



Cabinet – supplement: Leopold School expansion appendices

Monday 16 November 2015 at 2.00 pm
The Crest Academies, Crest Road, London NW2 7SN

Membership:

Lead Member Councillors:

Portfolio

Butt (Chair)
Pavey (Vice-Chair)
Denselow
Hirani
Mashari
McLennan
Moher
Southwood

Leader of the Council
Deputy Leader of the Council
Lead Member for Stronger Communities
Lead Member for Adults, Health and Well-being
Lead Member for Employment and Skills
Lead Member for Housing and Development
Lead Member for Children and Young People
Lead Member for Environment

For further information contact: Anne Reid, Principal Democratic Services Officer
020 8937 1359, anne.reid@brent.gov.uk

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democracy.brent.gov.uk

The press and public are welcome to attend this meeting

Agenda

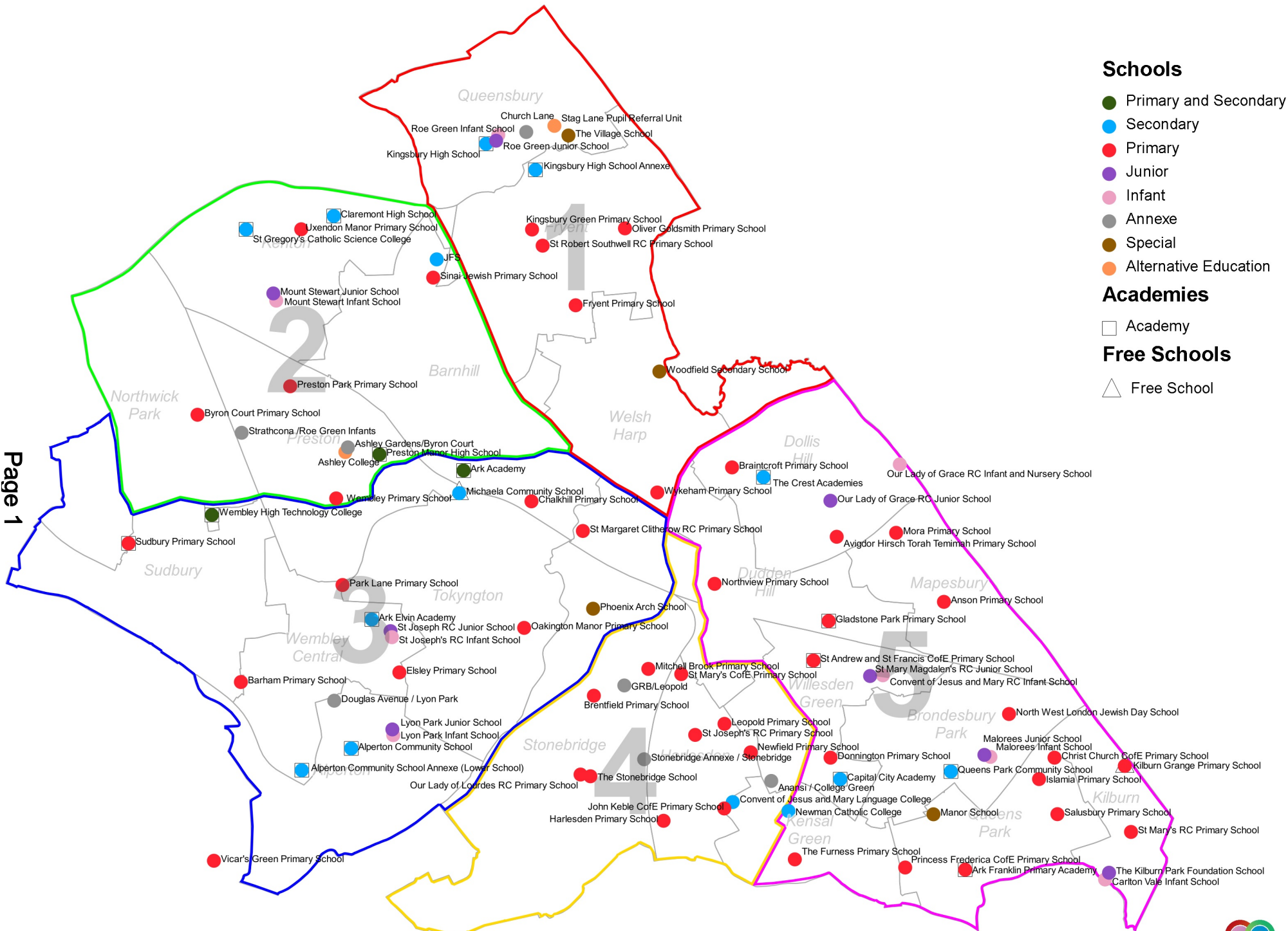
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In line with the School Place Planning Strategy approved by Cabinet in October 2014, the alteration to permanently expand Leopold Primary School by two forms of entry (2FE) has been proposed by the Governing Body of Leopold Primary School in partnership with Brent Council. This report informs the Cabinet of the outcome of the statutory consultation on the proposal to alter Leopold Primary School from January 2016 through permanent expansion and recommends that the statutory proposal to expand the school be approved.

