

## Chapter 3: Education

- 3.1 This chapter builds on previous assessments of educational needs prepared for the Core Strategy and for the examination of the Council's CIL Charging Schedule including previous versions of the Infrastructure Delivery Plan. It considers the development scenario set out in the Core Strategy and its implications for all forms of education from early year's provision right through to further education. The information within this chapter is based on discussions with the County Council as the statutory provider of education facilities.
- 3.2 As with previous reports, requirements for primary and secondary education are expressed in forms of entry (fe.). One f.e. is equivalent to 30 children per year group; primary schools have seven year groups from Reception through to Year 6 (200 children). HCC has a preference for primary schools of 2 f.e. or more, as this larger size provides improved opportunities for delivery of a broad education curriculum and staff development, as well as offering the ability to better manage fluctuations in demand. A 2fe primary school will have 7 year groups of 60 pupils (420 in total), plus a Nursery class where offered.
- 3.3 Secondary schools have five compulsory year groups from year 7 to 11 (therefore 1 f.e. represents 150 children) secondary schools typically also have Sixth Forms with lower and upper year groups (the size of which vary depending on the local Sixth Form staying on rate. HCC has a preference for secondary schools of 6 to 10f.e. as this offers improved opportunities for the delivery of a broad education curriculum. A 6fe school will have 5 year groups of 180 pupils (1080 in total) plus a Sixth Form.
- 3.4 Local Authorities (LA) have a duty to ensure that sufficient, suitable places are available to meet the reasonable needs of all young people, and to encourage them to participate.

## **Forecasting Education Provision**

- 3.5 The County Council provide forecasts on education needs every spring and updates these forecasts within the autumn of each year. These forecasts are underpinned by data sources including GP information on the registration of pre-school children, school census data and pupil yield from new developments. Full details on education forecasts can be found on the County Council website at:  
<http://www.hertsdirect.org/services/edlearn/aboutstatesch/planning/>
- 3.6 HCC produces pupil forecasts every six months for both Reception and Year 7 demand. At a primary level, HCC publish forecast four years ahead and secondary forecasts stretch to 10 years in the future.
- 3.7 These forecasts are based on actual data of 0-5 year olds in an area, historic pupil movement as well as an assumed pupil yield from new housing developments. The forecasts have taken account of an assumed housing growth trajectory for the longer term, as provided by Hertfordshire's District and Borough Councils.
- 3.8 HCC would normally plan a surplus of 5% across an area to allow for fluctuations in forecast demand.

Further information on the methodology around the pupil forecasts can be found at [www.hertsdirect.org/services/edlearn/aboutstatesch/planning/](http://www.hertsdirect.org/services/edlearn/aboutstatesch/planning/)

## **Pupil Yield**

- 3.9 When undertaking high level school place planning related to new residential development, HCC determines child yield based on a ratio of 1f.e. per 500 dwellings to be 97.5% confident of not underestimating yield.
- 3.10 This is based on a study of 49 Hertfordshire developments undertaken by HCC's demographer (c. 2008). This work produced a yield range of 1f.e. per

500 dwellings (42 children per 100 dwellings / 97.5% confidence) to 1f.e. per 850 dwellings (24.7 children per 100 dwellings/50% confidence).

- 3.11 The county council applies the upper end of the range, 1f.e.per 500 dwellings, in the first instance to ensure prudent planning.
- 3.12 When considering actual proposals or planning applications, the county council uses specific development forecasting models to ascertain more tailored demographic profiles, including pupil yields.

### **Changes in education provision**

#### *New School Providers*

- 3.13 A significant shift in national education policy and funding has occurred over the past five years resulted in increased autonomy and diversity of school provision (academies, free schools, university technical colleges, studio schools)
- 3.14 The County Council has a legal duty to ensure there are secure sufficient school and early year's places available for those Hertfordshire residents that want one, to ensure qualitative education standards are met, to co-ordinate admissions and to provide Special Education Needs and Youth Services.
- 3.15 HCC has the responsibility for commissioning the provision of school places from a wide range of providers, but is the admitting authority for only community schools and Voluntary Controlled Schools. All other schools, including Voluntary Aided, trust schools (those supported by charitable trusts), academies and free schools and independent schools, are their own admitting authorities. LAs cannot promote new community provision as all new schools now need to be academies or free schools, approved by the Secretary of State. Free schools, however do not have to be promoted on the basis of the need for school places and therefore have potential to distort basic needs planning.

