



**THE
SIXTH
FORM
COLLEGE**
FARNBOROUGH

The future of the College

The Corporation wish to consult on a proposal to dissolve The Sixth Form College, Farnborough as a legally designated sixth form college and convert to become a 16-19 academy.

The reason for the proposal

Schools and sixth form colleges are being encouraged increasingly to take greater responsibility for how they meet the education needs of their local communities. This now includes the opportunity for sixth form colleges, that meet certain success criteria, to convert to academy status.

In 2016 College Governors conducted a review of strategic options. At the same time, government began a national review of all FE and sixth form colleges. The College participated actively in the North and Mid Hampshire Area Review that published its recommendations in January 2017. Its recommendations for the future of the College are fully consistent with the conclusions reached by Governors. Key recommendations from the Review include:

- *The College will convert to academy status, establishing a trust incorporating schools with which the College already works.*
- *The Regional Schools Commissioner and Local Authority support the intended benefits the academy would bring.*
- *The academy will benefit the local community by improving the local quality of education and the cost effectiveness of delivery, contributing to the school improvement programme.*
- *The College is in a strong financial position...and is judged as outstanding by Ofsted.*
- *The Sixth Form College Farnborough is a specialist high quality sixth form college provider, and intends to maintain its current profile of predominantly A level provision.'*

(The full report is available [here](#))

The Sixth Form College Farnborough will be replaced as a sixth form college by The Sixth Form College Farnborough (a 16-19 Academy). In effect, this proposal is to convert the College's legal status through dissolution; it is not a discontinuation of provision. As an academy, the College Mission and curriculum offer will remain as it is.

Currently, The Sixth Form College Farnborough serves the needs of full-time 16-19 year old students in North East Hampshire, South Berkshire (primarily Bracknell Forest) and West Surrey (primarily Surrey Heath and Waverley). It is a successful, specialist provider of predominantly academic qualifications, particularly A level courses, with an increasing proportion of applied general courses.

The specialist and highly successful nature of the curriculum offer has led to recruitment increasing year on year to around 3,650 students. The performance of the College is a major attraction to students and parents with value-added measures showing outstanding performance by College students across wide range of subjects sustained over many years.

The curriculum offer is geared to the largely HE related aspirations of students in our community although increasingly there are a significant number who go onto apprenticeships as well as looking to find employment. At level 2 the offer has in recent years changed to give much greater emphasis to progression routes into FE or local employment as well as offering internal progression onto level 3 courses offered at the College or at a General FE college.

Benefits of the proposed conversion

The success and quality of The Sixth Form College Farnborough, and its position at the heart of 16-19 further education locally, make it ideally placed to drive forward changes that will have a positive impact on education in our area.

The creation of a multi-academy trust (MAT), with the College at its core, will provide a structure for partner institutions to work more closely, share best practice and achieve synergies and efficiencies. The Trust will ensure these benefits work to the advantage of all organisations within it. Whilst those within the Trust itself will work together more formally, the level of cooperation that currently exists with all other schools and colleges will continue.

The ability to join the larger and growing academy sector provides potentially more opportunities and benefits than would be available if we were to remain as part of a shrinking sixth form college sector. Additionally, at a time of reduced funding for public sector organisations and education, the ability as an academy to gain VAT savings which are currently denied to sixth form colleges is very helpful.

This proposal has the potential to have a significant positive impact on education in our community.



What is our vision?

Our ultimate aim is to create an educational hub - a MAT to be called The Prospect Trust - embracing primary, secondary and tertiary education phases, formed from a family of **local** schools and the College. The Trust will raise standards by being able to:

- » **Transform** the life chances of the youngsters in the community jointly served by the College and Trust schools;
- » **Leverage** existing College experience to accelerate the pace of change, seeking to raise aspirations, ambition and achievement;
- » **Embed** and grow co-projects that will improve the educational prospects of **local** youngsters;
- » **Provide** a dynamic, ground breaking **local** solution to what has seemed to be an intractable problem of under-achievement;
- » **Encourage** improved progression opportunities and smoother cliff edges at the transition points between Key Stages 3, 4 and 5;
- » **Facilitate** closer working within neighbouring schools and the College, to enable and accelerate many positive benefits, not least shared resources including teaching staff and services; joint professional development and training; foundation of a deeper knowledge of curriculum delivery pre and post-16.

