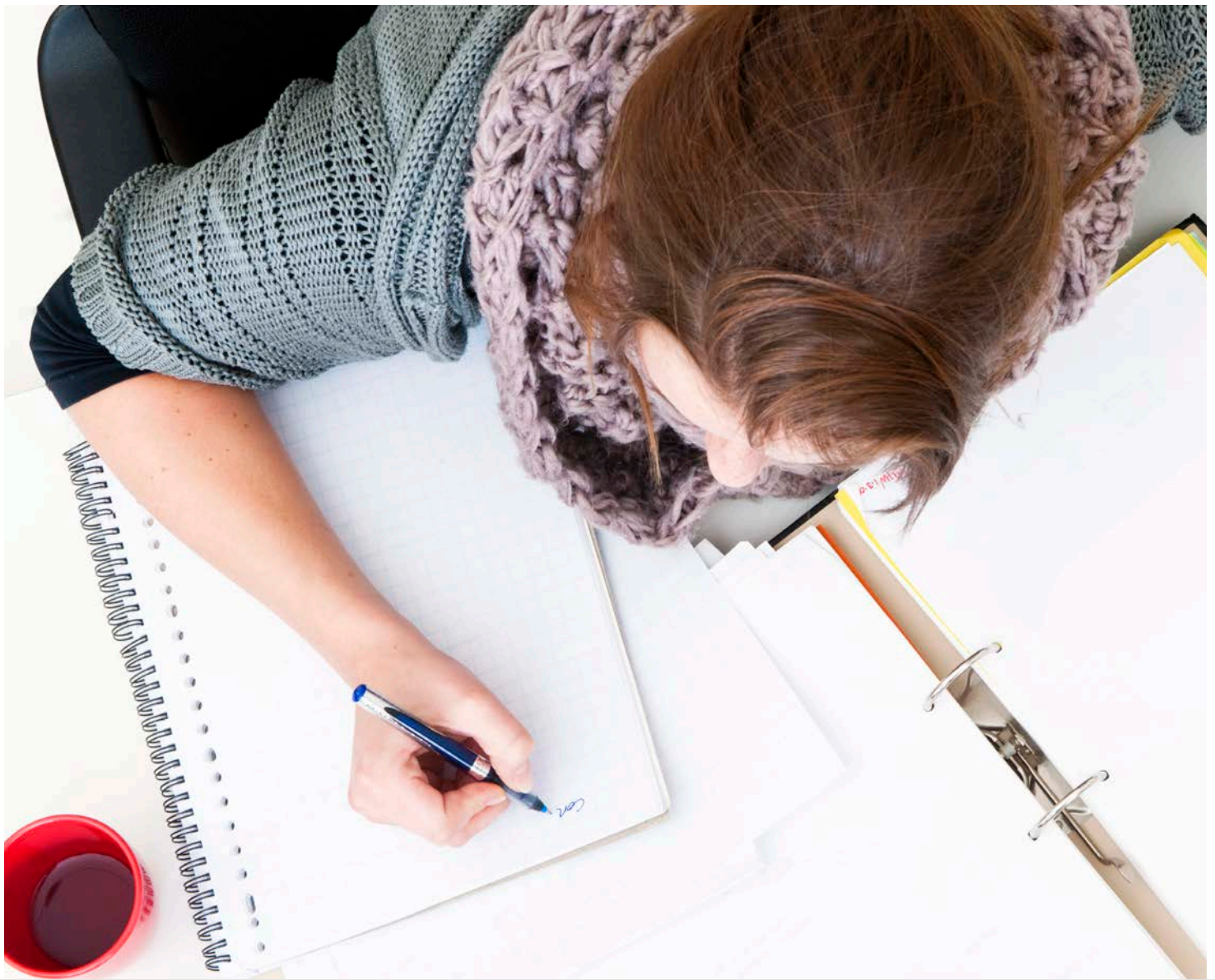


Proposed merger between City College Brighton and Hove and Northbrook College Sussex

# CONSULTATION DOCUMENT

October to November 2016



## OUR PROPOSAL TO MERGE

The Corporations of Northbrook College, Sussex and City College Brighton & Hove are proposing to merge. The merger would create a single institution providing the highest quality further and higher education for local people across our region. The merged College would continue to operate from across its five campuses in east Brighton, central Brighton, Shoreham and central and west Worthing.

