


CREATING CHOICES FOR LOCAL PEOPLE

LEWISHAM COLLEGE & SOUTHWARK COLLEGE

CONSULTATION DOCUMENT



I want to be a train driver, a footballer or an astronaut when I grow-up. I love school and my teaching assistant. I hope she's my teacher when I go up to the big school. I like school dinners and science.

I've always wanted to be a teacher and I've realised it's never too late to learn. I've nearly finished my Advanced Teaching Apprenticeship and then I'm going to go on to train to be a fully qualified teacher. I've got a lot to learn but I love every minute.

Going to our local college got me started in my first job in the City. I like it that I now give something back with the management master classes I teach there. And the weekly Zumba classes are a great way to keep fit and catch-up with friends.

I started my own business after doing a Job Centre Plus course at the local college. It gave me not just the knowhow but the confidence to go it on my own. I still go along to their enterprise hub for expert help and support.

I'm studying engineering at the local University Technical College. I'm really enjoying the work placements where I get to spend time with businesses, learn real skills and meet the people whose jobs I hope to be doing one day.

I like playing with my friends at playgroup.



Skills



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Foreword from the Chairs and Principals of Lewisham and Southwark Colleges

This document sets out an exciting and radical vision for a college of the future in south-east London. Lewisham and Southwark Colleges firmly believe that by working together we will be able to get more local people into work and support the businesses that are transforming our communities.

Lewisham is an outstanding college in good financial health with a national reputation for quality and a strong track record of meeting community and employer needs. Southwark College has faced a difficult time and its achievements fall some way short of its potential. It has, however, developed some excellent links with major employers in the local area and with the right resources this potential could be realised.

We believe that by combining the resources and strengths of both colleges we can plan for growth. To do this we will work closely with employers, local authorities and schools to ensure that our offer makes a direct contribution to improving job prospects and increasing prosperity for the local community.

We are determined that the new College inherits our passion and commitment to providing local provision for local people. We will continue to operate in both boroughs and our proposals for governance and management set out how we will build on our existing community links and strengthen our involvement at local level.

Lewisham and Southwark are neighbouring London Boroughs where you can find both opportunity and disadvantage. Close at hand lie the City, West End and South Bank. For those with the right skills, employment prospects are good but for many there are significant barriers to employment.



The new College will create new models, such as the Employer-led Centres of Skills Excellence, which will focus on the skills employers need and help create the pathways to employment local people deserve. In these challenging economic times we recognise the importance of enterprise, employability and entrepreneurship in helping our communities thrive.

We are certain that by combining our resources we can create a college for community and enterprise capable of bringing about the changes that are needed so we can play an effective role in supporting the future prosperity of Lewisham and Southwark. We hope you enjoy reading what follows and look forward to seeing our vision become reality.

We commend it to you.

Christine Rose
Chair of Governors
Lewisham College

John Landeryou
Chair of Governors
Southwark College

Maxine Room
Principal
Lewisham College

Ruth Gilbert
Principal
Southwark College

Success





Why do the Colleges propose to join together?

Lewisham and Southwark are two **inner-city boroughs** which sit next to each other in inner south London. Major transport routes cross the two boroughs and large numbers of residents travel into and across borough boundaries for both work and study.

The two boroughs share the opportunities and challenges of inner London where great economic opportunities sit alongside grave social problems of exclusion and poverty. There are **significant barriers** which can make it difficult for many local residents to access the job market or create sustainable careers with prospects. Both colleges believe that, coming together, they can help students transform their prospects in life.

Southwark College's poor inspection result in 2008 has led to declining student numbers and a difficult financial position. Governors and management have responded with a number of initiatives including curriculum reform and restructuring. Two independent strategic options reviews have been conducted by the Institute of Education in 2011; both concluded that the college is **no longer viable** as a stand-alone institution and urgently needs to increase capacity for growth to meet the demands of learners and employers. To do this the College requires a larger and more expert infrastructure immediately, it does not have the time to grow this internally or alone.

After exploring a wide range of alternative options, the Corporation of Southwark College decided that a merger with **Lewisham College**, its neighbouring Outstanding college, was the most viable and positive option. This would have an immediate and substantial impact on quality of provision and the capacity for growth. The culture of Lewisham College with its responsiveness to both community and employers was also a major factor in this decision.

