

Appendix 3

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Amalgamation of Malorees Infant School (Community) and Malorees Junior School (Foundation)
DEPARTMENT:	Children and Young People
TEAM:	Admissions and School Organisation Team, Forward Planning, Performance and Partnerships Service
LEAD OFFICER:	Michelle Gwyther
DATE:	17 February 2025

NB: Please ensure you have read the accompanying EA guidance and instructions

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The Governing Board of Malorees Schools' Federation has been working towards bringing the schools together for some time. The two schools were initially federated in 2017 under a new Governing Board, and there is one Headteacher who leads both schools. In January 2025 the Governing Board launched an informal consultation setting out a proposal to amalgamate the schools.

The proposal would be achieved by closing the junior school, expanding the age range of the infant school to take children up to 11 years old, changing the name to Malorees Primary School and transferring children on roll at the junior school to the primary school roll.

The intended outcome is the two schools, that are already federated and benefit from economies of scale, but which are still two legal entities, can combine to become one primary school and operate as such in the future.

2. Who may be affected by this policy or proposal?

Pupils
Parents and carers of children who attend Malorees Infant and Junior Schools
Residents in the Brondesbury Park Ward
Staff/contractors based at Malorees Infant and Malorees Primary School
Governing Board of Malorees Schools' Federation

3. Is there relevance to equality and the council's public sector equality duty? If your answer is no, you must provide an explanation.

Yes

4. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age		x	
Sex		X	
Race		X	
Disability		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage		X	

5. Please complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council’s public sector equality duty?	x	
Does the policy or proposal relate to an area with known inequalities?	x	
Would the policy or proposal change or remove services used by vulnerable groups of people?		x
Has the potential for negative equality impacts been identified with this policy or proposal?		x
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

Malorees Infant and Junior Schools are federated and operate under the same governance and leadership. The schools are located on the same site (although ownership of the land is split between the local authority and the Governing Board). For the purposes of children and staff attending the school, both schools already have a shared identity, being referred to internally as 'Malorees Schools' in official communications.

The proposed amalgamation will have the effect of officially uniting the children and staff in one school based at the same site and retaining the 'Malorees' identity. There would be no impact on the day to day running of the school as children and staff would continue in the same classes and be taught in the same buildings.

Malorees Infant School and Malorees Junior School serve the same geographic area and occupy the same site. The proposed amalgamation of the schools will not displace any pupils, or have any impact on travel, and will therefore have no impact on the community. The proposal will provide certainty of progression to the junior phase and offer an all-through primary education.

The amalgamation of the two schools would result in a tapered reduction of funding over three years, and then continuing at the lower level, due to the loss of an individual lump sum currently allocated to each school. The new primary school would only receive one lump sum, with an eventual reduction in the annual budget of £135,000. The Governing Board of Malorees Schools' Federation has already set out an illustration of how the loss of funding will be mitigated by the associated reduction of costs from running two separate schools and income from increased pupil numbers. There should be no impact on the Governing Board's ability to continue to run a balanced budget, nor any impact on staffing levels at the school.

This proposal forms an amalgamation, and therefore no pupils would be displaced. From the implementation date, pupils currently at Malorees Junior School would have places at the expanded Malorees Infant School (which will be renamed as Malorees Primary School). Pupils in Year 2 at the time of the amalgamation would automatically transition to Year 3 the following September.

Depending on the timing of the amalgamation, there may be an impact on school admissions to the junior school. Any applications or offers for the junior school would need to be cancelled or rescinded as the junior school will no longer be open for co-ordinated admissions to Year 3 the following September. The vast majority of applications received for Malorees Junior School come from parents of children attending Year 2 in Malorees Infant School. These children would be able to automatically continue in Year 3 at Malorees Primary School, so would not be affected. There may be applications received from parents whose children do not attend Malorees Infant School. In this case, the parents would be offered a lower preference school if possible or the nearest school with a vacancy if this was required.