The merger is a coming together of equals: two strong colleges combining with a fresh vision. To reflect that vision we are proposing to create a new institution provisionally called The Metropolitan College. Existing names and identities may continue to be used in local settings. Your views on the new name are sought as part of this consultation.

It is proposed that the two colleges will merge through the dissolution of the Governing Body of City College Brighton and Hove, and the transfer of its assets and liabilities to Northbrook College. The planned date of this legal transfer is 31 March 2017. Students who have not completed their courses of study by the date of the proposed merger will continue to complete their studies in their current location with the new college.

The new college will be run by one Board of Governors and one executive team, with efficiencies achieved through combining some administrative functions.

This proposal document explains the vision and rationale for the merger and in particular how it will improve the future range and quality of further and higher education in the Greater Brighton region (Brighton and Hove, Adur and Worthing). Your views are sought on these proposals as part of a transparent consultation process which is open to all.

Julie Nerney

Chair of City College Board of Governors

Iann Lowrie

Chair of Northbrook College Board of Governors





## YOUR VIEWS ARE IMPORTANT

The approval of any proposal to merge two or more college Corporations requires an open and transparent process that meets the requirements of the Education Act 2011. Public consultation is an essential part of the approval process. It is important that everyone in the community has the opportunity to put forward their views.

We are now seeking your views on the merger proposal set out in the following pages. At the end of this document is a set of questions and details of how you can feed back your views. The responses, together with other information, will be given full consideration in the development of our final proposal and a summary of the consultation responses will be published within two calendar months of the consultation.

### **TIMESCALE:**

17 October 16:	Public consultation starts
17 November 16:	Public consultation finishes
16 December 16:	Publication of summary of public consultation outcomes
31 March 2017:	Proposed merger date

Please visit our websites for more information about the Colleges and these proposals - [www.northbrook.ac.uk](http://www.northbrook.ac.uk) and [www.ccb.ac.uk](http://www.ccb.ac.uk)

## WHO WE ARE



### Northbrook College

Northbrook College is a General Further Education College based on three campuses in Shoreham, Worthing and West Durrington. It is a Mixed Economy College with substantial HE and Apprenticeship provision, alongside full and part time vocational courses for young people and adults.

The College has 800+ undergraduates, predominantly in the Creative and Engineering sectors and 100+ Higher Apprenticeships in the Care sector. It also educates 1500 16-18 year olds, 1800 apprentices, and 6000 adults each year offering progression from entry level through to level 3 in a range of subjects linked to local and regional employment sectors with 96 % going on to higher study, apprenticeships or employment. Northbrook works with over 3000 employers across the region.

The College was graded as 'good with outstanding features' by Ofsted, and received commendations from QAA for enhancement of student learning opportunities in its recent HE Review. Northbrook was the third in the country for overall student achievement in 2014/15. The College has impressive new campuses featuring industry standard workshops, studios and equipment. It also houses and jointly runs an incubation unit - The Sphere - with the Adur and Worthing Chamber of Commerce.

Northbrook College was awarded Beacon Status for its work with employers and has good financial health.



### City College Brighton and Hove

City College is a General Further Education college based at two campuses, in the centre and east of the City. The College is in the process of building a new construction centre at its East Campus, to house all of its trades provision in state-of-the-art facilities.

CCBH offers a broad vocational provision to its immediate community of Brighton and Hove, and beyond. The College has 2000 full-time 16-18 students; 1200 full-time adults; 300 higher education students; nearly 4000 adult students on part-time programmes; 700 apprentices, and a growing number of international students.

In its most recent Ofsted inspection, City College was graded as 'good with outstanding features'. City College has also received a positive assessment in a 2016 inspection of its undergraduate courses, by the QAA. Student achievement at City College is consistently above national average. GCSE Maths and English results in summer 2015 were the highest achieved by any further education college in the Country.

The financial position at City College is improving in line with plans, but there remains a strong case to ensure future sustainability through a partnership that will achieve further savings and efficiencies.



# THE CASE FOR MERGER

## The Context

The Boards of Northbrook College Sussex and City College Brighton and Hove have been giving consideration to working in partnership since early 2015 with the aim of creating a broader, more coherent and financially sustainable further education and skills offer for our combined communities. The two Boards have completed independent evaluations of their strategic options both of which concluded that there was a strong case for collaboration. There is also a strong cultural fit and curriculum complementarity between the two colleges. Existing relationships are strong.