Lewisham College has been considering how best to expand opportunities. It has investigated a number of potential partnerships with a view to ensuring and extending the **breadth** of its offer for the benefit of its learners. It had been aware for some time that to significantly reduce local unemployment it needed to work much more closely with employers who were often based in central London.

Lewisham's Governors are aware that the College's catchment no longer matches borough boundaries. The lack of major employers in Lewisham means that many Lewisham residents work outside the borough, particularly in central London. The college needs to operate over a **wider area** if it is to best serve the needs of its communities.

As a result, Lewisham Governors have remained open to approaches from possible partners and after considering **a range of alternative options** they have concluded that the closeness of Southwark College, its outstanding location and strong business links make it the ideal partner.

A young man with dark hair, wearing a white chef's uniform and a white hat, is smiling warmly at the camera. He is leaning forward, and his arms are resting on a dark tray filled with several small, round, yellow dough balls. The background is a bright, clean kitchen environment.

Opportunity



From their different perspectives and with two independent reviews of options, the Governors of both colleges arrived at a similar conclusion; that the interests of our communities would be best served by bringing the strengths of both colleges together. A **merger** was the quickest and easiest method of achieving this outcome.

What does the merger aim to achieve?

The colleges want to see a strong and **vibrant offer** which continues to reach out to all those within the local communities; one which enables learners to transform their prospects and their lives. They want to create an institution that will provide access to a wide and extensive curriculum that supports local people, enabling them to take advantage of local employment opportunities. It will be the gateway to life-changing learning and experience, delivering **high quality** learning whilst promoting social inclusion and economic benefit.

The curriculum will be vocational and will be **employer led**, satisfying the growing needs of local businesses. It will deliver the skills employers need to strengthen and replenish their workforce by upskilling their own staff and by employing local people.

The course offer will be powered by and will support the economic developments of Central, South and South East London especially around the South Bank. There will be a focus on progression enabling people to access jobs, higher education or self-employment through strong partnerships, outstanding teaching and the development of a culture of enterprise and self-reliance and self-confidence amongst our students.

The college of the future will engage with employers, stakeholders and staff to make this a reality. This will be supported by the effective use of **shared resources**, the transfer of quality and experience, and the sharing of best practice. Savings will come from shared services, coherence of investment, improved practice and the use of e-learning. We aim to free up funds to support front line services to students.

For the academic year 2010/11, Southwark College recruited over 1100 16-18 learners (over 800/300 full/part time) and 3,500 adult learners (over 1000/2500 full/part time). Lewisham College recruited over 500 14-16 learners (over 400/100 full/part time), 2,500 16-18 learners (2250/250 full/part time) and over 12,000 adults (2,000/10,000 full/part time). As a result of the merger, we will create a college which educates over 4,000 young people aged 14-19 and over 15,000 adults, with an income of more than £50 million. With those resources, we will be able to offer greater choice, better quality and much better links with employers, leading to jobs for our communities.

How will the merger benefit students?

Students will gain greatly from the proposals. The new College will be able to offer a wider range of courses across both boroughs, providing more choice and better progression to higher education and employment.



Support

“Raising the participation age to 18 requires significant local vocational training offer that truly meets the needs of our local community. The College is the only institution with the capacity and expertise to meet this demand, but this will need investment and increased resources.”

Darren Coghlan, Children, Schools & Families, LB Southwark



Student support such as advice and guidance will continue to be a high priority, bringing together the best practices to be found in Lewisham and Southwark.

Vocational education and training transform people’s lives. The new College’s focus will be to enable people to enter **sustainable employment** by delivering the technical skills needed by employers, combined with those additional employability skills needed for working life.

The current structure of further education in London is not one which necessarily furthers choice or leads to quality. At a time of financial **restraint**, expensive curriculum areas such as catering and construction risk the very real threat of closure, even though there are job opportunities and a continued demand for training, learning and the upgrading of skills within these sectors. These proposals aim to preserve and expand these areas.

This will be a College for **community, employers and enterprise**.

The colleges are committed to retaining and expanding their presence within their **local communities**. In each borough, established campuses will remain as centres for the local communities. Delivering courses to students aged 14 through to adults, they will offer a comprehensive range of vocational courses ensuring residents can access the widest choice of skills to secure future employment.

Learners will be given the teaching they need to improve their basic skills, supported by the skills of independence, employability and good citizenship. Teaching will be of the highest quality, using new technologies and backed by outstanding support and quality systems.

