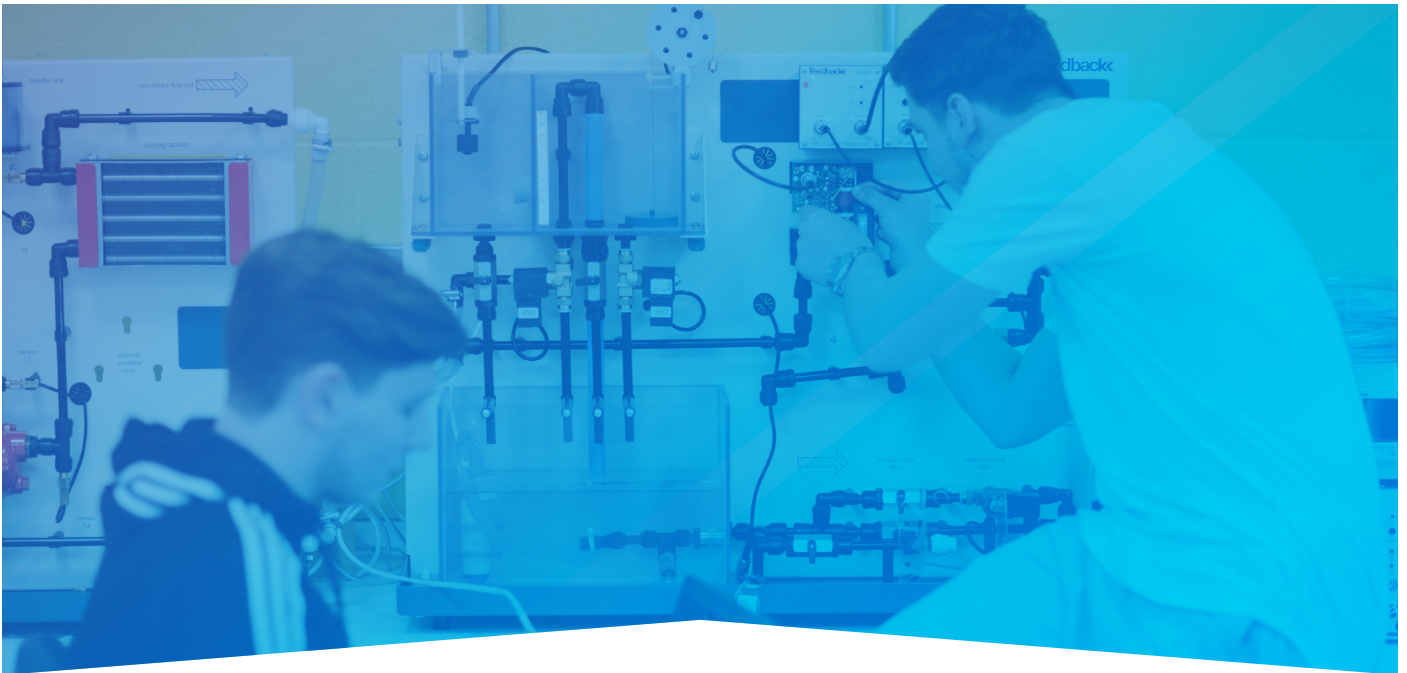




SOUTH ESSEX COLLEGE & PROCAT

MERGER CONSULTATION DOCUMENT



INTRODUCTION

This publication clearly sets out the proposal for a merger of Prospects College of Advanced Technology with South Essex College of Further and Higher Education. It outlines our joint vision for the new College which will provide excellent employer led technical education and skills training in the Thames Estuary region.

Since the 2015 general election, there has been an increase in the number of college mergers. The government's post 16 area review programme required every college to consider their future and provided official encouragement for mergers to create "larger more financially resilient" colleges.

Our proposed new merged structure includes keeping the PROCAT brand and in addition to current campuses creating a new specialist motor vehicle and construction centre at Stephenson Road, near Progress Road in Southend, alongside maintaining an engineering facility in the PROCAT existing building. This new strategy to combine our estate will provide specialist industry standard facilities. It will provide capacity to increase our curriculum offer to include motorcycle, MOT and HGV provision, alongside increasing building services and higher level construction programmes.

