



## Proposal to Expand The Village School by 35 places

### Why are we consulting you?

This consultation document is to inform you of the proposal to increase the planned admissions number of The Village School, Grove Park Kingsbury, London, NW9 0JY. The Village School is a maintained community special school located in the north of the London Borough of Brent. It is designated to provide school places for pupils between the ages of 4 to 19 with severe Learning Difficulties (SLD) / and Profound and Multiple Learning Difficulties (PMLD).

The school currently has provision for 235 permanent places and the proposal is to increase the schools planned admission number to 270 permanent places by April 2016.

We would like to hear your views on the proposal to expand. You can either respond by:

- Completing the form at the back of this document and return it by **Thursday 24 December 2015**
- sending an email to [judith.joseph@brent.gov.uk](mailto:judith.joseph@brent.gov.uk) or
- attending a consultation meeting on **8 December 2015**
  - either at the parent only morning event **10am to 11am**
  - or the open public meeting at **6pm to 7.30pm**

### What is the proposal?

The Local Authority (LA), Brent Council is proposing to expand The Village School by 35 places (from 235 to 270) by April 2016 for students aged 4 to 19.

The School has the capacity to provide much needed additional school places at the current school site, utilising accommodation provided by Kingsbury High School. The Village School was rebuilt to a very high standard in 2014 and no further building works are required in order to provide the 35 additional places. The Village School has a planned admission number of 235. This proposal seeks to increase the planned admission number to 270.

This proposal supports the aims of Brent's overarching plan for Children and Families (Children and Young People's Plan). It is aimed at priority 1, ensuring that children and young people are healthy and safe and priority 2, ensuring sufficient local school places to meet continuing increasing demand for SEND places for local children. The proposal also supports the LA's strategy for increasing the provision for students with disabilities and SEN and the proportion of school buildings accessible to students with disabilities.

Brent Council is therefore consulting with staff, parents and the community on the proposal to increase the pupil numbers.

### **Who is this consultation for?**

This consultation is for anybody who feels they may be affected by the proposal. We would like to hear your views whether they be in support, objections or comments. This document has been sent to the following:

The Village School: parents, staff and student council if applicable  
All maintained schools and Academies in Brent  
Governing Body of The Village School  
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  
Resident Association,  
All Councillors  
Local Member of Parliament  
All Brent Customer Service Shops  
All Brent Libraries  
Brent Children Centres  
Any trade unions who represent staff of The Village School  
Representatives of main trade unions in Brent  
Brent PCT – Maternity and Child Health Steering Group members  
Any local partnerships, including the main voluntary agencies for SEN and Disabilities that Brent has relations with e.g.  
Partnership / groups who use the school premises on a contractual basis  
Partnerships / groups who use the school under extended services arrangements

## **Why are we proposing to expand The Village School?**

The Council's Special Educational Needs and Disability (SEND) services have been facing pressures arising from increased demand for specialist education placements for a number of years. This increase in demand is in line with the growing Brent population, and a subsequent proportionate increase of children with significant SEND. Advances in medical technology and higher survival rates of children with complex needs have impacted on special school place demand as have increases in medical diagnoses for conditions such as autism. The council has a statutory duty to provide sufficient school places for children within its area. There will be increasing demand for school places as a result of the growing pupil population which will continue to grow rapidly until at least 2025. The school population in Brent has increased by 5575 between May 2008 and May 2015, and correspondingly there is also an increase in demand for special school places. In previous years the council has had to place pupils in expensive out borough independent provision as special schools within Brent were full.

The Village is special school with a Good Ofsted rating. The school offers places to pupils aged from 4 – 19 with a wide range of learning difficulties, and has considerable expertise in a range of teaching methods to meet the needs of pupils with severe learning difficulties and profound physical disabilities. The proposal to provide an additional 35 places will help meet growing demand and achieve considerable educational and financial benefits. It will enable 35 children with significant special educational needs to access a local special school who would otherwise have to be placed in independent special schools at some distance from their home addresses. This will reduce the amount of time they have to spend on daily transport and will enable them to mix with other children closer to their home addresses maximising the chances of developing local friendships. The Village Special School is popular with parents and pupils, and its expansion would also help meet parental demand.

## **What is the process to be followed?**

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

If, after this consultation, the Council decides to proceed with the changes then the statutory consultation will begin with the publication of a statutory notice in the local papers. The notice will also be placed on Brent website, on The Village School website and in public places such as at the main entrances to The Village School. Thereafter, a 6 week representation period will commence during which anybody can write to make formal representations on the proposal.

Representations can be in the form of support, suggestions or objections to the proposal. All representations will be presented to Brent Council's Cabinet which will make a decision on the proposal.

<b>Stages</b>	<b>Procedure</b>	<b>Approximate timelines</b>
Informal consultation  This consultation  Non statutory	The issue of this document marks the beginning of the informal consultation during which the views of any interested parties are sought. These views will be considered before the formal statutory consultation begins.	6 weeks
<b>Statutory</b>		
<b>Stage 1 - Publication</b>	Dependent upon the outcome of the informal consultation (outlined above), a decision on whether to publish a statutory notice must be made by the LA (Brent Council) in partnership with the Governing Body of the school. This publication marks the start of the statutory consultation.	1 week
<b>Stage 2 – Representation</b>	Following the publication of the statutory notice ‘representations’ can be made on the proposals – this is another opportunity to submit views (support, objections or comments) before the final decision is made.  The representation period will last for 6 weeks.	4-6 weeks
<b>Stage 3 – Decision</b>	Within two months after the representation period ends the Brent Cabinet will make the final decision on the proposal.	2 months maximum
<b>Stage 4 - Implementation</b>	If the proposal is approved, the changes would then be implemented. The aim is to provide the additional places from <b>1 April 2016</b> .	

### How can you give your views?

**Please send the response form attached by [date] to:**

Judith Joseph, School Place Planning Officer  
Brent Civic Centre, 5<sup>th</sup> Floor, Brent Civic Centre  
Engineers Way, Wembley, HA9 0FJ

**Or send an email by [date] to:**

[judith.joseph@brent.gov.uk](mailto:judith.joseph@brent.gov.uk)

**Or attend a meeting :**

Date -	<b>Tuesday 8 December 2015</b>
Time -	10am – 11am parents only 6pm – 7.30pm parents and public
Venue -	<b>Main Hall, The Village School Grove Park, Kingsbury London , NW9 0JY</b>

**Please tear this page off**

## **The Village School – Response Form**

Please indicate your views (support, comments or objections) on the proposal to expand The Village School by 35 places by April 2016 by ticking the most appropriate boxes.

<b>Expansion would mean we could:</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Don't Know</b>	<b>Dis-agree</b>	<b>Strongly Disagree</b>
Improve educational facilities for SEN pupils:					
Help meet the growing demand for school places:					
Offer more places to children within the area					
I support the proposal:					

Please add other comments on the proposal (continue overleaf if necessary)

Name: \_\_\_\_\_

Address: \_\_\_\_\_(optional)

Email address: -----

(optional)

I am a:

Parent/Carer		Member of Staff	
Governor at the School		Prospective Parent	
Local Resident		Other please specify	

**Please return the response form to the address below by  
Thursday 24 December 2015.**

Judith Joseph, School Place Planning Officer  
Brent Civic Centre  
5<sup>th</sup> Floor, Brent Civic Centre  
Engineers Way, Wembley  
HA9 0FJ

**Alternatively, you could leave the form in the school reception for collection.**

Comments continued if necessary

**Parent and Public Consultation Meeting Notes**

**Tuesday 8 December 2015**

**Venue**

The Village School  
Grove Park, Kingsbury  
London, NW9 0JY

**10am – 11am parents only**

*Two mothers turned up and said they were happy with the school and their children were happy also*

**6pm – 7.30pm parents and public**

Nobody arrived for this meeting. Kay Charles, Headteacher and Judith Joseph stayed until 6.45pm.

***Email from Kay Charles, Headteacher dated 7 January 2016***

*Thank you. Also after you left I had a parent come to see me who asked if the expansion would impact on the children's educational provision and school standards. Sorry I had meant to email you about it. I explained that we received funding with each pupil therefore class sizes would stay the same as would provision, she was happy with that.*



## The Village Special School informal consultation responses received by 24 December 2015

**Total responses = 31 (27 completed the matrix below, some with comments and 4 sent emails)**

### 27 matrix responses plus comments:

<b>Expansion would mean we could:</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Don't know</b>	<b>Disagree</b>	<b>Strongly disagree</b>
Improve educational facilities for SEN pupils:	13	11	1	1	
Help meet the growing demand for School places:	14	10	1 **		
Offer more places to children within the area:	15	9	1		
I support the proposal	13	10	1		1^^ ref V4
<b>Total</b>	<b>55</b>	<b>40</b>	<b>4</b>	<b>1</b>	<b>1</b>

V1. *Completed the table but no written comment provided (Local resident)*

V2. "I don't disagree with all of the above (agree to all 4 categories). What I strongly disagree to is the lack of car parking spaces you provide for your staff, as most of them seem to be parking (badly) in our street and this will only increase with more staff.

I have called the school several times to get them to speak with the staff, but nothing changes. I've encouraged the staff to park nearer the green but they don't seem to want to walk 20m more to get to the school. It gets increasingly stressful to not be able to park near my house throughout the week. Plus the doctors surgery will be opening to add to the situation. If it continues we will have to apply for permit parking which would mean, no free parking for our friends and family which is not ideal (Local resident)

- V3. I imagine it is up to the school to know if they can cope with additional places. However, the knock on effect of extra traffic is not clear. Already there is an overspill of parking places, which affects residents in Roe Green Village. With the new clinic and its lack of parking places this no doubt will become an issue. Unless some major work is done to Stag Lane this will become extremely congested and unable to cope with the extra traffic. (Local resident)

\*\*It is a pity that the other boroughs do not have the same facility but this does not mean that Brent and the Village School have to take the brunt because they are not coping with this influx of pupils.

- V4. We have previously supported two local applications, viz:

- Earlier expansion of Village School
- "new" surgery on Stag Lane near Village School

^^ In both cases the provision of parking spaces has proved, after approval of the application, inadequate. There has been, and will continue to be (worse, when the "new" actually relocated NHS practice is operational). Considerable disruption to the neighbouring area, the increase in overflow parking reducing streets to a single lane for two directional traffic, results in entirely avoidable traffic jams c8.15-9.00 and c15.00-16.00. For this reason alone, i.e. that every new development proves (AFTER APPROVAL of the planning application) not to be self contained from the parking point of view, we strongly appose any expansion.

The quality of life for properties near Stag Lane and of Roe Green Village has been adversely affected already and we oppose any worsening of this. Should there be an assurance that there would be no further overflow parking we shall happily withdraw this objection. (Local resident)

- V7. *No additional comments given (Parent)*

- V8. *No additional comments given (Parent / carer)*

- V9. *No additional comments given (Parent / carer)*

- V10. *No additional comments given (Parent / carer)*
- V11. I support the proposal and I think it is a good idea (Parent / carer)
- V12. *No additional comments given (Headteacher of a local school)*
- V13. *No additional comments given (Parent / carer)*
- V14. We don't have any objection to the expansion as long as you are able to provide the same level of service and increase the numbers of teachers and assistants (Parent)
- V15. I think it would be a good idea to school more pupils (Parent / carer)
- V16. *No additional comments given (Parent / carer)*
- V17. *No additional comments given (Parent / carer)*
- V18. The Village School is an excellent school for the special needs children. I support the proposal to extend the school so that more children can benefit from what The Village School has to offer. My son has enjoyed and has benefitted from the school and I would like other children to have the same opportunities. (Parent / carer)
- V19. *No name or additional comments provided*
- V20. *No additional comments given (Parent)*
- V21. More children with special needs should benefit by going to The Village School in the borough. It will cost the council more to sent them out of the borough (Parent / carer)
- V22. *No name or additional comment supplied (Parent / carer)*
- V23. *No name or additional comment supplied (Parent / carer)*
- V24. *No additional comments given (Parent /carer)*
- V25. *No additional comments given (Parent /carer)*

V26. *No additional comments given (Parent /carer)*

V27. Brent Teachers' Panel are supportive of this proposal to expand an already good community school which is popular with parents, employs a large staff, many of whom are trade union members and honours teachers' pay and conditions as well as being a living wage employer.

The Teachers' Panel is surprised to be consulted on this after the expansion has largely taken place and believes that for a consultation to be meaningful Brent Council ought to consult in future BEFORE The event. If many stakeholders now opposed the proposal, would children be asked to leave the school and jobs lost or would the voices of the community be ignored?!

The Teachers' Panel is pleased that the expansion of The Village School has led to the co-location of one of its sites with Kingsbury High and another with the College of North West London; this type of inclusion was suggested by the Teachers' Panel in an earlier consultation.

While we would not wish to see large numbers of children being excluded from mainstream schools, we are supportive of providing adequate places for those who need them and co-located places for those that are able to access this arrangement.

The Teachers' Panel trusts that the expansion of the school has happened due to the projections of future pupil numbers and that no subsequent falling roles will lead to closure of any classes and thus job losses. We would also wish to underline that any expansion to the school, in whichever location and Key Stage, would honour the existing staffing structure, pay and conditions of staff (Brent Teachers' Panel)

V30. *No additional comments given (Parent /carer)*

V31. *No additional comments given (Parent /carer)*

#### **4 email responses:**

V5. I am pleased to support the proposed admission numbers. It is vital that parents are reassured that the education and services provided to our children will not be reduced or affected to the detriment of our children. It is equally important that all staff, teachers and support workers are in agreement with the planned proposal.

V6. I live in Grove Park in front of the village school. It is not my concern what you mentioned in the response form in the mentioned letter, what I as a resident of Grove Park am concerned is the parking space in Grove Park. I remember before the school being built we had same letter from council regarding to new building. We called *Barnet* council planning department regarding to the parking space in our street. We have been reassured that there will be hundreds of parking spaces inside of school and there won't be any disruption for local people regarding to the street parking. Unfortunately we are still in trouble for our street parking. When we contacted the school and few staffs (the drivers who were parking), they said there is not enough parking inside of school for all staff.

Now by expanding the school means more staff and more cars will be in Grove Park. I'm sure our views as residents of Grove Park are not important for your department and you will go ahead the plan but I just wanted to respect your letter and reply to your letter.  
(Local resident)

V28 We are writing to object to the proposed expansion of the Village School. We are residents of Goldsmith Lane and already having severe parking problems, particularly with staff from The Village School using our road for parking. Since the parking facilities for school are already completely inadequate any additional staff will contribute to the local parking chaos. (Local residents)

V29. I am writing to voice my comment on the above proposal that you wrote to me about.

Whilst I think the school provides a worthy service and it is encouraging no building works are necessary for this expansion, I am concerned about the impact this expansion would have on the volume of traffic along Stag Lane. You will see below correspondence between myself and certain colleagues of yours at Brent Council, in which I have expressed a view that the quality of the road surface is sub-standard for the current volume of traffic it has to withstand. Until Brent Council respond to improve the quality of the road, I personally think any proposals that risk an increase in the volume of traffic along Stag Lane should be avoided.



## Statutory Notice

### Brent Council proposed changes to The Village School

Notice is given in accordance with Sections 19(1) and 21(2) of the Education and Inspections Act 2006 (as amended by the Education Act 2011) that the London Borough of Brent (the Local Authority) intends to make a prescribed alteration to The Village School, Grove Park, Kingsbury, London, NW9 0JY (DfE number 3047009) from 01 April 2016.

The Village School is a maintained community special school located in the northern region of the London Borough of Brent. It is designated to provide school places for pupils between the ages of 4 to 19 with severe Learning Difficulties (SLD) / and Profound and Multiple Learning Difficulties (PMLD).

The Local Authority, Brent Council is proposing to expand The Village School by 35 places for students aged 4 – 19.

The school currently has provision for 235 permanent places and the proposal is to increase the schools planned admission number to 270 permanent places by April 2016.

The School has the capacity to provide much needed additional school places at the current school site, utilising accommodation provided by Kingsbury High School. The Village School was rebuilt to a very high standard in 2014 and no further building works are required in order to provide the 35 additional places.

This proposal supports the aims of Brent's overarching plan for Children and Families (Children and Young People's Plan). It is aimed at priority 1, ensuring that children and young people are healthy and safe and priority 2, ensuring sufficient local school places to meet continuing increasing demand for SEND places for local children. The proposal also supports the LA's strategy for increasing the provision for students with disabilities and SEN and the proportion of school buildings accessible to students with disabilities.

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

This Notice is an extract from the complete proposal. Copies of the complete proposal can be obtained from: Judith Joseph, School Place Planning Officer, 5th Floor, Brent Civic Centre, Engineers Way, Wembley, HA9 0FJ. Email: [judith.joseph@brent.gov.uk](mailto:judith.joseph@brent.gov.uk).

Alternatively a copy of the complete proposal can be obtained from:  
<http://www.brent.gov.uk/consultations.nsf>.

A limited translation and interpretation service is available for this document and upon request. Please contact Judith Joseph on 0208 937 1061.

Within four weeks from the date of publication of this proposal, any person may object to or make comments on the proposal by sending them to Judith Joseph, School Place Planning Officer, 5<sup>th</sup> Floor, Brent Civic Centre, Engineers Way, Wembley, HA9 0FJ. Email: [judith.joseph@brent.gov.uk](mailto:judith.joseph@brent.gov.uk). **The deadline for representation is Thursday 18 February 2016.**

Signed:

**Cate Duffy, Operational Director Early Help and Education**

**Publication Date: Thursday 21 January 2016**

#### **Explanatory Notes**

- The proposed change to expand The Village School will not affect the education of students currently attending.

## **Equality Analysis – Online EA System**

### **The Expansion of The Village Special School**

#### **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.**

The Village School is a maintained community special school located in the north of the London Borough of Brent. It is designated to provide school places for pupils between the ages of 4 to 19 with severe Learning Difficulties (SLD) / and Profound and Multiple Learning Difficulties (PMLD).

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The School has the capacity to provide much needed additional school places at the current school site, utilising accommodation provided by Kingsbury High School. The Village School was rebuilt to a very high standard in 2014 and no further building works are required in order to provide the 35 additional places.

This proposal supports the aims of Brent's overarching plan for Children and Families (Children and Young People's Plan). It is aimed at priority 1, ensuring that children and young people are healthy and safe and priority 2, ensuring sufficient local school places to meet continuing increasing demand for SEND places for local children. The proposal also supports the LA's strategy for increasing the provision for students with disabilities and SEN and the proportion of school buildings accessible to students with disabilities.

Brent Council is therefore consulting with staff, parents and the community on the proposal to increase the pupil numbers.

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

The Council's Special Educational Needs and Disability (SEND) services have been facing pressures arising from increased demand for specialist education placements for a number of years. This increase in demand is in line with the growing Brent population, and a subsequent proportionate increase of children with significant SEND. Advances in medical technology and higher survival rates of children with complex needs have impacted on special school place demand as have increases in medical diagnoses for conditions such as autism. The council has a statutory duty to provide sufficient school places for children within its area. There will be increasing demand for school places as a result of



the growing pupil population which will continue to grow rapidly until at least 2025. The school population in Brent has increased by 5575 between May 2008 and May 2015, and correspondingly there is also an increase in demand for special school places. In previous years the council has had to place pupils in expensive out borough independent provision as special schools within Brent were full.