Our MAT would operate for the greater good of the community. The Trust would harness and share the skills and expertise of successful managers and school leaders from across the MAT, contributing to the overall improvement strategy for the local area. It will offer a robust framework to create a successful self-sustaining, self-improving organisation and demonstrable evidence of our determination to tackle issues of education under-achievement.

The priority of the MAT will be a relentless focus on the specific issues in this community informed by a deep understanding of the relevant contextual factors. Conversion to academy status, and creation of a MAT, offers the potential for closer collaboration and integration. It will enable the College to take the lead on local improvement initiatives, building on work already underway, to formalise close alliances with other providers.

Encouraging and training new teachers

As an 'outstanding' college, Farnborough is well placed to play a central role in providing high-quality training and development for teachers especially in partnership with schools. Our plan includes the establishment over time of a Teaching School Alliance to attract and train the next generation of local teachers.

In so doing, our Trust can become a national leader in developing innovative learning and teaching strategies. We are confident that our offer will attract prospective teachers to live and work in the area which has not always been easy especially in the key subjects of Maths, Science and English.



Implications for existing staff

Opportunities for the career development of existing staff will increase across the MAT. We will establish a platform for sharing good and developing better practice. It is intended that this will lead to high success rates and improved outcomes in terms of progression to work or further study. It will facilitate cross-phase, cost-effective professional development planning, creating better opportunities for staff in all MAT academies to develop their skills.

Staff employed by the College will transfer under TUPE to The Prospect Trust. A separate consultation, fully in line with TUPE requirements, will take place with all affected staff.



Improved transition between phases of education

Our proposal maintains existing provision. Close liaison within the MAT will encourage improved progression opportunities for students. Trust staff will have a better, shared understanding of education across all phases. This is especially important in the light of recent major reforms to GCSE, vocational education and A level.



Admissions

The Sixth Form College Farnborough will, as an Academy within the new Trust, continue to deal with its own admissions in line with its published Admissions Policy. There will be no change to the current arrangements, including the close links which exist with all partner and link schools in the area, if the College becomes an Academy.



Improving performance, raising aspiration

The new MAT will seek to address the areas of underperformance positively and quickly.

The momentum for change will be generated through close working and collaboration including shared intervention strategies, joint planning, staff training, data analysis, some capital investment and the development of Trust quality assurance measures.

Improvement will flow from a constant focus of the Trust on achievement and student/pupil progress. It is our intention that no child educated in the MAT will be left behind. All Trust academies will therefore have direct access to:

- the full range of resources necessary for excellent teaching and learning;
- the skills and leadership necessary to support excellent teaching and learning;
- the tools needed to deliver raised aspirations and achievement for all learners.

There will be little or no negative impact on current learners. There are no plans to close sites, move or merge establishments. The 'brand identity' of each Trust member will be preserved at worst or, as expected, enhanced by the change.



The Consultation Process

We welcome your feedback about the proposal. As part of this consultation process, we are particularly keen to hear from interested parties in relation to the following questions:

1. Do you consider the proposal to dissolve The Sixth Form College Farnborough and establish a new 16-19 academy positive or negative?

2. Do you consider there will be a positive or negative impact on the local community or those with protected characteristics as a result of this proposal?

3. Do you consider the proposal that the new academy trust enters a funding agreement with the Secretary of State in relation to the 16-19 academy to be positive or negative?

4. Do you have any additional comments, questions or suggestions you would like us to consider?

You can respond to the consultation in the following ways:

- » Via our online consultation form at:
www.farnborough.ac.uk/about-academyconsultation
- » By emailing **consultation@farnborough.ac.uk**
- » By **completing the overleaf** and returning it to us using the pre-paid envelope provided

Our consultation period will begin on Monday 20 March 2017 and will finish at noon on Friday 28 April 2017.

We will publish the outcomes of our consultation no later than Friday 30 June 2017.

Consultation response

Proposed conversion of The Sixth Form College Farnborough to The Sixth Form College Farnborough (a 16-19 academy).

Your name: _____

Your organisation: _____

Your address: _____

Please indicate which group you represent by ticking the relevant box:

- Student
- Parent/guardian
- College staff
- School or College
- Funding or other Government agency
- Local resident
- Other (please specify): _____

Q1 Positive / Negative (please circle as appropriate)

Q2 Positive / Negative (please circle as appropriate)

Q3 Positive / Negative (please circle as appropriate)

Additional comments on the proposal: