

Appendix 2

The Twelve Commitments from the Colleges

As an integral part of the decision of Deeside College and Yale College Governing Bodies to merge, both have adopted 12 Commitments for the benefit of learners, staff and all other stakeholders. These have been shared with staff and are openly available.

Our Learners

1. We will ensure that any change during and after our merger has a positive impact on the learning experience and excellent levels of personal support provided to our learners.
2. We will promote to learners the new learning opportunities within an enhanced curriculum and will increase the number of bilingual learning opportunities.

Our Strategy & Vision

3. We will remain at the forefront of educational achievement and committed to excellence in all aspects of the College.
4. We will maintain a strong financial position, thus enabling significant investment to create sector leading learning environments for all learners in all settings.

Our Staff

5. We will manage change with a commitment to no compulsory redundancies, and ensuring that all staff are treated in accordance with TUPE; any change in terms and conditions will be by mutual agreement.
6. We will continue to act with integrity throughout any period of change ensuring all staff are treated honestly and fairly.

Our Community and Identity

7. We will ensure the continuation and further development of the Deeside College, Coleg Llysfasi, Northop College and Yale College identities (“brands”) within the new merged institution.
8. We will honour the merger commitments made to the Welsh College of Horticulture (2009) and Coleg Llysfasi (2010), including safeguarding the development and expansion of land based provision.
9. We will celebrate local community and identity, and Welsh language and culture across all campuses.

Our Partners

10. We will continue to develop links with our university partners, particularly Glyndŵr University.

11. We will work in close partnership with the Local Authorities in Denbighshire, Flintshire and Wrexham to secure equality of access to provision for all learners, particularly within local 14-19 partnerships with schools and other partners. We will also build strong links with our FE partner colleges in North West and Mid Wales.
12. We will work with employers to provide learning relevant to their needs with the aim of supporting economic and social development in the region.