Date of the next meeting: Monday 14 December 2015



- Please remember to set your mobile phone to silent during the meeting.
- The meeting room is accessible by lift and seats will be provided for members of the public.



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A Public Consultation

Proposed Expansion of Leopold Primary School to 4 Forms of Entry on a Split Site by September 2015

1. Introduction

Leopold Primary School, Hawkshead Road, London, NW10 9UR is a community school located in the southern half of the borough. It has an admission number of 420 places to boys and girls between the ages of 4 – 11. There is also a nursery with 60 full time places.

Currently, the demand for school places in Brent, as with many outer London boroughs, is increasing. The demand for primary places in the south of the borough specifically has led to the proposal to expand Leopold Primary School on a permanent basis.

Therefore Brent Council in partnership with the Governing Body of Leopold Primary School is consulting with staff, parents and the community on the option to expand the school by two forms of entry (2FE) to 4 forms of entry (4FE) on a split site. The expansion will provide an additional 60 places in each year group (420 new permanent primary places in total). At full capacity the school will have 840 permanent places (Reception –Year 6) on two sites with 420 places each (Reception to Year 6).

The school currently runs temporary classes at a satellite provision at the Gwenneth Rickus Building, Brentfield Road, London, NW10 8HE. Therefore between the two sites the school already provides 720 places (420 permanent and 300 temporary). The proposal is to make all 840 places permanent as developed below. In the event of permanent expansion being approved, these places will continue to be split between the two sites.

You are invited two meetings (one on each site) to discuss the proposals:

4pm on 20 May 2015 – Brentfield Road, NW10 8HE

7pm on 20 May 2015 – Hawkshead Road, NW10 9UR

Alternatively you can give your views in writing or online. Full details can be found in this document.

2. The proposal

Brent Council is proposing to expand Leopold Primary School, Hawkshead Road, London, NW10 9UR by two forms of entry (420 additional places), taking the school capacity from 840 permanent and temporary places (Year R – Year 6) to 840 permanent (Reception – Year 6). The school will continue to provide a nursery with 60 full time places on the Hawkshead Road site. The school will become a four form of entry school (4FE) on a split site of 2FE each.

Leopold Primary School is providing 10 temporary Reception - Year 4 classes in the Gwenneth Rickus Building (off site/satellite) taking their current total number of places to 720.

Table 1: The current places in the school 2014/15 academic year

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Permanent	60	60	60	60	60	60	60	420
Temporary	60	90	30	90	30	0	0	300

Table 2: The available places in the school year by 2020/21 academic year

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Permanent	120	120	120	120	120	120	120	840
Temporary	0	0	0	0	0	0	0	0

If the proposal to expand on a split site is approved the increase in number of permanent places at the school will be gradual until 840 is reached in September 2020 as illustrated in the table below:

Table 3: Number of pupils in each year group in each academic year

Date	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Sep-14	120	150	90	150 *	90	60	60	720
Sep-15	120	120	150	120	120	90	60	780
Sep-16	120	120	120	150	120	120	90	840
Sep-17	120	120	120	120	150	120	120	870
Sep-18	120	120	120	120	120	150	120	870
Sep-19	120	120	120	120	120	120	150	870
Sep-20	120	120	120	120	120	120	120	840

*there will only be 2 classes going forward as children will be relocated through the borough naturally.

