



**Cabinet**  
1 June 2015

**Report from the Strategic Director  
Children and Young People and the  
Strategic Director Regeneration and  
Growth**

Wards Affected: ALL

**Determination of the proposal to permanently expand  
Stonebridge Primary School**

**1. Summary**

- 1.1. In line with the School Place Planning Strategy approved by Cabinet in October 2014, the proposal to permanently expand Stonebridge Primary School by one form of entry (1FE) has been put forward by the governing body in partnership with Brent Council.
- 1.2. This report informs the Cabinet of the outcome of the statutory consultations on the proposals to alter Stonebridge Primary School through permanent expansion from September 2015 and recommends that the statutory proposals to expand the school be approved.
- 1.3. The representation period on the proposals ended on 2 April 2015. This report also informs the Cabinet of the responses to the consultation.

**2. Recommendations**

- 2.1. The Cabinet is recommended to:
- 2.2. Approve the permanent expansion of Stonebridge Primary School, a community school, by one form of entry from September 2015, (conditional upon the grant of full planning permission under the Town and Country Planning Act 1990 by September 2015 or at such date as agreed by the Strategic Director of Children and Young People and the Strategic Director of Regeneration and Growth).
- 2.3. Note that the reason for approving the alterations is to provide sufficient permanent primary school places in line with the council's statutory duties and its School Place Planning Strategy 2014.

### 3. Background

- 3.1.1. In October 2014, the Cabinet approved a new School Place Planning Strategy. This established the need for a continuing programme of provision of additional school places and, for the first time, a set of principles which the council would use to determine its future decision making on school place planning. These were established in the context of the overall objective of securing sufficient high quality school places for all Brent's children in line with the council's statutory responsibilities. The strategy also established that the council would aim to meet the Department for Education guideline of having a five per cent vacancy rate to allow for mobility and fluctuations as well as to support parental preference. Currently the vacancy rate in Brent primary schools is 2.1 per cent.
- 3.1.2. The Strategy identified a total primary requirement for the opening of 23 additional forms of entry by 2018. Members will recall that the strategy set out the list of planned permanent new places in Brent which included Stonebridge Primary School:

Table 1: Planned permanent new places for September 2015

	No. of places	No. of additional FE	Will be total FE
Wembley High Technology College	840	4	4
Uxendon Manor Primary	420	2	4
Elsley Primary	420	2	4
Stonebridge Primary	210	1	3
Islamia Primary	210	1	2
Malorees Infants and Juniors	210	1	3
Byron Court Primary*	420	2	5
Leopold (Gwenneth Rickus)	420	2	4
Kilburn Grange (Free School)	420	2	2
Oakington Manor Primary*	210	1	4
<b>Total number of places</b>	<b>3,780</b>	<b>18</b>	

\*Now scheduled for September 2016

Table 2: Planned permanent new places for September 2016

	No. of Places	No. of additional FE
Oriental City site	420	2
Quintain site	630	3
Carlton Vale Infants and Kilburn Park (South Kilburn regeneration)	210	1
<b>Total number of places</b>	<b>1,260</b>	<b>6</b>

Table 3: Planned permanent new places for September 2017

	No. of Places	No. of FE
Stanley Avenue Alperton site	630	3

- 3.1.3. This shows a programme of expansion right across the borough. Stonebridge Primary School is situated in Planning Area 4 where, even with the new places as planned, there is a potential shortfall in this Planning Area (Stonebridge/Harlesden) in almost every school year.
- 3.1.4. To meet additional demand, from Autumn 2012 Stonebridge Primary School commenced accepting pupils in a temporary Annexe building. Its Annexe facility has 180 places. There are currently 748 children in Brent being educated temporarily in offsite annexes and while plans are underway to bring 562 of them into permanent arrangements for September 2015 (including the Stonebridge Annexe pupils becoming part of a permanently expanded Stonebridge Primary) this situation is not tenable even in the medium term. It is vital that sufficient permanent places are provided both to address the current situation as described and to avoid the need for temporary places to be provided to meet projected demand if sufficient permanent provision cannot be secured.
- 3.1.5. Brent primary schools continue to be popular with parents of the increasing child population. The number of on-time applications for Reception places received for September 2015 totals 3,925. It is anticipated that there will be approximately 800 late Reception applications received between the closing date in January 2015 and the end of the academic year in July 2015. The number of late Reception applications has been increasing in recent years, primarily because of high population mobility.

**The proposal in relation to educational standards (Principle 1)**

- 3.1.6. Stonebridge Primary School was judged Good by the Office for Standards in Education (Ofsted) at the inspection in March 2013. Pupils of Stonebridge Primary are attaining higher results year on year. The percentage of Key Stage One pupils attaining Level 2 and above in reading, writing and national curriculum tests has increased by at least 2 per cent between 2013 and 2014, and in mathematics assessments have seen improvements of 15 percent in the same period.
- 3.1.7. The school utilises effective methods for closing the gap between disadvantaged and other pupils. In 2014, 100 per cent of disadvantaged pupils achieved expected progress.
- 3.1.8. The Brent Schools Partnership has recognised Stonebridge Primary as Specialist Centre for Safeguarding. Becoming a specialist centre gives Stonebridge a leading role in working with a number of agencies to share good practice and ensure a safe learning environment for all children. This includes offering child protection training for others.
- 3.1.9. In order to become a Specialist Centre Stonebridge Primary School provided evidence of its successful safeguarding practices and demonstrated its track record for supporting other schools.

### 3.1.10. **Proposals to alter Stonebridge Primary School**

- 3.1.11. The proposals comply with the Government's guidance on school expansions and their current agenda for raising standards, innovation and transforming education. The internal accommodation and external play areas in the proposed expansion meet the area and design guidance standards detailed in Building Bulletin 103.
- 3.1.12. The expansion of the school is fully in line with the aim of the guidance and the wish of the Secretary of State that local authorities provide school places where demand is high. Stonebridge School serves a range of ethnic minority children, both boys and girls, and the proposals will be of benefit to them.
- 3.1.13. The expansion will increase the choice available to local parents and residents in an area of demand. The proposal will increase diversity of provision and enable the local authority to meet its statutory duty to provide school places to all resident pupils. The additional places will help meet for current and future need.
- 3.1.14. Additional classrooms and facilities will be provided to support the educational standards for all pupils and staff. The expansion will provide:
- a safe and secure environment
  - a healthy environment with properly ventilated, appropriately sized classrooms with easy access to outside space (where required).
  - spaces to maximise natural day lighting and control sunlight, to maximise thermal comfort, control glare and provide a suitable internal environment.
  - environmentally friendly and efficient spaces
  - minimal loss of 'down-time' i.e. travel to core facilities, toilets, etc. within at least the expanded building.
  - a variety of learning experiences - individual, group, class, year group, quiet spaces internal and external in line with the requirements of the EFA baseline designs.
  - maximised use of existing outdoor playing space and enhancement where possible and required.
  - classrooms to support easy access to ICT provision.
- 3.1.15. In line with the criteria for school expansion approved by Cabinet in January 2015, a strategic view of anticipated costs of significant items of building condition work is sought. As a result the proposed works will include some work to the existing buildings in order to both avoid future cost in significant maintenance in the near future and to achieve an optimal layout from a school management perspective.
- 3.1.16. Subject to planning application approval and detailed programme review, it is anticipated that, the building works will commence at the beginning of 2016 and last for approximately one year.
- 3.1.17. No change to the existing SEN provision is being proposed. The proposal will comply with the standards, quality and range of educational provision for children with special educational needs in the proposed expansion of primary provision. The proposal will fully meet the requirements of the SEN Code of Practice and the accessibility standards.

