

APPENDIX 1: EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Relocation of Islamia Primary School
DEPARTMENT:	Children and Young People
TEAM:	Forward Planning, Performance and Partnerships Service
LEAD OFFICER:	Michelle Gwyther – completed on behalf of the Chair of Governors of Islamia Primary School
DATE:	20 August 2025

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 Yusuf Islam Foundation (YIF) served eviction notices to its Voluntary Aided school, Islamia Primary School (IPS) in 2022. As the Local Authority has a duty to maintain IPS as a Voluntary Aided school, officers have been working since then with the YIF and the school's Governing Board to find an alternative site. A suitable site has been identified as the Gwenneth Rickus site on Brentfield Road, which will be vacant from September 2027 following the Cabinet decision in May 2024 to implement a phased closure of the current primary school provision on the site, which is delivered by Leopold Primary School.

Following informal consultation, between June and July 2025, the IPS Governing Board launched a formal consultation in July 2025 setting out a proposal to relocate the school to the Gwenneth Rickus site on Brentfield Road as a 2 Form Entry school from September 2027.

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

Pupils
Parents and carers of children who attend Islamia Primary School
Residents in the Stonebridge, Queens Park and Preston wards
Staff/contractors based at Islamia Primary School
Local schools in Primary Planning Area 4
Faith communities

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

- 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.

Islamia Primary School (IPS) was established as an independent school in 1983 by the Islamia Schools Trust and gained Voluntary Aided status in 1998 as a one form of entry school (1FE). The school expanded in 2006 when the Trustees of another Voluntary Aided Muslim faith primary school, the Avenue, decided to close their school. Despite attempts to progress a new-build 2FE primary school on the school's current Salusbury Road site, since 2006 the school has operated as a 2FE school based at the school's main site on the Salusbury Road site and occupying the top floors of Winkworth Hall on Chevening Road via a lease agreement with the Council, which was a temporary solution to meet the school's additional accommodation needs.

The school's foundation body, the Yusuf Islam Foundation (YIF), served eviction notices on IPS and the Council requiring the school to vacate the premises they currently occupy on Salusbury Road by January 2026 (recently extended to August 2026). The YIF will extend the latest eviction notice to August 2027 if Cabinet agrees to the relocation of the school to the Gwenneth Rickus site. If there is no such agreement and an alternative site is not identified, then closure of the school would need to be considered.

As a Voluntary Aided school, Brent Council has a duty to maintain IPS, which includes considering alternative site options. Sites considered to date are the Strathcona site, which was ruled out as unsuitable, and the Gwenneth Rickus site on Brentfield Road, which will be vacant from September 2027 following the Cabinet decision in May 2024 to implement a phased closure of the current primary school provision on the site, which is delivered by Leopold Primary School. If the school relocated to the Brentfield Road site, the site would be transferred into the name of the YIF, who would be required to hold the site for the benefit of the IPS through a Trust Deed to ensure that the primary school would be protected from eviction in future.

Analysis of pupil data has been undertaken in taking this proposal forward. Islamia Primary School is one of Brent's most popular schools as the only state Muslim school in the borough. Each year the 60 Reception places are usually offered to families who applied for the school as their first preference. If the school was to close, rather than relocate, this would impact on the 418 pupils currently at the school. Pupil characteristics data that has been analysed includes: ethnicity data - the top ethnic groups attending Islamia Primary School are Black African 38.8%, Any other ethnic group 30.6%, and Pakistani 13.4%; children with SEND (2.4% of pupils have an EHCP and 16.5% are on SEN support) and sibling data (the school has a high sibling factor with 43% of Reception places in both September 2025 and September 2024 offered to siblings).

Consideration has been given to whether there could be any community cohesion issues arising from the location of a Muslim school close to Neasden Temple. The many mixed communities across the borough reflect that Brent is the most diverse borough in London. This also applies to the multi-cultural area around the Brentfield Road site. Within the context of Brent's diversity, the Local Authority works proactively with communities to address any community cohesion concerns. Supported by the Council, the Brent Multi-faith Forum also works to develop understanding and shared belonging through bringing communities together.