The Village is special school with a Good Ofsted rating. The school offers places to pupils aged from 4 – 19 with a wide range of learning difficulties, and has considerable expertise in a range of teaching methods to meet the needs of pupils with severe learning difficulties and profound physical disabilities. The proposal to provide an additional 35 places will help meet growing demand and achieve considerable educational and financial benefits. It will enable 35 children with significant special educational needs to access a local special school who would otherwise have to be placed in independent special schools at some distance from their home addresses. This will reduce the amount of time they have to spend on daily transport and will enable them to mix with other children closer to their home addresses maximising the chances of developing local friendships. The Village Special School is popular with parents and pupils, and its expansion would also help meet parental demand.

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

Yes – Age and Disability

**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**

Yes – Age and Disability

Expanding the places at The Village School would create a disproportionate positive impact on age and disability (i.e. special educational needs).

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

Yes in a positive way. Educating local special needs children within the borough rather than outborough will cut down on the need for the expensive and very time consuming transportation service which will result in the children being part of their own local community rather than spending most of their time away.

**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?**

Yes - Age and Disability

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

Yes

**Equality Objective 3** - To work in partnership with voluntary and community led organisations to ensure that services are delivered to the wider community - is engaged by this proposal.

The main aim of this proposal is to widen education provision for those residents that would benefit from the provision provided at The Village School. Through our consultation periods we have contacted a number of stakeholders to ensure they are informed about the proposal.

This proposal also relates to **Equality Objective 4**: To encourage residents to participate and engage with us in order to help us to shape local priorities and improve our performance in service delivery across the protected groups. The consultation process opens dialogue with local residents about their beliefs on school structure. In doing so we gather a wealth of information on the quality of education currently provided by the school and resident's views on how to improve, as well as community issues such as traffic and parking.

### 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.**

### 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 Village School is a maintained community special school located in the north of the London Borough of Brent. It is designated to provide school places for pupils between the ages of 4 to 19 with severe Learning Difficulties (SLD) / and Profound and Multiple Learning Difficulties (PMLD).

The positive impact of the proposal is that there will be additional places for SEND children who are Brent residents who need a school place. The increase in places will also give parents additional choice for a school place.

**5.2 Disability (select all that apply)**

- ☒ Positive  
☐ Neutral  
☐ Negative

**Please give details:**

The table below shows the number of children attending The Village School 2013 – 2015 and their primary SEN type. When the places at the school increases to 270 the numbers are likely to increase proportionately. This means 35 additional children will benefit from the provision at this school