3.1.18. Capacity

3.1.19. The current capacity of Stonebridge Primary School is 420. The school's admission number is 60 pupils per year (two forms of entry).

3.1.20. As stated above, the school also has 180 places offsite at the Stonebridge Annexe (see paragraph 3.1.4 for details). These children would move onsite from September 2015, depending on the phasing of building works on the main site.

Table 4: Numbers on roll at Stonebridge Primary

<b>Year</b>	<b>Stonebridge Primary Main Site</b>	<b>Stonebridge Primary School Annexe</b>
<b>2014/15</b>	420	180
<b>2015/16</b>	630	0

3.1.21. Therefore the current total number of places at both sites is 600. The expansion plans to increase the school's capacity to 630 places and its admission number to 90 (three forms of entry). In real terms this means an increase of 30 pupils.

3.1.22. The non statutory informal consultation process commenced on 6 October 2014 and the architects began developing the previously completed feasibility study into a fully designed scheme (alongside the consultation) in December 2014. If expansion is approved new permanent Reception places will be accommodated at the school from September 2015.

3.1.23. It is anticipated that there will be a new build accommodation block with at least a 60 year design life. The designs are currently being developed to ensure that the school would be built in the most efficient way, with sustainable standards targeting a BREEAM rating of Excellent.

3.1.24. The council will complete the permanent building works in the 2016/2017 academic year. Should planning approval be granted and approval to expand the school be granted based on this report, then the school will take the first additional permanent Reception classes from September 2015 in existing accommodation. The construction work will be phased to account for the school being occupied during construction and will take place in the most part during the 2015/16 academic year (dates to be confirmed based on approvals).

3.1.25. The additional classrooms for September 2015 will be provided in existing accommodation.

3.2. **Background details of Stonebridge Primary School**

3.2.1. Stonebridge Primary School is located at Shakespeare Avenue, Stonebridge, NW10 8NG. It is a Community School (i.e. maintained and run by the local authority). It offers co-educational places for pupils aged 4-11 years.

3.2.2. Stonebridge Primary School building was first opened as a school in 1899. It has been maintained and modernised as far as possible and continues to accommodate many functioning teaching spaces. The main aspect of the school that continues to restrict its use is the circulation and access

arrangements to all floors, something that will be addressed as part of this project.

- 3.2.3. Stonebridge Primary School was classified as Good by Ofsted in their inspection in March 2013. This contributes to the popularity of the school – see paragraph 3.1.7.
- 3.2.4. Stonebridge Primary School is very popular and there are few vacancies in the school overall.

### 3.3 Statutory Consultation Process – Four Stages

#### Pre- statutory consultation (informal)

- 3.3.1 Since January 2014 the statutory school expansion process has four stages instead of five - Stage 1 Publication, Stage 2 Representation (formal consultation), Stage 3 Decision, Stage 4 Implementation. The informal consultation carried out by Brent Council prior to Publication is not legally required but is good practice as advised by the Department for Education.
- 3.3.2 The Governing Body of Stonebridge Primary School in partnership with the local authority carried out an informal consultation with key interested parties on the proposals of Stonebridge Redevelopment which included details of the School Expansion. The consultation document is attached as Appendix 2. Over 6,700 copies of the consultation document were distributed through hand delivery, email and/or internal/external post:
  - the document was available at the consultation meetings
  - the document was placed on the school website and the Brent consultation website
  - approximately 400 copies were emailed out, including to all Councillors in Brent, all Brent schools, neighbouring boroughs and other statutory consultees.
- 3.3.3 The informal consultation began on 6 October 2014 and ended on 17 November 2014. All applicable statutory requirements to consult in relation to these proposals have been complied with.
- 3.3.4 Five consultation events with the community were held at various dates and locations (the responses to these events can be found in Appendix 3)