3.	<p>Why expand Leopold School?</p> <ul style="list-style-type: none"> • The Brent school place planning strategy has criteria only to expand Good and Outstanding schools according to OFSTED classifications (Office of Standards in Education). • Leopold Primary School was classified as a Good school by OFSTED in December 2011. • By expanding to 4 forms of entry (4FE) Leopold Primary School will be providing local opportunities for more children to attend good provision. • Leopold's exceptional reputation and caring ethos offers both challenges and support to children enabling strong personal development. • For planning purposes the borough is split into 5 different regions (planning areas) so that local demand can be calculated. Leopold Primary School and 9 other Brent schools providing primary provision fall into planning area 4, of which 6 schools have already been expanded in recent years. Stonebridge Primary School is consulting to expand once more.
4.	<p>Construction</p> <p>The proposed accommodation for the expansion by 2FE would utilise the existing Gwenneth Rickus Building. It is not currently anticipated that any new build accommodation will be required however and, depending on relevant surveys, some existing annex buildings may be refurbished or replaced and some internal refurbishment and remodelling may be required within the main existing buildings. It is therefore not envisaged at this stage that there will be a loss of current external play areas.</p> <p>Any required building work, once all relevant approvals are obtained would be envisaged to be undertaken during the coming summer holiday period and into the 2015/16 academic year. Some phasing of works may be necessary. In addition, safety measures and clear zoning of construction and non-construction areas will be in place to ensure that the school site is safe for continued use.</p>
5.	<p>The growing number of primary school pupils</p> <p>The number of children seeking a primary school in Brent has been increasing year on year. This is due to several factors e.g. the renewed popularity of Brent schools, the inward migration of families into the borough, the new housing developments throughout the borough attracting new families and the rising birth rates. As a result, in areas of high demand there are insufficient school places to meet current demand.</p>

The pressure of increasing demand is already evident with few places available in Brent's 61 primary schools. Brent Council is supportive of the proposed expansion of Leopold Primary School to help address the shortage of primary school places.

6. New primary school places

In March 2014 the Local Authority consulted with all primary schools in the borough to explore the possibility of increasing the number of school places. It has been evident that the demand for Reception places would be greater than the number of available places. This assessment was based on the number of on-time, late and in year admissions applications received by the Local Authority, the current forecast of student numbers and local factors such as feedback from schools.

The Local Authority has reviewed capacity constraints at all primary schools and identified the maximum need for school places in the local areas. Discussions have taken place with schools which were suitable and willing for expansion. This was followed by an initial feasibility assessment of potential expansion sites.

Since 2005 the Local Authority has analysed the increased demand for school places and created a programme to increase primary places through permanent expansion of schools and temporary classes across Brent. The table below demonstrates how many permanent and temporary primary places have been created since September 2006.

Table 2: Number of additional places created in Brent since 2006

Total number of additional places (Reception to Year 6)	Permanent places (Reception to Year 6)	Temporary places (Reception to Year 6)
5729	3746	1983

7. We would like to hear from you

Brent Council and Governors of Leopold Primary School are at the moment consulting all interested parties including parents and staff at the school, all schools in Brent and neighbouring boroughs with an aim to receive feedback on the proposal. This consultation is the first step in the process of possible expansion. A further consultation on any planning application for the Gwenneth Rickus Building on Brentfield Road would take place by Autumn 2015.

We would welcome your views on the proposal to expand the school by 2FE on the Brentfield Road site. If you have any comments that you would like to make in relation to this proposal, you can either use the attached tear-off response form or write to:

**Judith Joseph, 5th Floor, Brent Civic Centre
Engineers Way, Wembley, Middlesex, HA9 0FJ**

	<p style="text-align: center;">Or</p> <p>Send an email to: judith.joseph@brent.gov.uk</p> <p>Copies of this consultation document are also available at the school reception and completed responses can be returned to the school reception at either Hawkshead Road or the Gwenneth Rickus Building on Brentfield Road.</p> <p>Alternatively, this document can be downloaded from:</p> <p>http://www.brent.gov.uk/currentconsultations</p> <p>A limited translation service can be provided for this document on request to judith.joseph@brent.gov.uk</p> <p>All written comments must be received by: Friday 19 June 2015</p>
8.	<p>You can also attend either public meeting for parents, carers and the community which have been arranged to discuss the proposed expansion of Leopold Primary School.</p> <p>First meeting – Brentfield Road site:</p> <p>Date: 20 May 2015</p> <p>Time: 4pm</p> <p>Venue: Leopold Primary School Main Hall, Gwenneth Rickus Building Brentfield Road London NW10 8HE</p> <p>Second meeting – Hawkshead Road site:</p> <p>Date: 20 May 2015</p> <p>Time: 7pm</p> <p>Venue: Leopold Primary School Hall Hawkshead Road site London NW10 9UR</p>

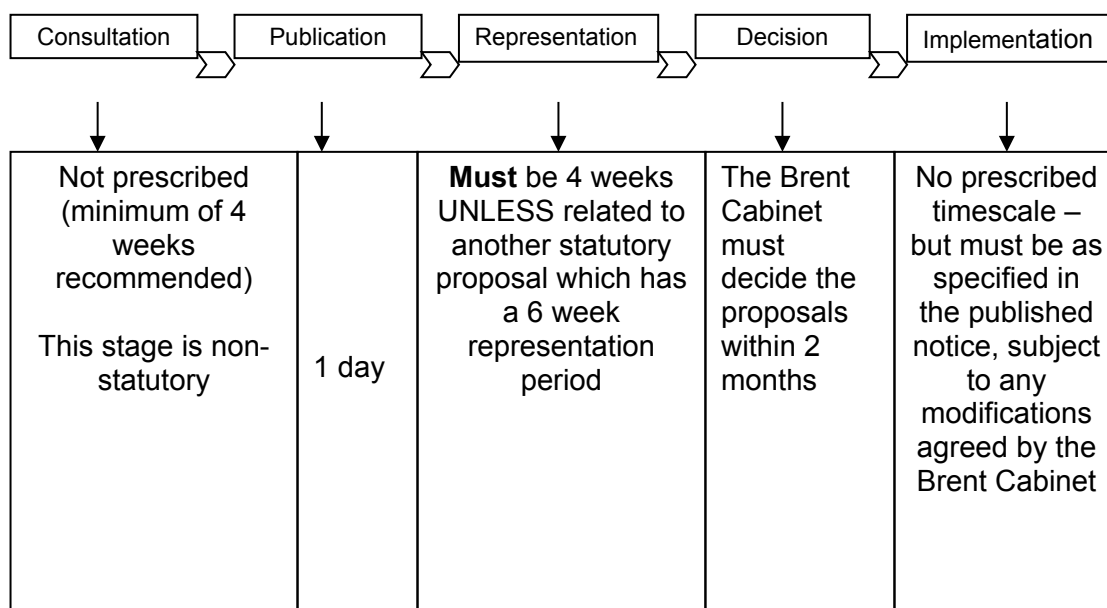
9. The procedures for reorganisation

Brent Council in partnership with Leopold Primary School intends to meet with staff, parents and the local community, to receive their views.

If, after the consultation, the school's Governing Body decides to proceed with the expansion then a statutory proposal will be published in the local news paper and will also be placed at public places e.g. on the main entrances to Leopold Primary School, Brent Libraries, Brent consultation website, Leopold School website.

Thereafter a 4 week representation period will commence during which anybody can write to make formal representations on the proposals. Representations can be in the form of support, suggestions or objections to the proposal. All representations will be presented to Brent Council's Cabinet Committee which will make a decision on the proposal.

Table 3: 5 stages for a proposal for an excepted school expansion – the first is non statutory the remaining 4 stages are statutory.



10. Consultees

This document is being sent to:

Leopold Primary School: parents, staff, governors and student council
All maintained schools and Academies in Brent
Brent Council
Westminster Diocesan Education Service
London Diocesan Board for Schools
London Borough of Ealing
London Borough of Barnet
London Borough of Camden
London Borough of Harrow
London Borough of Hammersmith and Fulham
London Borough of Westminster
Royal Borough of Kensington and Chelsea
Local Resident Associations
All Councillors
Local Member of Parliament
All Brent Customer Service Shops
All Brent Libraries
All Brent Children Centres
Sport England
Secretary of State, School Organisation Unit
Local private nurseries
Any trade unions who represent staff of Leopold Primary School
Representatives of main trade unions in Brent
Early Years and Family Support Service
Early Years Quality and Improvement Team
Parent and Toddler groups in the area
Brent Music Service
E Music
Let Me Play
Kickstep

