





A Public Consultation

Proposed Change of Character of Roe Green Infant School from September 2016

For further information please attend one of the meetings:

- Princes Avenue site (NW9 9JL): Monday 8th February at 6pm
- Strathcona Road site (HA9 8QL): Monday 8th February at 9:15am

1. The proposal

Brent Council is proposing to make permanent the provision called Roe Green Strathcona that was established on a temporary basis in January 2014. This provision is part of Roe Green Infant School, with the Headteacher and Governors of Roe Green Infant School responsible for provision across both sites (Princes Avenue and Strathcona Road). We are therefore proposing to change the legal nature of Roe Green Infant School so that it permanently includes the Strathcona Road provision – this requires changing the legal age range of the school so that it is for children between the ages 3 – 11 and increasing the total number of permanent pupil places for children in Reception or above at the school from 360 currently to 570, with:

- Princes Avenue site (NW9 9JL) having a nursery for 40 full time equivalent places, and then Reception to Year 2 provision that admits up to 120 pupils each year into Reception. This is the provision that already exists on the site. **No changed are proposed for the Princes Avenue site.** Children would continue to apply to other schools for their Year 3 to Year 6 education.
- Strathcona Road site (HA9 8QL) having provision for children in Reception to Year 6, with up to 30 children admitted each year into Reception. There is an additional class in the current Year 2 cohort who would remain at the site until they complete Year 6. **All children currently at the Strathcona Road site would remain there to the end of Year 6.**

The following table shows the 2015/16 provision and the provision in 2020/21:

Table 1: The current places in Roe Green Infant School for the current 2015/2016 academic year

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
<i>Permanent-Princess Avenue</i>	120	120	120	0	0	0	0	360
<i>Temporary – Strathcona Road</i>	30	30	60	30	30	0	0	180
Total	150	150	180	30	30	0	0	540

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
<i>Permanent – Princes Avenue</i>	120	120	120	0	0	0	0	360
<i>Permanent – Strathcona Road</i>	30	30	30	30	30	30	30	210
Total	150	150	150	30	30	30	30	570

The school is led, managed, and staffed as a single school, with teaching and leadership staff operating across both sites and the Governing Body being accountable for performance at both sites. The distance between the sites, however, means that parents are likely to want to prioritise a specific site as part of the Reception admissions arrangements and it is intended that parents will be able to do this.

2. Background and rationale

The Roe Green Strathcona site admitted its first pupils in March 2014 following discussions with Brent schools in autumn 2013 and the agreement of Roe Green Infants in January 2014 and refurbishment of the Strathcona building. The Strathcona site was opened due to the need for extra primary school places as a result of rising birth rates and new families moving into the borough to existing and new housing. As part of its statutory duty to ensure sufficient school places for local children, the Council works closely with schools to determine whether they are able to expand. Since 2006 the Council has created over 4,500 additional permanent primary school places, and an additional 1,800 temporary places.

What we now call Roe Green Strathcona, Strathcona Road, Wembley, HA9 8QL was previously a community centre which had been semi-derelict for some time. Brent Council refurbished the building to provide modern toilets, new furniture and a new production kitchen.

Roe Green Infant School agreed to manage the site as an expansion of their existing provision, and so be responsible for educational provision and staffing in the same way as at their original Princes Avenue site. Roe Green Infant School meets Brent Council's criteria for expansion because it is judged as 'outstanding' by Ofsted at its most recent inspection (July 2010); in addition the Headteacher has previous experience of primary provision and spends part of her time at each site. By

expanding and increasing the age-range of the school, Roe Green Infant School is able to enable more children to attend an outstanding school and enhances its capacity to further improve provision to pupils at both of its sites. Roe Green Infant School has an exceptional reputation and is consistently popular with parents.

In 2015/16 Strathcona has 6 classes ranging from Reception to Year 4. The accommodation at the site is sufficient to permanently accommodate one class for every year group from Reception to Year 6, and also to allow the additional class that is currently in Year 2 to remain on site through to the end of Year 6.

The Council's projections of future demand for school places show that the provision at the Strathcona Road site will continue to be required. It is therefore necessary to make the provision at the Strathcona Road site permanent and formalise it within the admissions system so that parents are able to select it. Making the provision permanent requires formally changing the age range of Roe Green Infant School to include the Key Stage 2 pupils at the Strathcona Road site and also increasing the total number of students that the school is able to permanently accommodate.

Although demand for Reception places is currently projected to reduce from September 2016, demand for admissions in year groups other than Reception is projected to continue to grow. The birth rate in Brent is also increasing again after a drop in 2011/12. The Council anticipates that additional Year 1 bulge/temporary provision will be needed in 2016.

Roe Green Infant School is situated in Planning Area 1 in the north of the borough which covers the Queensbury/Fryent/Welsh Harp wards. This Planning Area shows a deficit of Reception places throughout the next 8 academic years. It borders Planning Area 2 where there is a projected surplus in Reception places. It is also close to the Barnet and Harrow borders.

Strathcona is situated in Planning Area 2 in the north-westerly part of the borough and covers the Kenton/Northwick Park/Preston/Barnhill wards. This Planning Area shows a deficit of Reception places up to and including the 2016/17 academic year, increasing to a sufficiency in the following six academic years.

