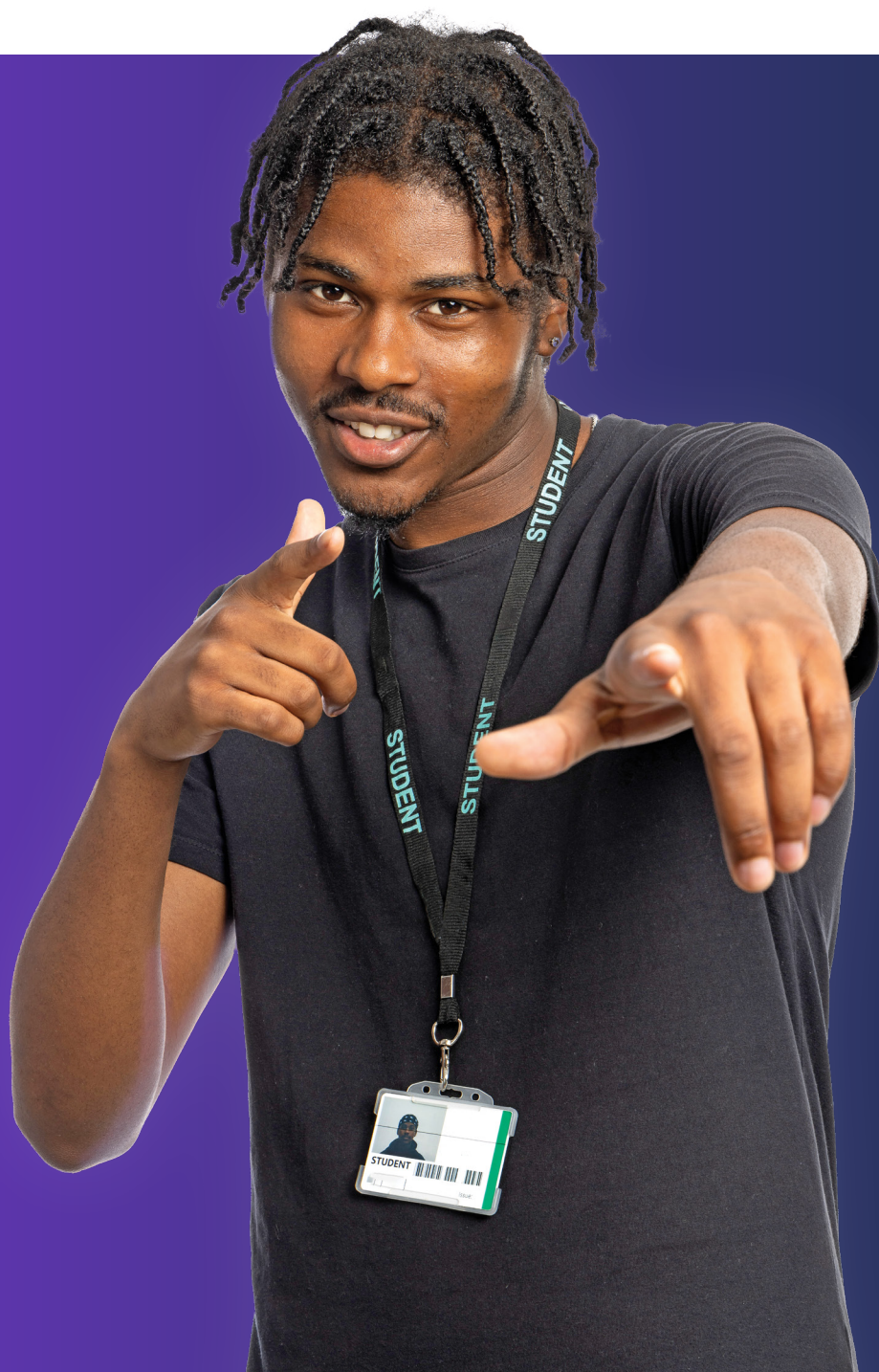


A strong and secure future for post-16 education in Hackney

A proposal for merger between
Brooke House Sixth Form College and New City College





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Proposed Merger

This publication outlines a proposal for merger between Brooke House Sixth Form College (BSix) and New City College to take place on 1 August 2024.