The new College will play to its strengths, working in partnership with other providers to expand opportunities to all, and to offer the widest range of learning opportunities at all levels. It will provide the opportunity for a new curriculum which prepares students for the difficult times in which they now live.

It will be an **enterprising college**, continually searching for new opportunities to offer learning to wider groups of learners. It will work with partners in the private, voluntary and public sectors to develop an ever widening portfolio. It will make use of the network of community and voluntary sector groups to provide a comprehensive offer to its communities, ensuring that previously excluded groups have equal access to opportunity. It will continue to develop its commercial and leisure courses to attract new customers.

It will be a college for entrepreneurship, encouraging and supporting the desire for people to set up in business and promoting initiative and self-reliance. It will build on the initiatives piloted at Lewisham in developing enterprise, working with colleges in England and the United States, and planned enterprise programmes for young people. The programme aims to help people set up in business for themselves and become more enterprising in their working lives, and will build on experience gained in the pilot phase.



"I am very happy to support the vision of Lewisham and Southwark Colleges working together in the future. I believe it could really help in getting more of my constituents into training and employment as well as preserving an outstanding local provision." Heidi Alexander MP

Key to the success of the new College is the development of **Centres of Skills Excellence**. These centres are where employers lead the curriculum to get learners ready for jobs. Employers will play an integral part in their success, steering delivery, setting the bar for quality and opening the way to employment.

These centres are the foundation on which the new College vision is built; they will drive the new curriculum, making it industry relevant, cutting edge and job ready. By combining resources they will be able to create industry-standard facilities to deliver the skills needed in the London job market.

The **Centres of Skills Excellence** will deliver higher level skills to enable students to complete their studies and act as a focus for employers to drive the offer needed to meet skills gaps and deliver appropriately trained staff. They will deliver progression into the job market through apprenticeships, direct recruitment and deliver training and learning programmes for the unemployed. They will provide a professional and accessible environment for employers to improve the skills of existing staff. They will support the development of an enterprise curriculum across the College.

The curriculum offer of the two colleges is highly **complementary**. Both Southwark and Lewisham Colleges share a commitment to vocational education. Both offer a wide range of courses from construction to catering, beauty to business. However, each also has its own specialisms. Lewisham has significant strengths in students with learning difficulties, the re-engagement of young people not in education, employment or training (NEET) trade union studies and employer-facing work. Southwark has strengths in science and the STEM subjects and has many contacts directly leading to employment possibilities. More generally, a larger college with more students would enable the college to broaden the range of courses on offer, developing niche specialisms more highly geared to employer needs. Students would be offered clear progression routes from Level 1 in their community to higher level skills in a central London location where they would have immediate and direct access to major employers. Greater choice within the curriculum would be offered, with minority subjects such as patisserie or green engineering able to flourish and being directly linked to employer needs.

We expect this model of Centres of Skills Excellence to extend to areas such as Hair and Beauty, Hospitality, Sport, Care, Drama, Dance and Theatre, Fashion, Digital Media and Design, Business and IT, Construction and Engineering, Leisure, Travel and Tourism. Each of these will benefit our students and enable them to access the London labour market. There will be a ladder of progression for students from a basic, community-focussed introduction in their chosen field to working alongside major companies in the centre of London. Once employed, The Skills People (Lewisham College's business-to-business brand) will be working with major employers to develop these new staff through apprenticeships or bespoke courses to further develop their skills.



An example of the benefits that would be created by the merger of the two colleges is seen in the proposed **Hospitality Centre of Skills Excellence**. Lewisham currently has one of the largest Hospitality and Catering departments in south London. Each year the College trains around 300 students who wish to enter the hospitality industry and supports a further 1,000 learners offsite at various high profile employers, such as The Ritz, Aramark and Hilton Hotels.

Lewisham College has outstanding facilities including two restaurants and a café, all staffed by experts from industry. However, its location is a significant barrier to direct employer involvement and changes to the funding regime mean this provision is at risk even though there are significant skills gaps within the industry. Southwark College also has a restaurant at its Bermondsey campus and has recently opened a catering facility on its campus in The Cut at Waterloo.

Under these proposals courses would continue in both Lewisham and Southwark. Both centres would train students to Levels 1 and 2. Level 3 students would transfer to and be trained at The Cut Restaurant in Waterloo. This would enable potential employees to be trained in the heart of London and would act as a showcase for major employers.