3. Does this affect Roe Green Junior School?

Roe Green Junior School is on the same site as the Princes Avenue site of Roe Green Infant School. Both schools are separate entities. Children who attend the Princes Avenue site of Roe Green Infant School will continue to apply for a school place for their Year 3 to year 6 education. Roe Green Infant School will remain as a feeder school to Roe Green Junior School. **There is no change proposed for Roe Green Junior School.**

Children who attend the Strathcona site would attend that site until the end of Year 6 and then apply for secondary school. In the same way as children at other primary schools, they would automatically continue from year 2 to Year 3 and would not need to make any application.

4. How you have your say

Brent Council and Governors of Roe Green Infant School would welcome your views on this proposal to expand the age-range and size of Roe Green Infant School to permanently include the Strathcona Road provision.

The consultation closes on 14th February 2016 – please ensure that you have your say before then.

Please have your say:

- Complete the Response Form and return by email or post or to the school reception at Roe Green Infants (either Princes Avenue or Strathcona Road)
- Email: judith.joseph@brent.gov.uk
- Post: Judith Joseph, 5th Floor, Brent Civic Centre, Engineers Way, Wembley, Middlesex, HA9 0FJ

Attend one of the meetings:

- Princes Avenue site: Monday 8th February at 6pm
- Strathcona Road site: Monday 8th February at 9:15am

A limited translation service can be provided for this document on request to judith.joseph@brent.gov.uk

5. Next steps

If, after the consultation, Brent Council decides to proceed with the age-range change and expansion then a statutory proposal will be published in accordance with school organisation legislation. This would be expected to be published shortly after February half-term.

For four weeks after the publication of the Statutory Proposal anyone can comment on the proposal, expressing support, opposition, or any other comments. Following the representation period, Brent Council's Cabinet Committee will make a decision about whether the proposal is approved. This decision will be made in accordance with Government guidance for school organisation decisions and will include consideration of consultation and statutory proposal responses. Brent Council must make its decision within two months of the end of the four week representation period for the statutory proposal – it is anticipated therefore that this decision would be taken in April.

10. Consultees

This document is being sent to:

Roe Green Infant School and Strathcona: 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 Roe Green Infant School and Strathcona

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

Any other appropriate groups

Roe Green Infant School Consultation Response Slip

Please tear off and return by: **14th February 2016**

**I agree / disagree with the proposal to change the age range and capacity of
Roe Green Infant School so that it includes the Strathcona Road provision**

Delete as appropriate

Comments:

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

Signed

Parent / member of staff / otherplease specify

Please send to Judith Joseph:

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

Other Ethnic Group - please specify

Roe Green Infant School informal consultation meeting notes

Meeting 1 - Monday 8th February at 9:15am Strathcona Road site (HA9 8QL)

Present:

Nicole Lobo – Executive Headteacher
Jag Sidhu – Associate Headteacher
Elizabeth McLaren – Deputy Headteacher
Carmen Coffey – Head of Parent and Pupil Service
Judith Joseph – School Place Planning Officer
2 members of Roe Green Infant staff
2 members of the public

Headteacher, Nicole Lobo introduced the panel and gave the background as to why the Governing Body has agreed to consult to change the character of Roe Green Infant School on a permanent basis, including it will be one school on a split site, the ethos of the school will remain the same, there are joint school events and staff opportunities.

Carmen Coffey explained the reasons why new school places are required, including: the increase in birth rates and migration, the school age population increased by 18% between 2008 and 2015, many primary schools in the local area have already expanded, Brent has a statutory duty to give an education to all resident children of school age, the big increase in Reception applications for September 2013 lead to the temporary provision at Strathcona being created, this consultation is to make it a permanent arrangement.

Question 1: My son is in Reception at Strathcona, should I move him?

Response: No, as the outcome of the consultation is not known yet.

Headteacher Nicole Lobo closed the meeting by saying she is happy with the arrangements and proud of the staff and production kitchen. It is a very welcoming school.

Judith Joseph explained the consultation process i.e. informal consultation followed by a statutory consultation consisting of 4 stages:

Stage 1: issue statutory notice
Stage 2: formal consultation
Stage 3: Brent Cabinet decision
Stage 4: implementation

Meeting 2 - Monday 8th February at 6pm Princes Avenue site (NW9 9JL)

Present:

Gloria Amadi - Chair of the Governing Body, Roe Green Infant School

Nicole Lobo – Executive Headteacher

Elizabeth McLaren – Deputy Headteacher

Jag Sidhu – Associate Headteacher

Carmen Coffey – Head of Parent and Pupil Service

Judith Joseph – School Place Planning Officer

20 people – mainly staff of Roe Green Infant School and a few from Roe Green Junior School

Gloria Amadi introduced the panel and the reasons for the consultation.

Nicky Lobo explained that there are currently two schools on the Princes Avenue site – Infants and Juniors, however if the proposal is approved the infant school will have two sites – Princes Avenue and Strathcona Road. She spoke about the revised curriculum and the house point system that will exist. The school will be fully staffed with no supply teachers.

Carmen Coffey explained that there has been an increase in the primary population by 18% between 2008 and 2015 and around 6800 new primary places have been created since 2008 in Brent (temporary and permanent). There are enough school places spread across the borough but there are still pockets of high demand that has not been met. There is evidence that birth rates fell in the 2011/12 across London but they are going back up. Brent has a statutory responsibility to ensure all residents of statutory school age has a school place. Expanding the age range of an infant school is unusual though. Strathcona is a temporary provision which the Governing Body of Roe Green Infant School and Brent Council would like to be made permanent.

