	Cabinet 7 April 2025
	Report from the Corporate Director of Children and Young People (with effect from 1 April 2025 Corporate Director Children, Young People and Community Development)
	Lead Member - Cabinet Member for Children, Young People and Schools (Councillor Gwen Grahl)
Outcome of informal consultation on amalgamation of Malorees Infant School and Malorees Junior School	

Wards Affected:	Roundwood, Stonebridge
Key or Non-Key Decision:	Key
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
List of Appendices:	Three Appendix 1: Informal consultation document Appendix 2: Feedback received during informal consultation, including alternative proposals Appendix 3: Equalities Impact Assessment
Background Papers:	None
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1.0 Executive Summary

- 1.1 This report provides Cabinet with a summary of the informal consultation undertaken between 6 January 2025 and 16 February 2025 on the proposal to amalgamate Malorees Infant School and Malorees Junior School as one primary school for children aged between 3 – 11, including provision for nursery aged children.
- 1.2 The report recommends a move to formal consultation through publication of a statutory notice on the closure of Malorees Junior School, the expansion of the age range at Malorees Infant School and the change of name of Malorees Infant School to Malorees Primary School to achieve the amalgamation.
- 1.3 The proposal to amalgamate the schools has been put forward for the long-term benefit of children currently attending the schools and those who will attend in the future. The Governing Board's vision for the school is of one school, committed to high quality teaching and learning for all pupils in a nurturing environment, underpinned by core values of Respect, Excellence, Aspiration and Determination. The amalgamation will support this vision by providing a stronger school identity and unified school culture that will unite pupils, staff and families, fostering a deeper sense of shared purpose. Children will benefit from a seamless learning experience with continuity in curriculum, teaching approaches built on collaboration and sharing best practice and pastoral care, allowing pupils to transition smoothly from early years through to Year 6. The amalgamation also allows for improved use of resources, ensuring budgets are used effectively to enhance learning opportunities and experiences for all children.
- 1.4 A range of feedback was received during the informal consultation as set out below and in the Appendices to this report. Taking into consideration responses received, including concerns raised during the consultation and mitigating actions where relevant, officers and the Governing Board remain of the view that an amalgamation is in the best interests of children.

2.0 Recommendations

That Cabinet:

- 2.1 Approves a period of formal consultation, through publication of a statutory notice, on proposals to:
 - Close Malorees Junior School
 - Expand the age range of Malorees Infant School to admit children aged between 3 – 11
 - Change the name of Malorees Infant School to Malorees Primary School

3.0 Detail

3.1 Cabinet Member Foreword:

- 3.1.1 The Local Authority supports infant and junior schools who choose to form a federation and/or amalgamate as this can lead to many benefits for children, staff and the school, including consistent leadership and teaching practices, establishing a single overarching identity for the school and the wider community, as well as supporting efficient use of school budgets through economies of scale.
- 3.1.2 School organisation and place planning supports the Borough Plan Strategic Priority 4: The Best Start in Life, by ensuring there are sufficient school places for children and young people in Brent and supporting every child and young person to access local high quality education in the borough.

3.2 Background

- 3.2.1 Malorees Infant School and Malorees Junior School are both located in the Brondesbury Park ward. The infant school building was originally constructed on the grounds of the Brandesbury Manor House in the early 1950s as Malorees Primary School. The junior school building followed by the early 1970s when the schools become separate entities. Part of the junior school site includes the 'Malorees Orchard' with trees up to 200 years old. The two schools are located adjacent to each other and effectively share one site.
- 3.2.2 Malorees Infant and Junior Schools have been in a federation since 2017. This means that, although they are legally separate schools, they operate as much as possible as one school. There is one Governing Board, comprising governors and associate members that oversee both schools.
- 3.2.3 Malorees Infant School is a community school which means it is maintained by Brent Council and the Council owns the buildings and the land (shown in green in figure 1 below). Malorees Junior School is a foundation school which means it is owned and run by the federated Governing Board (land shown in blue in figure 1 below). The Local Authority is responsible for determining the school admission arrangements for Malorees Infant School, while the Governing Board is responsible for determining the admission arrangements for Malorees Junior School.

Community School	Foundation School
Sometimes called local authority maintained schools – community schools are not influenced by business or religious groups and follow the national curriculum .	Foundation schools are funded by the local authority but have more freedom to change the way they do things - sometimes they are supported by representatives from religious groups.

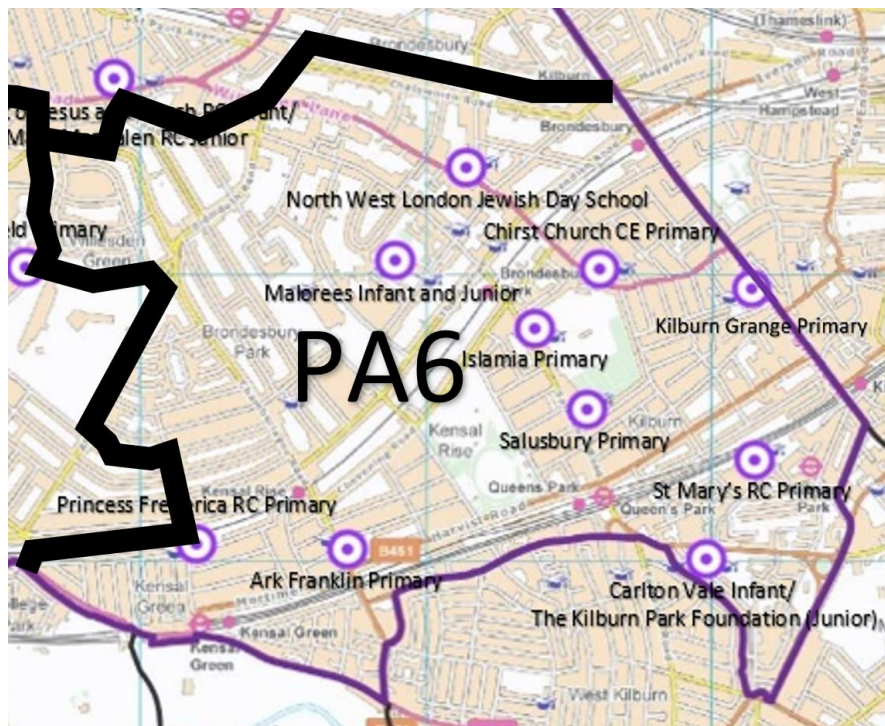
Figure 1: Land ownership of Malorees Infant (blue) and Junior (green)



Schools

- 3.2.4 The report accompanying the School Place Planning Strategy 2024 – 2028 (First Refresh), which was approved by Cabinet in November 2024, set out that the Malorees Infant School and Malorees Junior School Governing Board had agreed to informally consult in January 2025 on amalgamating the schools, that are currently federated, as a single community school. The accompanying report stated that subject to the outcome of the informal consultation, a report would be brought to Cabinet in spring 2025, requesting permission to follow the statutory process and undertake a formal consultation on school organisational changes to establish one primary school.
- 3.2.5 Malorees Infant and Junior Schools are part of Primary Planning Area 6 and map 1 below shows the primary schools within this area. Primary Planning Area 6 is projected to see a slight decline in demand over the next four years but in the longer term, housing developments are expected to increase demand in this area. Islamia Primary School is likely to relocate to another site in Brent; if this is outside of Planning Area 6 it will remove two forms of entry of capacity from the area and change local demand patterns. Although the Council's school place planning projections do not forecast individual school level demand, there is nothing to indicate an amalgamation of the two schools would have a negative impact on pupil demand in this area.

Map 1 – Map of Primary Planning Area Six schools



- 3.2.6 Both of the Malorees schools are popular. Malorees Infant School is regularly oversubscribed for each years' Reception intake. There are currently 380 pupils at the Infant and Junior Schools (from 335 families), with each year group operating at or near its capacity of 60 places (two forms of entry) other than Year 4 (Table 1). There are 67 members of staff across the two schools.