The new College group will combine the best of each College's long heritage in delivering high quality education and training for the communities they serve. This document sets out the benefits of a merger to the students, employers and staff.

KEY BENEFITS OF MERGING

- Through working together we will be better able to meet regional and national skills needs
- The larger institution will be more financially resilient
- There will be a clearer curriculum offer and more progression opportunities for students
- We will offer a 'one stop shop' for all employers' training needs
- Jobs will be more secure in the longer term and there will be further career development opportunities for staff
- We will have the capacity to expand our curriculum offer particularly at higher levels

WELCOME FROM THE TWO CHAIRS OF GOVERNORS



We are very pleased to propose this exciting merger between Prospects College of Advanced Technology (PROCAT) and South Essex College of Further and Higher Education (SEC). It will allow the Colleges to bring together their specialist technical, engineering and construction training provision to maximise staff expertise, state of the art facilities and industry standard equipment to deliver technical training for local people.

This forward thinking merger is the next step in achieving the vision to create a technical university for South Essex. We are confident that this merger will provide larger scale learning and excellence, establishing a powerhouse of technical creativity for the thriving Thames Gateway.

Our decision to merge has been underpinned by our shared commitment in providing technical training opportunities up to degree level to meet the skill needs of the engineering and construction industries.

The merger presents truly exciting times for all. We look forward to working together to deliver our ambitious vision for the future.

David Sherlock, PROCAT Chairman
David O'Halloran, South Essex College Chairman

OUR ORGANISATIONS



PROCAT

PROCAT is a specialist college which was established to meet the workforce development needs of the engineering sectors, a critical area to the UK economy. This includes advanced apprenticeships to secure a pipeline of new talent. With campuses in Basildon, Canvey Island and Ilford, London, PROCAT offers bespoke training solutions to develop the expertise and skills of the existing workforce.

PROCAT strengths

- Rated Good at Ofsted (Grade 2)
- Delivers high quality technical/STEM apprenticeships meeting the needs of local and national employers
- Industry standard machinery and equipment
- Tutors are experts in their fields with many years of industry experience
- Innovative teaching and learning methods including virtual reality
- Strong offer of technical workforce development training

SOUTH ESSEX COLLEGE

South Essex College is the largest technical and vocational education and training provider in Essex. With campuses in Southend, Basildon and Thurrock, we cater for over 12,000 students and employ 1,000 staff. We are a key provider of skills development at all levels, for a vibrant, ambitious region. Linked by popular rail and bus connections, we're only 40 minutes away from London too. From age 14 upwards, we have courses delivered by industry-trained, professional tutors that suit everyone.

South Essex College strengths

- Rated Good at Ofsted (Grade 2)
- We have contributed to the regeneration of the town centres in Southend and Grays, through building new campuses and plan to do the same in Basildon
- Developed partnerships with two very high-ranking Universities, University of the Arts London and University of East Anglia, who validate our degrees
- Clear progression pathways for students through the College and into apprenticeships, employment or HE
- Student outcomes have improved year on year since our grade 2 from Ofsted in 2017

OUR VISION

Together, PROCAT and South Essex College will take a leading role in providing excellent employer led technical education and skills training in the region. We will do this by the development and growth of specialist STEM facilities for engineering and construction. These will be situated in Basildon, Luckyn Lane and Southend, Progress Road.

Both college missions and strategic aims fit well together

- Deliver high quality inclusive teaching, learning and assessment
- Develop and grow a sustainable, viable innovative and responsive college
- Attract, develop and maintain a highly skilled, innovative, flexible workforce
- Respect, promote and celebrate diversity
- Develop our work with stakeholders to improve the economic priorities of the South East
- To provide high quality, fit for purpose accommodation and resources

Both Colleges will work in genuine partnership to create the financial security and support provided by a larger organisation, alongside sharing staff expertise to improve quality and grow provision across the group.

The benefits of the merger will see the new College meet the government's agenda of larger, more financially resilient institutions. It will also result in a coherent curriculum offer for engineering and construction across the Thames Estuary, which will improve efficiency.

