



Leading learning and skills

# **Proposed merger between Fareham College and St Vincent College**

## **Public Consultation Document 3 December 2007**

# Contents

	Page No
<b>Foreword</b>	
<b>Section A</b>	
Introduction	4
Executive summary	6
Indicative merger timetable	8
<b>Section B</b>	
Background to the proposal	9
Profile of the existing colleges	10
- Fareham College	
- St Vincent College	
Rationale for the proposed merger	13
Benefits of the merger	14
<b>Section C</b>	
Profile of the new College	19
- Objectives	
- Strategic vision of the new College	
- Initial curriculum planning	
Governance, management and human resources	24
- Governance and management	
- Human resources	
- Planning for learning	
Estates and facilities	25

	<b>Page No</b>
Name and designation of the new College	26
Concluding statement	27
<b>Section D</b>	
The consultation process	28
- Internal consultation	
- External consultation	
- How to respond	
<b>Annexes</b>	
Annex 1    Draft proposals	30
Annex 2    The LSC criteria for provider reorganisations	39
Annex 3    Consultation response pro-forma	40
Annex 4    Area map	43
Annex 5    Consultation circulation list	44
Annex 6    Glossary	47

## Foreword

This consultation document is produced by the Learning and Skills Council (LSC) for Hampshire and the Isle of Wight.

The LSC believes that the proposed merger of Fareham and St Vincent Colleges, to create a new single College and the subsequent development of a new campus, will contribute significantly to the development of post-16 education and training in Fareham and Gosport. The purpose of this consultation document is to draw informed comment from key partners, learners, staff, local employers and the wider community.

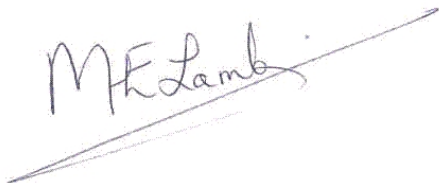
The document sets out the background to the proposed re-organisation and illustrates how the merger will enhance opportunities for individual learners, businesses and the wider community. It puts forward the case for the creation of a new college that will provide a comprehensive range of provision including a sixth form centre for those who want to pursue an academic curriculum and a significant vocational offer providing industry-standard facilities for those who want to pursue an occupationally based curriculum.

Above all we want more young people and adults to participate in a diverse array of exciting and motivating learning opportunities that enable them to progress into further learning and into work. In particular, we want to do more to engage with people with low or no skills – those who are more likely to be socially and economically disadvantaged. We must be more innovative in the way in which we excite and connect with those who are least likely to participate in learning. The merger of Fareham and St Vincent Colleges responds to this agenda.

This proposal therefore puts forward the case for merger. However, this is subject to due diligence studies and responses to this public consultation exercise.

In order to ensure an effective and comprehensive consultation, and to inform future decision-making, the LSC invites your comments and views on the proposed re-organisation.

Yours sincerely,

A handwritten signature in blue ink that reads "M. Lamb". The signature is written in a cursive style and is positioned above a horizontal line that extends to the right.

*Martin Lamb*  
Area Director  
Learning and Skills Council for Hampshire and the Isle of Wight

## Section A

### Introduction

- A.1 This consultation document sets out the background and rationale to the proposal from the LSC that Fareham College and St Vincent College should merge with the objective of creating a new college to serve the communities of Fareham and Gosport by 1 August 2008 and the subsequent development of a new campus in a new location by 2010/11. It follows the submission of an Initial Outline Proposal (IOP) from the two colleges to the local Learning and Skills Council for Hampshire and the Isle of Wight (the local council). The IOP was approved by the local Learning and Skills Council at their meeting on 11 July 2007. On 24 September 2007 the corporation of St Vincent College advised the LSC and Fareham College that it did not wish to proceed with the proposal. Subsequently, the local council decided at its meeting on 10 October 2007 that the fundamental reasons for developing the merger proposal remained strong and therefore the process should move forward and be published according to the statutory framework.
- A.2 The LSC remains committed to accommodating the views of both institutions. However under the statutory provisions governing the dissolution of further education corporations there is no requirement to have the consent of the corporation to its dissolution. Whilst the views of the corporations of both St Vincent and Fareham College would clearly be a factor in the final decision, they would not be the only or overriding consideration. The LSC believes that the proposed merger of the two colleges, to create a new college and subsequently develop a new campus, will contribute significantly to the development of post-16 education and training in Fareham and Gosport. This consultation forms part of that process.
- A.3 The merger will be achieved by establishing a new further education corporation under Section 16 of the Further and Higher Education Act 1992 and dissolution of the corporations of both Fareham and St Vincent Colleges under Section 27 of the Further and Higher Education Act 1992. The properties, rights and liabilities of Fareham and St Vincent Colleges will transfer to the new corporation. The new corporation will take account of the broader educational and geographical remit of the enlarged College, compared to current remits of both Fareham and St Vincent Colleges.
- A.4 Under the current statutory framework the final decision on the proposal would be taken by the Secretary of State. However the Further Education and Training Act 2007 will transfer the power to make orders establishing or dissolving further education corporations to the Learning and Skills Council and it is likely the final decision will be

made by the Learning and Skills Council. The local council has agreed that the proposal should be subject to formal consultation.

- A.5 The Regional Board for the South East will consider the results of this consultation and additional evidence generated through the options review and due diligence studies at its meeting in March 2008 when the full proposal for merger will be considered. The criteria against which it will judge the proposal are set out at Annex 1. It will then decide whether to forward a merger proposal to the Secretary of State for Education and Skills or the Post-16 Reorganisations Committee of the Learning and Skill Council for determination.
- A.6 There is a statutory requirement that proposals are subject to a consultation period of at least one month. Accordingly the consultation period will run from *3 December 2007 to 1 February 2008*. The proposed date for the establishment of the new corporation is 1 August 2008 and the proposed date for the dissolution of the corporations of St Vincent College and Fareham College and the transfer of property rights and liabilities is 1 October 2008.
- A.7 Your comments on the merger proposal and any information contained in this document are welcomed. It will be helpful if they could be made on the consultation pro-forma attached at Annex 3. They may be e-mailed to: [anita.jackson@lsc.gov.uk](mailto:anita.jackson@lsc.gov.uk) or may be posted to Anita Jackson, Learning and Skills Council for Hampshire and Isle of Wight, Eagle Point, Little Park Farm Road, Segensworth, Fareham, PO15 5TD.
- A.8 The final date for receipt of comments is 5 p.m. on 1 February 2008.

### **Executive summary**

- A.9 The local council believes that the merger of St Vincent College and Fareham College, in order to create a new further education corporation on a new site, is the best way forward to address the post-16 education and training needs of both Fareham and Gosport, as well as meeting the emerging government learning and skills agenda for both 14-19 year olds and adults.
- A.10 The local council believes that through one, financially robust, organisation the 'single voice' for Further Education will be able to achieve objectives that would not be possible with two separate institutions. It will also pave the way for a significant injection of capital investment (circa £60m) through the development of a new FE campus in a central location, providing 21<sup>st</sup> Century buildings and state-of-the-art facilities for Fareham and Gosport's learners, employers and the local community.

A.11 Improvements in participation, quality and learner outcomes are central to the rationale for this proposal.

A.12 The principal objectives of the merger are to:

- Increase participation and improve success rates in both Fareham and Gosport, through greater choice of programmes and improvements to the quality of facilities and in initial advice and guidance
- Increase the proportion of young people achieving a level 2 and a level 3 qualification by the age of 19
- Reduce the number of young people who are not in education, employment or training (NEETs)
- Significantly expand the range of vocational options in Fareham and Gosport, including apprenticeships, particularly at level 1 (pre-GCSE intellectual level programmes) and level 2 (GCSE and GCSE intellectually equivalent programmes)
- Strengthen the esteem and quality of level 3 provision ( GCE A-level and GCE A- level equivalent programmes) in Fareham and Gosport
- Improve access to employer-led training opportunities and strengthen the skills of the local workforce
- Improve access for all learners to develop essential, intermediate and higher level work related skills and qualifications
- Influence and make a significant contribution to the economic regeneration of the area
- Improve the Further Education estate in Fareham and Gosport through an extensive capital investment programme of circa £60m
- Improve the effectiveness of the planning, co-ordination and delivery of post-16 education and training in Fareham and Gosport
- Improve the efficiency and effectiveness of the total provision across the two Colleges
- Enhance opportunities for staff development
- Strengthen relationships with strategic partners

- Seek to present a collective identity, which also preserves the advantages of current individual strengths
- Through all of the above objectives, to raise aspirations of learners and potential learners throughout Fareham and Gosport.