Table 1: Numbers on roll (October 2024 school census)

	Malorees Infant School			Malorees Junior School			
Year group	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Number of pupils	57	51	52	58	44	58	60

- 3.2.7 Malorees Infant School and Malorees Junior School were both identified by the Council, in partnership with the Governing Board, to be submitted for consideration to the Department for Education's (DfE) School Rebuilding Programme (SRP) due to the condition of their school buildings. In March 2022, the applications for the two schools were made. In July 2022, the DfE confirmed the inclusion of the Junior School in the SRP. The Infant School had not been selected to be part of the SRP, as the condition of the school did not meet SRP programme's eligibility criteria.
- 3.2.8 The Local Authority subsequently entered into dialogue with the DfE to explore whether the Infant School could be included in the SRP, given that the two schools are co-located on the same site and at some point in the future could amalgamate as one school. The DfE confirmed that the Infant School could not

be included as it had not met the evaluation criteria for the SRP. However, the DfE informed officers that if the schools were amalgamated as one school, they would proceed with delivering a single rebuilding solution for both Malorees Infant and Junior Schools. For the DfE to proceed with a one-school project, a timeline for the amalgamation process was required alongside confirmation that the amalgamation would take place before key milestones were reached on the building project delivery programme, such as a planning permission application in spring/early summer 2026. It has therefore been agreed with DfE that by July 2025 the Local Authority will notify the DfE of a decision by Brent Cabinet on the amalgamation of the schools and, if agreed, that the amalgamation will take place by April 2026. If the amalgamation does not proceed, the DfE will revert to only rebuilding Malorees Junior School. In so doing, the Local Authority may be responsible for covering any abortive costs incurred by the DfE such as technical advisory and design services costs.

- 3.2.9 Within this context, on 6 January 2025, the federated Governing Board of Malorees Infant and Junior Schools launched an informal consultation, proposing the amalgamation of the schools.

3.3. The consultation process

- 3.3.1 The Governing Board and Local Authority followed statutory guidance set out by the DfE in 'Making significant changes ('prescribed alterations') to maintained schools (October 2024)'. This set out an expectation that interested parties are consulted informally prior to publication of a statutory proposal and formal consultation, and so a period of informal consultation was carried out between 6 January 2025 and 16 February 2025.
- 3.3.2 An informal consultation document (see Appendix 1) was made available in hard and electronic form that outlined the proposals and relevant background information. Hard copies were made available from the reception desk of the two schools and on request from the Local Authority. An accompanying letter was sent to parents of all children attending both schools on 6 January 2025 with information about how to access the consultation document and submit a response, including how to access the consultation document in different language and format versions.
- 3.3.3 Information about the informal consultation and a survey about the proposals was included on the 'Have Your Say' consultation portal on the Brent Council website.
- 3.3.4 Staff trade union representatives were informed of the informal consultation in person by the Executive Headteacher and other relevant trade union representatives were informed of the informal consultation by email from the Council's Schools HR Business Manager. Staff at both schools were notified of the consultation through a letter and then an internal meeting with the Executive Headteacher.
- 3.3.5 Three consultation meetings were hosted by the Governing Board with support from Local Authority officers that provided parents/carers, staff, governors and

members of the public both the opportunity to comment on and ask questions about the proposals. Two meetings with the public were held on 27 and 28 January at the Infant school attended by approximately 45 people in total and a staff meeting was held on 3 February at the Junior school for the staff of both schools that was attended by approximately 20 staff. A further meeting was held between staff and the Director of Education, Partnerships and Strategy on 12 March attended by 12 staff.

3.3.6 Stakeholders were invited to respond to the consultation using the reply form included with the consultation document. Submissions could be posted, submitted online via the Council's 'Have your Say' portal or e-mailed to a dedicated e-mail address.

3.3.7 Respondents were invited to indicate whether they agreed or disagreed with the proposal to amalgamate the two schools. They were then invited to comment on why they thought the proposal was a good idea if they agreed with it, what concerns they had if they disagreed with the proposal to amalgamate and to include any other comments, issues, questions or alternative suggestions.

3.4. Responses from the consultation process

3.4.1 A total of 113 responses were submitted to the Local Authority via Brent Council's 'Have Your Say' online consultation portal and two responses were emailed. The Local Authority also received a members enquiry and a MP enquiry about the amalgamation proposal. An open letter, that was submitted on behalf of 34 members of school staff and set out a number of concerns regarding the proposal, was submitted as one of the 114 electronic responses. This was read at the two public meetings. A letter was also received signed by 8 staff in support of the proposal.

3.4.2. Table 2 details the consultation responses received and whether the responder agreed or disagreed with the proposal to amalgamate. It also sets out how many respondents provided qualitative responses.

Table 2: View of respondents to the proposal for amalgamation

Views on proposal for amalgamation	Number of responses received	Percentage of response overall
Agree with proposal	10	8.7%
Disagree with proposal	94	81.7%
No answer provided about the proposal	11	9.6%
Total responses	115	100%

Qualitative responses to the proposal for amalgamation	Number of responses received	Percentage of response overall
If you like the proposal, please say why you think it is a good idea	16	11.5%
If you disagree the proposal, please tell us why you are concerned.	78	59.5%

If you have any other comments, issues or questions, or have any alternative suggestions please state them here.	38	29.0%
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3.4.3 The majority of the 115 responses received (81.7%) were opposed to the proposal to amalgamate the two schools. For those that disagreed with the proposal, just over half (59.5%) gave a reason why. A further third of responses (29%) provided additional comments or asked questions on the consultation response form.

3.4.4 During the consultation period, a number of concerns were raised that can be thematically grouped as follows:

- Amalgamation of the schools would eventually lead to a loss of funding from the schools' DSG allocation (the loss of one school's lump sum funding that is allocated to individual schools) and this could impact on staff resources and the quality of education.
- There is a risk of job losses resulting from the reduction in funding which will then impact on the quality of education provided.
- The school's performance could become vulnerable through this process and this could impact on the school's Ofsted rating and result in a forced academisation.
- The schools already operate effectively with economies of scale meaning that the proposal to amalgamate brings no additional benefits.
- Transferring land ownership from Malorees Junior School to Brent Council risked the land being sold at a later date or used for purposes other than education.
- Uncertainty over the proposed building refurbishment works.
- The informal consultation lacked detailed proposals and there has not been sufficient consultation with staff or parents.

3.4.5 Appendix 2 provides the Governing Board's responses to these concerns, including how they can be mitigated where appropriate.

3.4.6 During the consultation period, some alternative suggestions and proposals were made (see Appendix 2). These suggested the Local Authority should:

- Complete the Junior School building works and then address the Infant School building and amalgamate the schools at a later date.
- Defer the amalgamation and/or the reduction of the lump sum funding until the new facilities are delivered.
- Leave the schools as they are because they are already operating successfully as a Federation.
- Include details of a fully costed and funded rebuild proposal with transition plans to inform the decision.

3.4.7 Responses that agreed with the proposal thought an amalgamated school would:

- Provide certainty of transition from Year 2 to Year 3 without the need to make an application for the Junior school.

- Lead to greater efficiencies with less administration required and greater economies of scale with the separate functions of two schools carried out by one school.
- Mean the school is inspected once as part of the regular cycle, rather than twice which is currently the case.
- Benefit the school as the renovations designated by the DfE for the Junior School would be applied across the Infant School buildings as well.
- Have a positive impact on staff, pupils and the community.

3.4.8 There were also a number of specific questions and comments submitted during the informal consultation either in the public meeting and / or as a consultation response. These are listed in Appendix 2 along with the Governing Board's responses.

3.5. Proposal

3.5.1. Having taken the informal consultation into account the intention is to proceed with the next stage of the statutory process to amalgamate Malorees Infant School and Malorees Junior School. The Governing Board and Local Authority officers remain of the view that the proposal is beneficial for the future of the Malorees Schools and that each of the areas of concern raised during the informal consultation can be satisfactorily addressed or mitigated to reduce potential impacts on children and staff, as set out in detail in Appendix 2 and specifically with regards to DSG funding in section 5. The alternative proposals suggested during the consultation, as set out in paragraph 3.4.6 and in Appendix 2, have been considered, but there is either insufficient evidence to warrant pursuing them or they cannot be delivered due to system restrictions.

3.5.2. The Governing Board of Malorees Schools' Federation and the Local Authority are seeking to implement an amalgamation of Malorees Infant School and Malorees Junior School by:

- a) Closing Malorees Junior School
- b) Expanding the age range of Malorees Infant School to admit children aged between 3 – 11
- c) Changing the name of Malorees Infant School to Malorees Primary School.

