Delivering Educational Excellence

PROPOSED COLLEGE MERGER
CONSULTATION DOCUMENT

March - April 2017
**THIS MERGER WILL:**

- Create the largest College Group in Sussex and provide high quality learning opportunities for around 25,000 students every year.
- Offer increased opportunities to students, employers and communities in Sussex and beyond by growing income, sharing costs and working in a wider geographical area.
- Provide greater access to Further Education (FE), Higher Education (HE) and apprenticeships, providing essential skills and opportunities for outstanding futures.
- Significantly improve the learning opportunities, experience and environment for students across the region - combining inclusion and excellence to meet local and community needs.
- Have the potential to attract greater investment in education resources and expertise, whilst achieving value for money through central services.
- Provide a responsive resource for employers seeking to develop their workforce and recruit apprentices.

- Build on existing centres of excellence, whilst meeting the needs of local priority sectors including engineering, construction, business, ICT, hospitality, healthcare and logistics.
- Encompass a portfolio of successful commercial businesses operating alongside the colleges. These include a chain of childcare nurseries, an examination board, international education, sports and conferencing facilities.
- Extend outstanding teaching and learning beyond Chichester and into the Gatwick Diamond.

The public consultation begins on 23 March 2017 and ends on 24 April 2017. We encourage you to share your views to ensure we can create a College Group that meets the needs of the community, businesses and the region.
CORE VALUES

Inclusive
• Providing opportunities for all learners to thrive in an inclusive environment.
• Changing lives through learning and supportive careers advice.

Responsive
• Always listening, learning and adapting to evolving educational, technological and business needs.
• Ensuring the most relevant skills are taught to learners.

Essential
• Playing an essential role in the region’s prosperity by producing confident, work ready individuals.
• Providing learning opportunities for our local communities and training for regional businesses.

Nurturing
• Providing a fulfilling place to work for both learners and our staff.
• Financially viable for growth and development.

OUR SHARED VISION IS TO BE THE FIRST CHOICE FOR:

LEARNING FOR OUR LOCAL COMMUNITIES
TRAINING FOR REGIONAL BUSINESSES
INTERNATIONAL EDUCATION

RATIONALE FOR CHANGE

The south east region is a key driver of the UK economy and, in order to maintain and enhance this position, we need to continue to invest in skills development to meet business needs. Research by the Coast to Capital Local Enterprise Partnership (LEP) shows the region must continue investment to train its workforce both now and for the future.

Many employers are reporting skills gaps and, with priority sectors evolving fast, it is vital to keep pace with the changing needs of industry. This merger will support the need to meet the demands of employers - including growing apprenticeships and Higher Education with a commitment to inclusion for learners of all levels.

Improved financial stability to facilitate investment in skills is a key aim. This will support and enable a dynamic and competitive regional economy, whilst enhancing the wellbeing of our local communities.

The Gatwick Diamond, in particular, has a significant deficit around higher level skills which will be targeted through the merger.

ABOUT THE MERGER

The merger will create an exciting group of businesses with a focus on educational excellence. The proposed College Group will include the following subsidiaries and businesses:

• Chichester College
• Brinsbury (landbased campus)
• Central Sussex College (Crawley)
• Horsham Training Centre
• First Steps Childcare Group
• Anglia Examinations
• Chichester English Language School and International Operations

A merged College Group for the region will be more resilient and deliver better opportunities for everyone through combining resources and teaching excellence.

This will:
• Create a leading organisation providing education excellence for students, staff, employers and communities.
• Have the critical mass to be a significant voice in the Further Education sector - both nationally and internationally.
• Provide access to shared connections in the business community with the opportunity to bid for regional and national contracts.
• Deliver a stable financial position for both colleges, making best use of public funds and enabling increased investment in learning and training.
• Offer enhanced opportunities to access new funding streams, responding to Government funding priorities and any future demands on specific sectors.
• Create a pooled resource of quality teaching expertise and best practice that fosters an ethos of educational excellence.

• Be best placed to offer specialisms and enhanced training opportunities as required in the region.
• Develop a flexible model for growth that is better placed to adapt to the changing needs of the region and support LEP and Local Authority priorities.

THIS MERGER WILL SUPPORT THE NEED TO MEET THE DEMANDS OF EMPLOYERS

A MERGED COLLEGE GROUP FOR THE REGION WILL BE MORE RESILIENT AND DELIVER BETTER OPPORTUNITIES FOR EVERYONE
The College Group will utilise two well established colleges to create an offer attracting students from across the south east of England.

