

Equality Analysis – Proposed Admission Arrangements for Brent community school for 2017/2018

Introduction

The equalities impact assessment for the proposed children of staff criterion is compiled below. The proposed criterion:

to prioritise children whose parent is a member of staff who has been employed at the school for two or more years at the time of application or has been recruited to fill a vacancy for which there is a demonstrable skill shortage.

It was estimated that the equalities impact of the proposed pupil premium criterion would be significant. For reasons other than its equalities impact, this criterion is not being recommended for implementation (see 2.4 of the Cabinet report) and therefore an analysis has not been undertaken.

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.

It is expected that introducing children of staff oversubscription criteria will help schools to attract and retain valued staff.

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

All applicants to community primary schools may be affected by the proposed change to prioritise children of staff. Some applicants will be directly advantaged and will have increased priority for places at the community primary school where the parent is a member of staff. Other applicants may not be successful as a result of others being prioritised. Due to the complexity of the admissions allocation process it is not possible to identify precisely who will be disadvantaged by the introduction of this criterion.

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

3.2 Could the proposal have a disproportionate impact on some equality groups? If you answered 'Yes' please indicate which equality characteristic(s) are impacted

The children of staff criterion may have a disproportionate impact on the basis of gender (see 5.8) and ethnicity (see 5.9) .

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

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

It is likely that school staff will support the introduction of this criterion. It is difficult to predict whether any group of people sharing a specific equality characteristic will be sensitive about the introduction of this criterion.

3.6 Does the proposal relate to one of Brent's equality objectives? No

Recommend this EA for Full Analysis? Yes

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.

- School workforces – equalities data
- Brent – equalities analysis
- Evidence of the experience of other authorities.

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:

The criterion would apply equally to all applicants (i.e. parents) regardless of age. No particular group of applicants would be disproportionately advantaged or disadvantaged because of their age.

5.2 Disability (*select all that apply*)

- ☐ Positive
- ☒ Neutral
- ☐ Negative

Please give details:

The criterion would apply equally to all applicants (i.e. parents) regardless of whether they have a disability. No particular group of applicants would be disproportionately advantaged or disadvantaged because of their disability.

Children with significant and/or specific disabilities will have an appropriate school named in their Education Health and Care plan (EHCP) or Statement of special educational need.

When allocating school places for children who do not have an EHCP or statement, disability is not taken into consideration. All schools would make reasonable adjustments to meet the needs of every child allocated a place.

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

- ☐ Positive
- ☒ Neutral
- ☐ Negative

Please give details:

The criterion would apply equally to all applicants (i.e. parents) regardless of religion or belief. No applicant group of a particular religion or belief would be disproportionately advantaged or disadvantaged by the introduction of this criterion.

Brent community schools do not have a particular religious character or seek to employ staff of a particular religion or belief.

5.8 Gender (*select all that apply*)

- ☒ Positive
- ☒ Neutral
- ☐ Negative

Please give details:

The criterion would apply equally to all applicants (i.e. parents) regardless of gender. Both male and female staff with children would be advantaged by introducing the criterion.

In particular, women would benefit because there are significantly more female staff employed in Brent community schools. On average, 87% are female and the proportion of female staff ranges from 77 to 98%.

5.9 Ethnicity (*select all that apply*)

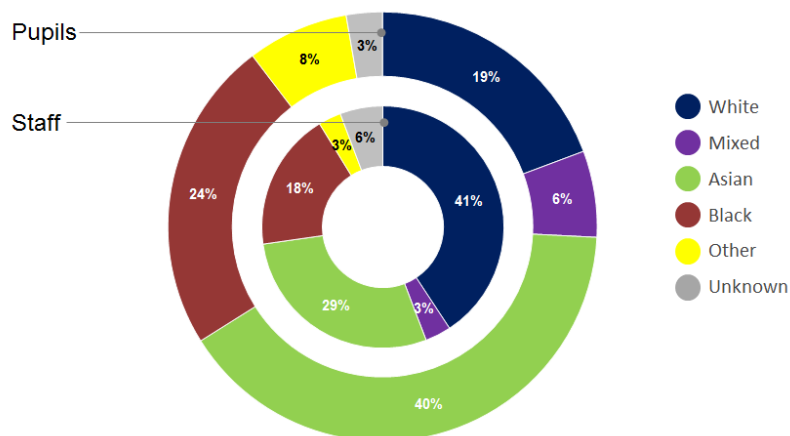
- ☒ Positive
- ☒ Neutral
- ☒ Negative

Please give details:

The criterion would apply equally to all applicants (i.e. parents) regardless of ethnicity.

The ethnicity profile of Brent community school staff differs from the families with children attending Brent community schools.

Staff and pupils at Brent community schools ethnicity comparison



Source: Schools census May 2015 and Schools staff census November 2014
(female staff aged between 25 and 49 and male staff aged between 25 and 74).

White families are significantly over represented amongst staff in Brent community schools while black and Asian families are under represented. It may therefore be concluded that the criterion would favour white staff members over black and Asian staff members.

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.

To promote a public consultation on the children of staff criterion a public notice was placed in the local press advertising two public meetings, one daytime and one evening meeting. All Brent schools, children's centres, other local authorities and other statutory bodies were consulted as required by the Admissions Code. Information was provided on the admissions pages of the council's web site and consultation portal and promoted through The Brent Magazine and social media.

The outcomes and experience from Enfield Council were evaluated. Admission to approximately 40 community primary schools in Enfield has included a children of staff criterion for the previous three years.

What did you find out from consultation or data analysis?

Data analysis demonstrates that

- White families are significantly over represented amongst staff in Brent community schools while black and Asian families are under represented when compared with all families accessing Brent community schools.

- there is a high proportion of female staff employed in Brent community schools.

At Enfield Council less than 0.5% of offers are made on the basis of children of staff criterion.

The table below outlines the number and percentage of offers of Reception places made under children of staff criterion at oversubscribed Enfield community primary schools in September 2013, 2014 and 2015.

Children of Staff admissions to oversubscribed Enfield community primary schools

Year of entry to Reception	Number of offers made on the basis of children of staff criterion at oversubscribed community primary schools	Total number of offers made at oversubscribed community primary schools	Percentage of offers made on the basis of children of staff criterion
September 2013	0	1810	0%
September 2014	5	1780	0.3%
September 2015	7	1840	0.4%

Brent could expect approximately similar proportion of offers to be made under this criterion as summarised below (assumption that 0.5% of offers would be made under this criterion).

**Projected Children of Staff admissions to oversubscribed Brent community schools
(assuming 0.5% of offers would be made under the this criterion)**

Year of entry to Reception	Projected number of offers made on the basis of children of staff criterion at oversubscribed community schools	Total number of offers made at oversubscribed community schools
September 2014	9	1763
September 2015	8	1673

Therefore it is anticipated that the introduction of a children of staff criterion would have a very low to nil impact.

STAGE 3: ACTION PLANNING

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

9. What actions will you take to remove or reduce the potential negative impacts that you have identified? N/A

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