3.5.3. The amalgamation would take place by the beginning of the summer term in 2026 (by 13 April 2026).

3.5.4 At the point of amalgamation, children attending Malorees Junior School will be transferred to the roll of Malorees Primary School. Staff employed at Malorees Junior School will have their employment transferred to Malorees Primary School. All staff will keep the same roles and there would be no redundancies or staff restructures as a result of the amalgamation.

3.5.5 Following the amalgamation of the two schools, no further co-ordinated Junior admissions would be made into Year 3 at the school. Following amalgamation, children will progress automatically from Year 2 into Year 3 without the need for an application for or offer of a place.

- 3.5.6 If the amalgamation is implemented, it may take place at a point in the academic year when applications have been received or offers have been made for a place in Year 3 for the following academic year. Where this is the case, applications or offers for Malorees Junior School will be rescinded as the school will be closed, and parents / carers communicated with as to the reason why. The majority of applications and offers each year are made for children already attending the infant school and so this is not expected to adversely impact on parents. These children will automatically continue in Year 3 at Malorees Primary School from the following September. For those applying from other schools, it will be made clear in the school admissions brochure and / or the school admissions website of the closure of the junior school, the reason why it is closing, and how to apply to the new Malorees Primary school.

4.0 Stakeholder and ward member consultation and engagement

- 4.1. An informal consultation was held from 6 January to 16 February 2025 which enabled staff, governors, parents, carers and local residents the opportunity to comment on and ask questions about the proposal to amalgamate Malorees Infant School and Malorees Junior School.
- 4.2. The Cabinet Member for Children, Young People and Schools has been kept informed of the consultation process.

5.0 Financial Considerations

- 5.1 School funding received via the Dedicated Schools Grant (DSG) is driven by pupil numbers, and vacant school places can cause a financial pressure for schools as they will need to operate with reduced budgets. Malorees Infant and Junior Schools' main source of income is from the Dedicated Schools' Grant (DSG). The school is expected to report a surplus reserves balance at the end of March 2025. The schools receive a per pupil funding rate of £6,205 and with approximately 380 pupils, this equates to £2.4m DSG funding. This compares to an average of £6k per primary pupil across the borough.
- 5.2 All schools receive a lump sum payment in their budgets to support fixed costs. Amalgamation of the schools would mean that there would be an overall loss of funding as the Primary School would only attract a single lump sum payment in addition to the DSG pupil level funding, whereas current arrangements see both the Infant and Junior Schools attracting their own lump sums. This loss of lump sum funding would be tapered over three years. In Brent the lump sum is currently £170K. During the consultation a figure of £135K was shared, based on the lump sum figure that is expected to be rolled out over the next few years as allocations move closer to a National Funding Formula.
- 5.3 Respondents to the consultation raised concern about the impact of this reduced funding on staffing and the quality of education. Assuming the schools amalgamated by April 2026 and based on the current lump sum allocation of £170K, the reduction would be £51K in the first financial year after amalgamation (2026/27), then £102K in the second year. From the third and

subsequent years, the reduction of the lump sum would be the full amount (currently £170K). During the consultation leadership of the school undertook a modelling exercise to demonstrate how the impact of a gradual reduction of £135K, alongside a reduction of £16,600 PE grant and an anticipated temporary reduction in letting income during the build project would be managed. This resulted in a surplus in 2026/27 and 2027/28. This modelling is set out in Table 3, against the lump sum reduction based on £170K. It shows how the reduction in funding would be managed through the economies of scale that will be realised through the schools coming together as one primary school. The modelling for 2028/29 indicates a relatively small negative impact on the school's budget that would be mitigated by other administrative efficiencies or an increase in letting income once the new facilities are available.