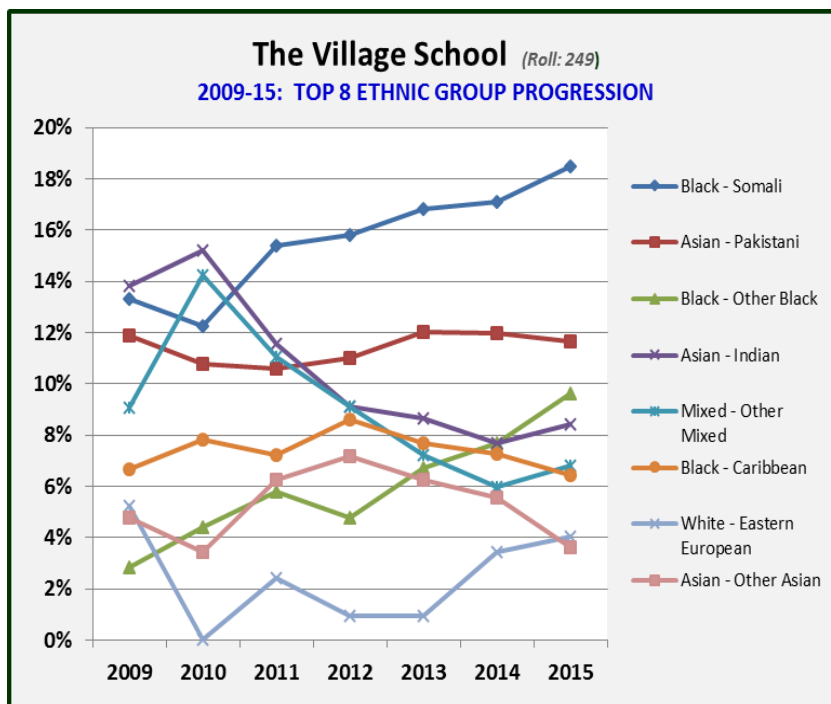
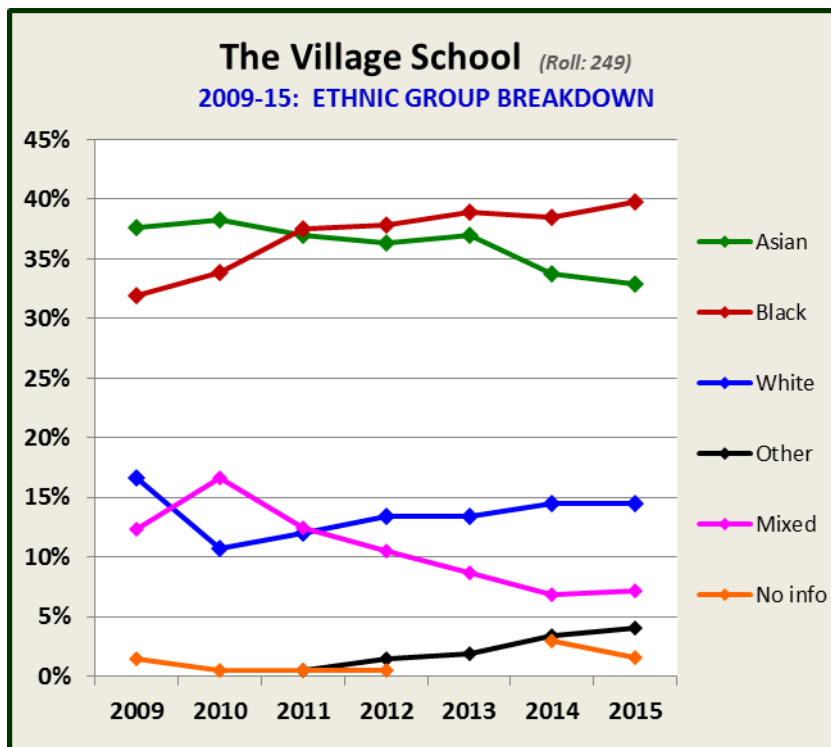
2013-15: The Village School - SEN Types					
PRIMARY SEN TYPE	2013		2014		2015
Autistic Spectrum Disorder	55	26.4%	72	30.8%	82 32.9%
Severe Learning Difficulty	51	24.5%	64	27.4%	71 28.5%
Profound & Multiple Learning Difficulty	33	15.9%	38	16.2%	45 18.1%
Physical Disability	51	24.5%	41	17.5%	34 13.7%
Specific Learning Difficulty	13	6.3%	13	5.6%	12 4.8%
Other Difficulty/Disability	3	1.4%	3	1.3%	2 0.8%
Speech, Language & Communication Needs	1	0.5%	2	0.9%	2 0.8%
Visual Impairment	1	0.5%	1	0.4%	1 0.4%
TOTAL PUPILS	208		234		249

**5.6 Race (select all that apply)**

- ☒ Positive  
☐ Neutral  
☐ Negative

**Please give details:**

Below are two graphs showing the ethnic group breakdown of the pupils at The Village School from 2009-2015 and the top 8 ethnic group progressions