Question 1: Would the school have to become an Academy?

Response: No

Children who live locally to Princes Avenue would be offered places at the Princes Avenue site and those who live locally to Strathcona Road would be offered places at the Strathcona Road site subject to parental preference and sibling connections. All children will be offered a school place in accordance to the highest ranked preference that the council can meet.

Question 2: If parents request Roe Green Infant but are offered Strathcona would the children move site a vacancy arose?

Response: This depends on the request and the ranking of that child on the waiting list.

Question 3: If Cabinet decides against the proposal will the current pupils go to Year 6?

Response: We need to take advice on that

Judith Joseph explained the consultation process i.e. informal consultation followed by a statutory consultation consisting of 4 stages:

Stage 1: issue statutory notice

Stage 2: formal consultation

Stage 3: Brent Cabinet decision

Stage 4: implementation

Roe Green Infant / Strathcona informal consultation responses as at 14 February 2016

Agree = 67 [Staff = 45, Parent = 17, Local resident =1, Governor = 2, Other = 2]
Disagree = 04 [Staff = 0, Parent = 1, Local resident =1, Governor = 0, Other = 2]
No firm decision either way = 10 [Staff = 0, Parent = 5, Local resident =1, Governor = 0, Other = 4]
Total = 81

Agree	Response number reference	Comment	Parent/ member of staff / other	Gender
Agree 1	RGI 1	On the condition that working conditions are not worsened for existing staff the Brent Teachers Panel agrees with this proposal.	Brent Teachers Panel	
Agree 2	RGI 2	I am [identity removed] from the Eskdale / Lowerwater Close estate at the back of the school. Please, please can you be in contact with the 223 bus that brings parents / pupils to school each day. Bus service does not run enough buses and is very unreliable. Now, due to the school, overcrowded and elderly residents sometimes are not able to board the bus. Over the years we have tried to improve service to no avail. Now with more people using the service, if they don't put on more buses and regular it will be a nightmare. Please this needs to be addressed by Brent Council to [the] bus company and enforced.	Local resident	Female
Agree 3	RGI 3	I agree with the proposal to change the age range and capacity of the Roe Green Infant School so that it includes the Strathcona Road provision. Basis for my view is that there is NO impact on the Princes Avenue site and Roe Green Junior School.	-	-
Agree 4	RGI 4	1. Roe Green Strathcona is necessary as school places are short. 2. It would be unfair to move children after nearly 2 years in a school.	Roe Green Governor	Male

		3. I have visited Roe Green Strathcona and it would be a pity not to keep it open as so much money has been spent on it and it has a great atmosphere for learning.		
Agree 5	RGI 5	As long as it doesn't affect much we are happy for this change in the school. It's for everyone's betterment.	Parent	
Agree 6	RGI 6	<i>No additional comment provided</i>	Parent	Female
Agree 7	RGI 7	<i>No additional comment provided</i>	Parent	Female
Agree 8	RGI 8	<i>No additional comment provided</i>	Parent	Female
Agree 9	RGI 9	<i>No additional comment provided</i>	Parent	-
Agree 10	RGI 10	<i>No additional comment provided</i>	Parent	Male
Agree 11	RGI 11	<i>No additional comment provided</i>	Parent	Male
Agree 12	RGI 12	<i>No additional comment provided</i>	Member of Staff	Female
Agree 13	RGI 13	<i>No additional comment provided</i>	Parent	Female
Agree 14	RGI 14	<i>No additional comment provided</i>	Member of Staff	Female
Agree 15	RGI 23	I think it would be of benefit of the whole community to establish the school (Roe Green Strathcona) on a permanent basis.	Governor	-
Agree 16	RGI 24	No comments	Parent	-
Agree 17	RGI 25	<i>No additional comment provided</i>	Member of Staff	-
Agree 18	RGI 26	<i>No additional comment provided</i>	Member of Staff	-
Agree 19	RGI 27	<i>No additional comment provided</i>	Member of Staff	-
Agree 20	RGI 28	<i>No additional comment provided</i>	Member of Staff	-
Agree 21	RGI 29	<i>No additional comment provided</i>	Member of Staff	-
Agree 22	RGI 30	<i>No additional comment provided</i>	Member of Staff	-
Agree 23	RGI 35	Roe Green Strathcona School is a very good school, very safe and with good progresses in every year. This school has good teachers and highly trained. My son has made great progress in this school and I am very pleased. This school is safe and has a good organisation system.	Parent	-
Agree 24	RGI 36	<i>No additional comment provided</i>	Parent	Male
Agree 25	RGI 37	<i>No additional comment provided</i>	Parent	Male
Agree 26	RGI 38	- Recycling of a semi derelict building - High quality primary education for a burgeoning population ...	Parent and Local resident	Male