A.13 A target date for the establishment of the new corporation is 1 August 2008 and for the dissolution and transfers of property rights and liabilities of Fareham and St Vincent Colleges is 1 October 2008.

A.14 The completion of the new FE campus is being planned for 2010/11. In the interim period, the new College will continue to operate on the two existing sites in Fareham and Gosport.

### Indicative merger timetable

Public consultation commences	3 December 2007
Due diligence studies commence	17 December 2007
Due Diligence studies completed	25 January 2008
Public consultation completed	1 February 2008
Response to consultation and outcome of due diligence studies considered by the LSC Hampshire & Isle of Wight	8 February 2008
Submission of Full Proposal for merger to the Regional Board	March 2008
The Regional Board determines whether Full Proposal should be put to the Secretary of State or the Reorganisations Committee.	March 2008
Formal proposal prepared and submitted to the Secretary of State or the Reorganisations Committee	April 2008
Secretary of State or the Reorganisation Committee's decision notified to Learning and Skills Council <sup>1</sup>	June 2008
New corporation established	1 August 2008
St Vincent and Fareham corporations dissolved and rights and liabilities transferred	1 October 2008
Planned completion for new College build	2010/11

<sup>1</sup> Under the current statutory framework the final decision on the proposal would be taken by the Secretary of State. However, the Further Education and Training Act 2007 will transfer the power to make orders establishing or dissolving further education corporations to the Learning and Skills Council and it is likely the final decision will be made by the Learning and Skills Council.

## Section B

### Background to the proposal

- B.1 A number of studies and reviews have been undertaken in relation to post-16 and 14-19 provision in Fareham and Gosport. This has included: the Local Area Review in 2002/03 (KPMG); a Strategic Options Review in 2005 (KPMG); a feasibility study to examine the potential merger of Fareham College with another college in 2006 (KPMG); and a review of the post-16 curriculum in 2006 (Bentley Jennison). This has created a wealth of information and data which has been drawn upon in preparing the Initial Outline Proposal for merger.
- B.2 The local LSC and the two colleges have worked together on the reconfiguration of post-16 provision in the two boroughs and the preparation of a feasibility study to feed into a capital application. This followed the release of a Strategic Statement of Intent by the local LSC in July 2006 setting out the case for the re-organisation of post-16 education and training in Fareham.
- B.3 In response to this the Corporations of the two colleges, with the LSC, came together to form a Joint Working Group (JWG) comprising four members from each Corporation, the two Principals and the LSC. The Group's remit was to prepare an Initial Outline Proposal for the creation of a new FE College to go before both Corporations and the local LSC. A press statement was issued on 17 November 2006 confirming the colleges' and the local LSC's intention to jointly plan for the new College.
- B.4 To support this work and to undertake all of the work that had to be done in advance of submitting an Initial Outline Proposal and an Approval in Principle capital application to the LSC, a Joint Operational Group (JOG) was established, involving the local LSC Executive and Executives of both Colleges.
- B.5 One of the immediate tasks of the Operational Group was to appoint consultants to undertake a feasibility study to examine the options for the reconfiguration of post-16 provision in Fareham and Gosport in order to inform the preparation of the Approval in Principle capital application. PricewaterhouseCoopers (PWC), in association with Donaldsons, were appointed.
- B.6 PWC presented their final report in June 2007 following the detailed appraisal of five main options: status quo; redevelopment of the two existing sites; redevelopment of just one of the existing sites; development of a new college in a new location; and development of a new college in a new location but also incorporating a secondary site

(either at St Vincent or Fareham College's existing site) offering specialist provision. In addition to these options, the report also considered the possibility of offering satellite provision on a very local basis to meet specific learning needs

- B.7 The initial feasibility study undertaken by PWC concluded that the best solution for post-16 education and training in Fareham and Gosport was to form a new college in a new location (with satellite provision) with the recommendation that the new college could be located on the Daedalus site near Lee-on-the-Solent, which is owned by the South East England Development Agency (SEEDA). SEEDA is engaged with the initial stages of their consultation with regard to Daedalus. It is expected that further work in relation to location will need to be undertaken as part of the capital application process. This will include revisiting the feasibility study.
- B.8 The Initial Outline Proposal was accepted by both Fareham and St Vincent College Corporations at their respective meetings on 13 June 2007 and 28 June 2007 and was approved by the local council at their meeting on 11 July 2007 as the basis for developing it to the Full Proposal stage. On 24 September 2007 the corporation of St Vincent College advised the LSC and Fareham College that it did not wish to proceed with the proposal. Subsequently, the local council decided at its meeting on 10 October 2007 that the fundamental reasons for developing the merger proposal remained strong and therefore the process should move forward and be published according to the statutory framework.
- B.9 The LSC remains committed to accommodating the views of both institutions. However under the statutory provisions governing the dissolution of further education corporations there is no requirement to have the consent of the corporation to its dissolution. Whilst the views of the corporations of both St Vincent and Fareham College would clearly be a factor in the final decision, they would not be the only or overriding consideration. The LSC believes that the proposed merger of the two colleges, to create a new college and subsequently develop a new campus, will contribute significantly to the development of post-16 education and training in Fareham and Gosport. This consultation forms part of that process.

## **Profile of the existing colleges**

### **Fareham College**

- B.10 Fareham College is a general further education college located on a 22 acre site adjacent to the A27 and a short distance from Fareham town centre and railway station – see map at Annex 4.

- B.11 In 2006 the College had 1,635 full-time students, including 1,459 16-18 year-olds. In the year 2006/7 there will have been approximately 3000 part-time learners, including 254 14-16 Increased Flexibility Programme students. The College attracts learners from all areas within the boroughs of Fareham and Gosport.
- B.12 The campus includes specialist facilities for a wide range of vocational and occupationally specific courses, including Hair & Beauty Salons, Engineering and Construction Workshops, Sports Hall, Gym and Playing Fields, Art & Design Studios, Hospitality & Catering Kitchens and Restaurant, together with extensive learning resources and social facilities for students. The College's mission is to provide a wide choice of high quality learning programmes for the communities of Fareham and Gosport.
- B.13 Fareham College provides a wide range of vocational and occupational programmes. The college makes provision in all of the 15 Sector Skills Areas (SSAs) with the exception of Area 3-Agriculture, Horticulture and Animal Care. Its learning programmes include a wide range of BTEC courses at Advanced, Intermediate, and Foundation levels; NVQs at Levels I, II, and III; and Professional courses. The College's part-time higher education provision is primarily focused on a range of Higher National Certificate courses directly funded through a small HEFCE contract.
- B.14 A-level and AS-level are provided through the college's sixth form centre. However, the numbers studying full and part-time A-levels have continued to decline and by 2006/07 this had reduced to 114 full-time students. In contrast, the number of 16-18 full-time students studying on vocational and occupational courses has increased markedly over the period 2002/03 to 2006/07, by some 600 learners. This reflects a transformation in the College's curriculum offer to better meet the perceived needs of learners and to remedy some of the gaps in provision repeatedly demonstrated in the external reviews referred to in B1 above.
- B.15 Developing from the Increased Flexibility Programme, learners from 12 local schools are now offered a range of ten Level 1 courses in subjects including; motor vehicle engineering; electrical installation; hairdressing; care and early years; performance skills; creative arts; uniformed services; sports; and, hospitality and catering. The College is playing a key role in supporting the local Fareham and Gosport's Consortium's response to the 14-19 Implementation Plan. This includes establishing a range of the new Diplomas (formerly Specialised Diplomas) for delivery in 2009 onwards.
- B.16 Fareham College has developed a collaborative arrangement with Fareport Training to provide E2E provision on the college site and for a hairdressing apprenticeship programme. Other collaborative ventures

include those with Totton College (OLASS Programme), Phoenix Futures (Literacy & Numeracy for hard to reach learners), the Probation Service (Literacy & Numeracy for hard to reach learners) and with the Isle of Wight College (Train to Gain Contract with Huhtamaki Ltd).