Between September 2015 and May 2016, both Colleges participated in the first wave of the national, government-led programme of Area Based Reviews, which looked at post-16 education and skills provision across the 'Sussex Coast' region. One of the primary recommendations of the review was for:

**“A merger between Northbrook College and City College Brighton and Hove, with a focus on the development of apprenticeships and higher level skills to meet local need”**

Both City College and Northbrook College Boards of Governors approved the Area Review recommendation in early May 2016 and, by the end of May, the Boards had also approved a detailed business case for merger. Financial and legal due diligence was then carried out between June and August.

A Joint Working Group (JWG), comprising governors and senior staff from both colleges, has been set up by the Boards to oversee the process of merger. The JWG reports back, and makes recommendations, to the two Boards of Governors.

The colleges have developed this proposal in the context of the wider economic, educational and skills priorities in the Greater Brighton region.



## Our Vision

- To transform the lives of young people and adults across the Region, through the provision of high quality vocational, professional and technical routes into employment
- To meet the economic priorities of the Greater Brighton Region, and the wider Coast2Capital Local Enterprise Partnership. The new college will play a central role in planning skills delivery and supporting economic development
- To invest in a broad curriculum establishing a sound educational footing of Mathematics, English and employability skills for all of our students
- To ensure that students, particularly those studying at entry level to level 3, are able to access courses close to where they live.
- To develop a range of vocational specialisms, at level 3 and above, which link to local economic priorities, including Creative, Digital and IT in Brighton and Hove and Worthing, Engineering at Shoreham and Worthing, and Construction at East Brighton
- To expand our Higher Education and Higher Technical offer, to allow clear opportunities for our students and apprentices to progress to degree level study, especially in our specialisms of Creative, Digital and IT and Engineering, together with Health, Care and Finance
- To place Apprenticeships and work-based learning at the heart of what we do, working with partners in the public, voluntary and community sector, youth services and local business to provide students with routes into employment and to plug skills gaps
- To collaborate with schools and colleges to make sure that all young people have access to impartial information, advice and guidance to enable them to make informed choices between vocational and academic pathways into higher education and work.



## The Benefits

We believe that this proposed merger will benefit all of our stakeholders, especially our students, by creating a stronger, more resilient institution with the capacity and flexibility to respond to the challenges and opportunities that lie ahead.

Merging will enable us to deliver maximum value for money by creating greater efficiencies, eliminating unnecessary competition and increasing our ability to grow and diversify.

### The benefits for our students

We share a real determination to provide the best possible learning experience by building on each College's strengths and creating the best opportunities for students to progress to work or higher education. We will do this through:

- Providing excellent teaching delivered by the staff who are occupational specialists as well as excellent teachers
- Giving students clear and impartial advice to enable them to make the best choices
- Providing a range of courses which are closely aligned with the current and future needs and priorities of employers
- Inspiring students who are disengaged from learning, and providing an inclusive and supportive environment for students with a range of needs
- Working with local businesses and other partners to provide our students with meaningful work experience and the curriculum and skills to make sure that they are ready for work
- Providing clear progression pathways through our curriculum from foundation to higher level, to enable students to continue their education with us
- Improving our facilities and developing an integrated, efficient, and stimulating learning environment across all five campuses.

### The benefits for our staff

We will develop and create new opportunities for our staff by:

- sharing the best and most innovative practice in teaching and learning
- enhancing career opportunities and chances to specialise
- placing professional development at the heart of our work.

### The benefits for employers

We aim to be at the heart of the regional drive to increase productivity and economic growth. We will work with our partners in the business community, local authorities and other agencies to:

- Provide work-ready young people and graduates with the skills that local employers need
- Give employers a voice in curriculum design and implementation
- Provide a single point of contact for a wide-ranging workforce development offer to employers including traineeships, apprenticeships, commercial courses and bespoke training solutions.

### The benefits for the community

- Greater influence in the educational future of our region through strong engagement
- A greater variety of high-quality learning opportunities for local people
- Greater capacity to work with local organisations
- More of our young people in education, employment and training
- Support for adults seeking to return to education and employment.