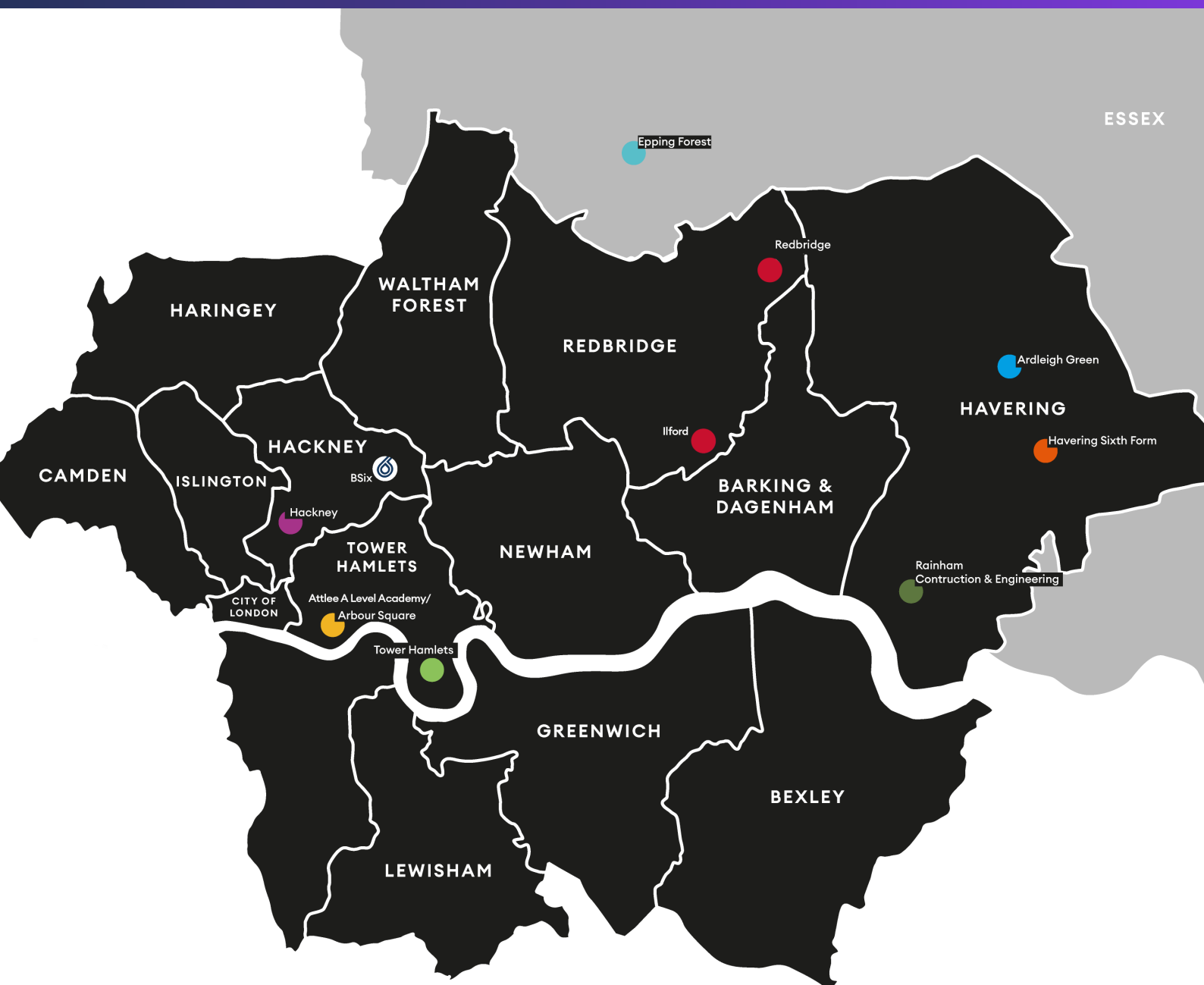
It outlines a strategic vision to build on current strengths of both colleges and to shape a strong future post-16 provision for the community in Hackney and beyond. It also reviews the benefits and impact of the proposed merger.

Consultation on this proposal will run from **28 March 2024 to 8 May 2024**. Feedback received during the consultation process will be reviewed by each of the colleges' Corporations and the outcome of the consultation will be published by the end of May 2024.

Details on how to respond to the consultation can be found at the end of this document.

We welcome your views.

BSix and New City College campuses



Campuses shown:

BSix

- Ardleigh Green
- Attlee A Level Academy/ Arbour Square
- Epping Forest
- Hackney
- Havering Sixth Form

- Rainham Construction & Engineering
- Redbridge
- Ilford
- Tower Hamlets

BSix is located 2.7 miles from New City College's Hackney campus.

Joint Foreword from the Chairs of Corporations of Brooke House Sixth Form College and New City College

The corporations of Brooke House Sixth Form College (BSix) and New City College (NCC) are delighted to present this strategic proposal to combine and strengthen post-16 college education provision in Hackney.

Each college's corporation is committed to providing a high-quality post-16 provision for the communities in Hackney and surrounding boroughs. BSix and New City College, both Ofsted rated 'Good', have a long and successful history in Hackney; Hackney Community College has been part of NCC since 2016. The BSix Corporation has identified that becoming part of NCC – a larger, stronger organisation – is now in the best interests of our current and future students.

BSix has much to contribute to NCC. It has established a distinct niche as a small sixth form college which combines excellent pastoral care and nurturing ethos with a broad curriculum spanning a range of courses from entry level to advanced. It is focused especially closely on the quality of pedagogy and the professional development of its staff. The college offers a rich and varied programme of extra-curricular activities.

New City College has a strong track record of successful college mergers in the East London region. With each merger, NCC has invested in staffing and facilities for students resulting in continuous improvement of the student experience and outcomes. Local campus identities, specialisms and community relationships have been maintained. NCC's campuses are a strong choice for local communities and benefit from the strengths offered by a large, sector-leading college.

Both colleges' corporations and senior teams are confident that this merger is the best way forward: to secure and strengthen opportunities for students, staff and Hackney's wider communities. We believe that together, we will have greater strength to innovate and provide a well-resourced and attractive alternative to the school sixth form for young people to learn, develop and succeed and a dynamic environment for adults to secure new skills.

We are delighted to present to stakeholders this formal consultation, with a view for Brooke House Sixth Form College and New City College to merge on 1 August 2024, ready for a new academic year and a long-term positive future.



Steve Blackshaw
Chair of Governors, Brooke House
Sixth Form



Rob Hull
Chair of Governors, New City
College

Your views

We are inviting feedback and comments on this merger proposal.

Feedback is particularly welcome from stakeholders including local people, employers and employer organisations, local government, schools, academies, further education and training providers, universities, community groups, funders and any other interested parties.