### *Education Provision*

- 3.16 Most of the schools in Hertfordshire are part of a two tier system. Children attend a primary school (or an infant, and then a junior school) and then leave at the end of Year 6 to start at secondary school.
- 3.17 Until recently, the town of Berkhamsted operated a three tier system. In 2012, the County Council, in partnership with the governing bodies of Voluntary and Foundation Schools implemented proposals to move from a 'three tier' system to a 'two tier' system in line with most of the rest of Hertfordshire.
- 3.18 The move to a two tier system has changed the pressure in the town for new educational facilities with a notable increase in secondary school places needed to be provided at Ashlyns school, as the sole provider of secondary education.

### **Early Years Education**

- 3.19 The County Council has a statutory requirement to provide 15 hours of free early education (FEE) to eligible 2 year olds across Hertfordshire and universal free early education (FEE) for 3 and 4 year olds as part of its obligations under the Childcare Act 2006.
- 3.20 This Act requires local authorities to secure sufficient childcare places for working or studying parents for 0-14 year olds (up to 19 with Special Educational Needs) in pre-schools, Day Nurseries and Out of school clubs.
- 3.21 The County Council delivers Children Centres in each community of around 800, 0-5 year olds providing a one stop shop of integrated facilities (childcare, early years, health and parenting services) for parents/children. There are 10 Children Centres in Dacorum which are used for the purposes of early years provision.

3.22 The county council RAG (Red, Amber Green) rates the sufficiency levels for 2, 3, and 4 year old free early education places in all Children's Centre Areas:

Red = Insufficient places available (A gap exists which will mean a significant number of families will have difficulty accessing provision in that area)



Amber = Near sufficient places available (A gap exists which means that some families may have difficulty in accessing provision)

Green = Sufficient places available (Provision largely matches the needs of families)

3.23 The latest information held by Hertfordshire County Council in the Boroughs Children Centres is as shown in the following table.

**Table 3.1 – Adequacy of Children Centres**

Area	Children's Centre	RAG Rating
D1 Tring	Orchard Children's Centre	Green
D2 – Berkhamsted North	Little Feet Children's Centre	Green
D3 – Berkhamsted South	Little Hands Children's Centre	Red
D4 – Warners End and Chaulden	Galley Hill Children's Centre	Red
D5 – Hemel Hempstead central	Heath Lane Children's Centre	Green
D6 – Grovehill and Woodhall	Worldshapers Children's Centre	Red
D7 – Adeyfield, Highfield & St Pauls	Windmill Children's Centre	Red
D8 – Bennetts End and Leverstock Green	Green Lane Children's centre	Green

D9 – Bovingdon and Chipperfield	The Lanes Children's Centre	
D10 – Kings Langley, Bedmond and Nash Mills	Three villages Children's Centre	

3.24 The rating for an area can change quickly due to a change in the circumstances of the provider.

### Future Requirements

3.25 The County Council have informed us that additional early education provisions will be required in those area identified as insufficient to support housing growth. There is already a shortfall of childcare places at 4 of the children centres, D3, D4, D6 and D7

3.26 The most significant gaps in the provision within Children Centres in Dacorum is in area D4: Warners End and Chaulden and this is likely to be exacerbated by residential development at site LA3.

3.27 Hertfordshire County Council has previously expressed a desire for a dedicated premise's to be provided in D6: Grovehill and Woodhall Farm. The provision of a dedicated centre could be provided in a new build pre-school nursery or by the additional shared use of community rooms offering meeting space for up to 25 parents and children.

### **Primary Education**

3.28 Primary education is the first stage of compulsory education and is typically from the ages of 4 (reception) to 11 (year 6). Hertfordshire County Council's strategy to meet the rising demand for school places is set out in the 'Meeting the rising demand for school places' document, The most recent version of Meeting the Rising Demand can be viewed at the following link:

<http://www.hertfordshire.gov.uk/services/edlearn/aboutstatesch/risingdemand/>

- 3.29 The County Council has an annual primary school expansion programme (PEP) which intends to primary increase capacity in schools across the county.

#### New Provision

##### *Berkhamsted*

- 3.30 The County Council has implemented its proposals to provide a two tier education system within the town. Greenway, Potten End, St. Marys C of E and Westfield schools are now taking children into year 5 as part of their transition to becoming primary schools. Greenway has recently been extended for a temporary period.

##### *Hemel Hempstead*

- 3.31 Hammond Primary School has become an Academy and despite a temporary increase in its Published Admission Number (PAN) from 60 to 90 is no longer operating at the higher admissions level. This has resulted in some shortage of places in the Hemel Hempstead East Hemel Hempstead Primary Planning Area in the short to medium term. The Jupiter Community Free School (2 f.e) is now operational from its permanent site at Jupiter Drive following the completion of building works. The County Council's forecast will now include this new school and the impact of these additional places (including any impact on adjoining planning areas) will be accounted for subsequently.
- 3.32 Galley Hill Primary School has been extended by 0.5 f.e to 2 f.e and a permanent expansion of South Hill Primary School by 1 f.e to 2 f.e has been implemented. The expansion of South Hill will assist in meeting some forecast demand in the town centre as well as the adjacent East and South East Hemel Hempstead Primary Planning Area from 2015.

### *Markyate*

- 3.33 Markyate Primary School has now expanded from 1 f.e. to 1.5 f.e. This should be sufficient to accommodate the child yield from new developments within the village over the plan period.

### Future Requirements

- 3.34 HCC determines child yield based on a ratio of 1f.e. per 500 dwellings and responds to Local Plan consultations on this basis. When considering actual proposals or planning applications, the county council uses specific development forecasting models to ascertain more tailored demographic profiles, including pupil yields.
- 3.35 When planning for new education infrastructure arising through development growth, HCC works to a number of consistent principles:
- Developer contributions (either S.106 or CIL) will fund the relevant school infrastructure requirements arising from housing growth, in conjunction with an assessment of local circumstances.
  - Strategic housing sites provide appropriate school infrastructure that is sufficient to meet the demand generated by the development, and that this should be through both the provision of school site(s) and the funding for school builds.
  - Any current capacity is there for the existing community and the normal fluctuations in demand – HCC will seek contributions of some form from all developments for the purpose of prudent planning.
- 3.36 Table 3.2 shows the estimated pupil yield arising from the housing planned in the Core Strategy and the resultant additional requirements for primary school provision and how they will be met by primary planning area. The costs of provision have been estimated and are subject to review.



**Table 3.2: Requirements for additional Primary School Provision to 2031**

<b>Primary Planning Area</b>	<b>Estimated Pupil Yield arising from housing planned in the Core Strategy</b>	<b>Requirement for additional primary provision</b>	<b>How it will be provided</b>	<b>Estimated cost of additional primary provision</b>
Hemel Hempstead North East	10.4 – 17.6. f.e.	2 f.e.	Plans for an additional 2 f.e provided either by a school expansion or through provision of a new school on a site owned by HCC	£8.32m (based on the estimated cost of expansion of two existing schools).
Hemel Hempstead East to serve development in Hemel Hempstead and St Albans.		2 f.e.	A minimum of one new 2 f.e. school to serve development within the East Hemel Area Action Plan area with potential for additional primary school provision to result from development within SADC to the east of Hemel Hempstead – delivered through a combination of S106 and CIL	£7.64m plus land
Hemel Hempstead South East		2 f.e.	New 2 f.e. school. To support delivered and planned housing growth through an identified	£7.64m plus land

			'education zone' (EZ1)	
Hemel Hempstead West and North West		2 f.e.	New 2 f.e. school as part of LA3 delivered through S.106 agreement(s)	£7.64m plus land
Hemel Hempstead Town Centre		2 f.e.	New 2 f.e. school upon the hospital site (MU/1) delivered through S.106 agreement(s).	£7.64m plus land
Hemel Hempstead Reserve Sites		4 f.e.	Sites for 2 new schools to meet cumulative needs of development	Subject to review
Berkhamsted	1.4 – 2.4 f.e.	Up to 4 f.e.	Dependant on the phasing of housing and the impact of the move to two tier education. However the 1180 dwellings only justifies the range of education yield 1.4 to 2.4 fe	£7.64m plus land if required –
Tring	0.6 - 0.9 f.e.	N//A	Through existing latent capacity. There may need to be adjustments to existing playing field provision for example a detached playing field at Dunsley Farm.	There may be costs associated with refurbishment/and or expansion if required

Kings Langley	0.1 - 0.2 f.e.	N//A	Through existing latent capacity (N.B the proposed school at SE Hemel Hempstead will help free up capacity)	There may be costs associated with refurbishment/and or expansion if required
Bovingdon	0.2 - 0.3 f.e.	N//A	Through existing latent capacity	There may be costs associated with refurbishment/and or expansion if required
Markyate	0.2 - 0.4 f.e.	N//A	Through existing latent capacity. Refurbishment and/or expansion may be required	N/A – the cost of expansion have been secured through extant planning permissions for large sites within the settlement.
Countryside	0.5 - 0.8 f.e.	N//A	Through existing latent capacity	There may be costs associated with refurbishment/and or expansion if required
<b>Total</b>	<b>13.4 – 22.6 f.e.</b>	<b>14 f.e. (+4 f.e. in reserve)</b>		<b>£46.52m plus land</b>

## School and site requirements – Space Standards

3.37 HCC's current policy is to provide primary schools of at least 2 f.e. plus nursery (if there is a local need), where possible, However, there are variations in provision – for example in rural areas where smaller schools are appropriate. Ancillary uses including pre-schools, children's centres and extended services facilities often co-locate on school sites offering wider provision to the local community.

3.38 The School Premises Regulations (2012) provide a much less stringent approach to school site standards. The County Council has previously applied a Building Bulletin (BB) standard as these are deemed a suitable standard for school premises. In light of the new BB103 guidance however, the County Council is in the process of reviewing its current position. Until this review is complete it will continue to refer to BB98/99 for secondary and primary education as appropriate. The standards for the primary school sites based BB99 are:

- 2.5 hectares
- Sustainably located
- Flat
- Accessible to pedestrians and vehicles
- Free from site constraints

It should be noted that free schools may not need to meet the same spatial standards.

## Schools and site Requirements – Issues and Options

### *Hemel Hempstead*

3.39 The Borough Council and HCC have identified a need for a Hemel town centre school site allocation to address the continued growth in residential units within the town centre and as a result of ambitious plans for regeneration of the town centre and its immediate environs. A number of

these developments have been completed making the delivery of a town centre school a high priority. This is likely to be provided upon the Hemel Hempstead hospital site (MU/1) as part of a wider mixed use development in this location. There is a need to develop a clear strategy over which sites may make appropriate contributions towards such a scheme given that the Council will be under pooling restrictions for Section 106 agreements.

3.40 HCC's current forecast indicates that there is a deficit of reception places in the South East Hemel Hempstead Primary Planning Area. This means that there may be a need to provide a new school in the short-medium term given that many existing school sites within this area are heavily constrained and not capable of expansion to meet educational needs. Dacorum Borough Council has identified site EZ/1 with a view to addressing the demand for a primary education facility within this area. This could require the relocation of a number of community uses.

3.41 In addition to a single primary school identified as needing to be provided to accommodate levels of growth arising from Spencer's Park and the Heart of Maylands developments in east Hemel Hempstead, HCC have responded to the draft SADC SLP to indicate that new primary school sites and a secondary school site would need to be allocated should there be significant development of around 2,500 units within their administrative area and to the east of Hemel Hempstead.