The merger will also allow the creation of a specialist centre for **Higher Education** in the heart of London which will develop a wide range of accessible and affordable higher level courses aimed at developing higher level courses for young people and employees. Southwark's proximity to central London will also underpin the promotion of new provision for international students, often linked to local universities.

Both colleges want to introduce specialist centres for students with **learning difficulties** such as autism and have been exploring these ideas with both local authorities. Through merger we will be able to offer more specialised services to meet particular needs over a wider area than a single London borough. We also want to extend programmes and centres aimed at reducing the number of young people not in education, employment or training (**NEETs**) in south London. A merged college would be able to build on the excellent practice that exists in reducing NEET levels especially in Lewisham and develop good practice and innovative curriculum design across the two boroughs, expanding choice for this vulnerable group.

The College will embrace **new methods of delivery**, expanding access to online delivery, assessment and support. Investment in technology-based e-learning will continue to have high importance and will be used to build on the strong e-learning base developed at Lewisham College.

The curriculum will also be developed in consultation with **community groups** to offer a wider range of courses and activities to attract people into learning and to contribute to building strong communities.

Enterprise





Partnership will remain paramount. We will continue to work with schools and the private sector to support the development of the vocational curriculum and to ensure progression for all young people. Both colleges are sponsors of **University Technical Colleges** (UTCs) and together have the expertise and management capacity to deliver on their proposals.

Employer-facing work will be central to the new College. 'The Skills People' employer brand of Lewisham College will be used to increase the provision of short employment-focused training and expand the specialised training on offer to local employers seeking to improve the skills of their staff. The merged college will also be able to provide a more integrated and effective service to the unemployed of the area, through the Work Programme, utilising a wider range of employer contacts to open opportunities for employment.

How will the merger help to improve quality?

Lewisham College has a national reputation for the rigour of its quality systems, its innovation in driving up the quality of teaching and learning and its use of e-learning. This expertise will be brought into the new College to make sure that quality is driven up across the organisation. The joint work already underway between the two colleges will be accelerated as the two colleges unite.

Learner Support will be a priority. The new College will be able to retain **highly skilled, experienced and qualified professionals** to provide information and guidance, welfare advice, counselling, enrichment, support with assignments, learning and accessing resources, behavioural support and careers guidance to learners. Student involvement will be actively encouraged and supported in the new College so that students not only provide their views but are fully engaged in helping to plan, deliver and review services.