Table 5: Stonebridge consultation meetings

Date	Venue	
14/10/2014 3.30-5.30pm	Stonebridge Primary School	Drop in consultation event for parents, teachers and pupils
21/10/2014 7pm	Bridge Park	Brent Connects – Presentation and Question and Answer Session
29/10/2014 9.30-11.30am	The Hub, Hillside	Drop in consultation event
05/11/2014 5.30 – 7.30pm	The Hub, Hillside	Drop in consultation event
12/11/2014 5.00 – 7.00pm	Stonebridge Primary School	Drop in consultation event

3.3.5 The consultation posed two open questions:

1. Please tell us what you like about the proposals and why?
2. Please tell us what you would like changed and why?

3.3.6 The Stonebridge Primary proposal received 90 responses in total this first informal consultation. Included in the total were 17 identical letters against the proposal referred to in this report as a group letter (see Appendix 4). Some people may have submitted a written response as well as the group letter therefore submitting two responses each. In this report we have treated them as separate submissions and counted every response in the total.

3.3.7 In addition a petition was submitted with over 1000 signatures protesting against the closure of the Adventure Playground. This was dealt with separately and does not form part of the consultation responses.

3.3.8 This consultation was linked to a wider consultation on regenerating the Stonebridge area. As a result a number of responses did not refer to the school expansion, or referred to the school expansion in conjunction with another aspect of the regeneration- particularly the Adventure Playground. Out of the 90 responses there were 47 responses that referred to the Stonebridge Primary School expansion.

### 3.3.9 Breakdown of responses from the informal consultation

Table 6: Breakdown of responses received for Stonebridge Primary (informal)

	Number of responses received	Percentage of response overall
Group Letter	17	36%
Agree with expansion	11	23%
Disagree with expansion	18	38%
No decision reached	1	2%
<b>Total responses</b>	<b>47</b>	<b>100%</b>

3.3.10 The 47 responses on the school expansion were assessed in terms of 18 reoccurring themes:

#### Themes

##### Educational

1. School improvements
2. Unification of the school
3. Impact on the Welsh School
4. Disruption of construction on children's education

##### Necessity

5. The need for school spaces
6. The scale of the school expansion- mostly arguing expansion is too small

7. Need to build on this site- arguments the annexe should remain, other schools could be built or the annexe could be developed

#### Health and Safety

8. Potential car accidents

#### Environmental

9. Traffic, congestion and pollution
10. Environmental impact- especially on mature trees

#### Community

11. Parking
12. Impact on the greater community - including an increase of crime
13. Impact on the adventure playground
14. Disruption of construction on residents
15. Housing and overcrowding
16. Regeneration in the Stonebridge Area
17. Conservation of the school building as a listed building

#### Transparency

18. Unfair process- particularly the pupils numbers appear misleading, lack of consultation on the Welsh School

### 3.3.11 Frequency of each theme:

3.3.12 The 18 themes were mentioned a total of **252** times in the 47 responses. The tables below highlight the frequency of responses to each theme. The most popular theme was theme number 13- the impact on the Adventure Playground, with 35 responses out of 252, followed by housing and overcrowding (theme 15). Themes 4, 8 and 14 were equally unpopular with only 1 response each out of a possible 252.

3.3.13 As the group letter against the expansion accounts for 36% of all responses any topic that was listed on this letter has a very large number of responses compared with topics that are not listed on the petition.

3.3.14 The 18 themes were later grouped into 6 headings to provide a summarised version of the results. A table containing the frequencies and percentages of all themes can be found in Appendix 5.

Table 7: Frequency of themes - Stonebridge

Theme groups	Frequency of themes	Percentage
Education (1-4)	26	10.3%
Necessity (5-7)	40	15.9%
Health and Safety (8)	1	0.4%
Environmental (9-10)	43	17.1%
Community (11-17)	139	55.2%
Transparency (18)	3	1.2%
<b>TOTAL:</b>	252	100%



### 3.3.15 The overall tone of the points made in the responses

3.3.16 These themes generated a mixture of responses which were graded as positive (for the expansion), concerned and negative (against the expansion).