If a decision to amalgamate is confirmed, information and advice for parents will be provided in the 2026 Starting Primary School brochure provided by Brent Council.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	<p>From the implementation date of the amalgamation, pupils currently at Malorees Junior School would have places at the expanded Malorees Infant School (to be known as Malorees Primary School).</p> <p>Pupils in Year 2 at the time of the amalgamation would automatically transition to Year 3 the following September.</p> <p>Any applications or offers for the Junior school received from parents whose children do not attend Malorees Infant School would need to be cancelled or rescinded as the junior school will no longer be open for co-ordinated admissions to Year 3 the following September. In this case, the parents would be offered a lower preference school if possible or the nearest school with a vacancy if this was required.</p> <p>Information will be provided in the Starting Primary School September 2026 brochure (published September 2025) to advise potential applicants that the school may close during the offer year and the impact this may have on their application.</p>
DISABILITY	
Details of impacts identified	<p>The proportion of children at the Malorees schools with an EHCP is 3.9% compared to 3.8% across the whole planning area. The proportion of children at the Malorees schools receiving SEN Support is 8.9% compared to 13.6% across the whole planning area. The proposal will not disproportionately impact any person on the basis of their disability.</p>
RACE	
Details of impacts identified	<p>The top three ethnic groups attending the Malorees schools (Any other white background 20.7%, White – British 19% and Any other ethnic group 14.2%) differ from the top three ethnic groups for Primary Planning Area 6 (White-British 23.9%, Any other white background 16.1% and Black – African 13.1%).</p> <p>Other schools in the primary planning area also have diverse intakes and it is not considered that amalgamating the schools would have a negative impact on the basis of race.</p>
SEX	
Details of impacts identified	<p>Not applicable</p> <p>The proposal will not disproportionately impact any person on the basis of their sex.</p>

SEXUAL ORIENTATION	
Details of impacts identified	Not applicable The proposal will not disproportionately impact any person on the basis of their sexual orientation.
PREGANCY AND MATERNITY	
Details of impacts identified	Not applicable The proposal will not disproportionately impact any person with this protected characteristic.
RELIGION OR BELIEF	
Details of impacts identified	Malorees Infant and Junior Schools are non-denominational. There are both non-denominational and faith schools in Primary Planning Area Six so there is a choice for parents / carers.
GENDER REASSIGNMENT	
Details of impacts identified	Not applicable The proposal will not disproportionately impact any person with this protected characteristic.
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	Not applicable The proposal will not disproportionately impact any person with this protected characteristic.

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Informal consultation with stakeholders was carried out between 6 January 2025 and 16 February 2025. 114 responses were received, and approximately 45 members of the public attended consultation meetings, with a separate meeting held for staff.

A formal statutory consultation is planned to run from 21 April to 19 May 2025 (subject to Cabinet approval) will provide stakeholders an opportunity to comment on defined proposals.

5. Please detail any areas identified as requiring further data or detailed analysis.

N/A

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

The local authority does not anticipate there will be any negative impacts as a result of the amalgamation.

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

If the amalgamation proceeds, the Local Authority and the Governing Board of the schools would work together to manage implementation of the proposal in the least disruptive way. This would include providing advice for parents who have made a co-ordinated application to join Malorees Junior School in Year 3.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

Based on current data analysis and information, officers are of the view it is appropriate to proceed with formal consultation on the amalgamation of Malorees Infant School and Malorees Junior School.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Review concerns and issues raised during formal consultation	Inform the final proposal and if agreed, the implementation plan to be taken forward	Michael Rollin Michelle Gwyther	June 2025
Establish a clear implementation plan, working with the school leadership team and governing board	To mitigate any negative impacts	Michael Rollin with support from other services	September 2025

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Michael Rollin
REVIEWING OFFICER:	Michelle Gwyther
HEAD OF SERVICE:	Michelle Gwyther