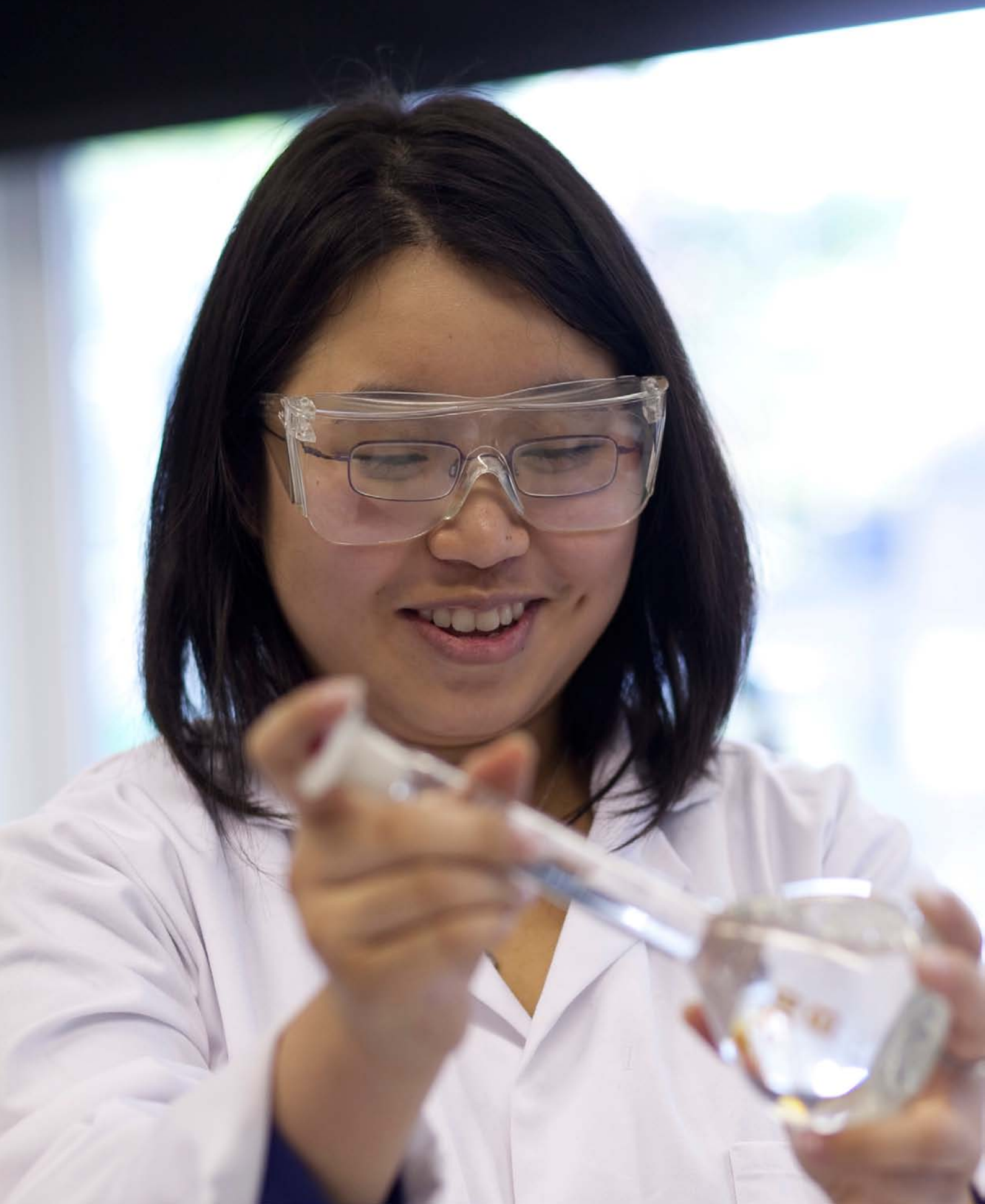
The new College will continue to place considerable importance on the contribution of students to all aspects of curriculum development and improving student success. Lewisham College has an extensive history of involving learners to improve its work including, for example class representatives, Student Forums and Student Governorships.

The new College will take this concept to a higher level and build on existing structures and ideas giving students more control over their learning and enabling them to contribute to college life.

Does the merger make good financial sense?

Southwark College's financial performance has declined significantly in recent years while according to the Skills Funding Agency Lewisham College's financial health is graded as "Good".

Community





To achieve 'more for less,' both colleges consider merger as a route to realising economies of scale. Significant **savings** are forecast in management and services through integration, the spreading of good practice, the removal of duplication and the introduction of new ways of working. This will increase the resources available for teaching and learning and for investment in the development of provision in new areas. Despite the economic climate, the opportunities available to the merged College will mean significant growth in delivery, especially in employment contracts, Higher Education and employer-facing work.

A merger will offer the opportunities for savings from having a single governing body and senior management team, **removing duplication** in back-office and outsourced services. Savings will also come from procurement and remodelling around the most efficient practice. While maintaining a commitment to delivery in the community, our buildings will also be managed more effectively.

An outline Business Plan for the merged college has been prepared which suggests that the merged College's annual income will be around £53 million and will be financially viable with sufficient funds to allow investment in curriculum, premises and IT developments and improving the service to students.

What will the new College focus on?

The driving force behind this proposal is our passion for transforming the lives of people in our **communities**. Together, the two colleges will be able to reach more people, offer greater choice, raise standards and help regenerate the local area.

The London Boroughs of Lewisham and Southwark are inner London boroughs sharing a common boundary and together they form the heart of inner south-east London. They share significant similarities in terms of population, educational and economic outcomes and future prospects.

Both boroughs are characterised by high levels of social, educational and economic **disadvantage**, a strong and vibrant mix of ethnicities and cultures, and some severe social challenges characteristic of the inner city. These co-exist alongside areas of **rapid development** and ambitious future plans. Residents regularly cross-borough boundaries to access work, leisure activities or education using the many different transport routes in south-east London.

Both boroughs are characterised by multiple levels of social, economic and educational **disadvantage**. The UK Index of Multiple Deprivation places Southwark 17th and Lewisham 31st out of 326 local authorities. Both boroughs suffered significant unrest during the recent riots and there is an urgent and long-standing need to break cycles of unemployment, poverty and exclusion. **Unemployment** remains a significant and growing challenge in both boroughs, remaining stubbornly high and significantly above national averages.