- B.17 In the College's last full inspection report in November 2006, Ofsted judged one half of the College's provision to be either 'Good' or 'Outstanding', and the other half to be 'Satisfactory'. However, success rates continue to be broadly in line with the national average for General Further Education colleges.
- B.18 Whilst located on a prime site in Fareham, Fareham College is also characterised by some outdated buildings and inefficient use of space.

### **St Vincent College**

- B.19 St Vincent College is an open access community sixth form college located in Gosport close to the town centre - see map at Annex 4.
- B.20 In 2006 the College had 1,060 full time students aged 16-18 and 2,000 adults enrolled on a range of adult education, outreach, UK Online, Learndirect and Skills for Life programmes. Individual learning courses include A and AS levels; GCSE; NVQ and BTEC courses at levels I, II and III and courses for students with learning difficulties and disabilities.
- B.21 St Vincent College describes itself as "your college of choice", reflecting its range of provision and commitment to responding flexibly to the changing educational and employment trends. Entry requirements to the college's wide range of A level options are lower than most schools and colleges resulting in below average success rates at Level 3 for 16-18 students. Value Added scores vary from subject to subject and are generally at or slightly below expectation.
- B.22 The College occupies a 32 acre campus on the Forton creek with a leisure centre including a sports hall, swimming pool, activity halls, fitness suite, the floodlit all weather pitch and netball courts. Specialist Performing Arts facilities include a professionally equipped theatre, dance and drama studios, gallery, music, media and photography studios with recording and performance spaces. However, the single and two storey buildings are of varying ages, some dating back to the 19th Century. Much of the general purpose accommodation is not well suited for modern educational needs. It is difficult to use the available space efficiently and maintenance costs are very high.
- B.23 The College operates within an adult education partnership providing funding learning opportunities across Fareham and Gosport. Partnership work extends into the 14-19 area with 46 students

undertaking Increased Flexibility courses in vocational areas such as, Care, Public Services and Sport.

B.24 In the College's last full inspection report in January 2005, of the five areas inspected, Ofsted judged three to be 'Satisfactory' and two to be 'Good'. However, success rates continue to be well below the national average for sixth form colleges.

### Learner numbers by Sector Subject Areas 2006-07

Sector Subject Area (SSA)	Fareham		St.Vincent	
	16-18	Adult (19+)	16-18	Adult (19+)
Health, Public Services and Care	212	158	148	302
Sciences and Mathematics	76	112	139	78
Agriculture, Horticulture and Animal Care	0	0	16	0
Engineering, Technology and Manufacture	181	115	37	0
Construction, Planning and the Built Environment	29	3	13	2
ICT	82	169	83	246
Retail and Commercial Enterprise	428	314	0	1
Leisure, Travel and Tourism	167	17	158	10
Arts, Media and Publishing	275	184	266	28
History, Philosophy and Theology	0	1	52	7
Social Sciences	5	0	39	15
Language, Literature and Culture	15	62	72	200
Education and Training	1	15	0	97
Preparation for Life and Work	67	396	38	274
Business Administration and Law	82	323	66	153
Total	1620	1869	1127	1413

Source: LSC ILR FO4 2006/07 data (based on learner numbers and main learning aim)

### Rationale for the proposed merger

B.25 Currently, both Fareham College and St Vincent College play a key strategic role in the delivery of 14-19 and adult education in their localities. However, there are a number of significant issues in Fareham and Gosport that need to be addressed:

- In Gosport key issues include: performance of year 11 pupils at Key Stage 4; the narrow range of post-16 vocational provision at levels 1 and 2; low aspirations; post 16 participation rates below the national average; and the size of the NEET (not in education, employment or training) population
- In Gosport and Fareham the proportion of young people achieving a level 2 and a level 3 qualification by the age of 19 is below the Hampshire average, and whilst there have been some recent improvements in Fareham, the situation in Gosport has worsened

- In Fareham there exists an imbalance between the demand for level 3 AS / A2 courses from learners and the current limited offer provided by Fareham College
  - There is an overall need to improve the collaboration and integration of learning opportunities offered by the colleges and work-based learning providers, including progression and sharing of expertise
  - Significant outward migration of post-16 learners – the net outflow of learners from the area in 2005/06 was approximately 1,500
  - There are low levels of attainment in the adult skills base - 41% and 32% of adults in Gosport and Fareham respectively do not hold the equivalent of a level 2 qualification. Furthermore, 15% of adults in Gosport hold no qualifications whatsoever.
  - Both existing sites are inefficient and increasingly uneconomic. Significant levels of investment would therefore be needed to bring them up to the standards expected for the 21<sup>st</sup> Century.
- B.26 The development of an integrated curriculum for academic and vocational learning in Fareham and Gosport should lead to more effective planning and delivery. This extends to the expertise of the staff and the specialist resources available within each institution
- B.27 A larger organisation would have greater financial capacity to invest and develop facilities, whilst at the same time improve cost effectiveness. An entirely new college build could only be financed and supported from this enlarged financial base. The combined turnover of the two colleges would be approximately £18m<sup>2</sup>. Longer term financial viability is more likely to be achieved through efficiencies in space and utilisation within purpose designed and energy efficient buildings.

## **Benefits of the merger**

- B.28 There are many benefits to be gained from the merger of Fareham College and St Vincent College. The main beneficiaries of the merger will, in the first instance, be the learners of the Fareham and Gosport area who will experience a greater choice of a high quality provision in higher quality buildings than was previously the case. Local employers will also benefit from having access to recruit new employees from a more comprehensively educated and well prepared new entrant community and will also benefit from having a greater range of programmes for their own employed workforce.
- B.29 The wider stakeholder community (e.g. voluntary organisations and the Borough Councils) will benefit from having a high quality inspirational post-16 further education provider within the heart of its community,

---

<sup>2</sup> Source: LSC; based on College Financial Plans 2007-10

providing lifelong opportunities from the age of 16. The new College will also make a significant commitment to the 14-19 agenda and in collaboration and agreement with local schools will provide opportunities for 14-16 year olds.

B.30 The overall **benefits** of the merger will be to:

- Develop a strategic environment for the development of a 14-19 curriculum and the full range of diplomas
- Increase the range of vocational and academic provision in Fareham and Gosport and address identified gaps in provision
- Further develop the apprenticeship offer in Fareham and Gosport
- Provide a unified system of accessible skills support for adults wanting to improve their qualification base. This will strengthen and extend opportunities to gain vocational qualifications and economically valuable skills
- Provide a strong, financially robust, fit for purpose institution that effectively meets current and future learning and skills needs in world class buildings
- Significantly improve the FE estate in Fareham and Gosport through the injection of circa £60m in the development of a new campus and satellite provision
- Improve learner access to locally available specialist provision.

B.31 The **strengths** of the merger will be to provide:

- Clarity of vision and mission for Fareham and Gosport
- Clarity of identity for learners, strategic partners and customers
- Clear and consistent, high quality leadership approach
- Consistent and rigorous approach to quality assurance and control systems
- Clarity of curriculum offer for learners, strategic partners and customers
- High-level relationships with local and strategic partners
- Enhanced strategic capability in developing new curriculum

- Greater strategic capacity in developing employer-led education and training
- A coherent strategic approach to staff development and career development of staff as learning professionals and learning managers
- Improved natural efficiency and effectiveness and hence value for money of a larger and highly effective management.
- Greater opportunities for employer engagement leading to the creation of business led training and development solutions.

B.32 For the **learners** in Fareham and Gosport the merger will be to:

- Improve access to vocational pathways, including 'mixed' academic and vocational programmes and apprenticeships from Entry to Level 4.
- Improve opportunities for enrichment alongside mainstream programmes
- Improve opportunities for young people and adults to develop work-related skills in industry standard learning environments
- Improve opportunities for young people and adults to gain economically valuable qualifications
- Improve the availability of information, advice and guidance for both 14-19 and adults
- Provide the capacity for investment in higher quality learning facilities than has previously been possible.

B.33 For **employers** the merger will:

- Provide opportunities for greater access to recruit new employees from a more comprehensively educated and well prepared new entrant community
- Provide greater access to a more diverse and wide range of workforce development programmes for their own employed workforce
- Result in a larger and more responsive local post-16 institution that has the capacity to respond to local skills shortages and needs, thereby improving employer involvement and confidence in the qualifications and programmes offered.