		What is there not to like (as they say) except perhaps the burgeoning population!		
Agree 27	RGI 39	It is a very good school. My daughter is very happy to go there and she has made a lot of progress.	Parent	Male
Agree 28	RGI 41	<i>No additional comment provided</i>	Staff member	Female
Agree 29	RGI 42	<i>No additional comment provided</i>	Staff member	-
Agree 30	RGI 43	<i>No additional comment provided</i>	Staff member	Female
Agree 31	RGI 44	Everyone should have a school closer to their home. School is one of the most important institutes in a human being's life. Everyone should have the right to education. There is no better place in invest than schools.	Parent	Female
Agree 32	RGI 45	<i>No additional comment provided</i>	Staff member	-
Agree 33	RGI 46	<i>No additional comment provided</i>	Staff member	Female
Agree 34	RGI 47	<i>No additional comment provided</i>	Staff member	Female
Agree 35	RGI 48	<i>No additional comment provided</i>	Staff member	Female
Agree 36	RGI 49	<i>No additional comment provided</i>	Staff member	-
Agree 37	RGI 50	<i>No additional comment provided</i>	Staff member	-
Agree 38	RGI 51	<i>No additional comment provided</i>	Staff member	-
Agree 39	RGI 52	<i>No additional comment provided</i>	Staff member	-
Agree 40	RGI 53	<i>No additional comment provided</i>	Staff member	-
Agree 41	RGI 54	<i>No additional comment provided</i>	Staff member	-
Agree 42	RGI 55	<i>No additional comment provided</i>	Staff member	-
Agree 43	RGI 56	<i>No additional comment provided</i>	Staff member	-
Agree 44	RGI 57	<i>No additional comment provided</i>	Staff member	-
Agree 45	RGI 58	<i>No additional comment provided</i>	Staff member	Female
Agree 46	RGI 59	<i>No additional comment provided</i>	Staff member	-
Agree 47	RGI 60	<i>No additional comment provided</i>	Staff member	Female
Agree 48	RGI 61	<i>No additional comment provided</i>	Staff member	Male
Agree 49	RGI 62	<i>No additional comment provided</i>	Staff member	Male
Agree 50	RGI 63	<i>No additional comment provided</i>	Staff member	Female
Agree 51	RGI 64	<i>No additional comment provided</i>	Staff member	Female
Agree 52	RGI 65	<i>No additional comment provided</i>	Parent	Female
Agree 53	RGI 66	<i>No additional comment provided</i>	Staff member	Female

Agree 54	RGI 67	<i>No additional comment provided</i>	Staff member	Female
Agree 55	RGI 68	<i>No additional comment provided</i>	Staff member	Female
Agree 56	RGI 69	<i>No additional comment provided</i>	Staff member	Female
Agree 57	RGI 70	<i>No additional comment provided</i>	Staff member	-
Agree 58	RGI 71	<i>No additional comment provided</i>	Staff member	Female
Agree 59	RGI 72	<i>No additional comment provided</i>	Staff member	Female
Agree 60	RGI 73	<i>No additional comment provided</i>	Staff member	-
Agree 61	RGI 74	<i>No additional comment provided</i>	Staff member	Female
Agree 62	RGI 75	<i>No additional comment provided</i>	Staff member	Female
Agree 63	RGI 76	<i>No additional comment provided</i>	Staff member	Female
Agree 64	RGI 77	<i>No additional comment provided</i>	Staff member	Female
Agree 65	RGI 79	<i>No additional comment provided</i>	Staff member	Female
Agree 66	RGI 80	<i>No additional comment provided</i>	Staff member	-
Agree 67	RGI 81	<i>No additional comment provided</i>	Parent	-
Disagree	Response number reference	Comment	Parent/ member of staff / other	Gender
Disagree 1	RGI 20	I believe [the] two schools, Roe Green Princes Avenue and Strathcona Road are two different places. Distance is not welcoming. I like to increase the size of both schools as general to help those kids who need school places, but I like to keep two separate schools.	Parent	Male
Disagree 2	RGI 21	<p>I disagree with the proposal to change the age range and capacity of Roe Green Infant School so that it includes the Strathcona Road provision.</p> <p>It appears that the classroom spaces will increase fairly largely by this proposed change. From the perspective of a pupil I would imagine that would not be good for learning and from the perspective of a teacher, I would imagine it would bring on even more problems trying to keep control of such a number of children. Can't imagine anyone winning out of this situation.</p> <p>I am concerned that Brent Council schools are having to take on schools from outside the catchment area. Perhaps the problem is that there are just not enough schools.</p>	Local Resident	Female

		<p>The additional pupils bring additional traffic into the already congested area and being so close to Kingsbury High School, unless the school hours are handled so they don't coincide, I believe that is going to cause a real problem. Often gridlocked already and problems with inconsiderate drivers parking over drives, etc, I don't believe this is going to be a good move.</p>		
Disagree 3	RGI 22	<p>I have read the information you kindly provided about the proposed change and have to say that I consider it a thoroughly bad idea. For a start, the reference to the outstanding status of the school is totally irrelevant, it was many years ago and it was "due to the strong leadership of both headteachers"(See Ofsted report). As you know neither of those heads is there any more.</p> <p>The two sites are too far apart. I believe there are two schools much nearer to the Strathcona site, Mount Stewart and Uxendon Manor both with very good Ofsted reports, both smaller than Roe Green. Why don't you try to cooperate with these?</p> <p>The head teacher of a school should be in the school at all times and not running between two sites and possibly having to attend to the day-to day running of the school over the phone while being stuck in traffic.</p> <p>You do not offer any explanation how you plan to manage the increase in the number of pupils in RGI without the same increase at RGJ.</p> <p>As things are the roads around RGI, RGJ and Kingsbury High are blocked solid twice a day by parents parking on Princes Ave, Bacon Lane and Northway. Residents often cannot leave their homes or return there because their driveways are blocked. No amount of complaining prompted any of these schools to do anything about this problem.</p> <p>I understand that you want to find places for the influx of children but the proposed solution is possibly the worst anybody can come up with.</p>	-	Female
Disagree 4	RGI 40	<p>This site seems to be a waste of the council's funds. It is a school that is half empty. Not all the classrooms are fully occupied with children coming and going as it is seen as a school to place children while parents wait for the school of their choice. I am sure if you look in to records of children who have left since the school has been opened you will be surprised!</p>	Other	-