	Education (1-4)		Necessity (5-7)		Health & Safety (8)		Environmental (9-10)		Community (11-17)		Transparency (18)	
<b>Positive responses</b>	5	19%	8	20%	0	0%	2	5%	6	4%	0	0%
<b>Concerns</b>	3	12%	1	3%	0	0%	17	40%	23	17%	0	0%
<b>Negative responses</b>	18	69%	31	78%	1	100%	24	56%	110	79%	3	100%
<b>Total Responses per theme group</b>	26		40		1		43		139		3	

Negative responses to expansion are highest in every theme, accounting for 74 per cent of all responses.

3.3.17 The area with the greatest number of negative comments was theme 13- the impact on the adventure playground. This has been the subject of separate decision making by Cabinet and the Stonebridge Adventure Playground has now been vacated by the Brent Play Association.

3.3.18 The need for school places (theme 5) generated the most positive responses. The table above highlights the tone of responses to each theme group.

3.3.19 The written analysis is also considered in two parts, those identified as from within Brent and those who are not. This is in order to understand if there is a different response to those who are “local” and those who are not.

### 3.3.20 Response from the informal consultation from within Brent

3.3.21 Over a third of respondents discussed the school expansion proposals. The response to whether to expand the Stonebridge Primary School was mixed.

3.3.22 There were a number that did not want the proposed expansion due to the impact on the Adventure Playground, and would want the school expansion re-planned or relocated, including the school remaining on two sites.

3.3.23 Some respondents did not view that there was a need for the school expansion or that the proposed expansion was not producing any significant increase in spaces. This was due to the school having the annexe site and it being felt that the expansion was only producing a further 30 spaces.

3.3.24 Some respondents were against the expansion as they viewed Stonebridge as too crowded, whilst there were respondents who were in favour of the proposals.

- 3.3.25 Responses from the informal consultation that did not identify Brent
- 3.3.26 Just over a quarter of respondents discussed the school proposals. The majority of responses that discussed the school expansion or the need for additional school places were positive.
- 3.3.27 All tables containing all of the consultation responses related to the school expansion can be found in Appendix 6.

#### Formal consultation

- 3.3.28 Following careful consideration of the responses in the consultation stages outlined above, the governing body of Stonebridge Primary School in partnership with the local authority published the Statutory Notice in the Brent and Kilburn Times on 5 March 2015 for altering the school by 1FE from September 2015. Notices were also displayed on the school gates, on the school website, on the Brent Council consultation website and on the Brent and Kilburn Times electronic edition.
- 3.3.29 On 23 February 2015 a decision was made by Cabinet not to renew the contract for Brent Play Association to run the Adventure Playground and for BPA's occupation of the site to be terminated. Individuals who had responded to the informal consultation by email were informed of this decision when the statutory notice was published.
- 3.3.30 The statutory notice is attached as Appendix 7.

#### **Stage Two – Representation (formal consultation)**

- 3.3.31 The statutory notices (issued on 5 March 2015) were followed by a four week statutory period (Representation stage), which ended on 2 April 2015, during which representations (i.e. objections or comments) could be made. The representation period is the final opportunity for residents and organisations to express their views about the proposal (in this consultation) and ensures that they will be taken into account by the Cabinet when the proposal is determined.
- 3.3.32 In total 1 representation was received during statutory period. The objection is listed below.

*"I strongly oppose this expansion on the grounds that it will demolish the Stonebridge adventure Playground which has been there for 40 years. Any proposals should take this into consideration and make sure the expansion does NOT affect the adventure Playground which is needed and loved by the entire community. If this goes ahead it will not be with the agreement of the Stonebridge community"*

- Conclusion
- 3.3.33 The majority of negative responses (informal and formal) related to the future of the Stonebridge Adventure Playground, a matter already determined by the Cabinet earlier in the year. Environmental and safety concerns will be addressed through the planning process, while the necessity for the places and the education value of the expansion is clearly demonstrated.
- 3.3.34 The council is estimating that the planning permission would be granted under Part 3 of the Town and Country Planning Act 1990 from July 2015. Hence, the Cabinet is requested to approve the expansion of Stonebridge Primary

School from September 2015, conditional upon the granting of planning permission and in accordance with Schedule 3 paragraph 3 of the School Organisation Regulations 2013.