Table 3: Mitigations for changes to income over the next three financial years

Year	Changes to income	Potential savings	Savings – Losses
26/27	£51,000 Junior Lump Sum £15,000 Letting income £16,600 PE grant Lump Sum	£51,500 General Maintenance £14,000 Subscriptions £8,523 Admin Costs SIMS/School Comms £15,000 Bought in Services £5,000 Payroll costs	+ £11,423
27/28	£102,000 Junior Lump Sum £15,000 Letting income £16,600 PE grant Lump Sum Prospect of new school facilities attracts 5 additional pupils; increased funding £29,000	£60,000 General Maintenance £14,000 Subscriptions £8,523 Admin Costs £15,000 Bought in Services £5,500 Payroll costs £3,000 Reduction in energy costs	+ £1,423
28/29	£170,000 Junior lump Sum £16,600 PE Grant Lump Sum 10 additional pupils attracted by new school facilities £58,000	£75,000 General Maintenance £14,000 Subscriptions £8,523 Admin Costs £15,000 Bought in Services £5,500 Payroll costs £5,000 Reduction in energy costs	£5,577

- 5.4. It is the view of the schools' leadership team and Governing Board that reduced maintenance costs and extra income as a result of the schools coming together as a primary school in new facilities will compensate for the loss of one lump sum over a 3 year period. Having reviewed the details of the proposed mitigations for the loss of funding, officers are reassured that they are deliverable. There are a number of expenditure items that currently apply to each school that will reduce when the schools amalgamate, for example payroll costs, subscriptions and admin costs such as information management costs (SIMS). The school currently incurs a minimum of £50,000 general maintenance costs a year linked to the poor condition of the buildings that will not be required going forward. Only minimal expenditure will be made on condition issues until the school rebuilding project is completed and the planned

significant investment in the building will result in minimal future condition-related expenditure and efficiencies in relation to utility costs. Investment in the new building will provide children with an enhanced educational experience, providing modern facilities that support learning opportunities.

- 5.5 The modelling also factors in pupil growth on the basis of the attractiveness of the new facilities and the amalgamation itself, recognising that there are parents currently who do not want to send their children to separate infant and junior schools due to the risk that children cannot automatically transfer from one to the other in Year 3.

6.0 Legal Considerations

- 6.1 The Local Authority has the power to consider and determine proposals published under Section 19 of The Education and Inspections Act 2006, pursuant to Section 21 (2) (f) of the Act and in accordance with Schedule 3 paragraph 3 of The School Organisation Regulations 2013.
- 6.2 Under sections 13 and 14 of The Education Act 1996, as amended by The Education and Inspections Act 2006, a local education authority has a general statutory duty to ensure that there are sufficient school places available to meet the needs of the population in its area. The Local Authority must promote high educational standards, ensure fair access to educational opportunity and promote the fulfilment of every child's educational potential. They must also ensure that there are sufficient schools in their area and promote diversity and increase parental choice. To discharge this duty, the Local Authority has to undertake a planning function to ensure that the supply of school places balances the demand for them.
- 6.3 The proposal to amalgamate the schools does not change the availability of school places in the area.
- 6.4 Under Section 15 of The Education and Inspections Act 2006, either the Governing Board or the Local Authority can propose the closure of a foundation school. Where proposals are related, this must be made clear in consultation and representation period, published notices and proposals. The decision maker (the Local Authority) must consider related proposals together. The proposer for each of the recommendations in 2.1 would be made jointly by the Local Authority and the Governing Board of Malorees Schools' Federation.
- 6.5 Although not part of the considerations for the existing Malorees Junior School site, any change of use from Education use and/or disposal requires the permission from the Secretary of State for Education under Section 77 of the School Standards and Framework Act 1998 and Schedule 1 of the Academies Act.

7.0 Equity, Diversity & Inclusion (EDI) Considerations

- 7.1 The Public Sector Equality Duty under section 149 of the Equality Act 2010 requires the Local Authority when exercising its functions to have due regard to

the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a protected characteristic and those who do not share that protected characteristic. The protected characteristics covered under the Act are age, disability, gender reassignment, marriage and civil partnership (only in respect of eliminating unlawful discrimination) pregnancy and maternity, race (this includes ethnic or national origins, colour or nationality) religion or belief (this includes lack of belief) sex and sexual orientation. Due regard means giving relevant and proportionate consideration to the duty, in that whenever significant decisions are being made consideration must be given to the impact/affect that implementing a particular decision will have in relation to equality before making that decision. Brent Council also has a policy of considering Human Rights and socio-economic impact.