Your feedback will be considered by the Boards of both BSix and New City College. A summary of comments and the outcome of the consultation will be made available on the BSix website and in writing to anyone who requests it, after the consultation period has closed.

Please turn to page 21 of this document for full details about how you can feed in your views.



Proposed timescale

The proposed timetable for merger is set out below.

Consultation period:	28 March 2024 to 8 May 2024
Consultation summary published:	10 May 2024
Both college Corporations consider definitive resolutions to approve merger:	By 17 May 2024
Merger of Brooke House Sixth Form College and New City College into a single institution:	1 August 2024

About Brooke House Sixth Form College

BSix is a well-established sixth form college situated in Clapton, in the north of the borough of Hackney, offering a good variety of courses at all levels for students predominantly aged 16-18.

The course offer is carefully tailored to make sure that each student can achieve and progress in line with their ability and aspirations. The A Level offer is one of the most comprehensive in the borough, and this is complemented by T Levels and other vocational options.

The college believes that expert staff lead to expert students and as such places a great emphasis on staff development and pedagogical support and innovation which has in turn led to the creation of a truly holistic student college experience. Students at BSix benefit from internal strategies and external partnerships to prepare for their future success. These range from sporting and enrichment partnerships to the college's

bespoke *Knowledge is Power* initiative and dedicated academic support through the *BSix Aim* Academic Achievement programme.

BSix's journey of improvement over recent years has been impressive, with the college now rated as 'Good' by Ofsted as well as having a 'Good' A Level ALPs value-added score. Success and positive destinations of students are improving year on year.

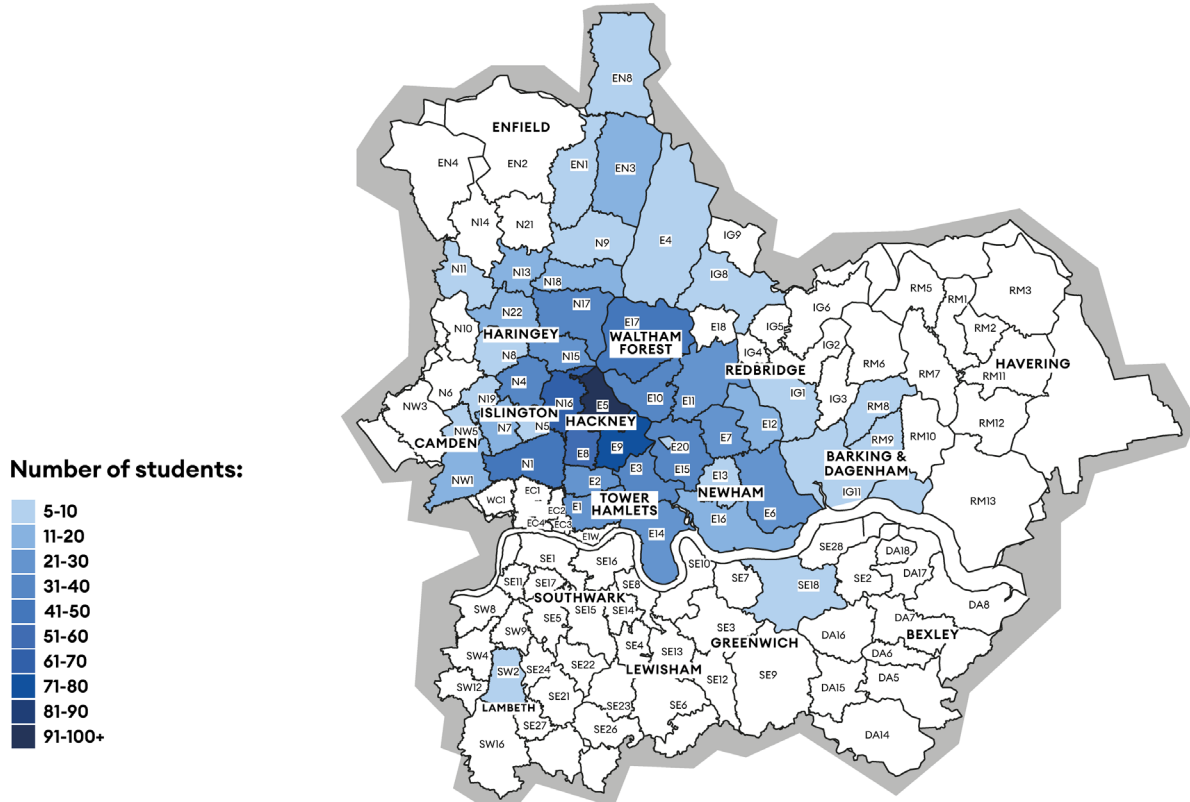
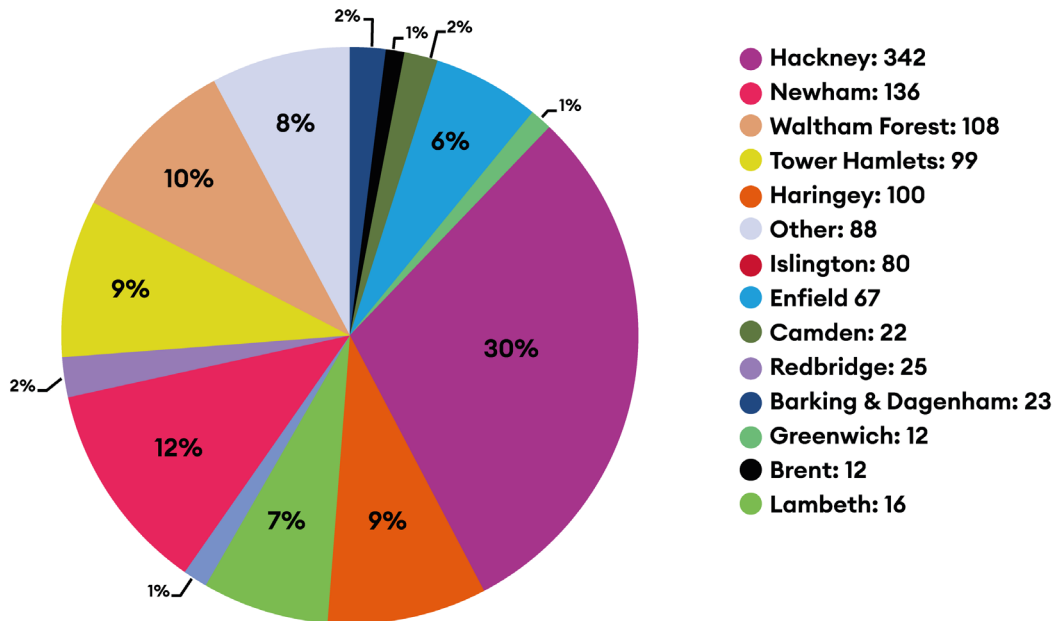
In 2023 BSix won the national Sixth Form Colleges' Association curriculum innovation award for its 'Back on Track' programme. Supporting with equal commitment to the most academically able and for those whose previous educational experience has been problematic, in the words of its most recent Further Education Commissioner's report: "The college is an asset to potential learners, providing educational opportunity for many learners who have previously experienced disappointment. It engages learners with a wide variety of experience and needs and from a wide area."