B.34 For **key stakeholders** the merger will:

- Provide a single and coherent voice for Further Education in setting strategy for the development of collaboration and delivery of education in Fareham and Gosport
- Provide clarity of vision and mission
- Create enhanced opportunities to develop relations with strategic partners
- Provide a clear, expansive and sustainable curriculum offer
- Make a significant contribution to the economic regeneration of the area
- Do more for those with low skills and who are more likely to be socially and economically disadvantaged
- Assist the Fareham and Gosport 14-19 Consortium<sup>3</sup> to deliver the 14-19 strategy in the area
- Assist the Learning and Skills Council Hampshire and the Isle of Wight to deliver its strategic plan
- Strengthen funding bids with a variety of key partners.

B.35 For the **staff** of the two existing colleges the merger will:

- Provide a clear and consistent leadership approach
- Provide greater opportunity for career development and progression for teaching, administrative and support staff in a stable institution with a large dynamic workforce
- Provide opportunities for staff to broaden their experience through the sharing of best practice
- Enhance resources and facilities for the teaching and support of learners
- Underpin effectiveness and quality through the provision of comprehensive employee development and human resource support services.

---

<sup>3</sup> The Fareham and Gosport 14-19 Consortium comprises the following organisations: Secondary Schools, FE Colleges, Work-based Learning Providers and the Education Business Partnership.

B.36 The **corporate benefits** of the merger are to:

- Create a strengthened College that is able to cope with potential and/or unforeseeable variations in levels of public funding
- Improve College efficiency through the introduction of common management information systems
- Create increased potential for investment, providing opportunities for growth whether in revenue or capital expenditure
- Combine the resources of both existing Colleges to produce economies of scale that will provide opportunities for further improvements in accommodation and other resources
- Provide cost savings in such areas as senior management, marketing, licences and software support, audit services and insurance
- Enhance opportunities for business development.

## Section C

### Profile of the *new* College

#### Objectives

C.1 It is envisaged that the new College will:

- Increase participation and improve success rates in both Fareham and Gosport, through greater choice of programmes and improvements to the quality of facilities and in initial advice and guidance
- Increase the proportion of young people achieving a level 2 and a level 3 qualification by the age of 19
- Reduce the number of young people who are not in education, employment or training (NEETs)
- Significantly expand the range of vocational options in Fareham and Gosport, including apprenticeships, particularly at level 1 (pre-GCSE intellectual level programmes) and level 2 (GCSE and GCSE intellectually equivalent programmes)
- Strengthen the esteem and quality of level 3 provision ( GCE A-level and GCE A- level equivalent programmes) in Fareham and Gosport
- Improve access to employer-led training opportunities and strengthen the skills of the local workforce
- Improve access for all learners to develop essential, intermediate and higher level work related skills and qualifications
- Influence and make a significant contribution to the economic regeneration of the area
- Improve the Further Education estate in Fareham and Gosport through an extensive capital investment programme of circa £60m
- Improve the effectiveness of the planning, co-ordination and delivery of post-16 education and training in Fareham and Gosport
- Improve the efficiency and effectiveness of the total provision across the two Colleges
- Enhance opportunities for staff development

- Strengthen relationships with strategic partners
- Seek to present a collective identity, which also preserves the advantages of current individual strengths
- Through all of the above objectives, to raise aspirations of learners and potential learners throughout Fareham and Gosport.

### **Strategic vision of the *new* College**

- C.2 The intention, in merging the two Colleges, is to establish a broader and highly effective range of vocational and academic further education and training opportunities. State-of-the-art buildings and facilities will be created as part of a major capital investment of circa £60 million. The new College will include a sixth form centre for those who want to pursue an academic curriculum combined with a significant vocational offer providing industry-standard facilities for those who want to pursue an occupationally based curriculum.
- C.3 The new organisation, which will combine the best of Fareham and St Vincent Colleges, will be better placed to focus on the needs of learners, employers and the wider community in Fareham and Gosport.
- C.4 The new College will play a pivotal role in extending participation in learning and training and will serve to raise the aspirations of young people and adults. The new organisation will raise standards whilst maintaining diversity and choice for learners. This development will play a vital role in raising the esteem of the area as a learning location and learners' and employers' experience of education and training will be positive. Through the new organisation learners will have increased success and improved prospects for progression into higher education or good quality employment.
- C.5 Above all the new College will encourage more young people and adults to participate in a diverse array of exciting and motivating learning opportunities that will enable them to progress into further learning and into work. The new College will do more to engage with people with low or no skills – those who are more likely to be socially and economically disadvantaged. It will strive to be more innovative in the way in which excites and connects with those who are least likely to participate in learning.
- C.6 The 2007/08 Local Plan of Hampshire and the Isle of Wight Learning and Skills Council identifies a number of priorities. The proposed merger addresses a number of these including:
- Growth in 16-18 participation

- Developing vocational provision, particularly at levels 1 and 2
- Reducing the NEET (young people not in education, employment or training) population
- Increasing the number of apprenticeship opportunities
- Enabling more young people to gain a level 2 and level 3 qualification by the age of 19
- Upskilling the adult working population and reducing the proportion of adults with no or low level skills and qualifications
- Growing and developing new provision in the priority sectors
- Delivering the local capital plan
- Securing an agreed solution to determining the future configuration of post-16 provision in Fareham and Gosport.

C.7 Key objectives to be achieved by the end of the first three years:

- As a minimum an increase of 5% in 16-18 participation levels for Fareham and Gosport
- As a minimum, match the national average for young people's attainment of a level 2 and a level 3 qualification by the age of 19
- Significant curriculum developments resulting in a wider vocational choice at levels 1 and 2 in the area and increased apprenticeship opportunities
- Improve the overall success rates to match that achieved by the 75th percentile of Further Education Colleges
- Some reduction in the daily outward migration of young people making Fareham and Gosport the preferred choice for learners locally.
- To contribute to the LSC targets for the reduction in the NEET (not in education, employment or training) population in Fareham and Gosport
- Investment in a new FE campus to create state of the art buildings and facilities

- To contribute to the LSC priorities for increasing the volume and quality of employer led training opportunities including pre-apprenticeships, apprenticeships and Train to Gain programmes
- To contribute to the skills priorities of the sub region of Urban South Hampshire and Fareham and Gosport for key sectors and occupations
- Fully integrated College systems
- Cultural integration of both organisations into one harmonised organisation.

### **Initial curriculum planning**

C.8 An integrated further education curriculum strategy, for the whole of Fareham and Gosport, delivered through a single organisation, will ensure the maximum access to academic, vocational and occupational programmes at all levels. Fareham and St Vincent have worked together to develop early ideas of what should be provided within the new college curriculum. This future curriculum builds on areas of current strength as well as developing areas to meet known need in the locality and address current government strategic priorities. It is accepted that it is important to retain flexibility particularly in the vocational curriculum where changes are increasingly likely to result from employer led activity such as apprenticeships and Train to Gain.

C.9 The major specialist curriculum areas to be provided by the new college will include:

- Academic A-level provision
- Business and Management
- Construction
- Engineering, including Marine, Aeronautical and Motor Vehicle Engineering
- English, Languages and Communication
- Foundation Programmes
- Hairdressing and Beauty
- Health and Social Care
- Hospitality and Catering
- Humanities
- ICT
- Sciences and Mathematics
- Sports and Leisure
- Travel and Tourism
- Visual, Performing Arts and Media