### 3.4 Next Steps

- 3.4.31 The anticipated dates for the key project milestones following a decision by the Cabinet to determine this proposal to alter Stonebridge Primary School are set out in the timetable below:

Table 9: Project milestones

<b>Milestone</b>	<b>Date</b>
Cabinet Decision to expand the school	June 2015
Planning Application submitted	July 2015
Planning Approval anticipated by	September 2015
Award of contract for building works by the Cabinet	October 2015
Reception class with 30 new places	September 2015
Building work finishes	January 2017
Full New Capacity (R-Y6) available from	September 2017

## 4 Financial Implications

- 4.1 As part of consideration of the Update on Schools Capital Portfolio report dated 26 January 2015, Cabinet approved the proposal to expand Stonebridge Primary School. This report stated the total estimated cost of the project is provided for within the element of the School Expansion Programme of Works to be met from secured grant funding.
- 4.2 The proposed expansion of pupil numbers at the school will result in increased revenue costs associated with the additional provision. These costs will be met from the individual school's budget, which will increase proportionately based on the formula allocation from the DfE. However, the proposed intake of additional pupils from September 2015 will mean that the school will not receive the increased grant until the following academic year as the calculation is based on the previous October's pupil numbers. As such the school will require funding equivalent to 7/12 of the total additional grant to meet the costs of the expanded pupil numbers until the following year's allocation is received. This shortfall in funding will be provided from existing Dedicated Schools Grant revenue budget as funding has been set aside for additional classes.

## 5 Legal implications

- 5.1 The procedure for the enlargement of Stonebridge Primary School is as required by The Education and Inspections Act 2006 (as amended by the Education Act 2011) and The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013. The local authority is entitled to make prescribed alterations to Stonebridge Primary School pursuant to powers granted by The Education and Inspections Act 2006, Sections 18 and 19 and in accordance with Schedules 2 and 3 Regulations.

- 5.2 The authority has the power to consider and determine proposals published under Section 19 of The Education and Inspections Act 2006, pursuant to Section 21 (2) (f) of the Act and in accordance with Schedule 3 paragraph 3 of The School Organisation Regulations 2013.
- 5.3 Under sections 13 and 14 of The Education Act 1996, as amended by The Education and Inspections Act 2006, a local education authority has a general statutory duty to ensure that there are sufficient school places available to meet the needs of the population in its area. The local authority must promote high educational standards, ensure fair access to educational opportunity and promote the fulfilment of every child's educational potential. They must also ensure that there are sufficient schools in their area and promote diversity and increase parental choice. To discharge this duty the LA has to undertake a planning function to ensure that the supply of school places balances the demand for them.
- 5.4 The Brent Cabinet acting on behalf of the Brent Local Authority is the Decision Maker pursuant to The Education and Inspection Act 2006 Section 21 (2) (f) and schedule 3 of the School Organisation Regulations 2013.
- 5.5 The Cabinet would need to have regard to guidance issued by the Secretary of State before making a decision upon this proposal entitled School Organisation Maintained Schools – guidance for proposers and decision makers January 2014.
- 5.6 If the local authority fails to decide proposals within two months of the end of the representation period the local authority must forward proposals, and any received representations (i.e. not withdrawn in writing), to the schools adjudicator for decision. They must forward the proposals within one week from the end of the two month period.
- 5.7 **Decision Making:**
- 5.8 The department does not prescribe the exact process by which a decision-maker carries out their decision-making function. However, the body or individual that takes the decision must have regard to the statutory 'Decision-makers Guidance' (at Annexe B).
- 5.9 There are four key issues which the Decision Maker should consider before judging the respective factors and merits of the statutory proposals:
- Is any information missing? If so, the Decision Maker should write immediately to the proposer specifying a date by which the information should be provided.
- All necessary information has been provided.**
- Does the published notice comply with statutory requirements?
- The statutory notice is complete and in line with the statutory requirements. The four week statutory representation period closed on 2 April 2015**

- Has the statutory consultation been carried out prior to the publication of the notice?