BSix student numbers 2023/24 (current at March 2024):

Aged under 19:	1030
Aged 19+:	142



BSix 16-18 year old students' travel to learn patterns 2022/23



30% of BSix students aged 16-18 live in the borough of Hackney, with 47% travelling to college from adjacent boroughs.

About New City College



New City College (NCC) is a sector-leading college, formed through the previous mergers of Tower Hamlets College, Hackney Community College, Redbridge College, Epping Forest College, Havering College of Further and Higher Education and Havering Sixth Form College.

NCC's track record of success through mergers is grounded in maintaining local links and strengths of each college, within a strong central matrix structure. This enables the development of high quality provision and services, investment and the sharing of good practice. It is one of the largest further education organisations in the country with a current income of approximately £115m.

New City College was inspected by Ofsted in December 2021. The inspection report, published in January 2022, shows strengths across every area of the college with every Ofsted aspect graded 'Good'. New City College's finances for 2023/24 are forecast to be 'outstanding'.

Further to each of its mergers, a relentless focus on quality of teaching, learning and assessment has resulted in significantly improved student outcomes which are now consistently above national average. Alongside this, investment in buildings and facilities has enhanced teaching

and learning environments and equipment at all campuses. For example, Epping Forest has benefited from a brand new sport and wellness centre, and Rainham in Havering has been transformed into a sector-leading construction and engineering campus. Student numbers (with associated building capacity and student resources) have grown particularly at Redbridge and Havering Sixth Form College, reflecting the positive reputation that New City College works hard to maintain.

New City College has a significant profile in the further education sector; with staff representation on wide-ranging regional and national committees. Furthermore, staff are encouraged to develop their professional practice through NCC's innovative Teaching & Learning Lab.

With ever-strengthening employer partnerships, New City College has a robust and high quality apprenticeship offer. NCC supports small and large employers as well as supply networks, to meet their staff development needs and has developed a sector leading approach and facilities for sustainability and green skills training and qualification.

NCC student numbers 2023/24 (current at March 2024):