- C.10 Wherever appropriate, specialist curriculum areas will work in partnership with key private training providers and employers to develop skills-based progression routes, support apprenticeships and work-related learning opportunities. Some elements of provision might be developed in locations other than the main site in satellite centres to suit specific community needs. Working through partnerships it might be appropriate to develop provision, for example, on employers' or work-based learning providers' premises or on school sites. The new College will actively support the promotion and delivery of apprenticeships working in partnership with work-based learning providers.
- C.11 In anticipation of an increased commitment to 14-16 provision, the integrated 'Increased Flexibility' approach to developing and delivering vocational 14-16 provision with the schools will continue. A commitment from the new College to give greater support to this work will be offered within the partnership arrangements of the local 14-19 consortium, the scale being also dependant on funding arrangements negotiated with the Local Authority. The College will be part of the consortium provision designed to meet the new diploma requirements. The College's particular contribution will be to deliver those parts of the Diplomas, either on or off the main college site that schools would find hard to do in isolation. For the Gifted and Talented improved planning with local schools will be able to provide accelerated learning and/or enrichment curriculum for gifted and talented pupils, linked to each school's individual specialist status.
- C.12 The work of each curriculum area will evolve over time to meet changing local demands. The specialist vocational areas will be particularly important in making provision at Entry Level and Levels 1 and 2 more widely accessible within Fareham and Gosport. This is particularly important in seeking to attract additional young people not currently in employment or education (NEETS). It is also important for driving forward the skills element of the Urban South Hampshire growth agenda for reducing economic inactivity and improving the skills of the local workforce.
- C.13 Improved information, advice, and guidance would be available to local people through the creation of the new College as potential students would have access to information on a wider but coherent curriculum offer in Fareham and Gosport from a single co-ordinated organisation.
- C.14 The new college hopes to have significant and complementary sports and social facilities, with the dual purpose of supporting student learning and enrichment programmes whilst maintaining the long tradition of community access to such facilities in both Gosport and Fareham. The funding of this may depend on imaginative new arrangements with the two Boroughs. The positioning of specific sports and social facilities will reflect the nature, size, and location of the

communities they seek to serve. The new College will provide Adult Leisure Learning courses, either on a full cost basis or in conjunction with the Local Authority and other local providers. Again, the location of such courses will reflect the needs of the communities they seek to serve.

- C.15 The newly formed College will have initially 6,500 students in total, of whom approximately 2,800 would be 16-18 year olds and approximately 3,700 adults. However, all the strategies of the new organisation will be designed to gain the maximum advantage from the improved economies of scale whilst ensuring that the learning experience feels personal to the learner at the point of delivery.

## **Governance, management and staffing arrangements**

### **Governance and management**

- C.16 To create the new College, it is proposed that the corporations of both St Vincent College and Fareham College are dissolved and that their assets, rights and liabilities be transferred to a new corporation. Appropriate arrangements will be put in place to create the new corporation. Particular consideration is being given to the role of governors during the immediate transition period following the re-organisation.
- C.17 Through strong management and leadership the larger organisation should be able to provide greater institutional stability and a stronger organisation better placed to respond to learner needs and future challenges while continuing the best traditions of both colleges. The re-organisation would maximise the use of the valuable assets of both colleges for the benefit of learners through, for example, the creation of more efficient 'back office' arrangements and services. The best management practices from the merged institutions would be used, so leading to improvements in quality management in both curriculum and support functions.
- C.18 The organisational framework will allow for effective and speedy communication from the outset and the delivery of real organisational agility, i.e. the ability to respond quickly and flexibly in managing within the new College and in meeting community and business demands

### **Human resources**

- C.19 It is intended that the merged college will build on the best employment practices of the constituent parts, and provide a rewarding and stimulating environment for its staff to work in. It is recognised that the commitment and effectiveness of staff will be central to the success of the new College. Thus changes to management structures that result

from the re-organisation will be designed to maximise the quality of the learning experience for the students.

- C.20 In recent years, colleges have developed contractual terms and conditions of employment that reflected their own strategic, operational and financial circumstances. The new College will honour obligations under the European Acquired Rights Directive and Transfer of Undertakings (Protection of Employment) Regulations (TUPE). In order to promote clarity for staff the new college will seek to appropriately communicate and consult with them individually, as well as collectively through the recognised trade unions, in order to review conditions of employment in the newly merged college over an acceptable time period. The continuing recognition of trade unions currently recognised by the separate colleges will not be affected by the re-organisation.
- C.21 The human resource implications of establishing a merged College are not underestimated. The two groups of staff from the respective Colleges are on different terms and conditions. It is envisaged that the period leading up to the merger will require the engagement of a significant amount of HR consultancy time to undertake work-study and role development and to advise management on the most appropriate structures which will need to exist in order to integrate systems following the merger itself.

### **Planning for learners**

- C.22 Planning for the new College will ensure that there will be minimum disruption to learners. For at least the first two years of the newly merged college, provision will continue to be offered on the two existing sites based on an integrated curriculum plan that will offer improved choice and diversity.

### **Estates and facilities**

- C.23 There is a commitment that the new College will provide a world class and highly sustainable building on the new campus, designed for the 21<sup>st</sup> Century which brings together innovative design and construction to create flexible facilities which can meet current and future curriculum delivery. The new College will comprise buildings and facilities that will inspire learners, enthuse staff, enable the new College to engage effectively with the local community and project a high level of credibility to employers.
- C.24 Both existing sites are characterised by an estate that is inefficient and increasingly uneconomic. Significant levels of investment would be required to improve the efficiency and reduce the costs of maintenance.

- C.25 The initial feasibility study undertaken recently by PricewaterhouseCoopers concluded that the best solution for post-16 education and training in Fareham and Gosport was to form a new college in a new location (with satellite provision) with the recommendation that the new College be located on the Daedalus site near Lee-on-the-Solent, which is owned by the South East England Development Agency (SEEDA). The Daedalus site offers a central location where there is the availability of land to accommodate a new college as well as to allow for future investment and expansion. SEEDA is engaged with the initial stages of their consultation with regard to Daedalus. It is expected that further work in relation to location will need to be undertaken as part of the capital application process. This will include revisiting the feasibility study. A lead adviser and multi-disciplinary team will be appointed to prepare a capital application to the Learning and Skills Council for the purposes of developing a new FE campus.
- C.26 The design of the new College buildings will be clearly led by the curriculum planning that is currently being undertaken. The design of the new buildings will plan to incorporate as much flexibility of use as possible. This will allow both for adjustments in provision as local labour market demands change and for potential future shifts in individual students' requirements, particularly the ability to mix vocational and academic components within their programmes. The design will reflect best practice in the support for new learning methodologies particularly through imaginative use of flexible ICT support, new style resource areas and teaching spaces capable of catering for variable sized teaching groups as well as individual or small group work. Longer term financial viability is more likely to be achieved through efficiencies in space utilisation within purpose designed and energy efficient buildings
- C.27 The development of new buildings will not be completed until at least 2010/11. The newly merged college will therefore continue to operate on the two existing sites until that time.

### **Name and designation of the new College**

- C.28 Careful consideration will need to be given to the choice of name for the new College. A number of names have been suggested, including: Solent College; College of South East Hampshire (CSEH); and South East Hampshire College (SEHC). At this stage, Solent College is the proposed name for the new College.
- C.29 Your views on the choice of name would be appreciated. If you have any alternative suggestions that you would like to be considered please state these on the Consultation Response Pro-Forma at Annex 3, Question 5.

C.30 Consideration has also been given to the designation of the new College given the fact that this is a merger of a Sixth Form College and a General Further Education College. Given that the new College will provide a tertiary level of education offering academic, vocational and occupational provision, the LSC has concluded that the College should be designated as a General Further Education (GFE) College. Whilst the designation will be a GFE it is proposed that a sixth form centre offering academic provision will be established as part of the new College.

## **Concluding statement**

C.31 Subject to the outcome of the public consultation and due diligence studies the LSC intend to present a Full Proposal in March 2008.

C.32 This proposal is seen as benefiting the learners, employers, communities and other stakeholders served by the two colleges. It puts forward the case for the creation of a new college that will provide a comprehensive range of provision including a sixth form centre for those who want to pursue an academic curriculum and a significant vocational offer providing industry-standard facilities for those who want to pursue an occupationally based curriculum.

C.33 Above all, the proposal seeks to ensure that more young people and adults will participate in a diverse array of exciting and motivating learning opportunities that will enable them to progress into further learning and into work. In particular, it will do more to engage with people with low or no skills – those who are more likely to be socially and economically disadvantaged. It responds to the need to be more innovative in the way in which we excite and connect with those who are least likely to participate in learning.

C.34 The merger of Fareham College and St Vincent College will have positive effects on the provision available to learners and will play a significant role in raising aspirations in Fareham and Gosport and provides an exciting opportunity for the creation of a new £60m FE campus, as well as some satellite provision to respond to local and specific learning needs.

## Section D

### The consultation process

#### Internal consultation

- D.1 There is a commitment to ensure that there is a regular flow of information to staff at both Colleges and opportunities for questions at all stages in the process. This will continue as the merger process progresses. A framework for staff consultation drawn up by an appointed employment law advisor will be implemented as the merger progresses.
- D.2 Recognised trade unions will be fully involved in the consultation processes.