**All applicable statutory requirements to consult in relation to the proposal have been complied with.**

- Are the proposals “related” to other published proposals?

**Yes, Stonebridge redevelopment proposals including Primary School Expansion and the Stonebridge Day Centre – (Report recommendations resolved at Cabinet, 23 February 2015, Item 8)**

## 5.10 **Types of Decision**

5.11 When issuing a decision, the decision-maker can:

- reject the proposal;
- approve the proposal without modification;
- approve the proposal with modifications, having consulted the LA and/or governing body (as appropriate); or
- approve the proposal – with or without modification – subject to certain prescribed events<sup>11</sup> (such as the granting of planning permission) being met.

5.12 A proposal can be withdrawn by the proposer at any point before a decision is taken. When doing so the proposer must send written notice to the LA and the governing body (as appropriate) and the Schools Adjudicator (if the proposal has been sent to them). A notice must also be placed on the website where the original proposal was published.

## 5.13 Rights of appeal against a decision

5.14 25. The following bodies may appeal to the Schools Adjudicator against a decision made by a LA decision-maker, within four weeks of the decision being made:

- the local Church of England diocese;
- the local Roman Catholic diocese; and
- the governors and trustees of a foundation, foundation special or voluntary school that is subject to the proposal.

5.15 On receipt of an appeal, a LA decision-maker must then send the proposal, representations received and the reasons for its decision to the Schools Adjudicator within one week of receipt. There is no right of appeal on determinations made by the Schools Adjudicator.

5.16 Procurement: The construction contract associated with this expansion will be addressed as part of the wider primary school expansion contract. A report approved by Cabinet in January 2015 set out the procurement strategy to be adopted for this project and in accordance with Council Standing Orders gave approval to procure a works contract. Subsequent Cabinet approval would be sought to award any works contract in accordance with Council Standing Orders.

## 6 **Diversity Implications**

- 6.1 Stonebridge School has an ethnically diverse pupil population and catchment of pupils who need places. The expanded schools would enable the council to provide additional new places required for Brent's growing pupil population.
- 6.2 The expansion will improve choice and diversity. The impact on Equalities will be kept under review and reported as the school expansion programme is reviewed.
- 6.3 An Equality Assessment has been completed for the proposed expansion of Stonebridge Primary School (Appendix 8).

## 7 **Staffing Issues**

- 7.1 With the expansion of pupil numbers there is likely to be an expansion of posts rather than a reduction. The costs relating to the need to provide for additional pupils will be covered by the Dedicated Schools Grant allocated through the funding formula. In the consultation, objectors have queried whether the school can recruit sufficient high quality staff to enable them to cater for such a large number of children. Staffing will, however, need to be built up gradually as the new numbers rise through the school.

## 8 **Background Papers**

Stonebridge Consultation Report

School Organisation Maintained Schools - Guidance for proposers and decision-makers - January 2014

## 9 **Appendices**

- Appendix 1 Map of Brent Schools
- Appendix 2 Stonebridge Primary School – consultation document
- Appendix 3 Stonebridge Primary School – notes to meetings
- Appendix 4 Stonebridge Primary School group letter
- Appendix 5 Stonebridge Primary- Informal consultation analysis
- Appendix 6 Stonebridge Primary School informal consultation responses
- Appendix 7 Stonebridge School Statutory notice (Stage 1 of the statutory process)
- Appendix 8 Equality Impact Assessment for Stonebridge Primary School and the area surrounding the school

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