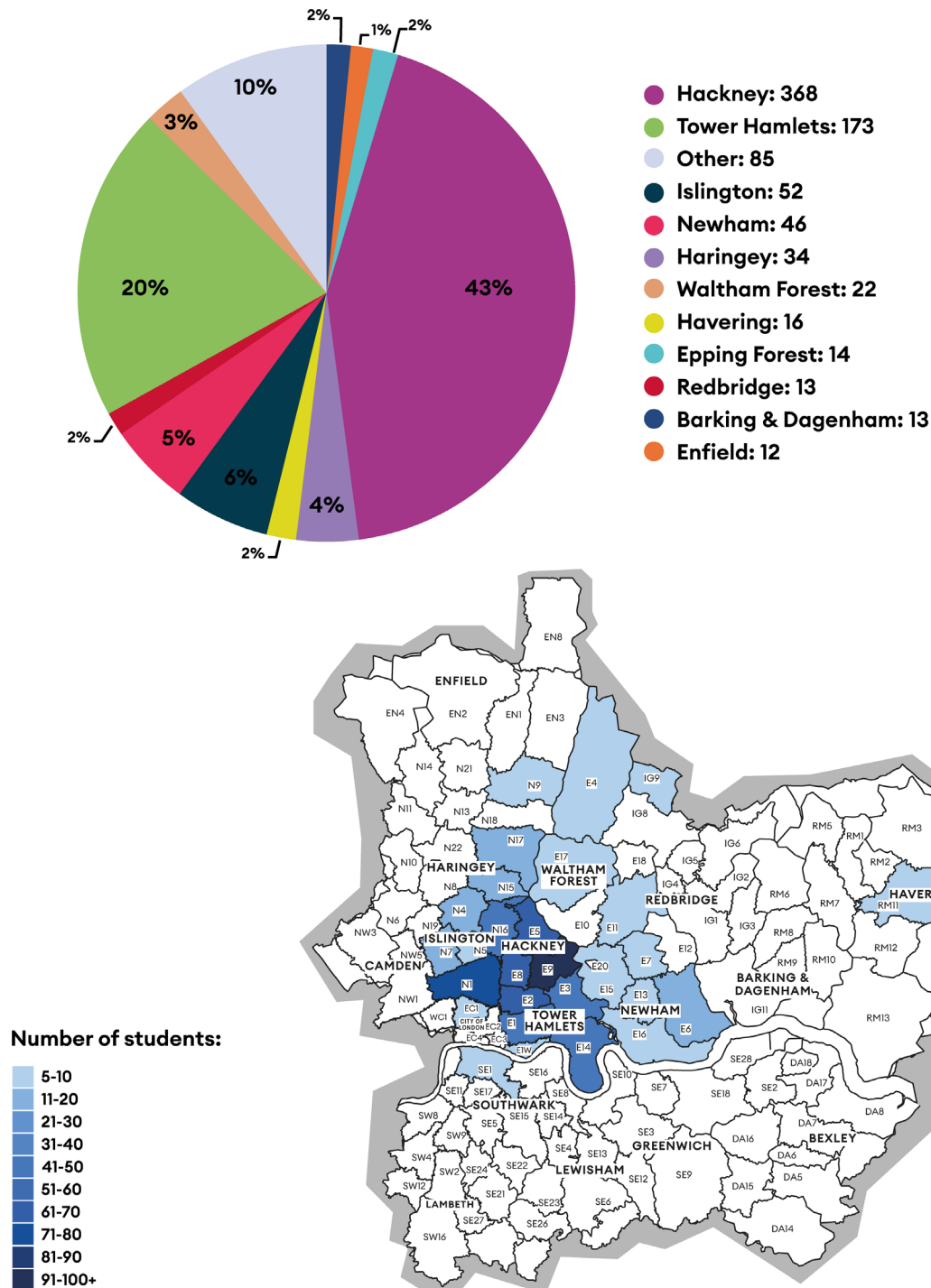
New City College Hackney campus:

Aged under 19:	818
Aged 19+:	2610

New City College total:

Aged under 19:	9048
Aged 19+:	8917

NCC Hackney campus 16-18 year old students' travel to learn patterns 2022/23



43% of NCC Hackney campus 16-18 year old students live in the borough of Hackney, with 38% travelling to college from adjacent boroughs.

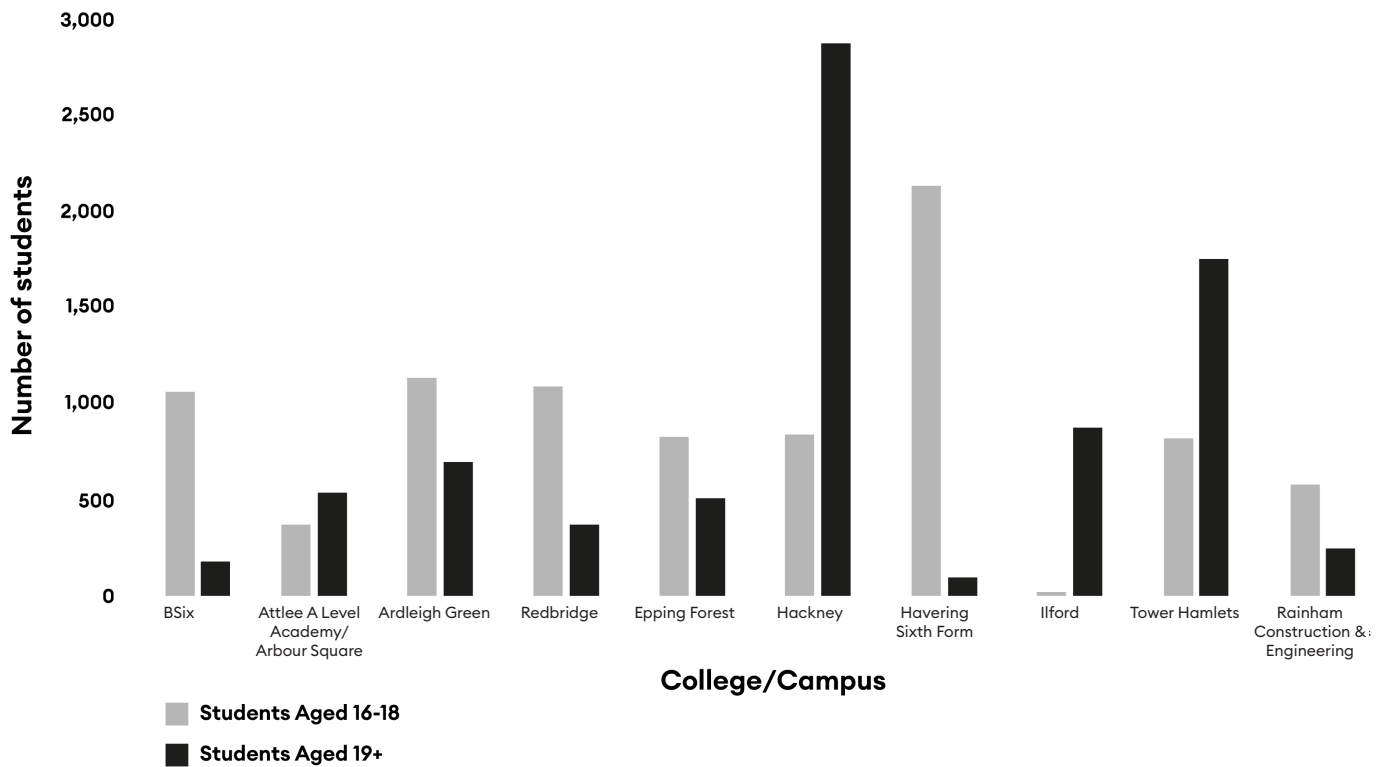
In 2022/23, 187 New City College students aged 16-18 who live in Hackney studied at other NCC campuses:



