



Student Questions & Answers

Merger Between City College Brighton and Hove and Northbrook College

This document contains a list of Questions & Answers (Q&As) that relate to the Merger of City College Brighton and Hove and Northbrook College. They are provided to help students at both Colleges understand what will be happening, how they might be affected and what it will mean for the future.

Each Q&A has a date that shows when the question was first answered and the date it was last updated. If there is further information available this is also signposted. If you have a question regarding the merger, please refer to this Q&A document in the first instance. If you cannot see an answer to the question you would like to ask, please email merger@ccb.ac.uk or merger@nbccl.ac.uk with your question. We will then consider your question and provide an answer in an updated Q&A document if appropriate.

Questions are split into 3 categories:

1. Big questions / merger process
2. Courses and teaching
3. Systems and processes

Updates in this version:

Awaiting answer/s or not yet known:

None in this update

New answer/s:

None in this update

FAQs:

QUESTION

ANSWER

STATUS

1. Big questions / merger process

a	Why is the merger happening?	The Sussex Coast Area Review approved the proposal put forward by the Boards of the two Colleges that they merge and there are many reason why . These include a very similar course offer, shared challenges with national FE funding reductions, similar high quality standards and shared values and goals. The Colleges are both located in 'Greater Brighton', which will become an increasingly important and functioning economic area in the future.	New: 1/2/17
b	When will the merger happen?	The planned date for the legal aspects of the merger to conclude is 31 March 2017 .	New: 1/2/17
c	What has happened so far?	Both Colleges have spent almost two years considering how a partnership would support development, add value to both Colleges and support longer term growth and development within the Greater Brighton region. <i>More detail in the timeline – appendix A below.</i>	New: 1/2/17
d	Is it all about saving money?	No . Control of costs is important in a period of tight public finances, but the overriding strategy is about growth and making systems and processes as effective as they can be. A sustainable financial position	New: 1/2/17

		will generate more cash to invest in teaching, learning and assessment.	
e	Will the merger benefit students?	Yes. The merger will benefit students by providing the best possible learning experience by building on each College's strengths and creating the best opportunities to progress to work or higher education.	New: 1/2/17
f	How many staff and students will the new College have?	Circa 3,500 16-18 year olds, 7,500 adults, 1,000 undergraduates and 800 apprentices. Circa £40 million income. Circa 1,200 staff (fewer FTE).	New: 1/2/17
g	When will changes start to take effect?	In April. Merging two colleges is an extremely complex process and it will take considerable time and resource to ensure things are done properly. The first step is to ensure the new College has legal standing as a College and this is being planned for 31 March 2017. From this date the two colleges will have officially merged but operationally and practically there will still be considerable work to do. <i>More detail in the timeline – appendix A below.</i>	New: 1/2/17
h	What will the name of the new College be?	The name of the new College group will be Greater Brighton Metropolitan College . Local variants will most likely be Brighton Metropolitan College and Northbrook Metropolitan College.	New: 1/2/17
i	Will any of the five campuses close?	No. The College will continue to operate from its five primary campuses across Brighton, Shoreham and Worthing.	New: 1/2/17
j	In a much larger College how will the College Management Team divide their time?	They will be based at City College on Mondays and Tuesdays and Northbrook College on Wednesdays and Thursdays. Day five will depend upon priorities.	New: 1/2/17
k	Will students and other our other stakeholder (employers etc) know what is going on?	Yes. There will be a comprehensive communications plan to make sure that everyone affected by the merger is kept up-to-date and reassured.	New: 1/2/17
l	Is City College re-branding because of the merger?	No. City College is re-branding independently of the merger, but the longer term identity of the new College will be reviewed. It has been recognised that keeping 'Northbrook' and 'Brighton' in the names of the College sites will be really important in the short to medium term.	New: 1/2/17
m	Is this a 'type A' or 'type B' merger?	Type B. Type B merger takes place where one corporation continues and the others are dissolved with the staff, assets and liabilities transferring into it. In this case City College will dissolve. Type B have been used in 80% of standard college-to-college mergers and are increasingly common because they provide more continuity in terms of contracts and can be completed faster. However, the merger is not a 'takeover', but very much a merger of two equally strong Colleges, which both have an Ofsted good rating.	New: 1/2/17
n	What do I do if I have concerns?	Email merger@ccb.ac.uk or merger@nbcoll.ac.uk and your concerns will be passed on to the right person to respond to you.	New: 1/2/17

QUESTION

ANSWER

STATUS

2. Courses and teaching

a	Will our courses change?	Not immediately. There are no plans to make radical changes to the curriculum offer below Higher Education level in the short and medium term. We know that L1 and L2 students and some L3 students will not be prepared or able to travel.	New: 1/2/17
b	Will I be expected to travel to the other campuses?	No. Courses will continue to run at the same campus. Everyone involved recognises the importance of running courses that are accessible to the local community.	New: 1/2/17
c	Will I have the same teachers?	Yes. There will be no change to course delivery below Higher Education (degree-level) in the short and medium term.	New: 1/2/17
d	Will the degree-level courses on offer change?	Yes, but not immediately. HE is going to be reviewed early on in the merger process, but students will be kept fully informed along the way. No changes are anticipated this academic year.	New: 1/2/17
e	I have started my degree this year, how will this impact on my fees?	It won't. As you started your course this year (2016 start) your fees for the second year (2017 start) will follow the same fee structure that you currently have.	New: 1/2/17
f	Progressing the merger between the two Colleges will be a time consuming and complex process, can this be managed to ensure that focus on students is not affected?	Yes. Both leadership teams are very mindful of the need to ensure that College core business is not impacted negatively by the merger process. Both leadership teams have large colleges to run and have clear agendas for quality improvement and supporting their students. This is why the merger process is being managed by a Designate Board, with the support of an appointed Project Manager and Sue Dare in a Transition Director role to make sure that there is additional resource to support the process.	New: 1/2/17
g	Would it be possible to have the Student Governors role on a job share basis with both sites having a representative at meetings?	Yes. The arrangements for the new Designate and future full Board provides for two Student Governors (one from each College) in the first instance. The same arrangements will apply for staff.	New: 1/2/17
h	Would someone who lives in Brighton be able to attend the college in Worthing and vice versa?	Yes. Providing the course is available at both colleges.	New: 1/2/17
i	If I have applied to one of the colleges, will I now have the choice of which location I attend?	Yes. Students will be able to choose which location they attend, providing the course is offered.	New: 1/2/17

3. Systems and processes

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| a | Do applicants still apply in the same way? | Yes. They should apply in the usual way to the College that has the course they want to do and follow the college's application guidance and procedures. FT courses starting in 2017/18 are unlikely to be affected. As the merger of the two college's progresses, applicants will be kept up to date with the latest news. | New:
1/2/17 |
| b | Will there be any changes to the IT equipment or systems we use? | Don't know - hopefully. This is a fantastic opportunity to review systems and processes, but this will take some time and staff and students will be fully consulted along the way. The aim is to make these as efficient and effective as possible for everyone. | New:
1/2/17 |

Appendix A – Timeline of Merger

Updated 13/1/17

January 2015	CCB SLT strategic away day to look at options for the future.
February 2015	NB SLT strategic conference to look at options for the future.
March 2016	Merger decision announced.
October 2016	Full public consultation.
December 2016	Both Colleges make final decision to merge.
31 March 2017	Legal merger date.
April 2017	The senior academic management structure (Assistant Principal level) will be implemented.
September 2017	The second tier of curriculum managers (HoD/Curriculum Head level) and senior corporate managers will be implemented.
January 2018	New staff structures to be operational.