The merger will enable us to better meet the technical skills needed in these key sectors, particularly at higher levels and it will enhance our partnerships with employers in the relevant industries.

Our future goals include being more ambitious and growing the higher education offer, working with a university partner to deliver degree programmes alongside Higher and Degree Apprenticeships in engineering and construction.

We will become a 'one stop shop' for employers in the Thames Gateway. We will invest in our facilities and buildings to enable this growth to materialise and prove the concept of the benefits of 'Centres for Advanced Technology.'

We believe in an ambitious vision for growth and development but we also believe that making sure our core business is financially viable and provides a quality experience for both students and employers is absolutely key in setting a quality baseline from which to grow.



CURRICULUM

South Essex College is a large college which has begun to specialise provision at each of its main sites. PROCAT has already chosen to specialise its curriculum offer into engineering and construction, which fits with the South Essex College strategy of specialisation.

The merger will increase and widen the apprenticeship offer in Advanced Technical Engineering supported by the well-established apprenticeship programmes traditionally offered by PROCAT. The present curriculum offer at PROCAT will be maintained. Integration of both Colleges' engineering, construction and building services provision will reduce any duplication (of which there is very little) and combine and focus our joint resources to maintain state-of-the-art, industry relevant equipment and facilities.

CURRICULUM BENEFITS

- Bringing engineering and construction provision from both organisations together to maximise resources (including staffing) and better meet the needs of industry through enhancing the provision of higher level technical skills
- Progress students from lower levels through to Advanced and Higher Apprenticeships to help meet employer demand
- Improve social mobility by providing clear progression pathways through the new College for both young people and adults
- Develop and grow the higher and degree level programmes available at PROCAT to provide apprenticeship routes to gaining a full Honours Degree
- Development of new provision e.g. civil engineering, surveying, quantity surveying, project/site management and building services, by bringing staff expertise across the two Colleges together



STUDENTS

The partnership will allow the Colleges to provide greater opportunities for both young people and adults to develop their skills and improve their life chances.

The merger will not affect students studying at PROCAT. We will maintain the present curriculum offer and delivery for both students currently studying at the Colleges on either study programmes or apprenticeships.

We want our students to be happy, content, attending their programmes and being pushed to achieve above and beyond expectation, alongside developing the skills required in the workplace. The Colleges are committed to maintaining and building upon their long records of success in delivering the highest standards of education and training.

STUDENT BENEFITS

- All students will receive consistent good quality teaching in state-of-the-art industry standard workshops
- Quality improvements will improve student outcomes
- We will provide students with quality support teams to share best practice and offer students quality support throughout their time at the College
- Enhanced student enrichment opportunities through sport, work experience and career related activities
- Increased progression opportunities and a wider choice of apprenticeships



STAFF

Staffing arrangements at PROCAT are quite different from a traditional FE College, many of which work well. We will adapt some of the practices of both Colleges in the merger. We will work with all the staff in developing the proposed structures moving forward. We value all of our staff and recognise the excellent contribution PROCAT staff have made to developing the range of provision. We wish to maintain the high level of expertise at PROCAT.

We will consult throughout the merger with all staff to keep them informed, listen to their views and maintain commitment to the students and employers.

STAFF BENEFITS

- Will provide access to a range of training and mentoring to support staff to improve and develop
- Develop a Teaching Academy for people coming 'off the tools' and into teaching
- Being part of a larger organisation will provide more progression opportunities for staff
- Increased long term job security due to greater financial resilience of the organisation