- 7.2 An Equality Analysis has been carried out on the proposals set out in this report and is provided as Appendix 3 to this report. It is not anticipated there will be any negative impact from these proposals on the basis of age, disability, gender reassignment, marriage and civil partnership (only in respect of eliminating unlawful discrimination) pregnancy and maternity, race (this includes ethnic or national origins, colour or nationality) religion or belief (this includes lack of belief) sex and sexual orientation.
- 7.3 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%). The proportion of children receiving benefits related Free School Meals at the schools is 20.8% compared to 22.4% for the whole planning area. The proportion of children at the Malorees schools with an Education Health and Care Plan 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.
- 7.4 The proposal to amalgamate the schools is not anticipated to have any material effect on pupils, staff or the wider community. The primary school would largely operate as it does currently.

8.0 Climate Change and Environmental Considerations

- 8.1 School place planning and admissions policies aim to ensure primary children can attend a local school and therefore can walk to school or take public transport. This approach underpins these proposals. All schools in Brent can access support to develop a sustainable travel plan.
- 8.2 The capital investment project will deliver more efficient facilities, resulting in more efficient use of resources and a reduction in the school's carbon footprint.

9.0 Human Resources/Property Considerations

- 9.1 The Governing Board is confident that the financial impact of the amalgamation on the DSG budget can be mitigated without impacting on staffing or the quality of teaching, as per the mitigations outlined in sections 5.3 – 5.5.
- 9.2 Should a decision be made to amalgamate the schools, this would lead to the closure of Malorees Junior School, which is a foundation school and whose buildings and land belong to the Governing Board. The land and assets of the school would need to transfer to Brent Council for the use of the school that remains on the site, Malorees Primary School (DfE number 304/2033).
- 9.3 The new school would be a community school and the council would be the responsible body and employer from a Health and Safety and statutory compliance perspective for the primary school. The council is already responsible for major capital investment for foundation and community schools so this would not change in the event of an amalgamated Malorees Primary School.
- 9.4 In community controlled schools, staff are employed by the Local Authority, and in the foundation schools by the Governing Board. Transfer of Undertakings (TUPE) considerations will be required, as there will be a change of employer from the Governing Board to the Local Authority.

10.0 Communication Considerations

- 10.1 Formal consultation to change the provision is required under the statutory process for making significant changes (prescribed alterations) to maintained schools (Statutory Guidance for Proposers and Decision-makers, Department for Education, October 2024) and Opening and closing maintained schools (Statutory guidance for proposers and decision makers, Department for Education, October 2024). As Malorees Infant School is a community school and as linked proposals to achieve a shared outcome should be considered together, the Local Authority would lead this process. The statutory consultation process for significant changes to school provision has four stages - Stage 1 Publication of a Statutory Notice, Stage 2 Representation (formal consultation for a period of 4 weeks), Stage 3 Decision and Stage 4 Implementation.
- 10.2 Cabinet is asked to approve publication of a statutory notice to commence the formal consultation process to:
- a) close Malorees Junior School
 - b) expand the age range of Malorees Infant School to admit children aged between 3 – 11
 - c) change the name of Malorees Infant School to Malorees Primary School
- 10.3 Subject to Cabinet approval, the statutory notice would be published in the Brent and Kilburn Times, on the Brent Council website (especially school admissions pages) and notices would also be displayed on the school gate. Stakeholders would be invited to submit written representations that set out their views and comments on the proposals.

- 10.4 Following the formal representation period, Cabinet is required to make a decision on this proposal within two months. The anticipated milestone dates following a decision by the Cabinet to approve the formal consultation to amalgamate the schools is set out below.

Table 4: Statutory Process and Implementation Milestones

Date	Action
22 April 2025	Publication of statutory proposal notice and formal consultation
20 May 2025	Formal consultation closes
14 July 2025	Final decision by Cabinet*
1 September 2025	Preparation to amalgamate schools
13 April 2026	Amalgamation of schools complete

**Provisional date for July 2025 Cabinet meeting*

Related document(s) for reference

School Place Planning Strategy 2024 – 2028 1st Refresh Cabinet Report 12
November 2024

Report sign off:

Nigel Chapman

Corporate Director of Children & Young People
(with effect from 1 April 2025 Corporate Director
Children, Young People and Community
Development)