		<p>Transport links are horrendous and if you miss a particular bus you are bound to be late for school. A few-parents-have expressed they are concerned of danger of vehicles around the top of the road and of people loitering along the top of the road.</p> <p>Congestion in the morning and afternoon is hazardous as parents cannot bring their cars down the road as it is absolutely not possible. The road runs down into an industrial estate. The school is overlooked by council houses and is in the midst of an industrial estate. A few parents have expressed concerns of having Nitrogen tanks in close proximity of the school.</p> <p>It's very confusing for parents as they apply to Roe Green Infant School and get the Roe Green Strathcona school site. We have come to know of at 2 different families who have children at each of the sites. This is horrible for the parents concerned and commuting to drop and collect children is really hard.</p> <p>If you would like to keep this school it should be completely independent of Roe Green Infant School on Princes Avenue. It should be a one form entry and all the classes should be fully occupied. Then, if parents want to apply to the Strathcona site they can do independently.</p> <p>A lot of parents see Roe Green Strathcona as a holding place until they get accepted by their first school choice. It is also very confusing applying for Junior places. Other parents are saying there are places available in Brent and not as everyone is being told about what is available. So many Primary schools have gone to larger form entries so there should be a shortage of places.</p> <p>I am sure it will not be an easy decision. But you have to think about the money used to fund this school which not is fully occupied. Some may think this is brilliant as this will seem like a private school with not so many children in classes.</p> <p>If you ask parents at both schools they will not be fully aware of what is going on.</p>		

No firm decision either way	Reference Number	Comment	Parent/ member of staff / other	Gender
No firm decision 1	RGI 15	The traffic chaos cause to local residents makes the Princes Avenue site wholly unsuitable for school purposes.	Local Resident	Male
No firm decision 2	RGI 16	<i>This form was signed by the parent but they did not indicate whether they agreed or disagreed with the proposal.</i>	Parent	-
No firm decision 3	RGI 17	<i>This form was signed but they did not indicate whether they agreed or disagreed with the proposal.</i>	-	Male
No firm decision 4	RGI 18	<i>This form was signed by the parent but they did not indicate whether they agreed or disagreed with the proposal.</i>	Parent	-
No firm decision 5	RGI 19	I have been very happy with Roe Green School for my son [name removed] who is in Year 5. I hope that [name removed] who is in Reception will go to the same school.	Parent	Female
No firm decision 6	RGI 31	<i>This form was signed by the parent but they did not indicate whether they agreed or disagreed with the proposal.</i>	Parent	Female
No firm decision 7	RGI 32	I would like to spread the school. I have 3 children in Roe Green, 2 in the junior and 1 in the infants.	-	-
No firm decision 8	RGI 33	<i>This form was signed by the parent but they did not indicate whether they agreed or disagreed with the proposal.</i>	Parent	Female
No firm decision 9	RGI 34	I have raised this with colleagues in Camden. Due to the location, and as there is already temporary provision at the site, we don't feel this would affect Camden schools. We have no further comments to add.	London Borough of Camden	-
No firm decision 10	RGI 78	<i>This form was signed but they did not indicate whether they agreed or disagreed with the proposal.</i>	-	Female

Statutory Notice

Alteration to Roe Green Infant 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 Roe Green Infant School intends to make a prescribed alteration to Roe Green Infant School (Community), Princes Avenue, London, NW9 9JL (Department for Education number 3042042). The school has a nursery which provides 40 full time equivalent places.

Roe Green Infant School is a community school with a planned admission number of 360 places (4 forms of entry i.e. 4 classes in each of the 3 year groups – Reception to Year 2) for boys and girls between the ages of 4 – 6.

In addition Roe Green Infant School agreed to manage a site, known as Strathcona, (Strathcona Road, London, HA9 8QL) as an expansion of their existing provision, and so be responsible for educational provision and staffing in the same way as at their original Princes Avenue site.

During the 2015/2016 academic year Strathcona has 6 classes ranging from Reception to Year 4. The accommodation at the site is sufficient to permanently accommodate one class for every year group from Reception to Year 6, and also to allow the additional class that is currently in Year 2 to remain on site through to the end of Year 6.

In summary there are currently 540 places between both sites (360 permanent at Princes Avenue + 180 temporary at Strathcona Road) excluding nursery places. The proposal is to increase the places to (360 permanent + 210 permanent respectively).

Brent Council is proposing to make permanent the provision at Strathcona by changing the legal nature of Roe Green Infant School so that it permanently includes the Strathcona Road provision – this requires changing the legal age range of the Strathcona site so that it is for children between the ages 4 – 11 and increasing the total number of permanent pupil places for children in Reception or above at the combined school from 360 currently to 570.