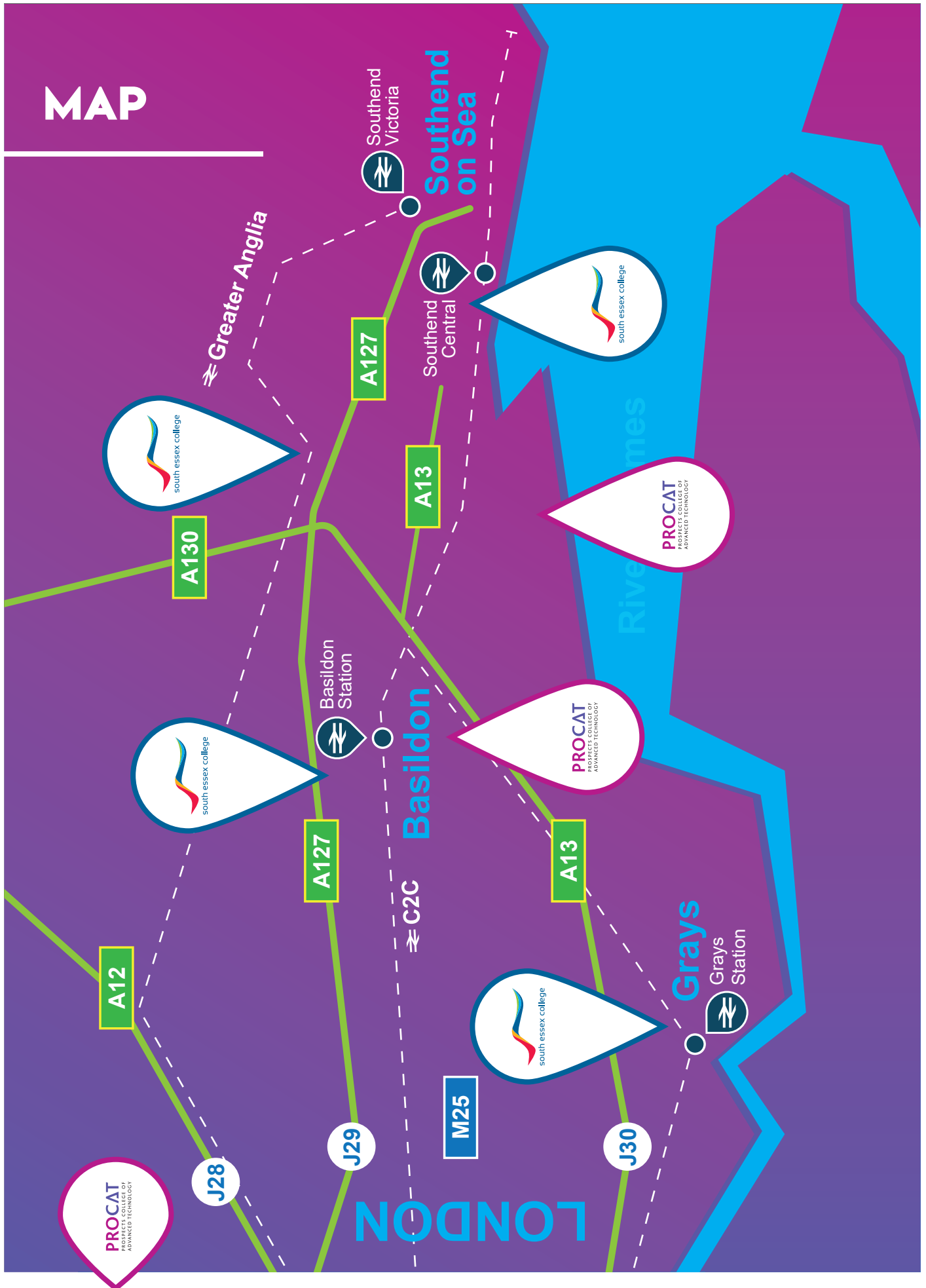
EMPLOYERS

Both our organisations have a wide range of relationships with employers. We both provide apprenticeships (both levy and non-levy), have established employer advisory panels to inform and develop our curriculum, provide work placements to our students on study programmes and provide upskilling and updating for employers on a full cost basis.

EMPLOYERS' BENEFITS

- Working together will reduce competition, reduce any confusion for employers and will enable us to better meet employer needs
- We will combine our employer engagement teams to grow our provision supported by an increased curriculum offer based on employer need
- Provide a 'one-stop shop' approach for employers to meet all of their skills needs across an extensive range of programmes including apprenticeships
- We will build on extensive employer links and establish employer advisory panels to develop and inform curriculum development