Leopold Primary School Consultation Response Slip

Please tear off and return by: **Friday 19 June 2015**

I agree / disagree with Brent Council to expand the school by two form of entry (2FE) on a split site. *Delete as appropriate*

Comments:

(Please use the back of this form if you require more space)

Signed

Parent / member of staff / other*please specify*

Please send to:

**Judith Joseph
5th Floor, Brent Civic Centre
Engineers Way
Wembley
Middlesex HA9 0FJ**

Or email judith.joseph@brent.gov.uk

Comments continued:

About you

By answering the following questions, you will help us ensure that we deliver a fair service to all our community. You do not have to give us this information, but we hope you will. All information will be treated in the strictest of confidence and will only be used to monitor and improve Brent Council services.

Gender (please tick one):

Male		Female	
------	--	--------	--

My age group (please tick one):

0 -15		16-24	
25-34		35-44	
45-54		55-64	
65-74		75+	

Which one of these groups do you feel you belong to (please tick one)?

Asian Indian		Asian Pakistani	
Asian Bangladeshi		Asian Other	
Black Caribbean		Black African	
Black Other		Chinese	
Mixed White and Black Caribbean		Mixed White and Black African	
Mixed White and Asian		Mixed Other	
White British		White Irish	
White Other		Other Ethnic Group	

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Leopold Primary School Expansion Public Consultation Meeting

Brentfield Road Site, Wednesday 20 May 2015 at 4pm

Present:

Christine Moore, Local Authority
Judith Joseph, Local Authority
Barbara Cheltenham, Deputy Headteacher
2 local residents
1 Councillor from an adjacent ward

Topics discussed:

- Background as to why the school is expanding
- The consultation procedure
- Neither of the local residents had children at the school but were concerned about the increase in traffic
- Highways will be doing major works at the cross roads on the North Circular later in the year which will have a major impact on a road that is already heavily congested during the day

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Leopold Primary School Expansion Public Consultation Meeting

Hawkshead Road Site, Wednesday 20 May 2015 at 7pm

Present:

Christine Moore, Local Authority
Judith Joseph, Local Authority
Barbara Cheltenham, Deputy Headteacher
1 local resident

Topics discussed:

- Background as to why the school is expanding
- The consultation procedure
- The local resident wanted reassurance that her who daughter who will be starting in Reception in /September will be placed at the Hawkshead site with her sibling

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Leopold Primary School Informal Consultation Responses Received by 19 June 2015

Agree = 29
Disagree = 00
No decision = 03
Total = 32

Agree	Response number reference	Comment	Parent/ member of staff / other	Gender	Age group	Ethnicity
Agree 1	L1		Parent			
Agree 2	L2		Staff	Female	16-24	Asian Pakistani
Agree 3	L3		Staff	Female	45-54	White British
Agree 4	L4		Parent	Male	25-34	Asian Pakistani
Agree 5	L5	Very good decision to make Leopold Primary a 4FE in order to meet the needs of education in Brent.	Staff	Female	65-74	Black Caribbean
Agree 6	L6	There are far too many children with no school places in Brent. This decision will alleviate the problem.	Staff	Female	45-54	Black African
Agree 7	L7	I agree with the expansion of Leopold to 2 forms of entry. The school is extremely supportive of the local community and the schools both have excellent facilities. This makes it an ideal choice.				

Agree 8	L8	I understand the reasons of expanding the school and I support this process with the understanding that children that are based at the Hawkeshead site will remain there.		Parent		
Agree 9	L9	Yes I gare for to is school	Parent			
Agree 10	L10	I agree to have a nursy thanks	Parent			
Agree 11	L11	I have no problem with the school expanding but would not like my daughter to move from the site she currently attends.	Parent	Female	35-44	White Other
Agree 12	L12	The Teachers Panel supports this expansion to provide much needed school places in Brent. However we would not support any increased workload for our members as a result of the expansion and would expect that all refurbishment, remodelling etc. of the Gwenneth Rickus Building would meet health and safety standards and that our members would be consulted about such changes.	Brent Teachers Panel	Female	55-64	White British
Agree 13	L13	Mrs Kendall is a very capable woman is more than intelligent enough to cope with the expansion. Please make more provision for art and give them buses to get to open spaces to play as there is a lack of on site playing fields.	Parent	Female	55-64	White British
Agree 14	L14	I personally believe that this school is doing a great job in our community and therefore I agree with Brent Council to expand the school by two forms.	Parent			
Agree 15	L15	Leopold Primary School has been a role model in our community. The pupils have been given opportunity to learn' develop and grow in all areas of educational life and social integration. So it would	Parent	Male	45-54	Black African

		<p>be great to give more children access to the school. The management, staff, parents and trustees are very supportive and encouraging this school has done a remarkable work since the new site. I believe this shows the ability to succeed if given the opportunity to expand.</p> <p>There are too many children without the opportunity to such a beautiful school with great support. Moreover, the site is a historical place that needs to be preserved for future generations. And what better way to do so than to bring up the future leaders in this great community.</p>				
Agree 16	L16	We will support the expansion.	London Diocesan Board for Schools (Church of England)			
Agree 17	L17	Barnet welcomes expansions in neighbouring boroughs that help to alleviate primary school places pressure in neighbouring boroughs, particularly where this also can contribute to alleviating primary school places pressure in Barnet.	Barnet Council			
Agree 18	L18	<p>I agree with Brent council to expand the school by two form of entry (2FE) on a split site.</p> <p>My concerns about the proposal are; Brent council are not building enough schools. The lack of parking or haphazard parking at the beginning and end of the school day, around both sites. The amount of rubbish being dumped around both sites, not to mention the amount of dog mess, especially Hawkshead Road site.</p>	Parent			
Agree 19	L19	I agree with Brent Council to expand the school by two form of entry (2FE) on a split site.	Local Resident			

Agree 20	L22		Staff	Female	35-44	Black Other
Agree 21	L23		Parent	Female	25-34	Other Ethnic Group
Agree 22	L24		Parent			
Agree 23	L25		Staff			
Agree 24	L26		Staff	Male	25-34	White British
Agree 25	L27		Other	Female	16-24	Mixed White and Black Caribbean
Agree 26	L28		Parent	Male	35-44	Mixed White and Asian
Agree 27	L29		Staff			
Agree 28	L30	The school has been a success and the community have benefitted from having this site open. I have received good feedback from parents and the pupils are happy. As a teacher I would like to continue to give children high standards of learning so they may excel to their full potential.	Staff	Female	25-34	Black Other
Agree 29	L31		Staff			
Agree 30	L33	More school places are needed	Parent			
No Decision	Reference Number	Comment	Parent/ member of staff / other	Gender	Age	Ethnicity
No Decision 1	L20	We won't log any pre application consultation request at this stage. Case closed for now.	Sport England			
No Decision 2	L21	I have consulted with officers in Camden, considered location and any potential impacts and we have no further comment or objections.	Camden Council			
No Decision 3	L32	<i>No comments were provided with this application</i>	Staff	Female	35-44	White British

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Statutory Notice

Alteration to Leopold Primary School

Notice is given in accordance with section 19(3) and 21(2) of the Education and Inspections Act 2006 (as amended by the Education Act 2011) that the Governing Body of Leopold Primary School intends to make a prescribed alteration to Leopold Primary School (Community), Hawkshead Road, London, NW10 9UR (Department for Education number 3042028). The school has a nursery which provides 60 full time places.

Leopold Primary School is a community school with a planned admission number of 420 places (2 forms of entry i.e. 2 classes in each year group) for boys and girls between the ages of 4 – 11. In addition the school agreed to take an additional 300 temporary places in an annexe (Gwenneth Rickus Building). In summary there are currently 720 places between both sites. The proposal is to increase the places to 840, equally split across both sites (4-11 years).

Brent Council in partnership with the Governing Body of Leopold Primary School is consulting with staff, parents and the community on the option to expand the school by two forms of entry (2FE) to become a 4 form entry school (4FE) by January 2016. The expansion will provide an additional 60 permanent places (2 classes in each year group). The increase of places commenced on a temporary basis at the Gwenneth Rickus Building, Brentfield Road, NW10 8HE in January 2014. If the proposal to expand is approved the temporary places will officially become permanent places until there are four classes in each year group. All 840 children will be accommodated between both sites. All 840 places will be permanent places.

The enlarged Leopold Primary School will continue to offer mixed provision for pupils in Reception to Year 6 and the school will remain a Community school. There will be 420 pupils on each site ranging from age 4 to age 11.

The proposed accommodation for the expansion by 2FE would utilise the existing Gwenneth Rickus Building. It is not currently anticipated that any new build accommodation will be required. However and, depending on relevant surveys, it is envisaged that an existing annex building may be refurbished to create a new kitchen, dining hall and gym facilities and some internal remodelling may be required within the main existing and other annex buildings. It is therefore not envisaged, at this stage, that there will be a loss of current external play areas.

All applicable statutory requirements to consult in relation to these proposals have been complied with. There will be no change to the existing Special Educational Needs arrangements at the school. There will be no change to the current admission arrangements at the school.

This Notice is an extract from the complete proposal. Copies of the complete proposal can be obtained from: Judith Joseph, School Place Planning Officer, Children and Families, London Borough

of Brent, 5th Floor, Brent Civic Centre, Engineers Way, Wembley, HA9 0FJ. Email: judith.joseph@brent.gov.uk

Within four weeks from the date of publication of this proposal any person may object to or make comments on the proposal in writing by sending them to Judith Joseph, School Place Planning Officer, Children and Families, London Borough of Brent, 5th Floor, Brent Civic Centre, Engineers Way, Wembley, HA9 0FJ. Email: judith.joseph@brent.gov.uk. The last date for representations is **Thursday 8 October 2015.**

Signed: The Governing Body, Leopold Primary School

Publication Date: Thursday 10 September 2015

Explanatory Notes

- All children currently on roll at Leopold Primary School and the Gwenneth Rickus Building will remain pupils of Leopold Primary School.
- Any required building work, once all relevant approvals are obtained would be envisaged to be undertaken during the 2015/2016 academic year. Some phasing of works may be necessary. In addition, safety measures and clear zoning of construction and non-construction areas will be in place to ensure that the school site is safe for continued use. Parents, children and staff will be kept informed of developments throughout the building works via letters home and on the school website.
- For the 2015/2016 academic year the following classes will be available over the two sites: Reception x 4, Year 1 x 4, Year 2 x 6, Year 3 x 3, Year 4 x 4, Year 5 x 3 and Year 6 x 2.
- When fully expanded both sites will have two classes in each year group i.e. 420 pupils on each site from Reception to Year 6 – Reception x 2, Year 1 x 2, Year 2 x 2, Year 3 x 2 etc.
- For September 2015 the number of pupils on roll is: Reception = 120, Year 1 = 112, Year 2 = 150, Year 3 = 90, Year 4 = 92, Year 5 = 79, Year 6 = 57.
- For admission in 2015 the catchment area is the one designated for the main school on the Hawkshead Road site and will remain as such in future.

Equality Analysis - word version – Online EA System

School Place Planning Strategy 2014-18 Update

Stage 1 Screening Data

1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

In October 2014 Cabinet approved the Brent School Place Planning Strategy 2014 -2018. The strategy outlined the need for school places and the approach the council would take to meeting that need. A refresh to the strategy is provided as Appendix 1 to the main report going to Cabinet in November 2015 – School Place Planning Strategy 2014-18 Update.

The 2015 refresh of the strategy updates members on the need for school places and proposes amendments to five of the underlying principles of the strategy. These amendments largely reflect changes to legislation and the anticipated demand for secondary places. They also enable the Council to use a more comprehensive and current indicator of quality. The proposed changes are outlined in the table below.

Principle No.	Original	Amendment
1	We will only undertake expansions at good and outstanding where leadership is secure	We will only undertake expansions at <i>high quality or improving</i> schools where leadership is secure
Rationale for change	A change of the quality indicator to use the wider intelligence gathered by the LA School Effectiveness Service, rather than the last Ofsted judgement as the sole quality indicator when assessing school suitability for expansion. The School Effectiveness Service include a wider range of school improvement criteria including the last Ofsted judgement, in agreeing intervention levels with schools. In particular this change allows for the fact that schools may have declined or improved since their last inspection.	
3	We will actively consider two site schools and 5FE primary schools where there is leadership and management capacity	We will actively consider two-site schools and 5FE primary schools where there is leadership and management capacity <i>and where this is a genuine expansion and not a new school</i>
Rationale for change	Change to take account of DfE Statutory Guidance on School organisations	
4.	We will develop local capacity to sponsor or promote new schools working with <i>primary</i> academies	We will develop local capacity to sponsor or promote new schools working with academies in all phases
Rationale for change	Change to enable this principle to be applied to all phases	