**Central Sussex College**

Central Sussex College provides Further Education with two campuses across West Sussex offering a full range of vocational, adult education, undergraduate and apprenticeship courses. It serves a diverse community with a lower skills base than the average area. In 2014 it was judged by Ofsted as ‘requiring improvement’ while the financial grade was classed as ‘inadequate’.

The College works in partnership with local employers, universities and the Local Enterprise Partnership in helping its 10,000 students achieve the necessary skills and qualifications to be work-ready. It offers a wide range of technical and professional courses, from engineering, hair and beauty to IT and construction. Both colleges bring a student focused approach. The merged organisation will put this and inclusiveness at the forefront of its long term strategy. A merger will be highly beneficial for learners and local stakeholders, while supporting Central Sussex College’s financial recovery and quality improvement plan. This will ensure the mid-Sussex and Crawley catchments offer a high quality further education choice.

**Chichester College**

Chichester College has a respected educational heritage after opening in 1964 offering a wide range of courses from academic and commercial to adult education in the south west of West Sussex. Boasting its financial strength, it has also been recognised as one of the top 10 per cent of Further Education Colleges in the country, with Ofsted judging it ‘outstanding’. It offers students a range of vocational and A-level qualifications from its two campuses at Chichester and Brinsbury.

Brinsbury campus has its own commercial farm which provides the basis for much of the practical teaching, while also facilitating strong links with the business community.

Central Sussex College was described by Ofsted as ‘outstanding’.

### About the Merger

For students and staff, the merger will:
- Offer a progressive and nurturing environment.
- Increase the range of tailored vocational qualifications and skills training on offer.
- Provide a broader range of apprenticeships to help students fully prepare for work and to meet business needs.
- Encourage the sharing of best practice resources for the benefit of all.
- Roll out nationally recognised best practice around quality and learner support from Chichester College to a wider geographical area.

For communities and stakeholders, the merger will:
- Provide more high quality and relevant learning opportunities.
- Increase learning provision delivered in the heart of communities.
- Offer a curriculum that meets economic priorities on a local and regional level.
- Champion inclusion and diversity.
- Offer provision from entry level to Higher Education.

For businesses, the merger will offer opportunities to:
- Access more bespoke and responsive training solutions via a single point of contact.
- Participate in successful commercial partnerships in domestic and international markets.
- Work closely with other stakeholders to influence educational policy and ensure the College Group makes a significant contribution to the regional economy.
- Act as the conduit between supply and demand for skills.
- Upskill existing staff alongside training the workforce of tomorrow.
- Access to over 3,000 apprentices and a variety of delivery models to meet business needs.

### Our Shared Mission... 'Changing Lives Through Learning'

### Location

The merger will expand the geographical reach and appeal of the Colleges across Sussex and southern England.

### About the Merger

**Central Sussex College** sought merger partners

**Chichester College**

Consultation began with

Involving funding partners and strategic stakeholders

Legal and financial due diligence commissioned to fully analyse and assess both colleges

**Corporation**

Meeting to agree to notice of proposal to dissolve

Notice of proposal to dissolve published and formal public consultation

**Corporations review**

Due diligence and consultation response. Agree terms and conditions of the Transfer of Undertaking

**Formal agreement**

by Government and formal notice of dissolution

**Mergers Timeline**

- **MAY 2016**
  - Consultation began with Chichester College
- **DEC 2016**
  - Formation of a Shadow Board to oversee the proposed merger
- **MAR 2017**
  - Corporation meeting to agree to notice of proposal to dissolve
- **MAY 2017**
  - Notice of proposal to dissolve published and formal public consultation
- **JUNE 2016**
  - Legal and financial due diligence commissioned to fully analyse and assess both colleges
- **JAN-APR 2017**
  - Corporation review due diligence and consultation response. Agree terms and conditions of the Transfer of Undertaking
- **2017**
  - Proposed effective date of merger: 01/08/2017
- **JULY 2017**
  - Formal agreement by Government and formal notice of dissolution
CONSULTATION

As part of the merger process, an open consultation process will take place, which is proportional in scope and scale to the potential impacts of the decisions being taken.

This includes a public consultation, as required by the Government, to achieve real engagement with those impacted by the merger. Our aim is to ensure transparency throughout the process, leading to improved decision-making and strengthened policy-making. The public consultation will last one month, allowing stakeholders sufficient time to provide a considered response.

