



FAQs

- **What are we planning to do?**

We are in the very early stages of discussions with a view to potentially merging SENDAT with the Eastern Colleges Group (ECG). ECG comprises West Suffolk College, Abbeygate Sixth Form College in Bury St Edmunds and One Sixth Form College in Ipswich.

- **Why are we doing this?**

We believe that student outcomes will be stronger due to more opportunities to ensure that each student is being placed on the right course to achieve the right qualification for their ability level. By merging the organisations, we can offer more equality of opportunities and create better outcomes for students from all walks of life, regardless of any individual need, disabilities or disadvantage.

- **Why SENDAT/ ECG?**

ECG and SENDAT have worked in close partnership for many years. The ethos and values of the organisations are very closely aligned with students at the heart of everything that we do.

What is meant by SEND? (EHCPs/ Special Schools/ AP/ SEND)

There are growing numbers of students with additional needs or more specific Special Educational Needs and Disabilities (SEND) which have been identified on Educational Health and Care Plans. We want all students in all provisions to have access to the support they require to access appropriate high-quality education. This may be in the form of additional support and learning pathways in mainstream, access to specialist units, Alternative Provision (AP) or in a special school placement.

- **How will it affect me?**

- There will be no redundancies or reapplication for jobs required. There will be no change in your current position, pay, or terms and conditions without prior consultation. Indeed, we believe there will be more opportunities, we will continue to invest in you via ongoing training, coaching and mentoring to enable you to grow and progress within the wider staff career pathways of both organisations. We believe in research-led best practice and we hope that you will all engage in our shared, inspirational vision to change the world through education.

- **Which unions will be informed of the plans?**

NEU, NASUWT, NAHT, ASCL, VOICE and UNISON

- **Are there any other organisations doing this?**

Yes there are a number of examples of partnerships that have been formalised to similar arrangements as it has been evidenced that this can bring benefits to all students, staff and local communities.

- **When will this happen?**

We are in the very early stages at present with many steps, including staff and public consultation, ahead of us. The earliest it could be is Spring 2024

- **What will it be called?**

This is yet to be decided. If you have any great ideas, please let us know!

- **How can I ask more questions?**

For general questions you can complete this form <https://sendat.academy/staff-merger-information/> and we will gradually add additional information generated from these questions to this FAQ document.

For more specific questions you can email

Please email: sue.prickett@sendat.academy or steph.thompson@wsc.ac.uk