

**Statutory Formal Stakeholder Consultation Report**

<b>Proposal</b>	<p>The Governing Body consulted on the proposal to convert to academy status and in doing so co-form a new Multi-Academy Trust to be known as 'Horsham Learning Alliance' with The Forest School in Horsham.</p> <p>Running alongside the proposal was the publication of the Statutory Notice of proposed Dissolution of The College of Richard Collyer as a designated sixth form college to become a 16-19 academy from 1 September 2025 (or as soon as possible thereafter subject to the appropriate permissions). It is a requirement within the sixth form college regulations that the Statutory Notice is published a minimum of 4 months prior to the proposed conversion date.</p>
<b>Consultation process</b>	<p>The consultation opened on Monday 13 January 2025 at midday running for 6 weeks until midday on Monday 25 February 2025. The Forest School also ran their stakeholder consultation at the same time.</p> <p>In accordance with the regulations for sixth form colleges, the proposal and Statutory Notice was circulated to the DfE, West Sussex County Council, all state education providers in West Sussex as well as parents/carers and members of staff. It was also shared with other relevant members of the community who may have an interest (such as community groups and independent schools). The Statutory Notice was published in the West Sussex County Times in the print run on Thursday 16 January 2025 as well as online and in the notices section of the Times national newspaper on Tuesday 14 January 2025.</p> <p>During the consultation period, the Statutory Notice was placed on the College's website and a banner on the home page also directed stakeholders to further information on how to respond. A link to the new website for the Horsham Learning Alliance was included to provide more details on the proposal such as the Trust's Mission, Vision and Values, leadership structure, governance arrangements and profiles of proposed Members and Trustees as well as detailed FAQ's on academisation.</p> <p>During the consultation period, there were two public town hall meetings:</p> <p>21 January 2025 at The Forest School 22 January 2025 at Collyer's Sixth Form College</p> <p>The leaders of Collyer's and Forest and the respective Chairs of Governors presented at the meetings. The events were attended by representatives from both organisations.</p> <p>Collyer's staff have been well briefed throughout and provided with their own FAQ's and offered academy surgeries. The Principal has also held meetings with the unions. Staff will have a specific consultation early in the summer term.</p> <p>During the consultation period, the Principal attended a dedicated town hall meeting for the Richard Collyer Union (RCU) execs and tutor representatives which was well attended.</p>
<b>Equality/ Accessibility</b>	<p>An equality impact statement has been completed for the consultation.</p> <p>Feedback forms were placed in reception in case a respondent wished to complete a paper copy, however none were returned this way. The HLA website also provides a translation function to translate the content into different languages.</p>

**Responses by email**

There were two emails received directly to the Director of Governance as follows:

- 1) Received from a former student enquiring about Collyer’s proposed change of name. It was clarified that the College will not in fact be changing its name, the Horsham Learning Alliance is the name of the Trust which Collyer’s will be part of.
- 2) Received from a parent of a partner school concerned about potential changes to the Collyer’s Admissions Policy which may favour The Forest School (and any other school that may join the Trust in future). It was confirmed as per the FAQ’s that there are no plans to change the Admission Policy thereby ensuring that the College continues to serve its community. It was further explained about the benefits of improving transition at key education stages.

**Responses to the online survey**

There were 35 responses to the online survey.

The majority of responses were received from students (31.4%) followed by parents/carers (25.7%), members of the local community (20%) and staff (11.4%):

Which best describes your relationship to Collyer's?  
35 responses

Relationship	Percentage
Parent / Carer	25.7%
Member of staff	11.4%
Former member of staff	0%
Student	31.4%
Alumni	0%
Member of the local community	20%
Local education provider	0%
Local government	0%
CEO of a trust	0%

60% of respondents were in favour of the proposal with approx. 34% against and 7% undecided:

Do you support the proposal outlined in this consultation for Collyer’s and The Forest School to create a new multi-academy trust, named Horsham Learning Alliance and Collyer’s becoming a 16-19 academy as part of this initiative:

35 responses

Response	Percentage
Yes	60%
No	34.3%
Undecided	5.7%

<p><b>In support</b></p>	<p>There were several observations about the benefits of the proposal for the community and the potential for the Trust such as:</p> <p><i>I think this is a fantastic proposal. The opportunity for Collyer's and The Forest School to come together and share resources, experience, and ideas will greatly enhance the learning experience of their respective students, leading to greater outcomes for Horsham's young people. I wish the initiative every success and I hope that in time Horsham Learning Alliance is able to achieve its ambition of becoming an all-through academy.</i></p> <p><i>Academisation in a vertical MAT is unquestionably beneficial to students. The progression from 11-16 schooling to 16-19 education is a particularly challenging transition for young people. Challenging both socially and emotionally, and also academically. Working together with Forest initially and ultimately other secondary schools will undoubtedly allow for a substantially smoother progression through secondary school and onto Collyer's. Happy and achieving students is always the goal, and academisation will appreciably advance this. There are of course operational and financial benefits to academisation that should be recognised. This is an historic moment that allows us to shape the future of education in Horsham for the better.</i></p> <p><i>I welcome the closer links between the secondary and sixth form sectors in the area as I feel that this could be beneficial to both schools. I would hope that the Trust would grow over time in order to incorporate primary schools within the area also.</i></p>
<p><b>Concerns Raised</b></p>	<p>The majority of concerns arose from the student body around the potential benefits for students now and in the future, in particular working with one secondary school to begin with. The Principal attended the Richard Collyer Student Union (RCU) meeting where RCU execs and tutor representatives were present and explained the proposal in more detail. There was a Q&amp;A session similar to the town hall meetings and students had the opportunity to question the Principal.</p> <p>There were also some general concerns from parents and members of the local community regarding the impact on admissions, however as stated in the FAQ's, there are no intentions for the current policy to change and Collyer's will continue to serve the community equally, welcoming students from all schools in Horsham and beyond in the same way.</p> <p>Lastly, there were some questions around creating a new legal entity and new roles and whether cost savings are therefore realistic with potential increased bureaucracy. Collyer's already operates in a regulated sector with an Accounting Officer and internally has professional services functions such as Finance, HR, Governance, IT, Estates and Marketing. Joining with Forest will mean the services can begin to be shared across both organisations.</p>
<p><b>Our response</b></p>	<p>We are grateful to all those who took the time to respond with their feedback and attend meetings. We appreciate the feedback received about our plans to create a local all through Trust in Horsham which is inclusive and aspirational; improving the education journey and outcomes for children and young people in our community.</p>
<p><b>Next steps</b></p>	<p>Collyer's will continue its plans to convert to a 16-19 academy on the 1 September 2025 and will provide further updates to stakeholders as we progress toward the conversion date.</p>