If the proposal to expand and change the age range at the Strathcona site is approved the temporary places will officially become permanent places until there is one class in each year group at Strathcona. Places at the Princes Avenue site will remain the same. All 570 children will be accommodated between both sites. All 570 places will be permanent places.

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.

The distance between the Princes Avenue and Strathcona sites (over 4 miles by car) means that parents are likely to want to prioritise a specific site as part of the Reception admissions arrangements. Therefore as part of making the Strathcona provision permanent, the Council and Governing Body would wish to update the admissions arrangements for Roe Green Infant School so that they include the Strathcona Road site.

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

24 March 2016.

Signed: Cate Duffy, Operational Director, Early Help and Education

Publication Date: Thursday 25 February 2016

Explanatory Notes

Children placed at the Roe Green Infant site will continue to apply for a junior transfer to Roe Green Junior School (or any other junior school of choice) after Year 2.

Children placed at the Roe Green Strathcona site will transfer automatically from Year 2 to Year 3.

Roe Green Infant / Strathcona statutory consultation responses

Representation 1

I am a resident of Pempath Place which is next to Roe Green Infant School [Strathcona site]. I would like to put on record my disagreement with the expansion of the school on the basis that the school currently causes congestion of the local area and parents parking in our private car parks to drop their children off. The school is at the bottom of a narrow road where motor repair companies operate and there is also an entrance to an industrial estate. The area was never designed to hold a school and is unsuitable to do so. Carlton Avenue East is also a narrow road with a blind bend and the congestion the additional pupils would create would make this dangerous for all concerned and a black spot.

Representation 2

With regards to Brent Council's proposal to make permanent the temporary places established by Roe Green Infants School at the Strathcona site, which would result in increasing the total number of permanent pupil places for children in Reception thru to age 11 at the school from the current 360 to 570, I would like to offer the following comments which a slight concern that there could result an over-provision in the borough.

- Has Brent Council taken account of all the other expansion programs across Brent in under 11's provision ie there are already extra places created at Preston Park Primary, Wembley Primary, and expansion programs across most primary schools either under review or in the pipeline. Surely, there are sufficient places currently?
- Are all the classes currently at Strathcona accommodating pupils at full capacity ie 30 per class or are there lots of places in each of the other years above Reception?
- Roe Green Junior School is a permanent, long-established, thriving and successful Junior school. Will there be safe-guards in place to ensure that the places at this school on Princes Avenue site are always filled first thereby not jeopardising the junior school.

Although Brent Council states that both schools at Princes Avenue site are "separate entities", the local residents, former parents and themselves now parents at the schools would not wish to jeopardise the continuity of Roe Green Junior School or impact indirectly by way of over-provision by the Council.

Equality Analysis- Roe Green Infant 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 proposal is to change the character of Roe Green Infant School by expanding on a separate site and change the age range for that site only.

The consultation is to seek approval to increase pupil numbers and the age range on the Strathcona Road site.

The objectives are to meet the growing demand for primary school places and to extend outstanding provision to a wider number of pupils.

The expected outcome is to make Roe Green Infant School a split site school. These changes enable the provision that was established temporarily at the Roe Green Strathcona site to be made a permanent part of the school and for the Strathcona Road provision to provide 30 places a year for children from Reception to Year 6. There is no change to the Roe Green Infant provision at the Princes Avenue site which would continue to provide 120 places per year group for children from Reception to Year 2 as well as a nursery with 40 full-time equivalent places.

The expansion is required as currently the demand for primary school places in Brent cannot be met by the existing capacity in schools.

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

Pupils

Parents

Residents in the Princess Avenue area i.e. Queensbury ward

Residents in the Strathcona Road area i.e. Preston ward

Staff and Governors at Roe Green Infant School and the Strathcona Road site

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

Yes

- Age
- 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
- Disability

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

Yes

Roe Green Infant School provides education for a variety of pupils with varying educational needs. The proposed expansion will change pupil numbers and may impact those with special educational needs (SEN) more than children without these disabilities.

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
- 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 in the Roe Green Infant catchment area. Through our consultation periods we have met with 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 schools and resident's views on how to improve, as well as community issues such as traffic and parking. As a result we are able to work with the local communities in devising effective strategies for the future to alleviate current problems.

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 Yes
- ☐ Neutral
- ☐ Negative

Please give details:

Roe Green Infant School is a community school (on Princes Avenue) with a planned admission number of 360 places (4 forms of entry i.e. 4 classes in Reception, Year 1 and Year 2) for boys and girls between the ages of 4 – 7.

In addition from March 2014 Roe Green Infant School agreed to manage additional temporary places in an annexe known as Strathcona due its site on Strathcona Road. The proposal to make this provision permanent would change the legal nature of Roe Green Infant by changing the legal age range of the school so that it is for children between the ages 3-11 rather than 3-7 and increasing the total number of permanent pupil places for children in Reception or above at the school from 360 currently to 570

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

Queensbury Ward – Princes Avenue site

The 2011 census showed that over a fifth of the population was under 18, 22.7% similar to 22.6% for Brent. 1 in 8 residents were aged 65 and over, 12.3% compared to 10.6% for Brent. Queensbury had a slightly smaller working age (16 to 64) population than Brent, 67.6% compared to 69.2%.

