	9.7	16.1						
Religious Studies	17	0	5.9	17.6	17.6	29.4	17.6	0	5.9	5.9
Science – Additional	25	0	16	32	48	4				
Science - Core	50	0	0	6	20	32	28	12	2	
Science (Applied)	16	0	0	0	100					
Sport Studies	28	25	7.1	21.4	46.4					
Technology	12	0	8.3	25	58.3	8.3				
Travel & Tourism	30	0	20	13.3	66.7					

## YEAR 13/14 PUPILS

### GCE(A2/AS) and BTEC RESULTS BY SUBJECT

Subject	% of pupils entered achieving grades (or equivalent)							
	Entry	A*	A	B	C	D	E	U
Art & Design	6	0	0	50	16.7	33.3		
English Literature	3	0	0	33.3	33.3	33.3		
Health & Social Care (GCE)	9	0	0	33.3	11.1	33.3	11.1	11.1
Health & Social Car (BTEC)	2	0	0	100				
Information Technology	33	27.3	45.4	27.3				
Performing Arts	18	77.8	22.2					
Photography	1	0	0	100				
Mathematics	2	0	0	0	50	50		
Moving Image Arts	11	0	27.3	36.4	9.1	27.3		
Religious Education	1	0	0	100				
Science (Single)	3	0	0	33.3	66.7			
Science (Double)	18	0	5.6	22.2	66.7	5.6		
Sports Studies	18	55.5	27.8	16.7				
Travel & Tourism	11	9	54.5	36.3				
Technology	1	0	100					

## SUMMARY TABLES

### KEY STAGE 4

Summary Data	All	Percentage	Male	Percentage	Female	Percentage
Achieving 7+ A*-B including English & Mathematics	9	10.47%	4	9.09%	5	11.90%
Achieving 7+ A*-B	45	52.33%	15	34.09%	30	71.43%
Achieving 7+ A*-C including English & Mathematics	37	43.02%	19	43.18%	18	42.86%
Achieving 7+ A*-C	83	96.51%	41	93.18%	42	100.00%
Achieving 5+ A*-C including English & Mathematics	37	43.02%	19	43.18%	18	42.86%
Achieving 5+ A*-C	86	100.00%	44	100.00%	42	100.00%
Achieving 5+ A*-E	86	100.00%	44	100.00%	42	100.00%
Achieving 5+ A*-G	86	100.00%	44	100.00%	42	100.00%
Achieving 5+ A*-G including English & Mathematics	74	86.05%	38	86.36%	36	85.71%
Achieving 1-4 A*-C	0	0.00%	0	0.00%	0	0.00%
Achieving 1-4 A*-G	0	0.00%	0	0.00%	0	0.00%
Achieving 1+ A*-C	86	100.00%	44	100.00%	42	100.00%
Achieving 1+ A*-G	86	100.00%	44	100.00%	42	100.00%
Entered for 5+ GCSEs	66	76.74%	30	68.18%	36	85.71%
Candidates aged 15	86	100.00%	44	100.00%	42	100.00%
Candidates aged under 15	0	0.00%	0	0.00%	0	0.00%
Total number of Entries	1035.00		519.00		516.00	

### KEY STAGE 5

Summary Data	All	Percentage	Male	Percentage	Female	Percentage
Average Point Score per Student	696.28		694.29		698.18	
Average Point Score per Entry	233.91		235.16		232.73	
Achieving 3+ A*-C	34	79.07%	18	85.71%	16	72.73%
Achieving 3+ A*-E	42	97.67%	20	95.24%	22	100.00%
Achieving 2+ A*-E	43	100.00%	21	100.00%	22	100.00%
Achieving 1+ A*-E	43	100.00%	21	100.00%	22	100.00%

### Annual Attendance rate (All Pupils)

Total days attended by all pupils as a % of total possible days of attendance = 92.2%

## LEAVERS DESTINATIONS

2013/14	% School Leavers
Total No.	96
Employment	13.5%
Further Education	33.3%
Higher Education	36.5%
Training	5.2%
Unemployed	8.3%
Unknown	3.1%