"It's brilliant for us that The Skills People trainers can be time sensitive so that our night staff can be trained on the job at night. The professionalism of The Skills People and the consistency of the quality of the work delivered by their trainers means I'm more than happy to recommend The Skills People."

*Joanne Meredith, Head of Human Resources,
The Ritz London*

Educationally, Lewisham and Southwark residents have **low levels of attainment**. However, the number of Lewisham 16-19 year olds categorised as Not in Education, Employment or Training (NEET) was amongst the lowest in inner London. Only 4.6% of young people in 2010-11 were NEETs due in large part to the success of Lewisham College in attracting these young people.

There is **much choice** in the area. In Lewisham, most of the secondary schools have their own sixth form provision and in addition there is a thriving Catholic sixth form college and a sixth form school offering vocational education and A Levels. The local authority provides a range of adult education through Community Education Lewisham. In Southwark, the range of compulsory education is diverse and includes academies and faith schools, most of which have sixth forms. In addition, the local authority provides an adult education service. Private training providers are also very active in the area.

The **population** of Lewisham and Southwark is growing rapidly, especially among children and young people. This, along with the raising of the participation age to 17 and then 18 by 2015, heralds the need for a continued and sustained expansion in post-16 places.

Southwark is undergoing massive and sustained **regeneration** along the South Bank of the Thames; its centrepiece The Shard at London Bridge and the inception of the London Bridge Quarter as a financial district. When it opens in 2012, The Shard will create thousands of jobs and act as a magnet for further regeneration. Already, the South Bank has attracted many international professional services firms and developed a thriving service industry and strong arts forum. There are major job opportunities in the hospitality, construction, retail, medical, care, professional and creative industries. These major industries have demonstrated their commitment to working closely with Southwark College although outputs are limited by the weak infrastructure in place at the College.

In Lewisham and the south and centre of Southwark there are **fewer job opportunities**. There are very few major employers in Lewisham outside the public sector and some retail outlets. As a result Lewisham residents have the highest commuter rates in London. A similar pattern of **travel to work** exists in much of Southwark. Many residents in both Southwark and Lewisham do not have the skills needed for the many jobs in the north of Southwark. Local residents often feel and are excluded from the opportunities that exist only a few miles from their homes.

A crucial role for the new college will therefore be to provide **local and easy access** to training, by providing the widest range of skills and training at a time and in a way that suits learners and, critically, by providing access to the employers who are looking for trained entrants to the job market. The new College will be the 'engine' for local regeneration, enabling and skilling local people with the skills of tomorrow to move into the many opportunities that the area provides.



The demographic, economic and educational challenges of the two boroughs will continue to drive the future curriculum, products and services of the merged college.

We will:

- i. Expand 16-18 provision to meet significant population growth amongst the 16-19 age group especially with the proposed raising of the participation age.
- ii. Engage employers to match skills training to employment opportunities across London.
- iii. Develop further our employability offer to help break the culture of generational unemployment in some parts of south London.
- iv. Develop specialist centres for 14-16 students and students with learning difficulties to meet the needs of those facing significant barriers to social and economic participation.
- v. Expand the work of The Skills People to meet the needs of employers, from small local micro enterprises to major multinational firms.
- vi. Bring communities closer together through the Skills Centres, breaking 'post code' divisions and integrating them into a larger institution.

What are the plans for College Governance?

The Governing Body of the new College will include members from both Lewisham and Southwark. An important principle of the new arrangements will be to make sure that the Governing Body continues to represent the interests of the two boroughs and that it works hard to make sure it keeps in close touch with the communities it serves. It will have a Governing Body membership which reflects interests across both boroughs and it will investigate introducing borough based community councils reporting to the Main Board. It will also carry out an audit of community groups across both boroughs with recommendations for strengthening channels of communication and the use of social media to stimulate dialogue between the college, its students and its communities.

Governors are keen to see that the governance arrangements of a new institution are based on best practice and inform the strategic direction of the College. They will develop the values and ethos of the new college and move rapidly towards a new model which serves learners, communities and employers better together than separately.

How will Staff be affected?

