

PUBLIC CONSULTATION OUTCOME REPORT

**NEWHAM SIXTH FORM
COLLEGE (NEWVIC)**

&

**NEWHAM COLLEGE
LONDON**

**One College
One Community**



**NEWHAM
COLLEGE
LONDON**

WELCOME



Introduction

We would like to thank everyone who contributed to the public consultation on the proposed merger of NewVic and Newham College.

During the consultation period, we provided an opportunity for all our stakeholders to share their views on the proposed merger and name change.

The feedback we received has reaffirmed our commitment to merge as planned.

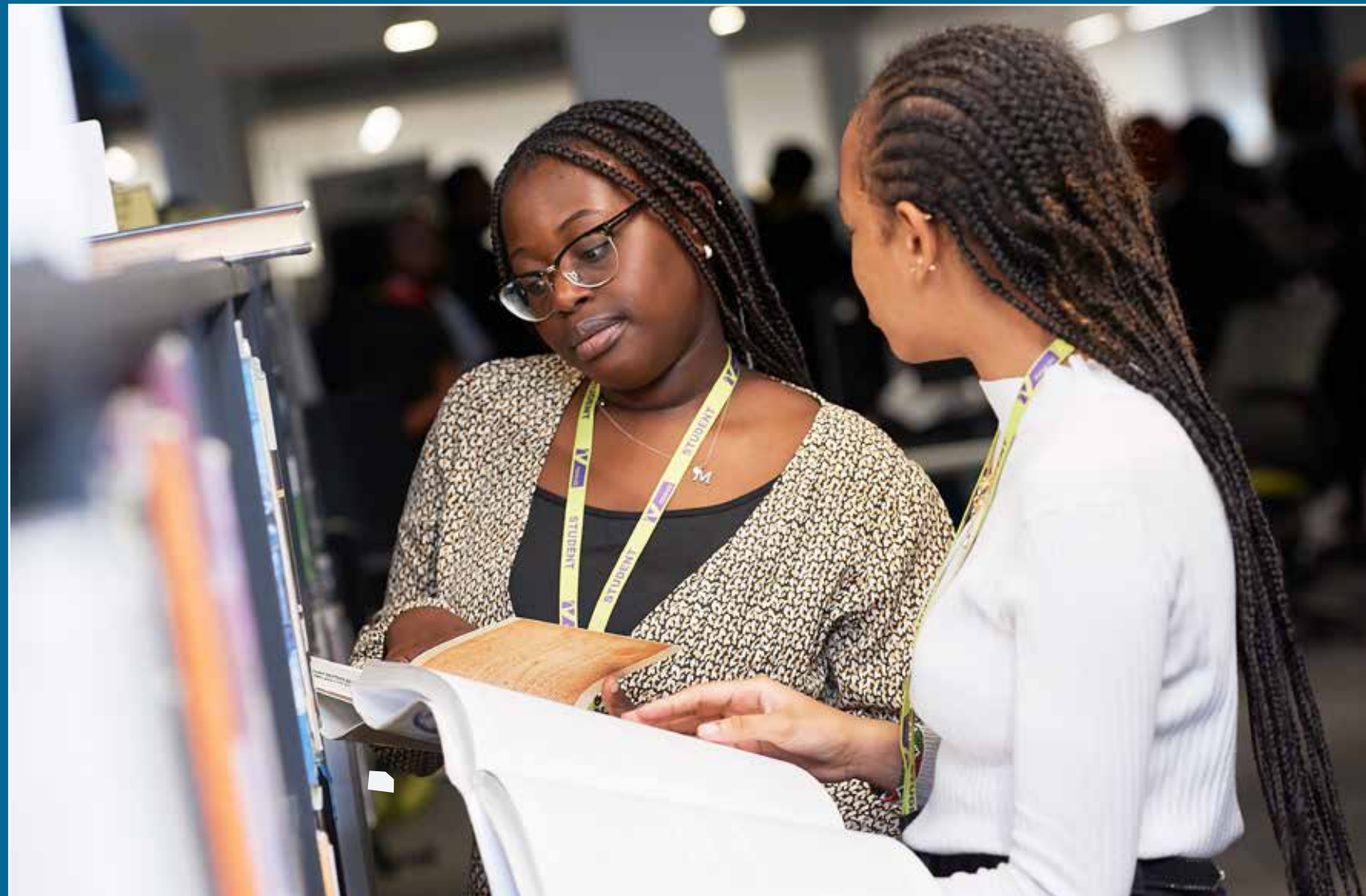
We have taken note of the positive comments, concerns and questions raised, and all the comments will inform our ongoing and detailed planning.