#### *Berkhamsted*

3.42 The Core Strategy identifies two education zones within Berkhamsted. The County Council is currently considering options for how these zones could facilitate the provision of additional school places in the future if required. This does not necessarily equate to a new school immediately. For example, the northern zone may allow for expansion of Bridgewater Primary School and/or the provision of a new primary school in the future. The other zone could help support the provision of a new primary and/or secondary places depending on the greater of the needs. Development of these zones

should enable a flexible approach to ensuring there are sufficient school places in Berkhamsted to meet future demand.

### *Tring*

- 3.43 There are two primary schools and an infant and junior school within Tring providing 150 reception places. A further 50 reception places are available in neighbouring villages Aldbury, Wiggington and Long Marston. There is considered scope at Dundale Primary School and The Grove Primary School to increase capacity by up to 2 f.e., which may involve adjustments to existing playing field provision for example a detached playing. They have also indicated that there is latent primary school capacity till 2031 with surplus primary school places from 2015/16 to 2017/18. This should be sufficient to accommodate developments at LA5.

### *Kings Langley.*

- 3.44 There is no capacity to increase Kings Langley Primary School beyond 2 f.e. It is understood that a significant level of development within the settlement of Abbots Langley may result from proposals under consideration in the adjoining Three Rivers District Council administrative area. This level of development combined with future growth at Kings Langley is likely to generate a requirement for an additional primary school in this area. The County Council is engaged in searching for a site within the area.

## **Secondary Education**

- 3.45 Secondary education is the second phase of compulsory education and is provided in secondary schools for pupils aged 11 – 16 (years 7 to 11). Many secondary schools in Dacorum also offer a 6<sup>th</sup> form for pupils in years 12 and 13, however this is not compulsory and is considered under further education. The comments attached at section 3.4 relating to Government Policy increasing sixth form stay on rates should be noted.

### New Provision

- 3.46 Works are at an advanced stage at Longdean school following the receipt of Priority Schools Building Programme funding (PSPB 2) with the anticipated completion in Summer 2016. The capacity of Longdean school, Hemel Hempstead has already increased by 1 f.e to 8 f.e in total as has the capacity of Hemel Hempstead school. There are likely to be significant improvements to both Hemel Hempstead school and Tring School over the following 12-18 months as a result of PSPB 2 funding. Hemel Hempstead school should be expanded by 2019 depending on planning permission.

#### Future Requirements

- 3.47 The requirements for additional secondary school places arising from the growth planned in the Core Strategy has been informed by the response to the Pre Submission Core Strategy from Hertfordshire Property (HCC), a document provided to DBC by HCC entitled 'Infrastructure Provision in Hertfordshire – Dacorum Borough Council' and discussions between officers during 2012/13. In short, HCC consider that the secondary school aged child yield from new developments in Dacorum will be approximately 1 f.e. per 500 dwellings.
- 3.48 Hertfordshire County Council's strategy to meet the rising demand for school places is set out in the 'Meeting the rising demand for school places' document, The most recent version of Meeting the Rising Demand can be viewed at the following link:

<http://www.hertfordshire.gov.uk/services/edlearn/aboutstatesch/risingdemand/>

Table 3.3 shows the requirements for additional secondary school provision arising from the growth planned in the Core Strategy and how they will be met.

**Table 3.3: Requirements for additional Secondary School Provision to 2031**

Area	Estimated Pupil Yield arising from housing planned in the Core Strategy	How it will be met
Hemel Hempstead	10.3 f.e	<p>Through existing capacity and expansion of existing secondary schools. Contributions would be required to expand existing schools.</p> <p>However, should the large scale allocation of around 2500 dwellings in SADC (east of HH) be brought forward, a new 6 -8 f.e. secondary school site would be sought and additional places required to serve Hemel Hempstead town could also be provided at that school. In that instance, contributions would be sought toward development of that school</p>
Berkhamsted	1.4 f.e.	Expansion of Ashlyns School up to 10 f.e (EZ/2)
Tring	0.6 f.e.	Through capacity within existing secondary schools. If Tring secondary school requires expansion there may be a requirement for detached playing fields. Dacorum Borough Council has included a site at Dunsley Farm for the provision of detached playing fields within its Site Allocations DPD.
Kings Langley	0.1 f.e.	Through capacity within existing secondary schools. However, contributions may be required to expand existing schools if necessary.
Bovingdon	0.2 f.e.	
Markyate	0.2 f.e.	Given that the majority of pupils from Markyate travel to Harpenden