The age profile of Queensbury's population was similar to that of Brent, with a slightly smaller proportion of people aged 20 to 44, 39.9% compared to 43.4% in Brent; and a slightly larger proportion aged 45 and over, 35.1% compared to 31.7% in Brent.

The median age, at 34, was higher than Brent's median age of 32.

Preston Ward – Strathcona Road site

The 2011 census showed that over a fifth of the population was under 18, 22.9% similar to 22.6% for Brent. More than 1 in 8 residents were aged 65 and over,

12.4% compared to 10.6% for Brent. Preston had a slightly smaller working age (16 to 64) population than Brent, 67.3% compared to 69.2%.

The age profile of Preston's population was similar to that of Brent, with a slightly smaller proportion of people aged 30 to 44, 23.1% compared to 24.5% in Brent; and a slightly larger proportion aged 65 and over. The median age, at 32, was the same as Brent's median age of 32.

5.2 Disability (*select all that apply*)

- ☒ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

The additional places at the school will have the potential for a proportionate increase in the number of children with disabilities and a corresponding increase in staff.

During the 2014/15 academic year Roe Green Infant and Junior School (including Strathcona) had 1055 pupils on roll, of which 9 had SEN statements/(Education, Health and Care) EHC Plans and 91 required SEN support.

These 100 children requiring SEN provision had the following needs:

Moderate learning difficulty	35 (3.3%)
Speech, language and communication needs	32 (3.0%)
Specific learning difficulty	17 (1.6%)
Social, emotional and mental health	6 (0.6%)
Visual impairment	3 (0.3%)
Other difficulty/disability	2 (0.2%)
Physical disability	2 (0.2%)
Severe learning difficulty	1 (0.1%)
Hearing impairment	1 (0.1%)
Autistic spectrum disorder	1 (0.1%)

Queensbury Ward – Princes Avenue site

The proportion of residents who felt that they had good health increased from 71.3% in 2001 to 82.1% in 2011.

In November 2013, 0.9% (75 people) of Queensbury residents of working age - aged 16 to 64 - were claiming disability benefits (Nomis). This rate was slightly higher than the 0.8% rate for Brent, and the same as the rate for London.

In the census, 1 in 7 (14.9%) Queensbury residents considered that their health had a limiting impact on their day to day activities. This is similar to the rate for Brent of 14.5%.

7.3% of residents felt their day to day activities were limited a lot and 7.6% of residents felt their day to day activities were limited a little.

5.5% of Queensbury's residents felt that they had bad or very bad health, similar to the 5.4% rate for Brent. Across the ward, the rate varied from 4.4 to 8.0%.

Disability and ill health varied across Queensbury. 7.3% of residents felt that their health limited a lot their day to day activities, slightly higher than the 7.0% rate for Brent. Across the ward, the rate varied from 5.3 to 10.5%.

Preston Ward – Strathcona Road site

The proportion of residents who felt that they had good health increased from 70.9% in 2001 to 83.6% in 2011. In November 2013, 1.1% (95 people) of Preston residents of working age - aged 16 to 64 - were claiming disability benefits (Nomis). This rate was higher than the rate for Brent, 0.8% and London, 0.9%.

In the census, 1 in 7 (14.7%) Preston residents considered that their health had a limiting impact on their day to day activities. This is similar to the rate for Brent of 14.5%.

6.9% of residents felt their day to day activities were limited a lot and 7.8% of residents felt their day to day activities were limited a little.

4.7% Preston's residents felt that they had bad or very bad health, lower than the 5.4% rate for Brent. Across the ward, the rate varied from 3.0 to 7.0%.

Disability and ill health varied across Preston. 6.9% of residents felt that their health limited a lot their day to day activities, similar to the 7.0% rate for Brent. Across the ward, the rate varied from 4.5 to 11.2%.

5.3 Gender identity and expression (select all that apply)

Neutral

5.4 Marriage and civil partnership (select all that apply)

Neutral

5.5 Pregnancy and maternity (select all that apply)

Neutral

5.6 Race (select all that apply)

Positive

Ethnic breakdown of the Roe Green Infant and Roe Green Junior Schools

The pupil population at Roe Green Infant School and Roe Green Junior School is diverse. A recent study showing the ethnic breakdown of 975 pupils at the schools as at 2015 showed the following:

Asian – 51%

White – 23%

Black – 11%

Other – 9%

Mixed – 5%

No information – 1%

Queensbury Ward – Princes Avenue site

In the 2011 Census, 72.9% of the population of Queensbury were from black, Asian and minority ethnic (BAME) backgrounds higher than 63.7% in Brent as a whole. By contrast, 14% of people in England and Wales and 40% of people in London were BAME.

The largest BAME group in Queensbury were the Asian/Asian British: Indian or British Indian, 36.1% of Queensbury's population compared to 18.6% of Brent's population, followed by Black/African/ Caribbean/Black British: African 5.4%. The White: English/ Welsh/ Scottish/ Northern Irish/ British population at 12.1% was lower than the percentage for Brent 18.0%.

There was a lower proportion of Black/African/ Caribbean/Black British: Caribbean, 3.7% people and Black/African/ Caribbean/Black British: African, 5.4% in Queensbury than in Brent: 7.6% and 7.8% respectively. The Asian ethnic group percentage was larger than those for Brent: 54.3% compared to 34.1%. There was a smaller proportion of people from black ethnic groups in Queensbury: 10.9% compared to Brent's 18.8%.