We recognise that this is a starting point, not an end. There is much work ahead to ensure the successful implementation of merger for the benefit of our students, staff, employers, and the communities we serve. However, we believe that this exciting new partnership is the most effective way to achieve our goals.

Jayne Dickinson
Interim Chair of Governors,
NewVic

Paul Jackson
Chair of Governors,
Newham College





Background

The Corporations of NewVic and Newham College (NC) held a joint public consultation from 27th June 2024 until 29th July 2024 on the proposed merger between the two institutions.

The context for the merger, the proposal, and the benefits of public consultation were all set out in a consultation document.

The consultation proposal was:

- Available to download from each of the colleges' websites.
- Communicated to students and parents via email and social media channels.
- A statutory notice of dissolution was placed in both The Daily Telegraph and the local newspaper Newham Recorder on 27th June 2024.

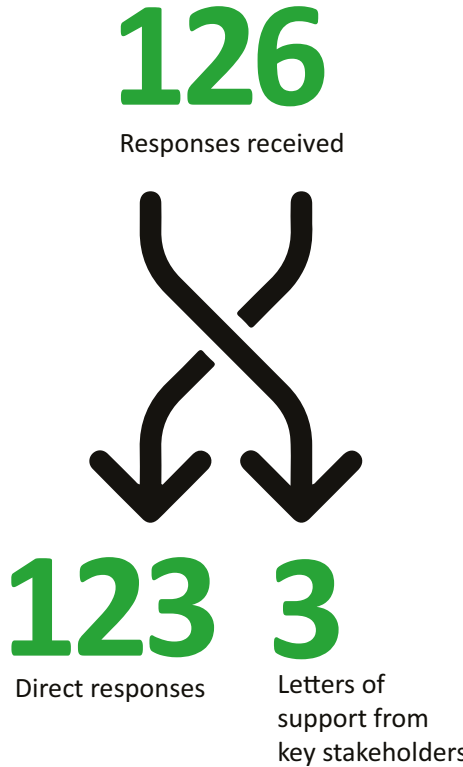
- Emailed to stakeholders in schools, colleges and academies, local authorities, MPs, the Local Enterprise Partnership, key employers, universities, trade unions, staff, students and parents/carers, as well as the Education and Skills Funding Agency (ESFA), the Department for Education (DfE) and the Secretary of State.

- Sent via a press release to local media to raise awareness amongst parents and the wider community.

- Communicated to staff from both corporations via internal briefings.

This report sets out and analyses the responses received during the consultation period, for the proposed merger.

Responses to the public consultation



We also received three letters of support for the merger from:

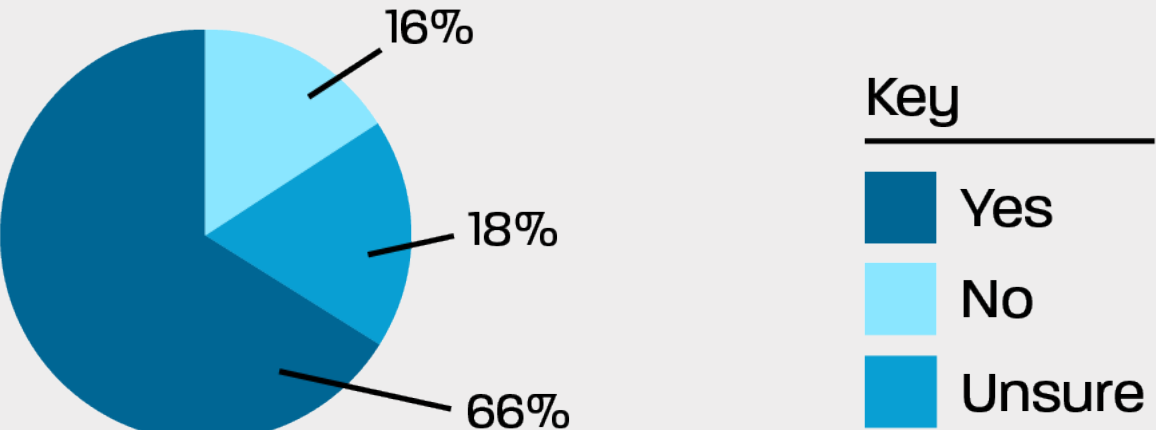
- MP for East Ham
- London Borough of Newham
- Greater London Authority.