Campuses shown:

- Ardleigh Green
- Attlee A Level Academy/ Arbour Square
- Epping Forest
- Hackney
- Havering Sixth Form
- Rainham Construction & Engineering
- Redbridge
- Tower Hamlets

Total students aged 16-18 and 19+ attending BSix and NCC campuses in 2022/23



The New City College campuses and BSix have different profiles of adult and young students, all accessing a course offer which is carefully designed to meet the needs of local people and employers.



Strategic context for a merger between BSix and NCC



There is a clear strategic alignment between Brooke House Sixth Form College and New City College, in their strategic direction, geographic proximity and the communities they serve. BSix joining New City College will bring long-term strength, quality, stability, investment and increased choice within post-16 education and training, for the communities in Hackney.

Context: Post-16 education and skills in Hackney

In the borough of Hackney, fourteen secondary schools offer provision for students post-year 11. All offer A Levels; some schools advertise more than 20 A Level subjects despite only having 100 student places. Most schools also offer vocational programmes at level 2 as well as level 3.

The number of school age children in Hackney is falling. There are 250 excess places in year 7. This will impact post-16 by 2030.

Currently, approximately 1000 students in Hackney schools travel out of borough each year to access post-16 provision. Only 30% of BSix's students come from Hackney. By contrast, 70% of NCC's Hackney campus students (16-18 and adults) live in the borough.

BSix and NCC are the two largest post-16 providers in the borough and together can secure long term viable and coherent provision, well planned around specialisms, which will facilitate more learners studying in their home borough.

The Boards of BSix and New City College believe that local people deserve a high quality, post-16 option which sits outside of schools and specialist provision. The proposed merger will make this option available and secure the future of college provision in the borough of Hackney.

Curriculum proposal

This proposal would see a strong depth and breadth of course options retained across the two college campuses in Hackney. The merger would protect a strong college-based A Level provision for the borough, with more opportunities to invest in the development of T Levels and apprenticeship routes. In order for students to succeed it is imperative that they are placed on the right level course and together, the colleges will provide well-planned and resourced foundation and level 2 provision for students to enable them to progress to level 3 programmes in A Levels, T Levels and BTECs that will prepare them for higher education, apprenticeships and successful careers.

Together the college will be in a strong position to respond to and maximise the opportunities of any forthcoming curriculum reforms presented by future Governments.

Legal form of merger

The merger will be a *Type B* merger, whereby the assets and liabilities of the Brooke House Sixth Form College Corporation will transfer to the New City College Corporation on 31 July 2024. The Brooke House Sixth Form College Corporation will dissolve just after midnight on 1 August 2024 at which point the two colleges will become a single entity.

Management and governance

A joint strategic working group will oversee implementation of the merger and set out arrangements for governance. The corporation of New City College will be expanded to accommodate BSix governors to ensure appropriate representation.

The management structure will ensure leadership for the BSix campus and across Hackney, operating alongside cross-college shared services and a matrix curriculum structure.

Vision for the future

Maintaining the strengths of BSix

Although the much smaller partner, BSix will bring to the merger a number of features which might benefit the wider college. These include:

- A long and demonstrable adherence to the maxim that, in relation to teaching and learning, “the main thing is to ensure that the main thing stays the main thing”
- Evidence to show that the pursuit of academic excellence and policy of inclusion which embraces previously unsuccessful learners are not mutually exclusive aims.
- High levels of staff satisfaction and morale.
- Strong and growing community engagement.
- Proven commitment to staff training and development and a belief that “putting staff first” is the surest way of promoting student success and progression.

A broad, local curriculum

As part of New City College, BSix will, at its existing location, continue to provide post-16 education and training that meet the needs of its communities to support positive progression into higher education, apprenticeships, and fulfilling careers. New City College will continue to offer a broad and diverse range of courses in each of the boroughs it serves. No students will be asked to move to a different campus to complete their course as a result of the merger.

A diverse and inclusive organisation

We are committed to developing the strengths of both colleges, as one diverse and inclusive organisation, with equality and opportunity for all at the heart of our work. The proposed merger will provide an opportunity to further develop and share sector leading practice and policy that will champion and celebrate diversity and inclusion.

Sector leading

Our vision is for BSix to be part of NCC, a sector-leading college, and thereby to secure the wherewithal to provide its students with a rewarding experience for years to come. Through this merger, Hackney communities will benefit from investment in further improving provision, facilities, resources and teaching and learning.

Financially robust and resilient

Combining the two largest providers of post-16 education in the borough, this merger proposal presents a new exciting prospect for further developing post-16 provision in Hackney - maintaining choice and ensuring appropriate investment. This merger will create a financially sustainable post-16 provision for Hackney. At the point of merger, NCC will pay off any existing BSix debts and ensure a financial model that provides for investment in student and staff resources.

