

Report on consultation on proposed conversion to 16 to 19 academy

The college undertook an internal and external (public) consultation exercise on the following proposals between 9th June and 20th August 2026:

- 1** Dissolution of SGMC Corporation (college status) and conversion to 16 to 19 academy.
- 2** Joining the Drapers' Multi Academy Trust
- 3** Transfer of land and assets to DMAT

A comprehensive range of stakeholders were invited to contribute comments and questions. Communication was in-person, through email, and via online surveying linked to the college's website. All stakeholders were either invited to in-person meetings or invited to request a meeting.

Students: all current students, expected to be enrolled in 2026/27 as 'continuing students', were scheduled to attend briefings and all were sent information and survey links.

Staff: all staff received full briefing document and survey links. Staff briefings promoted the consultation. Most staff had provided feedback and questions at an earlier stage in the year. College leaders have responded in writing to all questions.

Trade unions: full briefing document and offer of meetings for NEU, NASUWT and UNISON.

Parents of students: communication of proposals by email, with link to survey. Open meeting scheduled in June at the college.

Documentation and guidance on ways of responding, including invitations to meet, were also sent to:

- LBWF Education Directorate
- All WF schools (with sixth form provision) and WF colleges
- Other WF schools from which we enrol students
- Local MPs
- Borough of Sanctuary
- Organisations with which the college has a service contract (e.g. security, catering, cleaning)
- Lloyds Bank
- SFCA

We have also ensured that both our internal and external audit partners are fully aware of proposals.

Staff had widely responded to proposals at an earlier stage and, by far, constitute the significant majority of responses.

Responses, as separate from technical questions on matters such as timescale, were received from students, trade unions, LBWF and other schools/colleges. Comments and questions are summarised below.

Response to consultation

The response to the college's proposals has been almost universally positive. There has not been a single instance of an individual opposing the plan or disagreeing with the college's analysis of the benefits. Some meetings have produced very useful questions, in the context of positive support, and these are recorded below with the college's response.

Questions:

Will the college be able to continue its provision for 14-16 year olds (Monoux High School)?	We have responded to give full reassurance that the college will continue to deliver courses within the High School. Most students are directly recruited and post-conversion this will still be possible. The local authority has confirmed its commitment to supporting the provision through top-up funding for support for at least the next 3 years, and has asked the college to consider expanding the scope of its 14-16 work.
Will the MAT have a trade union recognition agreement?	In consultation with the executive team at the Drapers' MAT, we have been able to assure trade unions that a trade union recognition agreement will be in place, as is the case currently at the college.
Will the potential benefit to the college of VAT saving be cancelled out by payment of a levy to the MAT?	The college has responded by explaining that, firstly, there are a number of ways in which the college will improve its financial efficiency in addition to the likelihood of significant savings on VAT expense. The college will benefit from shared procurement of goods and professional services and it will be able to reduce its management costs, including through the transfer of some roles to the MAT central team. Secondly, we have explained that the college will benefit from the levy that it pays to the central MAT: this fund facilitates a range of cross-MAT services including HR, financial management, training & development, marketing and property management, all of which the college must currently afford as a lone establishment.
Will the curriculum of current students be affected?	We have responded to reassure that the curriculum and the support services that wrap around the students' experience will not change for continuing students. Furthermore, there is no imperative to reduce our offer and services. Future changes will be in service of continued quality improvement.

Comments:

Comments received have been overwhelmingly positive. Below is only an illustration:

"Excellent proposal that safeguards the provision of post 16 education for young people. It further supports the inclusion priority areas for government and will bring assurance for parents and students that the college is joining a successful Trust." (Other FE provider)

"I understand and support the rationale for this proposal. Ensuring that the college remains financially secure, sustainable and attractive to current and prospective students is essential, and I believe that converting to a 16-19 Academy and joining the Drapers' Multi-Academy Trust will be the best way to achieve this." (Staff member)

"I totally support it and I think that it's a good idea." (Student)

"An exciting new chapter for the college" (Service provider)

"I confirm support and can see benefits of close physical proximity, shared values, and that you will be providing post-16 expertise within the Trust. I can't see any reason not to support this." (Local Authority)

Trade Unions

The college has discussed the proposals with all staff, and with staff representatives through our Joint Consultative Committee meetings each term. Representatives have not raised any objections. Most questions on behalf of members have related to seeking assurances on the continuation of terms and conditions. Our responses have not led to any concerns being raised. NASUWT was the most engaged of the recognised unions, with questions and a meeting with college leaders.

NEU members and/or local representatives have been positive about the proposals. The regional representatives have not requested a separate meeting and their only response was a short message that primarily stated the following:

"As we are sure you are aware, nationally the NEU policy is not one that supports academisation for a number of reasons. The transferring of public funds into the hands of a small group of trustees, democratically unaccountable is not something we support. The vast amounts of funds paid to CEOs and SLTs has not improved education for all. Instead has turned education into a market and an almost privatised system."

The college has responded to highlight that:

- 1** The college in effect assumed responsibility for its assets and funds at incorporation on 1st April 1993, by act of parliament. Colleges are not under local authority control. Nevertheless, the college is accountable to the DfE, with thorough scrutiny of its management of public money, its financial forecasting, its control mechanisms and regularity. This level of accountability continues under a multi-academy trust arrangement.
- 2** The proposals in fact reduce CEO and SLT costs through the efficiency of a collaborative structure.

Summary

The Corporation is satisfied that a broad public consultation exercise has been undertaken over an appropriate timescale.

The Corporation has not received any feedback in the consultation exercise that would lead it to modify its proposals or to delay its conversion processes.

On behalf of the Corporation of Sir George Monoux College

Dave Vasse
Principal & CEO
20th August 2026