#### External consultation

- D.3 It is believed that all external stakeholders should have the opportunity to comment on the proposed merger. This document is central to the process of consulting with external stakeholders and is being distributed to individuals and organisations that may be regarded as stakeholders. Copies of the document will also be circulated to public libraries and details advertised in the local press. (Please note: details of the individuals and organisations to whom the document is being sent are set out at Annex 5 to this document).

#### How to respond

- D.4 The Learning and Skills Council Hampshire and Isle of Wight would urge you to make your views on the merger known by submitting them in writing to the Learning and Skills Council Hampshire and Isle of Wight.
- D.5 If you are able to reference your comments to particular sections or paragraphs within the document this would be much appreciated, as it will assist the process of analysing the responses.
- D.6 Responses should be made using the enclosed form and submitted by **5 pm, 1 February 2008** to:

Anita Jackson (PLEASE MARK YOUR ENVELOPE "FAREHAM / ST VINCENT MERGER")  
Learning and Skills Council  
Hampshire & Isle of Wight  
Eagle Point  
Little Park Farm Road  
Segensworth  
Fareham

Hants  
PO15 5TD  
Fax 01489 558600  
e-mail: [antia.jackson@lsc.gov.uk](mailto:antia.jackson@lsc.gov.uk)

NOTE. RESPONSES MUST BE RECEIVED BY 5 PM, *1 February 2008*

## **ANNEX 1**

St Vincent College
--------------------

### **Statutory Draft Proposal**

#### **DOUBLE DISSOLUTION MERGER**

DRAFT PROPOSAL UNDER SECTION 51 (1) (c) OF THE FURTHER AND HIGHER EDUCATION ACT 1992 (THE ACT) FOR THE DISSOLUTION OF THE FURTHER EDUCATION CORPORATION OF ST VINCENT COLLEGE UNDER SECTION 27 OF THE ACT

#### **NAME OF THE FURTHER EDUCATION CORPORATION**

St Vincent College

#### **ADDRESS**

Mill Lane  
Gosport  
Hampshire  
PO12 4QA

#### **GENERAL DESCRIPTION OF THE EDUCATION PROVIDED AT THE INSTITUTION**

St Vincent College is an open access community sixth form college located in Gosport close to the town centre.

In 2006/07 the College had 1,127 students aged 16-18 and 1,413 adults on a range of adult education, outreach, UK Online, Learndirect and Skills for Life programmes. Individual learning courses include A and AS levels; GCSE; NVQ and BTEC courses at levels 1, 2 and 3 and courses for students with learning difficulties and disabilities. The College operates within an adult education partnership providing adult and community learning opportunities across Fareham and Gosport.

#### **REASON FOR PROPOSING DISSOLUTION OF THE CORPORATION**

The Learning and Skills Council wishes to establish a new institution by merging the existing colleges of St Vincent College and Fareham College. This would be achieved by the dissolution of the existing corporations and the transfer of their respective property, rights and liabilities to a new further education corporation to be known as Solent College.

The principal reasons advanced by the Learning and Skills Council, in support of the proposal for a new college formed by the merger of the two existing colleges are to:

- Increase participation and improve success rates in both Fareham and Gosport, through greater choice of programmes and improvements to the quality of facilities and in initial advice and guidance
- Increase the proportion of young people achieving a level 2 and a level 3 qualification by the age of 19
- Reduce the number of young people who are not in education, employment or training (NEETs)
- Significantly expand the range of vocational options in Fareham and Gosport, including apprenticeships, particularly at level 1 (pre-GCSE intellectual level programmes) and level 2 (GCSE and GCSE intellectually equivalent programmes)
- Strengthen the esteem and quality of level 3 provision ( GCE A- level and GCE A- level equivalent programmes) in Fareham and Gosport
- Improving access to employer-led training opportunities and strengthening the skills of the local workforce
- Improving access for all learners to develop essential, intermediate and higher level work related skills and qualifications
- Influence and make a significant contribution to the economic regeneration within the local area.
- Improving the Further Education estate in Fareham and Gosport through an extensive capital investment programme of circa £60m
- Improve the effectiveness of the planning, co-ordination and delivery of post-16 education and training in Fareham and Gosport
- Improve the efficiency and effectiveness of the total provision across the two Colleges
- Enhance opportunities for staff development
- Strengthen relationships with strategic partners
- Seek to present a collective identity, which also preserves the advantages of current individual strengths

- Through all of the above objectives, to raise aspirations of learners and potential learners throughout Fareham and Gosport.

**DATE PROPOSED FOR THE DISSOLUTION OF THE CORPORATION:**

1<sup>st</sup> October 2008

**EDUCATIONAL PROVISION TO BE MADE FOR THOSE STUDENTS WHO HAVE NOT COMPLETED THEIR COURSES ON THAT DATE:**

Provision will be made for those students at St Vincent College who have not completed their courses by the date of the dissolution to complete their courses at the newly established institution.

## **Statutory Draft Proposal**

### **DOUBLE DISSOLUTION MERGER**

DRAFT PROPOSAL UNDER SECTION 51 (1) (c) OF THE FURTHER AND HIGHER EDUCATION ACT 1992 (THE ACT) FOR THE DISSOLUTION OF THE FURTHER EDUCATION CORPORATION OF FAREHAM COLLEGE UNDER SECTION 27 OF THE ACT

### **NAME OF FURTHER EDUCATION INSTITUTION**

Fareham College

### **ADDRESS**

Bishopsfield Road  
Fareham  
Hampshire  
PO14 1NH

### **GENERAL DESCRIPTION OF EDUCATION PROVIDED AT THE INSTITUTION**

Fareham College is a general further education college located on a 22 acre site adjacent to the A27 and a short distance from Fareham town centre and railway station.

In 2006/07 the College had 1,622 students aged 16-18 and 1,876 adults, including 254 14-16 Increased Flexibility Programme students. The College attracts learners from all areas within the boroughs of Fareham and Gosport.

Fareham College provides a wide range of vocational and occupational programmes. Its learning programmes include a wide range of BTEC courses at Advanced, Intermediate, and Foundation levels; NVQs at Levels 1, 2, and 3; and Professional courses. The College's part-time higher education provision is primarily focused on a range of Higher National Certificate courses. A-level and AS-level are provided through the College's sixth form centre.

### **REASON FOR PROPOSING DISSOLUTION OF THE CORPORATION**

The Learning and Skills Council wishes to establish a new institution by merging the existing colleges of Fareham College and St Vincent College. This would be achieved by the dissolution of the existing corporations and the

transfer of their respective property, rights and liabilities to a new further education corporation to be known as Solent College.

The principal reasons advanced by the Learning and Skills Council in support of the proposal for a new college formed by the merger of the two existing colleges are to:

- Increase participation and improve success rates in both Fareham and Gosport, through greater choice of programmes and improvements to the quality of facilities and in initial advice and guidance
- Increase the proportion of young people achieving a level 2 and a level 3 qualification by the age of 19
- Reduce the number of young people who are not in education, employment or training (NEETs)
- Significantly expand the range of vocational options in Fareham and Gosport, including apprenticeships, particularly at level 1 (pre-GCSE intellectual level programmes) and level 2 (GCSE and GCSE intellectually equivalent programmes)
- Strengthen the esteem and quality of level 3 provision ( GCE A- level and GCE A- level equivalent programmes) in Fareham and Gosport
- Improving access to employer-led training opportunities and strengthening the skills of the local workforce
- Improving access for all learners to develop essential, intermediate and higher level work related skills and qualifications
- Influence and make a significant contribution to the economic regeneration within the local area
- Improving the Further Education estate in Fareham and Gosport through an extensive capital investment programme of circa £60m
- Improve the effectiveness of the planning, co-ordination and delivery of post-16 education and training in Fareham and Gosport
- Improve the efficiency and effectiveness of the total provision across the two Colleges
- Enhance opportunities for staff development
- Strengthen relationships with strategic partners

- Seek to present a collective identity, which also preserves the advantages of current individual strengths.
- Through all of the above objectives, to raise aspirations of learners and potential learners throughout Fareham and Gosport.