A stronger future together.



Our proposal is for Brooke House Sixth Form College (BSix) to merge with New City College (NCC).

Within the context of the provision of post-16 education in the borough of Hackney, BSix and NCC have a long history of effective collaboration. The colleges have successfully worked together to plan courses and have held joint events to explain to local people the options and benefits of college study. They have shared best practice and planned joint professional development events. Given their proximity, there is already a growing synergy between some staff teams, and scope to nurture even stronger professional relationships over time.

The colleges both promote their post-16 offer to local schools, young people, parents, employers and the communities of Hackney. This merger proposal enhance the ability to further respond to the needs of the local community now and into the future.

Both colleges have demonstrated the importance of a high quality student experience, being graded as Good in their most recent Ofsted inspections, both conducted in 2021.

Since 2018, BSix has made huge advances, improving examination results and Ofsted grade, forging a distinct identity, transforming its local and regional reputation, consolidating a coherent curriculum and aligning its staff with a series of fundamental values and organisational principles. The merger with NCC will provide the resource needed to preserve and further develop those deeply rooted foundations.

New City College and BSix currently offer a complementary curriculum offer, which would be strengthened by the merger. New City College's Hackney campus is focused on vocational specialisms such as digital media, sport, construction crafts and hospitality & catering. BSix offers vocational as well as academic courses.

The proposal would provide an opportunity to develop an arc of academic post-16 excellence across East London by bringing together BSix's A Level provision alongside NCC's successful and highly-performing Havering Sixth Form and Attlee A Level Academy. NCC is also growing local, demand-led higher education in partnership with its H.E. strategic partner Bath Spa University. By bringing BSix's curriculum into NCC, opportunities for sharing best practice would result in an enhanced offer of academic and vocational excellence for Hackney.

New City College has shown through its previous mergers, a model which retains and builds upon local identity and relationships and which supports local skills strategies for its individual campus' home boroughs and the wider region. It has been recognised as a significant influencer in the development of the London Skills Strategy and is represented on local, regional and national boards and committees, making sure that its priorities, and those of its students and communities, are considered in high level decision making.

New City College has the resources, infrastructure and experience to support the growth of new income streams alongside the ability to provide shared services to drive efficiencies. And, importantly, its merger model has positively encouraged its staff to develop and retain their passion for student success and opportunity that should be at the heart of any successful further education organisation. It was the first further education organisation to offer free membership of the Society for Education and Training for all of its teachers; it was the first college to waive all fees for ESOL students; it has consistently invested into facilities and resources for teaching, learning and student support and wellbeing. These initiatives, and more, could not have been achieved by the previously standalone colleges.

Benefits and impact of merger

1 A sustainable future for provision in Hackney, which meets the needs of learners, employers and the wider community

The merger proposal presents a vision which builds on the existing colleges' shared purpose: to secure high quality post-16 academic, professional & technical pathways, bringing together existing strengths to create a sustainable model with an on-going ability to invest in delivery and quality improvement.

The proposed merger will:

- Secure a sustainable post-16 provision for Hackney.
- Better meet the demands of students, employers and their skills needs.
- Provide a broad and deep coherent curriculum offer.
- Benefit the community with provision that provides choices and helps them progress into work or further study.

2 High quality strategic leadership and management

- The merged college will benefit from a proven, effective management model with strong, local and visible leadership complementing a group matrix structure. This will create opportunities to share good practice and will be based on existing shared values and expectations.
- New City College will support BSix's next steps on its development journey as part of a financially secure college that respects local need and ensures student and staff success at all levels.

3 Securing financial viability, sustainability and value for money

The college will be financially robust and be better placed than each college is presently to deal with future threats to funding.

- New City College is a financially stable provider and its finance is forecast to be categorised as 'outstanding' by the Education and Skills Funding Agency (ESFA). On a net basis, New City College is debt free and has been able to fund a programme of investment to further improve resources for students and develop its campuses.
- A merger will be financially positive with £130m combined income and more than 10,500 ESFA funded 16-18 students.
- The merged college will have a strong financial position in terms of income, cash reserves and low levels of borrowing.
- Greater efficiency in management and support services will provide better value for money.

Benefits and impact of merger

4

What it will mean for staff

- The proposal does not seek to reduce establishment staffing and all existing post-holders will transfer employment to New City College through the Transfer of Undertakings (Protection of Employment) Regulations 2006, commonly known as TUPE.
- The merger will bring further positive opportunities for professional development, peer support, networking, the sharing of practice and resources and enhanced career opportunities for staff.
- A successful merger with New City College will secure the future sustainability of BSix and therefore long-term job security.

5

What it will mean for students

- The proposed merger with NCC will enhance the provision for learners studying at BSix. In addition to developing the Hackney curriculum offer in response to demand and the London skills needs, the merged college will be able to provide an extensive range of progression opportunities into T Levels, higher education programmes and apprenticeships.
- Merger will bring increased investment to further improve resources and facilities to support learning and progression. There will be more opportunities to undertake work placement and develop employability skills required to secure sustainable career outcomes.
- No existing students will be required to change from their campus of study as a result of this merger.

6

What it will mean for employers

- NCC has a strong track record in responding to the skills gaps identified by business. It was the lead college in the Strategic Development Fund and is the lead for the inaugural Local Skills Improvement Fund (LSIF) for Central London – of which BSix is a partner - as well as making a strong contribution to the Local London and Greater Essex LSIFs to make sure that Londoners are developing the right skills for the jobs of the present and the future.
- NCC is committed to maintaining strong employer links. This leads to the provision of high quality work experience and employability skills within all 16-18 study programmes.
- Together, the merged college would build on their positive track record of working together in this field, to become even more responsive to specific training needs of our region, with employers informing course and apprenticeship design and delivery.