		secondary schools, contributions may be required to extend schools/facilitate a new school there.
Countryside	0.5 f.e.	Through capacity within existing secondary schools. However, contributions may be required to expand existing schools if necessary.
<b>Total</b>	<b>13.1 f.e.</b>	<b>Largely through capacity within existing secondary schools, although some extensions may be required.</b>

3.49 The County Council have estimated the cost of expanding a secondary school by 1 f.e would be some £3 million (School Expansions – HCC Enterprise, Education and Skills Cabinet – 20<sup>th</sup> September 2013)

*Hemel Hempstead*

3.50 The County forecast that there are likely to be secondary education capacity issues within Hemel Hempstead by 2019/20 which will need to be met through the expansion of existing schools.

3.51 A new secondary school may also need to be provided if levels of growth within the neighbouring Borough of St. Albans City and District Council as set out in their Draft Local Plan are pursued together with any expected growth within the East Hemel Hempstead Area Action Plan.

*Berkhamsted*

3.52 Ashlyns school is the only secondary school in the town and feasibility work is underway to establish how to provide additional capacity either on site or within the town.

School and site requirements – Space Standards

3.53 HCC policy is to provide secondary schools of between 6 and 10 f.e. where possible, however, there are variations in provision – for example in areas where there is a three tier system. Ancillary uses including extended

schools and dual use sports facilities often co-locate on school sites offering wider provision to the local community.

3.54 The School Premises Regulations (2012) provide a much less stringent approach to school site standards. The County Council previously used Building Bulletin standards. In light of the new BB103 guidance however, the County Council is in the process of reviewing its current position. Until this review is complete it will continue to refer to BB98/99.

3.55 The standards 6-8 f.e. secondary school sites based BB98 are:

- 12 – 15 hectares
- Sustainably located
- Flat
- Accessible to pedestrians, vehicles and public transport
- Free from site constraints

3.56 It should be noted that free schools may not need to meet the same spatial standards. However HCC consider the above to be appropriate as non-statutory guidelines for free schools.

### **Further Education**

3.57 Further education is post-compulsory education at pre-degree level, which may include (the opportunity to take) qualifications also available at the level of compulsory schooling.

3.58 A range of options are open to students in further education including GCSEs, A-levels, vocational courses, Apprenticeships and work experience schemes.

3.59 The Education and Skills Act 2008 places a duty on all 16 and 17 year olds who have not achieved any qualifications at Level 3 to continue in some form of education or training. From the summer of 2015 young people will be required to stay in some form of education or training until their 18th birthday.

3.60 Raising the participation age does not mean young people must stay in school; they will be able to choose one of the following options:

- full-time education, such as school, college or home education
- work-based learning, such as an Apprenticeship
- part-time education or training if they are employed, self-employed or volunteering for more than 20 hours a week.

This is likely to have implications for demands upon secondary schools and colleges, but the extent of this is difficult to model.

3.61 The 16-18 year old cohort across Hertfordshire totalled 38,288 (January 2015). Of this total, 78.8% were enrolled in full-time education, 4.3% in apprenticeships, 0.2% in part-time education, 0.7% in employment with training, 0.6% in training and 0.5% in work-based learning. Over 96% of the 16 year olds in Hertfordshire are meeting the duty to participate in education, employment or training through any one of the following ways:

- Remain in full-time education on a 16-19 Study Programme at school or college or with an independent training provider or in home education
- Choose work-based learning, such as a Traineeship or an Apprenticeship
- Be in part-time education or training if they are employed, self-employed or volunteering for 20 hours or more a week.

3.62 For the district of Dacorum, the latest activity data (March 2015) shows that out of a total 16-18 cohort of 4868, 83.6% are in some form of education, employment or training.