In summary:

- 40% of responses were received from staff at the two colleges (50 out of 126 respondents)
- 29% of responses were received from students at the two colleges (37 out of 126 responses)
- 4% of responses were received from employers (5 out of 126 responses).



Do you support the proposed merger?



In summary:

- 20 out of 126 respondents did not support the merger.
- 83 out of 126 respondents supported the merger.
- 37 out of the 83 responses Newham College staff stated that they supported the merger, making them the largest group in support of the merger.

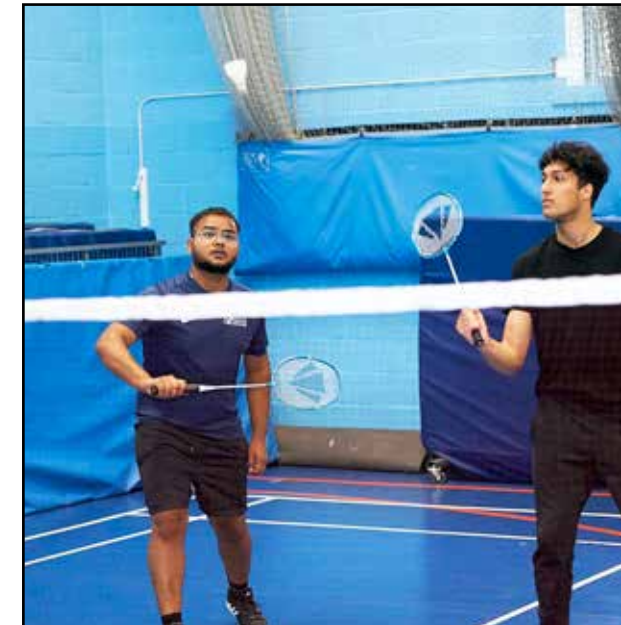
Benefits of the merger

The following comments were made in relation to the benefits of the merger:

"Great opportunity to work together with a popular 6th form College. It will attract more 16 to 18 year old students to join."

"The newly formed college can have a huge impact on the skills agenda for the local community, particularly small businesses."

"Coming together will help each college to be the best anyone has seen, will create better chances for the students to make new friends and build interacting skills and be part of making the two colleges successful."





"The merger with Newham is needed so that there is accurate, encouraging and realistic advice to help students understand the full range of options about the types of courses students can progress onto and what these courses can lead to once they leave the institution. The merger, I hope will support the community with improved work with schools to achieve this."



"Merger will help bolster & centralise resources and skill sets across employees and organisation."

"This merger will be a fantastic opportunity for the young people of Newham."

Improving engagement

We asked for ideas and/or suggestions for how the combined college could improve engagement with the community:

- Offer community sessions which are free.
- Offer volunteering opportunities.
- Set up an alumni network.
- Establish gifted and talented days where selected school children from different Newham schools participate in a certain pathway for the day.
- Work closely with the local schools.
- Open up the college facilities to the public.
- Integrate service learning where students can earn credit through community learning.
- Provide new and interactive courses.
- Provide more subjects at NewVIc.
- Ensure that NewVIc retains A-Level provision and other curriculum is delivered at Newham College.
- Ensure a wide curriculum is offered in terms of levels and subjects.
- Collaborate with the community on sustainability projects such as community gardens, recycling programmes and clean up events.
- Collaborate with local businesses for more apprenticeships.
- Offer adult provision at the NewVIc site – for example evening classes in functional skills.