MAP

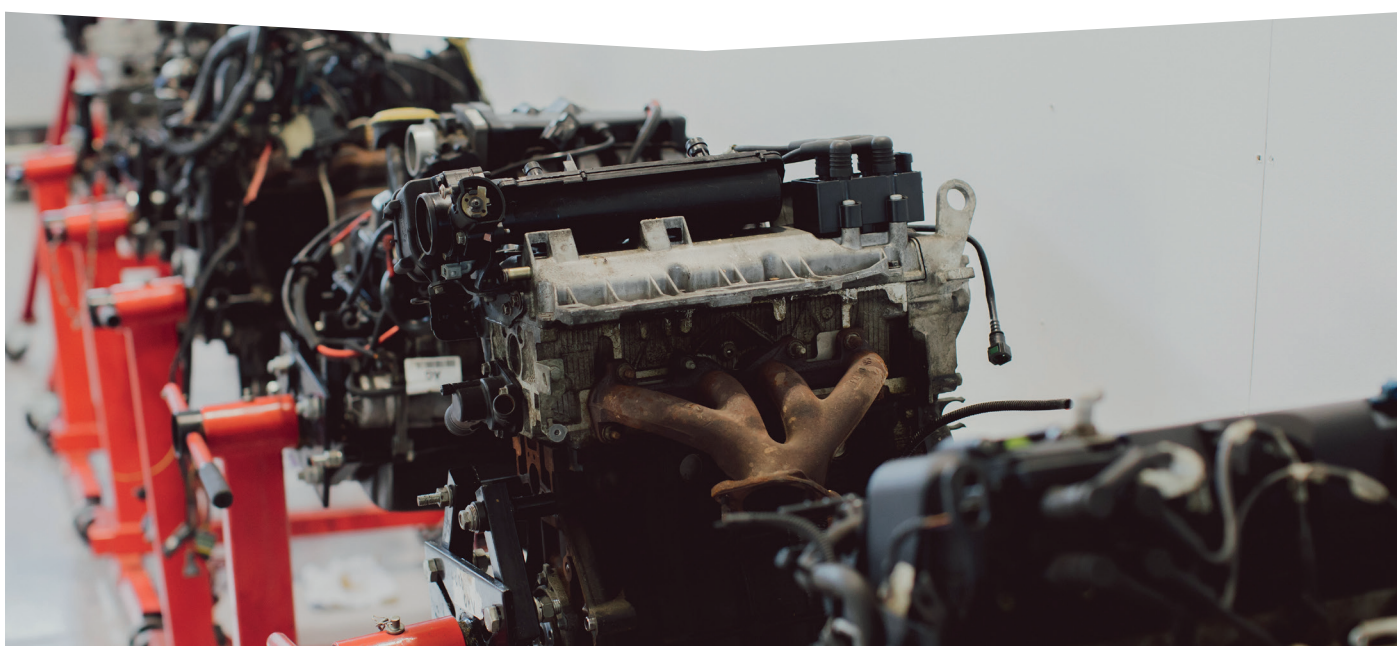


LEADERSHIP & GOVERNANCE

Our proposal is to deliver this merger under 'Type B' arrangements. A 'Type B' merger takes place when one corporation continues and the other one dissolves. The staff, assets and liabilities will transfer into one College and PROCAT's Corporation will be dissolved.

The existing Governors from South Essex College will remain in place and hopefully some of the PROCAT Governors will become members of the South Essex College board, to help lead and set a clear strategy for the new College.

The existing Principal and Chief Executive and the Deputy Principal and Chief Executive will be retained to oversee the newly merged College. Other managers from both organisations will then be recruited into the management roles across the College. This management team will provide clear leadership to take the newly formed College forward.



TIMELINE

The two Colleges will now undertake preparatory work before both corporations consider the final merger proposal. It is envisaged that the formal merger will take place in February 2019.

A formal consultation process will now commence.