3.63 Academic pathways such as A levels are predominantly catered for by 6<sup>th</sup> forms in secondary schools. Vocational pathways are predominantly catered for by further education colleges, specialist learning providers and employers.

### New Provision

- 3.64 The 6<sup>th</sup> form facilities at Kings Langley Secondary school were improved as a result of the rebuilding project carried out under the PSBP. This significantly increased the capacity for 6<sup>th</sup> form students.

### **Apprenticeships**

- 3.65 Apprenticeships are work-based training programmes for new and existing employees designed around the needs of employers, which lead to nationally recognised qualifications. Apprenticeships are designed by Sector Skills Councils and business representatives from industry. Over 100,000 employers in over 160,000 workplaces offer frameworks across a wide range of industry sectors.
- 3.66 As Apprenticeships are work-based training programmes, most of the training is 'on the job' and the rest can be provided by a local college or by a specialist learning provider. Apprenticeship funding is available from the National Apprenticeship Service (NAS). If the apprentice is aged 16–18 years old NAS will provide all of the cost of the training; if they are 19-24 years old, NAS will provide up to 50 per cent; and if they are 25 years old NAS may provide some funding depending on the sector. Funding is usually paid directly to the training provider; in most cases this will be a learning provider, although some large employers with a direct contract with the National Apprenticeship Service may receive the funding themselves.
- 3.67 Employers are responsible for providing the 'on the job' element of the training and for paying the wages of apprentices. Employment must be for at least 30 hours per week, except in the minority of circumstances where the learner cannot complete the full 30 hours. In these cases employment must be for more than 16 hours per week.

### *Future Requirements*

#### In-school further education provision

- 3.68 As set out in the secondary education section, no new secondary schools are planned in Dacorum over the plan period. However, should an

anticipated large scale allocation of around 2500 dwellings in SADC (east of HH) be brought forward, a new 6 -8 f.e. secondary school site would be sought and additional places required to serve Hemel Hempstead town could also be provided at that school.

- 3.69 No significant expansion of 6<sup>th</sup> form provision is planned. However, this may change once the increase in participation age has started to have a more pronounced effect. It is worth noting that current secondary school forecasts show that from 2018 there will be more secondary school aged children than places.

#### Non-school further education provision

##### West Herts College

- 3.70 West Herts College (WHC) offers a wide range of courses over three campuses in Hemel Hempstead, Kings Langley and Watford. The Hemel Hempstead campus of West Herts College (WHC) is the only further education college in Dacorum and offers a range of courses in construction, retail and computing, travel and tourism and foundation studies alongside part time adult leisure courses. Since the DSIS report, WHC have commenced construction of a new consolidated college facility upon their existing site. This is driven by the college's desire to accommodate changes in further educational requirements, including changes to the college curriculum and space requirements for growth in construction related courses and as a result of increased enrolments for 16-18 year olds. The new college building will keep the same town-centre location in Hemel Hempstead but offer far greater scope for larger, more flexible learning spaces. Each subject area will have its own dedicated space and impressive facilities, with even the most straightforward classrooms fully equipped with the latest learning technology.
- 3.71 The new provision is designed to appeal to NEETs (young people not in education, employment or training) of which Hemel Hempstead has a relatively high proportion. In general, people who are NEET prefer practical learning and vocational courses and the college is successful in running

apprenticeship courses with a particular focus on construction activities. The college is looking to offer a greater range of courses and appeal to more female students. The new college building within Hemel Hempstead town centre would have a gross internal floor area amount to some 9,383 square metres and is due for delivery in 2016/17. WHC aim to modernise its offer to rectify this, as sustainability is becoming increasingly important in the construction industry.

- 3.72 The Dacorum Education Support Centre has been relocated from the campus at West Herts College to Barncroft School to facilitate this proposal.