The Merger Plan is based on our expectation that together we will be able to attract resources and grow at a faster rate than we could as separate colleges. In turn this will imply more opportunities for staff. **No major changes** in staffing are envisaged before 2013 and our plans for the management structure for the merged college will be finalised at a later stage. It is expected, however, that in due course some efficiency will be achieved by removing duplication in the management structure.



One of the significant benefits to be secured following merger will be in the support services that are currently duplicated across the two colleges. **Support systems and processes** will be developed to ensure that both cost savings and service improvements will be realised. Current proposals envisage the creation of a single support service centre from where all the support services would be centrally managed in a single location, with a clear mission to provide excellent support to all campuses in line with a service level agreement. Although centrally managed, the model allows for specialist staff to be site based when appropriate.

Further detailed work will be needed in this area before our plans can be finalised. The views **and concerns of staff** will be a most important consideration during this process. The new College managers will listen, understand and engage with staff to ensure the new college vision becomes a reality.

What are the plans for the College Buildings?

The two colleges have **five major sites** which have rich possibilities for broadening the range of provision. The Deptford site in Lewisham has significant space, and both Bermondsey and Waterloo sites have outstanding locations close to the heart of London. There is underutilisation of accommodation in some areas and therefore the possibility of some eventual rationalisation.

A detailed estates strategy will be developed to support the curriculum strategy and vision of maintaining local provision in both boroughs, supplemented by specialist centres of excellence, effective use of community venues, e-learning, the University Technical College and employer premises for the delivery of training. The campuses will continue to provide resources for the local communities including access to meeting space and recreational facilities.

What will the new College be called?

The proposed name of the new College Corporation is 'Lewisham and Southwark College' and its main address will be at Lewisham Way, London, SE4 1UT.



How will the merger proposals be assessed?

The current government criteria against which the merger will be assessed are:

- The proposal is likely to increase local participation rates and result in improved quality and success.
- The proposal is likely to develop innovation and improve access to learning for the community.
- The proposal ensures the embedding of all aspects of equality and diversity.
- The proposal is likely to promote effective community cohesion through community presence and representation within governance structures.
- The proposal is likely to provide better value for money.
- The proposal is likely to strengthen management and leadership.

We believe that our proposal fully meets these criteria.

What is the expected timescale?

Ministerial consideration	Dec 2011
End of public consultation	21 Feb 2012
Skills Funding Agency report on public consultation	6 Mar 2012
Due diligence	20 Jan - Feb 2012
Final proposal and Governors approval	Mar 2012
Recommendation to Secretary of State	April 2012
Secretary of State's decision and parliamentary orders	April/May 2012
Implementation	1 June 2012



“Being a young mum and a student is hard work, but I knew it would be. I’m really dedicated and always think about what’s best in the long run. I was accepted into five universities after College. I’m now studying Stage Management at RADA.”

Benefits for Students

Students will gain:

- Local colleges in both Southwark and Lewisham
- A wider choice of subjects through to degree level
- More specialist courses to choose from
- Centres of excellence where employers lead the curriculum
- Provision for Community Learning
- Progress into jobs
- Routes to higher education
- Excellent Learning Support for learning across the colleges
- Improved quality of teaching and learning
- A wider use of new technologies
- More apprenticeships on offer
- Most of all, better job opportunities

Benefits for Schools and Local Education Authorities

Our partners will gain:

- A comprehensive range of vocational courses for school leavers
- Specialist 14-16 centres for unplaced students for whom a traditional school environment is not appropriate
- Specialist centres for students with a range of learning difficulties and disabilities
- The development of University Technical Colleges to offer specialist vocational provision
- A pledge to continue support for our existing networks and partners
- Borough and community representation retained and improved

Benefits for Employers

Employers will gain:

- A one stop shop for all their training needs
- A flow of apprentices through our Apprenticeship Training Agency
- A shop window for the very best of our students to meet recruitment needs
- A comprehensive employability training package to fill vacancies
- The chance to decide on the most appropriate courses for current and future staff by leading the curriculum
- A proven, flexible and cost-efficient employers unit in The Skills People
- Specialist centres to meet training needs

Benefits for Staff:

Our staff will gain:

- Opportunities for development with a curriculum model based on growth, thus preserving jobs
- Better opportunities for staff development and advancement
- Full consultation as we develop the merger proposal
- No major changes to staffing and management structures at least until 2013
- A transparently fair process when staff apply for new jobs
- TUPE rights will apply when the colleges merge

Curriculum





Let us know what you think

Our plans for Southwark and Lewisham Colleges will become increasingly clear as more views are given and we take account of feedback from the public and our stakeholders. We now need your help to complete the picture.