As part of the process, we will pro-actively engage with people, businesses and other stakeholders located within the communities where the colleges operate. Engagement with staff and students will also be a vital part of the process and is already underway through meetings, surveys and focus groups.

To participate in the consultation, please complete the attached form or access it on www.chichester-centralsussexmerger.co.uk. Completed responses should be emailed to merger@centralsussex.ac.uk.

AS PART OF THE PROCESS, WE WILL PRO-ACTIVELY ENGAGE WITH PEOPLE, BUSINESSES AND OTHER STAKEHOLDERS LOCATED WITHIN THE COMMUNITIES

INDICATIVE LIST OF STAKEHOLDERS TO BE CONSULTED

• Business organisations
• Staff
• Community organisations
• Education and skills organisations
• Employers
• Politicians
• Local Government
• Local Enterprise Partnership

STATUTORY CONSULTATION NOTICE

STATUTORY NOTICE - FURTHER AND HIGHER EDUCATION ACT 1992

The Corporation of Central Sussex College hereby gives notice in accordance with the Further Education Corporations Publication of Proposals, England Regulations 2012 of the proposal that Central Sussex College, College Road, Crawley RH10 1NR be dissolved and that the property, rights and liabilities of that corporation be transferred to the Corporation of Chichester College of Westgate Fields, Chichester, PO19 1SB be effected.

Dissolution of the Corporation is proposed, at the request of the Corporation of Central Sussex College in order that the College may merge with Chichester College.

The date proposed for the dissolution of the Corporation is midnight on 31 July 2017.

Provision will be made for all 4,421 students currently attending Central Sussex College (1,150 full-time and 3,271 part-time) who have not yet completed their courses of study by the date of the dissolution to complete their studies on the same campus as planned.

A consultation document setting out our full proposal is available online at www.chichester-centralsussexmerger.co.uk or a copy of the full proposal is available free of charge via email merger@centralsussex.ac.uk and will be sent to any person who requests it.

The consultation period runs from 23 March to 24 April 2017. All responses and representations must be received by the closing date by email to merger@centralsussex.ac.uk. These will be considered by the Corporation before a final decision is made. A summary of the feedback and its outcome will be published within two months of the closing date on the Corporation’s website.

HAVE YOUR SAY

Governors at both Colleges would be very grateful if you could read this document and respond to the questions below.

Please send your completed form to:
Clerk to the Corporation, Central Sussex College, Crawley Campus, College Rd, Crawley RH10 1NR

Alternatively, you may download and complete this form online at www.chichester-centralsussexmerger.co.uk or email your responses to merger@centralsussex.ac.uk.

If you would like a reply, please supply your preferred contact details:*  

Your Name  
Preferred Contact (email/postal address)

Please select the category which best describes you

- Learner  
- College Staff  
- School  
- Local Government  
- FE Or 6th Form College  
- Local Business  
- Parent  
- Local Community  
- Employer  
- HE Institution  
- Government Body  
- Other

Do you agree the proposed merger of our two Colleges provides the best solution and will ensure the best future provision of further education for Sussex?

- Yes  
- No  
- Unsure

If you answered YES

What advantages do you see from the merger of our two colleges?

If you answered NO

What disadvantages do you see of our proposed merger and what alternative arrangements would you suggest?

If you answered UNSURE

Please tell us why

FROM THE RECIPIENT OF THE FORM

If you would like a reply, please supply your preferred contact details:*  

Your Name  
Preferred Contact (email/postal address)
What are your views regarding the proposed vision, mission and values of the proposed merged College?

What are your thoughts regarding the names for the proposed colleges? The four College sites will retain a local identity and will be known as: Brinsbury, Chichester College; Crawley College and Horsham Training Centre.

The proposed Group name is Chichester College Group (CCG)

Please include any other comments you would like us to take into account.

*Privacy Statement
Your data will only be used in relation to the merger consultation process and will not be used for any other purpose. Any responses will be anonymised in the consultation results documentation. Under your rights of the Data Protection Act 1998, the information you have provided will only be processed and retained for the specified purpose. Please see https://ico.org.uk/for-the-public
CONTACT INFORMATION

Address: Clerk to the Corporation
Central Sussex College,
Crawley Campus,
College Rd,
Crawley,
RH10 1NR

Tel: 0845 155 0043
Email: merger@centralsussex.ac.uk