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

- ☐ Positive
- ☒ Neutral
- ☐ Negative

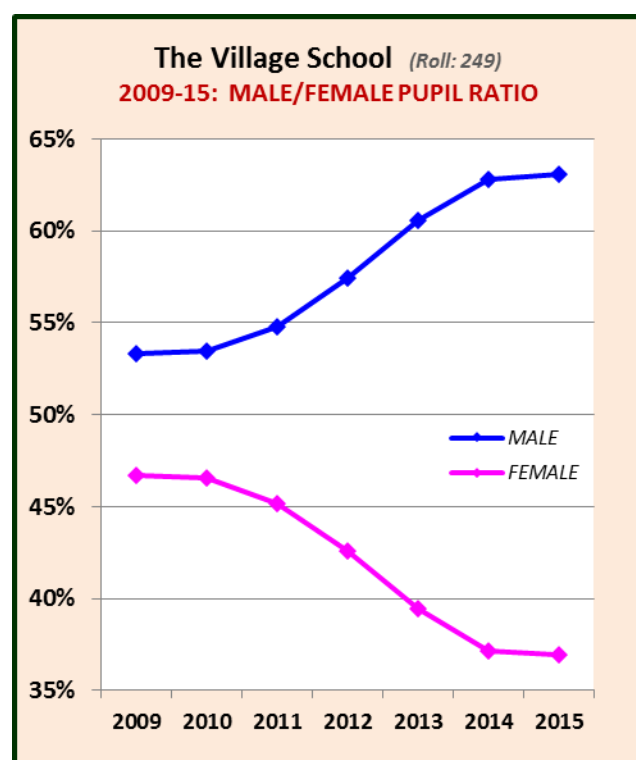
Please give details:

### 5.8 Sex *(select all that apply)*

- ☐ Positive
- ☒ Neutral
- ☐ Negative

Please give details:

During the 2014/15 academic year 63% of the pupils at The Village School were boys and 37% were girls – compared to 54% boys and 46% girls during 2009/10.



### 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?**

The consultation process to expand The Village Special School was in 5 parts (the first part being non statutory):

- Part 1 - Informal consultation (non statutory)
- Part 2 - Statutory notice

- Part 3 - Formal consultation - Representation
- Part 4 - Decision by the Brent Cabinet
- Part 5 - Implementation if the Brent Cabinet agrees the proposal

Detailed consultation documents were drafted and agreed with the governing body of the school. 700 copies were printed and delivered each child for their parents and to the local community of both sites and approximately 300 copies were emailed to a variety of people and organisations as outlined in the attached document. Consultation meetings for parents and residents were held to discuss the proposal. Staff meetings were held also.

31 responses were received for the informal consultation and none for the formal consultation. The vast majority of the responses either strongly agreed or agreed with the proposal.

Supporting documentation can be found here:

[http://brent.limehouse.co.uk/portal/candf/expansion\\_of\\_the\\_village\\_special\\_school](http://brent.limehouse.co.uk/portal/candf/expansion_of_the_village_special_school)

### **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?**

The proposal to provide an additional 35 places will help meet growing demand and achieve considerable educational and financial benefits. It will enable 35 children aged 4-19 with significant special educational needs to access a local special school who would otherwise have to be placed in independent special schools at some distance from their home addresses.

Attending a Brent special school will reduce the amount of time pupils might have to spend on daily transport to outborough provision and will enable them to mix with other children closer to their home addresses maximising the chances of developing local friendships.

Educating children within the borough means less is spent on transportation costs to out borough education.

The Village Special School is popular with parents and pupils, and its expansion would also help meet parental demand.

This proposal supports the aims of Brent's overarching plan for Children and Families (Children and Young People's Plan). It is aimed at priority 1, ensuring that children and young people are healthy and safe and priority 2, ensuring sufficient local school places to meet continuing increasing demand for SEND places for local children. The proposal also supports the LA's strategy for increasing the provision for students with disabilities and SEN and the proportion of school buildings accessible to students with disabilities.

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

None identified.

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

There are no remaining negative impacts.