- Build relationships with SME's, Identifying their industry skills, recruitment, training needs, courses e.g. CV workshops. One college for one community.
- Increase student work experience within the local area.
- Act as a network hub and facility access partner to Newham schools and families, work with the 93% Club to advance students' networks.
- Continue to develop existing strong relationships (university teacher training provider).

Events & Activities

- More open days.
- More accessible clubs for all students.
- Hold events and activities including clubs.
- Hold community events during weekends such as fun days.
- Hold events in public libraries, youth clubs etc.
- Hold regular consultation and feedback of outcomes of the merger process as it progresses.

Other

- Stop students smoking outside.
- Improve facilities for example the science labs and gyms.
- Improve the teaching and learning (better teachers).
- Advertise and stress unity and continuity and the increased value of the combined offer.
- Change the name of the college.
- Advertise more on all media platforms.
- Recognise neurodiversity, refer to students as young people instead of children and improve use of gender-neutral terms.
- Clear information about who the governors and how to contact them.
- Create a parents' forum.

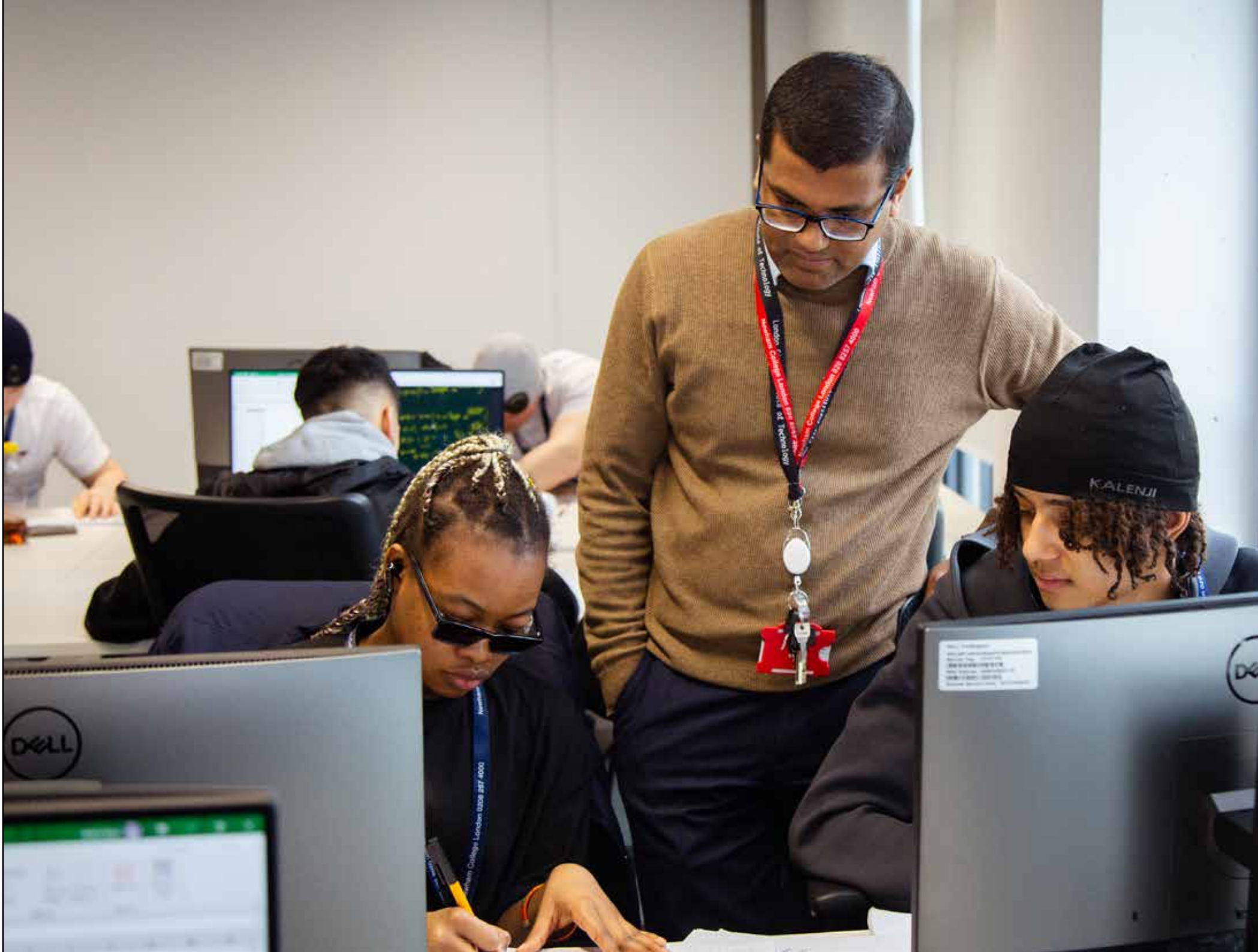


Employers Training needs

We asked employers to detail the training needs they wished the merged college to address:

Skills & experience

- Adaptability
- Communication
- Decision-Making
- Digital Support
- Programming
- Customer Service
- Industrial relations
- Workplace ethics, integrity and professionalism
- Barclays business skills
- Practical experience
- Corporate workplace experience
- Leadership/communication training to equip current and upcoming leaders with relevant skills to manage change effectively while supporting their team
- Teach young people skills for use in the workforce such as digital skills to manage email communication and to be able to take digital notes.
- Empower young people to be able to use technology to increase efficiency regardless of the course they are doing.



Questions

Question

Are academic and vocational pathways compatible in the same institution?

Doesn't Newham College focus on adults? How will it give a good experience to 16-18 students?

Response

We strongly believe so. The majority of FE Colleges combine A Levels, T Levels and vocational education, offering students the widest choice between a single pathway or a blend of vocational and academic subjects. The Government's Post-16 education reforms aim to deliver parity of esteem between academic and vocational pathways and to emphasise the importance of work experience and skills in all study programmes. Our merger will enable us to offer local students both greater choice and consistently high quality.

Newham College does indeed serve a large adult cohort, helping around 8,000 adults a year develop their professional, vocational and functional learning skills. It is also a very significant educator of 16-18 learners, with the quality of the curriculum offered to these learners recognised as Good by Ofsted. Leading up to merger it is likely that Newham College and NewVlc will have each enrolled a similar number of 16–18-year-old students.