0.1% of Queensbury's population were White: Gypsy or Irish Traveller which was on par with Brent, London and national figures.

Preston Ward – Strathcona Road site

In the 2011 Census, 70.1% of the population of Preston were from black, Asian and minority ethnic (BAME) backgrounds higher than 63.7% in Brent as a whole. By contrast, 14% of people in England and Wales and 40% of people in London were BAME.

The largest BAME group in Preston were the Asian/Asian British: Indian or British Indian: 26.4% of Preston's population compared to 18.6% of Brent's population, followed by Asian/Asian British: Pakistani or British Pakistani 5.5%. The White: English/ Welsh/ Scottish/ Northern Irish/ British population at 13.7% was lower than the percentage for Brent 18.0%.

There was a higher proportion of Asian/Asian British: Sri Lankan: 5.1% people in Preston compared to 2.9% in Brent. The Asian ethnic group percentage was larger than those for Brent: 45.9% compared to 34.1%. There was a smaller proportion of people from black ethnic groups in Preston: 13.7% compared to Brent's 18.8%.

0.0% of Preston's population were White: Gypsy or Irish Traveller which was lower than Brent, London and national figures.

5.7 Religion or belief (select all that apply)

- ☐ Positive
- ☒ Neutral Yes
- ☐ Negative

Please give details:

Queensbury Ward – Princes Avenue site

More people in Queensbury had a religion than Brent: 1 in 20 Queensbury residents stated that they had no religion, compared to 1 in 10 people in Brent. The largest religious groups in Queensbury were:

- Hindu (35.0% compared to 17.8% in Brent)
- Christian (32.8% compared to 41.5% in Brent)

- Muslim (17.4% compared to 18.6% in Brent).

The biggest changes to religious groups in Queensbury were:

- 72% increase to the proportion of Buddhist people
- 63% increase to the proportion of Muslim people
- 50% decrease to the proportion of Jewish people.

269 people stated that they were Jain and 73 people stated that they were Sikh.

Preston Ward – Strathcona Road site

More people in Preston had a religion than Brent: 1 in 15 Preston residents stated that they had no religion, compared to 1 in 10 people in Brent.

The largest religious groups in Preston were:

- Christian (34.6% compared to 41.5% in Brent)
- Hindu (26.3% compared to 17.8% in Brent)
- Muslim (19.5% compared to 18.6% in Brent).

The biggest changes to religious groups in Preston were:

- 89% increase to the proportion of Muslim people
- 61% increase to the proportion of Buddhist people
- 42% decrease to the proportion of Jewish people.

235 people stated that they were Jain and 128 people stated that they were Sikh.

5.8 Sex (*select all that apply*)

- ☐ Positive
- ☒ Neutral Yes
- ☐ Negative

Please give details:

During the 2014/15 academic year 55% of the pupils at Roe Green Infant and Roe Green Junior schools were boys and 45% were girls.

Queensbury Ward – Princes Avenue site

Men made up slightly under half of the population of Queensbury: 7,506 people in Queensbury were men and 7,649 were women.

There were 55 fewer men than women at age 16 to 64. The population aged under 18 had 92 more boys than girls.

Queensbury's population aged 65 and over had more women than men: 1004 women and 844 men

Preston Ward – Strathcona Road site

Men made up slightly under half of the population of Preston: 7,720 people in Preston were men and 7,754 were women.

There were 176 more men than women at age 16 to 64. The population aged under 18 had 42 more boys than girls.

Preston's population aged 65 and over had more women than men: 1090 women and 835 men.

5.9 Sexual orientation (*select all that apply*)

- ☐ Positive
- ☒ Neutral Yes
- ☐ Negative

Please give details:

N/A

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

- ☐ Positive
- ☒ Neutral Yes
- ☐ Negative

Please give details:

N/A

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 change the character of Roe Green Infant 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. 1450 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.

81 responses were received for the informal consultation – 67 (82.7%) for the proposal to make Strathcona a permanent provision, 4 (5%) against and 10 (12.3%) gave not precise decision.

The Statutory Notice for the formal consultation can be found here:

http://brent-consult.limehouse.co.uk/portal/candf/proposed_changes_to_roe_green_infant_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?

Currently the demand for primary school places in the Brent cannot be met by the existing capacity in schools. The number of children seeking a primary school in Brent is 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.

The change of character would impact the type of places offered by Roe Green Infant School. The proposed permanent expansion will provide 30 permanent places in each of the 7 year groups providing more choice for parents and a school place for children without a school.

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

Roe Green Infant School is located on a split site. The location of the main school is in the middle of a densely populated residential area. This site will not face any changes as the additional 210 permanent places will be located approximately 4 miles away i.e. the Strathcona site on Strathcona Road, which has a mixture of residential and industrial buildings surrounding it.

Increasing the current temporary places to 210 permanent places at the Strathcona site may have a number of effects on local residents e.g. a gradual increase in noise, traffic and parking outcomes for those in close vicinity of the school. These affects could be limited by the school reviewing its travel plan, speaking with parents to walk their children to school and respect the residents living close to the school by not parking across their drives or driving in a dangerous manner.

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

There are no remaining negative impacts.