**DATE PROPOSED FOR THE DISSOLUTION OF THE CORPORATION:**

1<sup>st</sup> October 2008

**EDUCATIONAL PROVISION TO BE MADE FOR THOSE STUDENTS WHO HAVE NOT COMPLETED THEIR COURSES ON THAT DATE:**

Provision will be made for those students at Fareham College who have not completed their courses by the date of the dissolution to complete their courses at the newly established institution.

## **STATUTORY DRAFT PROPOSAL**

### **DRAFT PROPOSAL UNDER SECTION 51 (1) (a) OF THE FURTHER AND HIGHER EDUCATION ACT 1992 (THE ACT) FOR THE ESTABLISHMENT UNDER SECTION 16 (1) OF THE ACT OF A BODY CORPORATE FOR THE PURPOSE OF ESTABLISHING AND CONDUCTING THE NEW INSTITUTION OF SOLENT COLLEGE**

#### **PROPOSED NAME OF THE FURTHER EDUCATION CORPORATION AND THE INSTITUTION:**

SOLENT COLLEGE

#### **ADDRESS:**

Bishopsfield Road  
Fareham  
Hampshire  
PO14 1NH

#### **GENERAL DESCRIPTION OF THE EDUCATION TO BE PROVIDED AT THE INSTITUTION:**

The College will offer a range of full-time and part-time provision, including advanced level provision and an extensive range of full-time and part-time courses at different qualification levels. There will also be provision for students with learning difficulties and/or disabilities. In addition, the college will offer a range of higher education courses. The College will build upon and extend the existing curriculum strengths of Fareham College and St Vincent College. The provision will be initially delivered mainly from the existing sites of Fareham College (Fareham) and St Vincent College (Gosport). Courses will be offered both during the day and the evening.

#### **NUMBERS OF STUDENTS FORECAST FOR SUCH TIME AS THE INSTITUTION IS FULLY OPERATIONAL:**

The College would expect to be fully operational at 1st October 2008. The college anticipates having approximately 6,500 students in total, of whom approximately 2,800 would be 16-18 year olds and approximately 3,700 would be adults.

## **REASON FOR PROPOSING INCORPORATION:**

The Learning and Skills Council wishes to establish a new institution to effect a merger of two existing colleges, namely Fareham and St Vincent Colleges. This would be achieved by the dissolution of the existing corporations and the transfer of their respective property, rights and liabilities to a new further education corporation to be known as Solent College.

The principal reasons advanced by the Learning and Skills Council in support of the proposal for a new college formed by the merger of the two existing colleges are to:

- Increase participation and improve success rates in both Fareham and Gosport, through greater choice of programmes and improvements to the quality of facilities and in initial advice and guidance
- Increase the proportion of young people achieving a level 2 and a level 3 qualification by the age of 19
- Reduce the number of young people who are not in education, employment or training (NEETs)
- Significantly expand the range of vocational options in Fareham and Gosport, including apprenticeships, particularly at level 1 (pre-GCSE intellectual level programmes) and level 2 (GCSE and GCSE intellectually equivalent programmes)
- Strengthen the esteem and quality of level 3 provision ( GCE A- level and GCE A- level equivalent programmes) in Fareham and Gosport
- Improving access to employer-led training opportunities and strengthening the skills of the local workforce
- Improving access for all learners to develop essential, intermediate and higher level work related skills and qualifications
- Influence and make a significant contribution to the economic regeneration within the local area
- Improving the Further Education estate in Fareham and Gosport through an extensive capital investment programme of circa £60m
- Improve the effectiveness of the planning, co-ordination and delivery of post-16 education and training in Fareham and Gosport
- Improve the efficiency and effectiveness of the total provision across the two Colleges

- Enhance opportunities for staff development
- Strengthen relationships with strategic partners
- Seek to present a collective identity, which also preserves the advantages of current individual strengths
- Through all of the above objectives, to raise aspirations of learners and potential learners throughout Fareham and Gosport.

**THE FURTHER EDUCATION CORPORATION IS TO ESTABLISH AN EDUCATIONAL INSTITUTION**

**THE DATE PROPOSED FOR THE ESTABLISHMENT OF THE FURTHER EDUCATION CORPORATION:**

1st August 2008

**THE DATE FROM WHICH IT IS PROPOSED THAT THE CORPORATION SHOULD CONDUCT THE INSTITUTION:**

1<sup>st</sup> October 2008

## **ANNEX 2**

### **The Learning and Skills Council's Criteria for Provider Reorganisations**

#### **Criteria**

The Learning and Skills Council will consider the proposal in the light of criteria shown below:

1. The proposal is likely to extend participation, learning and training
2. The proposal is likely to result in raised learner achievement
3. The proposal is likely to result in raised standards of education and training delivered
4. The proposal is likely to address any issues of over-and under-provision in an area
5. Adequate consultation has been undertaken and proper consideration has been given to alternative options
6. The proposal is likely to be financially viable, affordable, cost-effective and successfully managed
7. The proposal is consistent with any area-wide inspection report published



5. Comments on the proposed names for the new college or any alternative suggestions.
  
6. Comments on the proposed capital investment, any accommodation, resources or finance issues arising from the merger proposal.
  
7. Comments on any structural changes that should be considered alongside the merger proposal.
  
8. Comments on any potential impact of the merger proposal on other providers of education and training in the area.
  
9. Any other comments.

Name: \_\_\_\_\_

Link: \_\_\_\_\_  
(eg student, school governor, College staff)