Question

Will staff at both colleges have the same holiday entitlement as colleagues in local secondary schools?

Please explain what happened with the previous NewVlc Structure and Prospects Appraisal (SPA)?

Response

All staff will maintain their current contractual terms and conditions post-merger, including holidays. There are some significant differences in the way the government remunerates college teachers compared to secondary school teachers, and we recognise that the post-16 sector is at a disadvantage relative to the terms and conditions at schools. The decision whether or not to merge does not affect these differences, but we believe a larger college may have a stronger lobbying voice in discussions with the government over funding equity.

The proposed merger is the conclusion of the SPA process first initiated by NewVlc in April 2023 involving a group of Corporation Members and representatives of the Department for Education and the Further Education Commissioner's Team. The decision on 16 April 2024 to conclude the SPA process also involved representatives of the London Brough of Newham and the Greater London Authority with the recommendation that NewVic should merge with Newham College which was approved by the NewVlc Corporation the following day.





Question

Is the merger a waste of time and money?

Question

Should students be given a choice here to study?

Response

There are costs involved in bringing the two organisations together, but these will quickly be outweighed by savings and improvements made by reducing duplication, improving efficiency and capturing the synergistic benefits of joint working. These savings will help the merged college maintain the broadest curriculum offer.

Response

Of course. Students have many options from which to choose for post-16 education in London. We want to give local students an outstanding local choice to consider, by offering the broadest, best, and most inclusive post-16 education for the communities we serve.





Summary and next steps

The Corporations are grateful for all the responses received during the consultation processes, including the letters of support from key stakeholders. All information received will be used as part of the ongoing planning and preparation for merger.

The Corporations have taken account of the views of students, parents/carers/guardians, staff, the community, and other stakeholders, and have concluded that it would be in the best interests of the colleges and the local communities to proceed with the proposal to merge.

The colleges are committed to merging on the proposed date of 1st November 2024.

On the day of merger, all assets and liabilities previously owned by NewVIc will transfer to Newwham College.

We will continue to keep staff, students, parents/carers, employers and other key stakeholders updated on the progress towards merger.

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