## TELL US WHAT YOU THINK

1. Do you agree or disagree that the proposed merger of City College Brighton & Hove and Northbrook College will effectively meet the needs of students, communities and employers of Brighton and Hove, Adur and Worthing?

Agree

Disagree

Not Sure

Comments:

2. Do you think that any group, including students or staff, will be adversely affected by these proposals?

If so, would you please state what group and how you believe they will be affected.

Yes

No

Not Sure

Comments:

3. Are there any local needs that are not currently met that you would like to see addressed through the merger?

Yes

No

Not Sure

Comments:

4. Do you support the proposed name of the merged college: 'The Metropolitan College'?

Yes

No

Not Sure

Comments:

5. Is there anything we haven't considered or any further comment that you would like to make about the proposed merger of City College Brighton and Hove and Northbrook?







## ABOUT YOU

Please provide your postcode

Name (optional)

Contact details (optional)

Organisation you represent (if applicable)

Please indicate which of the following best describes you or your organisation

<input type="checkbox"/> Current college student	<input type="checkbox"/> Secondary School
<input type="checkbox"/> Prospective college student	<input type="checkbox"/> Other FE or 6th form college
<input type="checkbox"/> Parent of student at either college	<input type="checkbox"/> Higher Education Institution
<input type="checkbox"/> Prospective parent of student at either college	<input type="checkbox"/> Local authority
<input type="checkbox"/> Member of teaching staff at either college	<input type="checkbox"/> Community or voluntary organisation
<input type="checkbox"/> Member of support staff at either college	<input type="checkbox"/> Government body/agency
<input type="checkbox"/> Trade Union representative	<input type="checkbox"/> Police Service
<input type="checkbox"/> Resident of Brighton and Hove, Adur or Worthing	<input type="checkbox"/> Fire Service
<input type="checkbox"/> Member of Parliament	<input type="checkbox"/> Local Employer
<input type="checkbox"/> Ambulance Service	<input type="checkbox"/> Other (please describe) .....
<input type="checkbox"/> Primary School	

<p>Age</p> <p><input type="checkbox"/> Under 16</p> <p><input type="checkbox"/> 16-24</p> <p><input type="checkbox"/> 25-44</p> <p><input type="checkbox"/> 45-64</p> <p><input type="checkbox"/> 65+</p>	<p>Gender</p> <p><input type="checkbox"/> Male</p> <p><input type="checkbox"/> Female</p> <p><input type="checkbox"/> Transgender</p> <p><input type="checkbox"/> Prefer not to say</p>	<p>What do you consider your ethnic origin to be?</p> <p><input type="checkbox"/> Asian/Asian British</p> <p><input type="checkbox"/> Black/Black British</p> <p><input type="checkbox"/> Mixed</p> <p><input type="checkbox"/> White British</p> <p><input type="checkbox"/> White other</p> <p><input type="checkbox"/> Chinese</p> <p><input type="checkbox"/> Other ethnic group</p> <p><input type="checkbox"/> Prefer not to say</p> <p>Please specify further if you wish</p> <p>.....</p>
<p>Do you consider yourself to have a disability?</p> <p><input type="checkbox"/> Yes    <input type="checkbox"/> No    <input type="checkbox"/> Prefer not to say</p> <p>Please specify further if you wish</p> <p>.....</p>		

## HOW TO RESPOND

Please respond by 17 November 2016.

Online: Please visit <https://r1.dotmailer-surveys.com/132o5de3-d821j467> to submit your response, or access the survey from our websites.

Other ways to respond: If you are unable or prefer not to use the online survey, you may download the form from either [www.ccb.ac.uk](http://www.ccb.ac.uk) or [www.northbrook.ac.uk](http://www.northbrook.ac.uk). If you would like us to send you the form, please telephone 01273 667788 ext 404, or email [consultation@ccb.ac.uk](mailto:consultation@ccb.ac.uk) or [consultation@nbcol.ac.uk](mailto:consultation@nbcol.ac.uk).

Return it to us at either by email or by post to either:

Clerk to the Corporation  
City College Brighton and Hove  
Pelham Street  
Brighton  
BN1 4FA

Clerk to the Governors  
Northbrook College  
Littlehampton Road  
Worthing  
BN12 6NU

**Thank you for taking part in our survey**