Address: \_\_\_\_\_

\_\_\_\_\_ Postcode \_\_\_\_\_

Signed: \_\_\_\_\_

**Please return to:**

**Anita Jackson (PLEASE MARK YOUR ENVELOPE “FAREHAM / ST VINCENT  
MERGER”)**

**Learning and Skills Council**

**Hampshire & Isle of Wight**

**Eagle Point**

**Little Park Farm Road**

**Segensworth**

**Fareham**

**Hants**

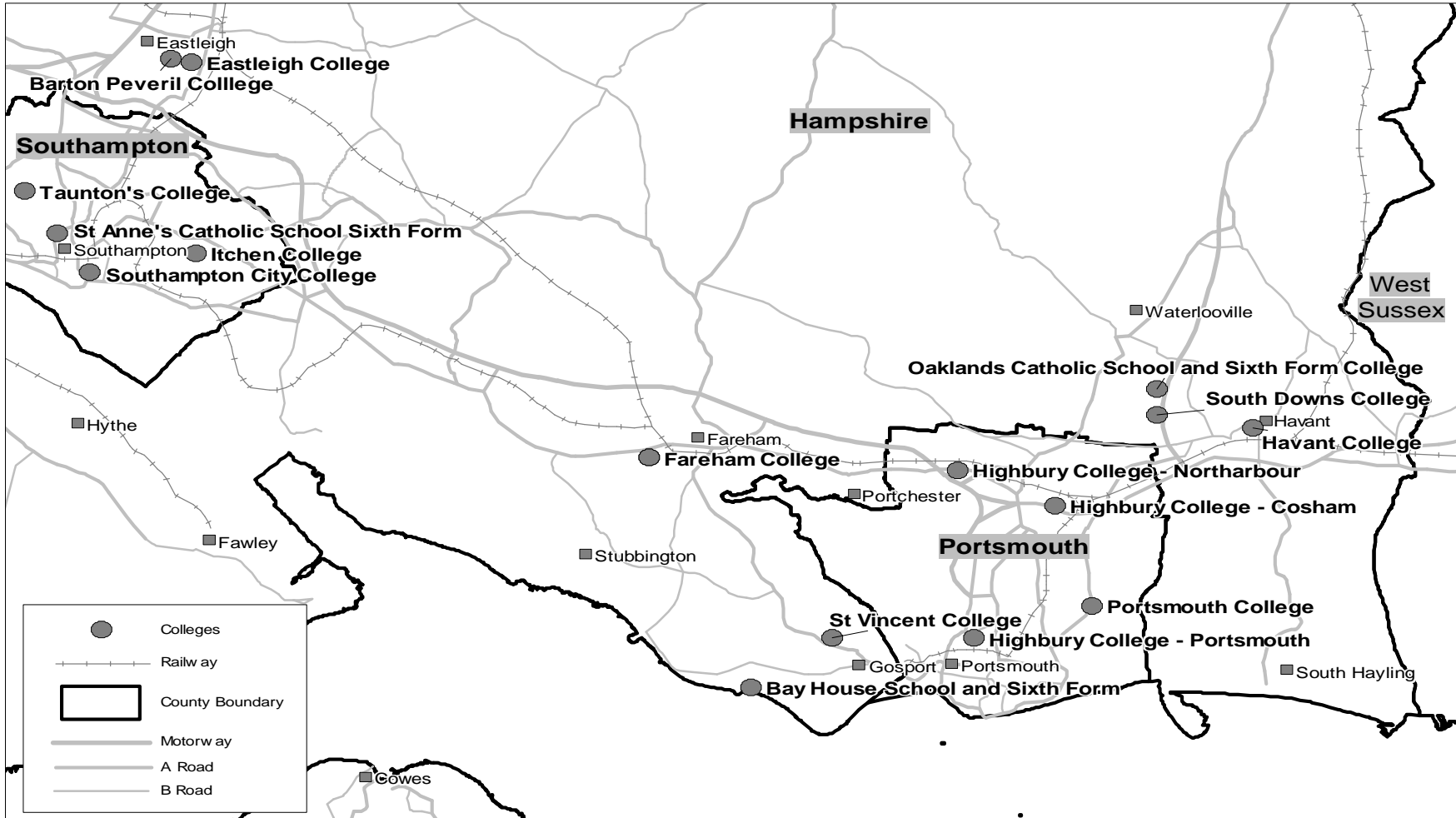
**PO15 5TD**

**Fax 01489 558600**

**e-mail: [anita.jackson@lsc.gov.uk](mailto:anita.jackson@lsc.gov.uk)**

**NOTE. RESPONSES MUST BE RECEIVED BY *1 February 2008***

## ANNEX 4 AREA MAP



## ANNEX 5

### Consultation Circulation List

<p><b>14-16 Schools</b> Bay House School Baycroft School Bridgemary Community Sports College Brookfield Community School and Language College Brune Park Community College Cams Hill School Crofton School Henry Cort Community College Lord Wilson School Neville Lovett School Portchester Community School Quayside Educational Centre</p> <p><b>School Sixth Forms</b></p> <p>Bay House School and Sixth Form Oaklands Catholic School and Sixth Form College</p> <p><b>FE and HE Providers</b> Barton Peveril College Eastleigh College Havant College Highbury College Itchen College Portsmouth College South Downs College Southampton City College Southampton Solent University Southampton University Taunton's College University of Portsmouth University of Winchester</p> <p><b>Work-based Learning Providers</b> DARA - Fleetlands Fareport Training Organisation Flagship Training Paragon ITE PETA VT</p> <p><b>Strategic Partnerships</b> Fareham Local Strategic Partnership (networkfareham) Gosport Local Strategic Partnership</p>	<p><b>Government Departments</b> Department for Innovation, Universities and Skills (DIUS)</p> <p><b>MPs</b> Mark Hoban Peter Viggers</p> <p><b>MEPs</b> Ashley Mote Baroness Nicholson of Winterbourne Caroline Lucas Daniel Hannan James Elles Nigel Farage Niri Deva Peter Skinner Richard Ashworth Sharon Bowles</p> <p><b>Student Unions</b> Fareham College St Vincent College</p> <p><b>Regional and Sub Regional Agencies and Partnerships</b> Business Link Hampshire and Isle of Wight Government Office for the South East Hampshire Economic Partnership Harbour Economic Development Forum Jobcentre Plus Partnership for Urban South Hampshire (PUSH) South Central Connexions South East England Development Agency The Partnership (Portsmouth and South East Hampshire) Portsmouth and South East Hampshire Education and Business Partnership (EBP)</p> <p><b>Voluntary Groups</b> Fareham Community Action Gosport Voluntary Action</p>
---	--

**Emergency Services**

Hampshire Ambulance Service NHS Trust  
 Hampshire Constabulary  
 Hampshire Fire & Rescue Service  
 Maritime Coastguard Agency

**Primary Care Trusts**

Hampshire Primary Care Trust (Fareham and Gosport office)

**Libraries**

County Library HQ

**Sector Skills Councils**

Lantra  
 Landex  
 Asset Skills  
 Automotive Skills  
 Cogent  
 Construction Skills  
 Creative & Cultural Skills  
 Energy & Utility Skills  
 e-skills UK  
 Financial Services Skills Council  
 GoSkills  
 Government Skills  
 Lifelong Learning UK  
 People 1<sup>st</sup>  
 Proskills UK  
 Sector Skills Development Agency  
 Skillfast-UK  
 Skills for Care and Development  
 Skills for Health  
 Skills for Justice  
 Skills for Logistics  
 SkillsActive  
 Skillset  
 Skillsmart Retail  
 SummitSkills  
 SEMTA

**Local Authorities**

Fareham Borough Council  
 Gosport Borough Council  
 Hampshire County Council

**College Professional Associations / Trade Unions**

Association of College Management  
 Association of Colleges  
 Association of Learning Providers  
 Association of Teachers & Lecturers  
 NASUWT  
 National Union of Teachers  
 National Union Students  
 Sixth Form Colleges Forum  
 UNISON

**National Bodies**

The Higher Education Funding Council for England

**Chambers of Commerce / Employer-led Organisations**

Portsmouth and South East Hampshire Chamber of Commerce  
 Southampton and Fareham Chamber of Commerce and Industry  
 Local Skills for Productivity Alliance  
 Federation of Small Businesses  
 Gosport Business Forum

<p><b>Employers</b></p> <p>1<sup>st</sup> Provincial Bus Company  1<sup>st</sup> Saxon Property Services Ltd  Alverstoke House  Asda  Ashford Colour Press  Axalto  Barfoots of Botlely  Barloworld plc  Beechcroft  Berkshire Foods  Blake Laphorn  Cape Industrial Services  Cheltenham &amp; Gloucester PLC and  Lloyds TSB  Connaught Cleaning Services  Contemplation Homes  CooperVision Ltd  CPG Logistics Ltd  Crewsaver Ltd  Datacard Ltd  DSDA Gosport  Dyno Rod PLC  Eaton Aerospace Ltd  EDS Credit Services  Fareham Child Minders Group  Fortek Computers  Gemalto  George Kingsbury Machine Tools Ltd  Gosport Ferry  Hampshire Autistic Society  Haslar Hospital  Haslar Marina  HMS Collingwood  HMS Sultan  Holiday Inn  Huhtamaki (UK) Ltd  Iceland Frozen Foods PLC  ICG UK Ltd  Industrial Rubber PLC  Innovation Group  J Sainsbury  Makro Wholesales Ltd  Marine Projects Ltd  Matchtec  McLellan International  Meggitt Avionics</p>	<p>Meridian Broadcasting Ltd  MicroTurbo Ltd  MITIE Cleaning Support  Morrisons  National Air Traffic Services Ltd  Novatech  Office for National Statistics  Old Lodge  Palmer &amp; Harvey McLane Ltd  Qinetiq Haslar  Randstad Work Solutions  Royal Mail  Schefenacker Vision Systems UK Ltd  Solent Hotel  STS Defence Systems  T J Waste &amp; Recycling Ltd  Telsis Ltd  Temarto  Tesco  The Anglesey  The Innovation Group PLC  The Range  TUV Product Service Ltd  TYCO Healthcare UK Ltd  UMOE Schat-Harding Ltd  Waitrose  Westminster Dredging Co Ltd  Wyeth Research  Zurich Financial Services</p>
--	--

## ANNEX 6

### Glossary

BTEC	Business and Technology Education Council
DIUS	Department of Innovation, Universities and Skills
FE	Further Education
GCE	General Certificate of Education
GCSE	General Certificate of Secondary Education
GFE	General Further Education College
HE	Higher Education
HEFCE	Higher Education Funding Council
ICT	Information and Communication Technology
IOP	Initial Outline Proposal
JWG	Joint Working Group
LSC	Learning and Skills Council
MEPs	Members of the European Parliament
MPs	Members of Parliament
NEETs	Young people not in education, employment or training
NVQs	National Vocational Qualifications
OLASS	Offender Learning and Skills Service
PWC	PricewaterhouseCoopers
SEEDA	South East England Development Agency
SSAs	Sector Subject Areas
TUPE	Transfer of Undertakings Regulations