10.	We will as far as possible incorporate proposals for additional <i>primary</i> schools into new regeneration schemes	We will as far as possible incorporate proposals for new schools into regeneration schemes
Rationale for change	Change to enable this principle to be applied to all phases	
16.	After assessing educational suitability, schemes for expansion or new schools will be judged in terms of value for money and deliverability	After assessing educational suitability, schemes for expansion or new schools will be judged in terms of value for money, deliverability <i>and strategic fit with other council investment programmes</i>
Rationale for change	Change that acknowledges that the provision of new schools and expansion of existing schools can be critical in supporting the Councils in meeting wider regeneration ambitions	

2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

The proposal to amend the principles will affect headteachers and chairs of governors as they may int.

Headteachers, chairs of governors and unions were all consulted on the draft Strategy in 2014. The strategy was also placed on the Council consultation portal. The proposed changes to the operating principles outlined in section 3 of the Cabinet report were discussed and agreed by the Strategic School Effectiveness Partnership Board on 30 September 2015.

The amendments pupil numbers will not have any immediate impact. Any firm proposals to provide additional school places will be the subject of a further cabinet report and a full EIA

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

The strategy aims to address equality issues around social disadvantage and disability. The approach was underpinned by a commitment to improving the educational outcomes of all children and young people in Brent. This was tested during the consultation period and is reflected as far as possible in the final strategy.

The refresh of the strategy does not put forward any additional proposals for school expansion. Any proposals to expand existing schools will be subject to a full Equality Impact Assessment.

3.2 Could the proposal have a disproportionate impact on some equality groups?

Yes SEND – positive impact

If you answered 'Yes' please indicate which equality characteristic(s) are impacted

Disability – pupils with special educational needs and disabilities could be impacted in that the report recommends that Cabinet accept the *principle* of increasing the supply of Special

Educational Needs (SEND) specialist places by providing Additional Resources Provision (ARP) in mainstream schools together with new specialist Free School provision at the Avenue site.

At this stage no additional proposals to provide these places are being put forward. Any future proposals will be subject to a full Equality Impact Assessment

3.3 Would the proposal change or remove services used by vulnerable groups of people?

No

3.4 Does the proposal relate to an area with known inequalities?

No. The School Place Planning Strategy covers the statutory schools age of pupils in all year groups across the council including Special Educational Need and Disabled pupils i.e. age 4 to 19, Reception to Year 14.

3.5 Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

Yes. Age and disability

3.6 Does the proposal relate to one of Brent's equality objectives?

No

END OF SCREENING STAGE

Recommend this EA for Full Analysis?

Yes/No

4. Use the comments box below to give brief details of what further information you will need to complete a Full Equality Analysis. What information will give you a full picture of how well the proposal will work for different groups of people? How will you gather this information? Consider engagement initiatives, research and equality monitoring data.

Stage 2: Analysis

5. What effects could your policy have on different equality groups and on cohesion and good relations?

5.1 Age (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

5.2 Disability (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

5.7 Religion or belief (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

5.8 Sex (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

5.9 Sexual orientation (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

5.10 Other (please specify) (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

6. Could any of the impacts you have identified be unlawful under the Equality Act 2010? Prohibited acts include direct and indirect discrimination, harassment, victimisation and failure to make a reasonable adjustment.

- ☐ Yes
- ☒ No

7. Please provide a brief summary of any research or engagement initiatives that have been carried out to formulate your proposal.

What did you find out from consultation or data analysis?

Were the participants in any engagement initiatives representative of the people who will be affected by your proposal?

How did your findings and the wider evidence base inform the proposal?

STAGE 3: ACTION PLANNING

Now, you will respond to your findings from the analysis stage and complete an action plan. At this stage you need to think about how to remove or reduce all the negative impacts that you have identified and how to maximise any opportunities to promote equality. This might mean making changes to your proposal or to the way that it is implemented.

8. What actions will you take to enhance the potential positive impacts that you have identified?

9. What actions will you take to remove or reduce the potential negative impacts that you

have identified?

10. Please explain how any remaining negative impacts can be justified?