## **Funding**

### HCC Educational Facilities

- 3.73 The main source of funding for additional school places remains the capital funding that HCC receives from central government known as Basic Needs funding. The level of Basic Needs funding is calculated according to annual demand for places and can vary substantially between years. CIL funding will be vital to supplement the Basic Need funding in meeting the costs of additional school places arising from new housing development where the new development does not justify a new school in its own right.
- 3.74 HCC have confirmed that where the requirement for a new school or expansion of an existing school is triggered by a single development (usually 500 dwellings+), it should remain normal practice for the developer to bear the cost of the building and the land. It would be the County Council's preference to secure such sites and buildings through the continued use of S.106 agreements even with an operational CIL charging schedule.
- 3.75 Such matters have been accommodated through the drafting of the Council's Regulation 123 list for CIL and as a result no CIL will be levied on the two large housing sites at west Hemel Hempstead (LA3) and Spencer's Park – Phase 2.
- 3.76 Where the requirement for a new school or expansion is triggered by cumulative levels of development, the provision of the land is more complex.

Sometimes appropriately located HCC owned land can be used, but it is more common for HCC to acquire the land – in some cases via Compulsory Purchase Orders.

- 3.77 The Council has identified land on the Hemel Hempstead hospital site, MU/1, which may be secured under Section 106 for the provision of a town centre school. Therefore there is a need to develop a clear strategy over which sites may make appropriate contributions towards such a scheme given that the Council will be under pooling restrictions for Section 106 agreements.

#### Priority Schools Building Programme

- 3.78 There are other external funding sources that HCC can apply for, such as the Priority Schools Building Programme, but there is no certainty of these as a source of future income. The Priority Schools Building Programme is designed to address the needs of schools in most need of repair and not provide additional places.
- 3.79 In August 2011, schools in need of urgent repair were invited to apply for the first phase of the priority school building programme (PSBP). 261 schools were rebuilt (or completely refurbished) under this phase of PSBP with the first schools rebuilt opening in May 2014. In our locality, both Kings Langley School and Longdean School, were successful recipients of this first phase of PSPB funding.
- 3.80 A further round of PSBP funding was announced in May 2014. This allocated some £2 billion towards new school buildings. This second phase concentrated on the individual school buildings (or blocks) in the worst condition, rather than the rebuilding or refurbishment of entire schools. The results of PSBP2 were announced in February 2015 and a number of schools within Hertfordshire have been successful in securing funding.
- 3.81 Within our locality the following schools have been successful:
- The Hemel Hempstead School
  - The Cavendish School, Hemel Hempstead

- The Astley Cooper School, Hemel Hempstead and
- Tring School

These schools will have at least one of their building (or blocks) rebuilt or refurbished under Phase 2 of this programme. As well as this continued investment to improve school buildings in the worst state through the Priority School Building Programme, the government has also published details of how over £4 billion will be allocated between 2015 and 2018 to schools, local authorities, academy trusts, and voluntary-aided partnerships to help them improve the condition of schools across the country.

- 3.82 Because of the unstable nature of demand for early year's education, and the flexibility in forms of provision, it is difficult to say with certainty these will be funded. Developer contributions, in the form of Section 106 and CIL, will be sought towards early years provision in areas where there are deficiencies, or forecast deficiencies.

#### West Herts College

- 3.83 The cost of the redevelopment of the Hemel Hempstead campus is being met by the College and its development partners. Proposals for the campus have been subject to a public consultation and the Borough Council is awaiting the submission of a planning application.

#### Apprenticeships

- 3.84 Apprenticeship funding is still available from the National Apprenticeship Service (NAS) but the format and eligibility criteria have significantly changed. Five grants of up to £1,500 are only available for employers of 16-24 year olds for small companies of less than 50 employees. Further details are set out at:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/388156/AGE\\_Employer\\_Fact\\_Sheet\\_Dec\\_14\\_.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/388156/AGE_Employer_Fact_Sheet_Dec_14_.pdf)

- 3.85 The Borough Council employed five apprentices between February 2014 and March 2015 at a cost of £94,600. Of these apprentices, one has secured



a new post within the Council on a temporary contract, one has had the contract extended and one has been given a permanent role with a local employer, Gyron. An additional £51,000 was secured to support employment of apprentices in local businesses.