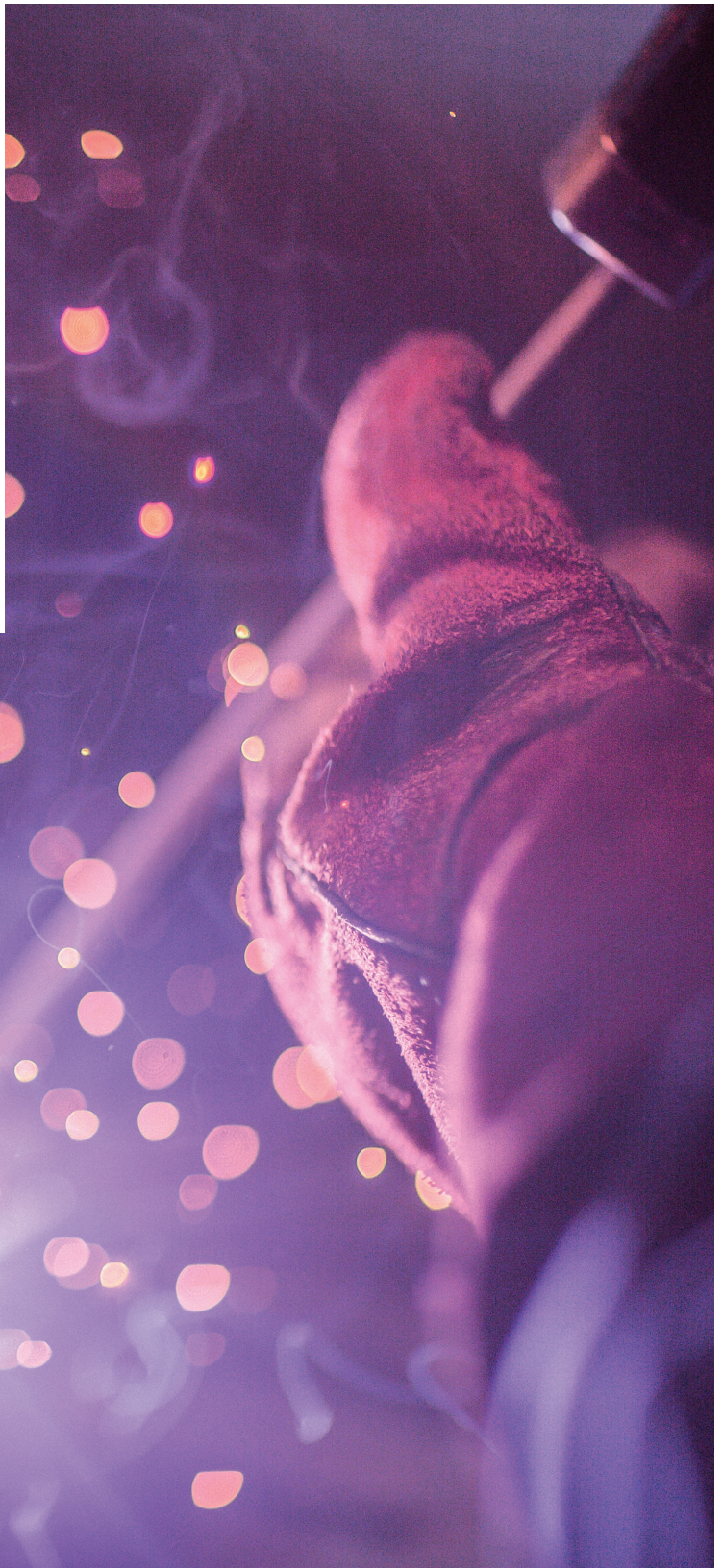


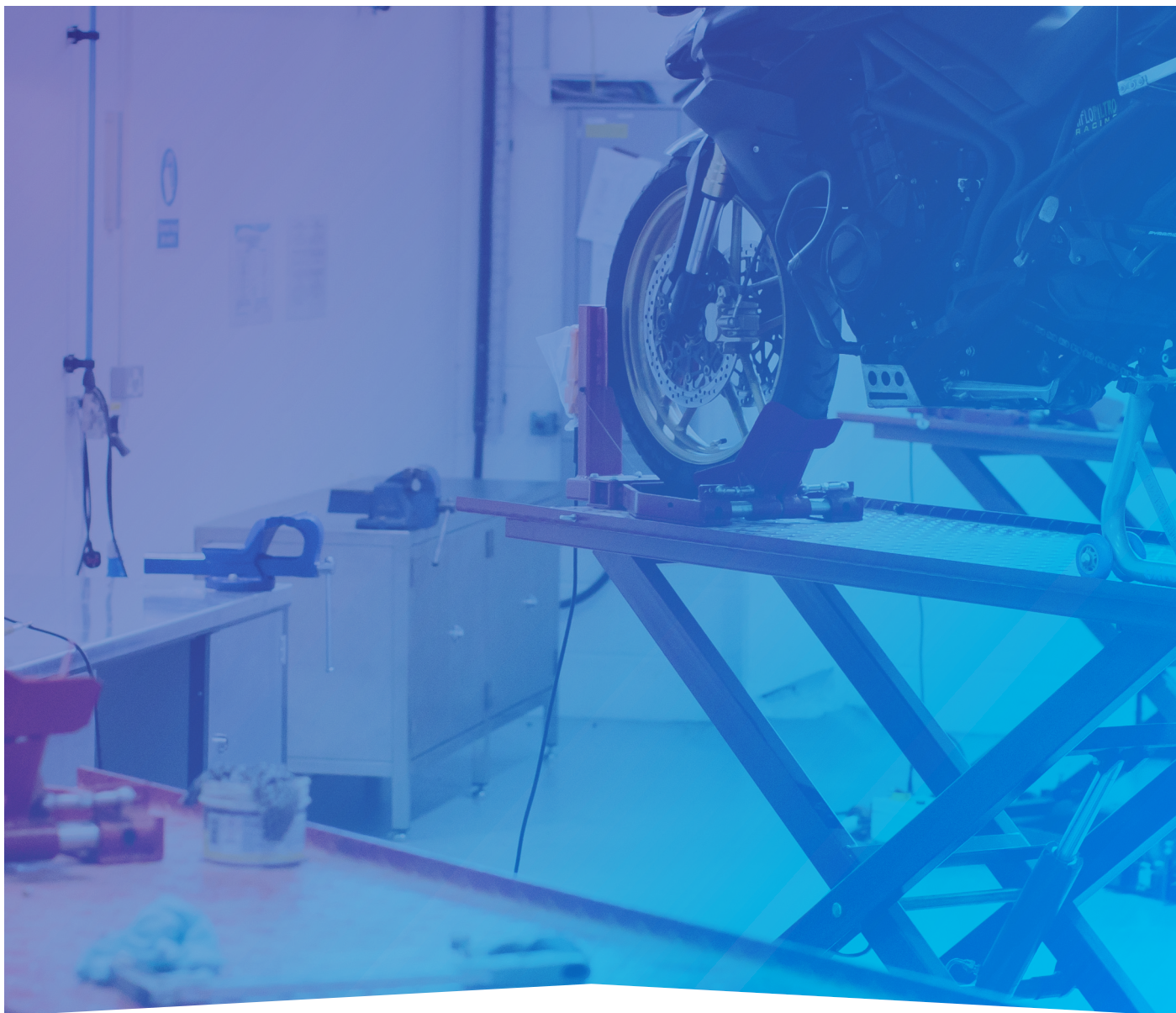
HAVE YOUR SAY

Over the next few months, we will be engaging extensively with a wide range of stakeholders to discuss our plans for merger.

We would like to hear your views on our proposed merger. If you have any questions or queries about PROCAT and South Essex College joining together to make one college, then please email press@southessex.ac.uk

Closing date for enquiries is 28 October 2018.





PROCAT

PROSPECTS COLLEGE OF
ADVANCED TECHNOLOGY

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Basildon,
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Telephone: 01268 662444

Canvey Island Campus

Meppel Avenue
Canvey Island
Essex SS8 9RZ

Telephone: 01268 207640

TUCA Campus

Lugg Approach
Ilford
E12 5LN

Telephone: 020 3960 1430



south essex college

Basildon Campus

Nethermayne
Basildon
Essex SS16 5NN

Telephone: 0845 52 12345

Southend Campus

Luker Road
Southend-on-Sea
Essex SS1 1ND

Telephone: 0845 52 12345

Thurrock Campus

High Street
Grays
Essex RM17 6TF

Telephone: 0845 52 12345

Stephenson Road Campus

No.28 & No.30 Stephenson
Road (off Progress Road)
Southend-on-Sea SS9 5LY

Telephone: 0845 52 12345