Benefits and impact of merger

7

What it will mean for the local community

- Travel to learn patterns for both colleges support a merger, with students travelling to BSix and NCC Hackney from Hackney and beyond. Furthermore, a significant number of Hackney young people currently leave the borough to study. A strengthened post-16 college provision in Hackney achieved through this merger would enable more local people to study in their home borough.
- The merger would seek to build upon good relationships with local strategic partners including Hackney Council and the Hackney Learning Trust, along with local community groups and other key stakeholders such as local schools and academies.
- Distinctive college identities would be retained as has been achieved to positive effect with the other colleges within NCC.

8

What it will mean for local schools and other post-16 providers

- The proposed merger would secure sustainable high quality post-16 academic, professional and technical pathways in Hackney, alongside the choices from local school sixth-forms and other local colleges in neighbouring boroughs.
- It is not envisaged that the proposed merger would be detrimental to any neighbouring schools or colleges, which would continue to support the appropriate progression of their students with impartial advice and guidance.
- As both NCC and BSix have been delivering post-16 education in Hackney for many years, many local school partnerships are already shared. Existing collaborative arrangements with local schools would be strengthened through this merger.

9

Supporting ongoing quality improvement

- BSix has been on a journey of improvement over recent years, culminating in a good Ofsted report. NCC would ensure that the successful strategies designed to improve teaching and learning or outcomes would continue.
- As part of NCC, BSix would benefit from further investment in quality and curriculum development as well as increased support and challenge from the wider college.

Statutory notice



STATUTORY NOTICE: FURTHER AND HIGHER EDUCATION ACT 1992

NOTICE IS HEREBY GIVEN by the Corporation of Brooke House Sixth Form College, Kenninghall Road, London E5 8BP in accordance with The Further Education Corporation (Publication of Proposals) (England) Regulations 2012, S1 2012 No.1157, of the proposal for the transfer of its property, rights and liabilities to the Corporation of New City College, Poplar High Street, London, E14 0AF and the subsequent dissolution of the Corporation of Brooke House Sixth Form College.

Brooke House Sixth Form College is a sixth form college which delivers education and skills training for students aged 16 years and over. In 2023/24, it has enrolled 1172 students in total, comprising 1069 full-time and 103 part-time students. In 2023/24 New City College has enrolled 17,965 students in total, comprising 9,063 full-time and 8,902 part-time students.

Dissolution of the Corporation of Brooke House Sixth Form College is proposed in order that it may merge with the Corporation of New City College. This will allow the combined organisation to harness the equal strength of both institutions, their resources, expertise and quality. Utilising these, it will be strongly placed to offer an

increased range of outstanding educational and training opportunities to individuals and employers, and to do so in an efficient way that provides good value to students and clients, to funding organisations and to tax payers.

The date proposed for the dissolution of the Corporation of Brooke House Sixth Form College is 1 August 2024. All students at Brooke House Sixth Form College who have not completed their courses of study by the date of the proposed dissolution will continue with and complete their studies in their current location.

A copy of the proposal is available free of charge via email consultation@bsix.ac.uk and will be sent to any person who requests it. Hard copies of the proposal will be available at Brooke House Sixth Form College, Kenninghall Road, London E5 8BP. The consultation period runs from 28 March 2024 until 8 May 2024. Responses to the consultation may be made by email to consultation@bsix.ac.uk or in writing to Merger Consultation c/o Principal's Office, Brooke House Sixth Form College, Kenninghall Road, London E5 8BP.

All responses and representations must be received by the closing date. Brooke House Sixth Form College will publish a summary of the feedback on its website and its outcome within two months of the closing date.

How to respond to this consultation

Governors at Brooke House Sixth Form College and New City College would like to hear your feedback on their proposal to merge.

The consultation runs from 28 March 2024 to 8 May 2024 and all responses must be received by the closing date.

You can respond to this consultation by:

- a) **Emailing one of the following:**
Brooke House Sixth Form College: consultation@bsix.ac.uk
New City College: consultation@ncclondon.ac.uk
- b) **Writing to one of the following addresses:**
 - Merger Consultation c/o Principal's Office, Brooke House Sixth Form College, Kenninghall Road, Hackney, London E5 8BP.
 - Merger Consultation c/o Principal's Office, New City College, Hackney Campus, Falkirk Street, London N1 6HQ

Please tell us your comments and suggestions.

It would be helpful to include whether you are responding as a:

- Student
- Parent
- Local resident
- BSix staff member
- New City College staff member
- or writing on behalf of an organisation, company or community group.

We will publish a summary of the consultation response and make it available to any person who requests it.

You may request a summary by emailing:

Brooke House Sixth Form College: consultation@bsix.ac.uk

or

New City College: consultation@ncclondon.ac.uk

Privacy statement

Your personal details will only be used in relation to the merger consultation process outlined in this document and will enable us to respond to you. They will not be used for any other purpose, under the General Data Protection Regulation. Any responses will be anonymised in the consultation summary.

ALL RESPONSES MUST BE RECEIVED BY 23:59 on 8 May 2024



**A strong and secure future for
post-16 education in Hackney**

www.bsix.ac.uk

www.ncclondon.ac.uk