The Skills Funding Agency is running a consultation on our plans between 20 January and 21 February 2012. The Statutory Notice at Annex A is being used to notify people.

The Agency will publish a report on the results within a couple of weeks of the closing date so we can take them into account when we formally propose the merger to the Agency and the Secretary of State for Business Innovation and Skills early next year.

The quickest way to tell us what you think is by completing an online survey. This consultation document and a link to the survey are available on the Skills Funding Agency website at: www.skillsfundingagency.bis.gov.uk/providers/allthelatest/consultations. You'll also find the document and a link to the consultation on our own College websites or you can also respond in a letter or email to:

Geoff Russell
Chief Executive
Skills Funding Agency
Cheylesmore House
Quinton Road
Coventry
CV1 2WT

email: providerreorganisations@skillsfundingagency.bis.gov.uk

If you need this consultation document in a different format please contact maxine.room@lewisham.ac.uk, ruth.gilbert@southwark.ac.uk or contact Providerreorganisations@skillsfundingagency.bis.gov.uk



Annex A

Statutory Notice - Further and Higher Education Act 1992

The Chief Executive of Skills Funding hereby gives notice, in accordance with the provisions of section 51 of the Further and Higher Education Act 1992 (the Act) as amended by the Apprenticeships, Skills, Children and Learning Act 2009, of the draft proposal that the Secretary of State under section 27 of that Act should by order provide for the dissolution of the further education corporation of **Southwark College** and the transfer of the property, rights and liabilities of that corporation to a newly established further education corporation.

Dissolution of the corporation is proposed, at the request of the corporation of **Southwark College** in order that the college may be part of a new further education corporation with **Lewisham College**. The date proposed for the dissolution is **1 June 2012**.

The Governing Body of Lewisham College is separately proposing to the Secretary of State that the name of the college be formally changed to **Lewisham and Southwark College**.

Provision will be made for all students at **Southwark College** who have not yet completed their courses of study by the date of the proposed dissolution to complete their studies at the new further education corporation.

A copy of the draft proposal is available free of charge from me and will be sent to any person who requests it. In accordance with the provisions of section 51 of the Act, representations may be made to me by **21 February 2012**. Representations can be made at <http://skillsfundingagency.bis.gov.uk/providers/allthelatest/consultations/> or to providerreorganisations@skillsfundingagency.bis.gov.uk or in writing to:

Geoff Russell
Chief Executive of Skills Funding
Cheylesmore House
Quinton Road
Coventry
CV1 2WT

Signed:

20 January 2012

Skills Funding Agency, Cheylesmore House,
Quinton Road, Coventry, CV1 2WT
www.bis.gov.uk/skillsfundingagency
An agency of the Department for Business, Innovation & Skills

Some inspirational quotes from our Students.

Skills

“A college of knowledge, collaborating with the tutors, achieving new things and new projects with different departments. If they had courses to do with civil engineering and more construction courses, that would be great.”
Gilmar Blackwood

Success

“At college you get to open up your creative ideas. I’ve really built on my production skills since coming here. I’ve got enough knowledge now to go on and work in a studio. In the future, I’d like to become a sound engineer.”
Sabriye Ozbayir

Community

“Thank you to all of the teaching staff who’ve helped me get where I am. I’ve had good teachers, both at university and at college. They inspired me to go on and become a teacher.”
Aston Barrett

Some inspirational quotes from our Students.

Enterprise

“I was made redundant, so I decided to come and study Beauty. The facilities are really good, they’re up to date and high tech. I now have my own mobile business, so I can go to clients or they can come to me if they prefer. I cover all over London and some of the surrounding areas. I love being my own boss.”

Mercedes Mirés

Opportunity

“I’ve learned a lot at College and at my work placement. I’ve been taught how to make so many different things and my knife skills have improved as well. I want to own my own restaurant in the future.”

Jester Macasalabang

Curriculum

“I’d been a full-time mum for 14 years and been toying with the idea of going back to college, so I applied. My college course gives me a real sense of achievement and success. I hope I can inspire other people who have dyslexia and epilepsy like me: people who hide behind it and let it hold them back. If you put your mind to it you can do it.”

Jennifer Wearn