The school also seeks to foster community cohesion and interfaith understanding and, if the relocation proceeds, would explore options for ensuring that local considerations are reflected in the school's decision-making processes. This might include, for example, exploring options for local representation on the Governing Board and, through its broader activities, creating space for dialogue that brings together faith representatives, community groups, residents and council members to consider inclusive engagement and to explore, with the Governing Board, how the site might also support wider community benefit.

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>The relocation of Islamia Primary School to the Brentfield Road site would ensure that children are taught in a suitable provision setting which will benefit all pupils in the school. Currently pupils are taught in split-site accommodation on the Salusbury Road site and in classrooms in Winkworth Hall, a building leased from the Council. The proposed site would offer improved indoor and outdoor facilities on a single site which would enhance the children’s learning experience and would support the school to sustain a good quality of education for pupils. Being on one site will also allow for improved use of resources, ensuring budgets are used effectively to enhance learning opportunities and experiences for all children.</p> <p>Information will be provided in the Council’s Starting Primary School September 2027 brochure (published September 2026) to advise potential applicants of the planned relocation of the school so that parents are aware before they apply for a school place.</p>
DISABILITY	
Details of impacts identified	<p>The proportion of children at Islamia Primary School with an EHCP is 2.4% compared to 4.0% across schools in Primary Planning Area 4, the planning area within which the school is proposed to be located. The proportion of children at Islamia Primary School receiving SEN Support is 16.5% compared to 18.6% across Planning Area 4.</p> <p>The proposal will not disproportionately impact any person on the basis of special education need or disability. The new site will provide better facilities for all pupils, including those with SEND. It will allow all pupils to be educated together on one site (rather than the current split-site arrangement), supporting the school’s inclusive ethos.</p> <p>Children with an EHCP who transfer to the new site will be able to make an application for transport assistance if they meet the eligibility criteria.</p>
RACE	
Details of impacts identified	<p>The top ethnic groups attending Islamia Primary School (Black African 38.8%, Any other ethnic group 30.6%, and Pakistani 13.4%) are similar to those of schools in Primary Planning Area 4 (Black – African 27.1%, Any other ethnic group 18.9%).</p> <p>It is not considered that relocating the school 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	<p>Not applicable</p> <p>The proposal will not disproportionately impact any person on the basis of their sexual orientation.</p>
PREGANCY AND MATERNITY	
Details of impacts identified	<p>Not applicable</p> <p>The proposal will not disproportionately impact any person with this protected characteristic.</p>
RELIGION OR BELIEF	
Details of impacts identified	<p>Islamia Primary School is the only Muslim faith school in Brent. Relocation to the proposed site will ensure the long-term future of the school, ensuring diversity of provision across the Brent educational landscape.</p> <p>There are both denominational and non-denominational schools with spare places in Primary Planning Area 4 where the new site is located, so relocating the school to the area will not impact on local choice for parents and carers.</p> <p>Consideration has been given to community cohesion concerns in the context of moving Islamia Primary School to a site near to the Neasden Temple. The area where the site is located is diverse, reflecting Brent's mixed communities. Within the context of Brent's diversity, the Local Authority works proactively with communities to address any community cohesion concerns. Supported by the Council, the Brent Multi-faith Forum also works to develop understanding and shared belonging through bringing communities together.</p> <p>The YIF, and its schools, have a track record of interfaith work, including representation at the former London Interfaith Centre for a number of years, working with the former Three Faiths Forum (now called, The Faith and Belief Forum), hosting the launch of Nisa-Nashim, a Jewish and Muslim women's network, some recent discussions with representatives of the Brent Multi-Faith Forum, participating in borough-wide interfaith walks and other activities.</p> <p>If the relocation to the Gwenneth Rickus site proceeds, the YIF has indicated it would be supportive of working with the local community to ensure that local considerations are reflected in the school's decision-making processes. This might include, for example, exploring options for local representation on the Governing Board</p>

	and, through its broader activities, creating space for dialogue via a forum that brings together faith representatives, community groups, residents and council members to consider inclusive engagement and to explore, with the Governing Board, how the site might also support wider community benefit
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 by the Governing Board between 26 May 2025 and 23 June 2025. 37 responses were received, and approximately 50 members of the public attended three consultation meetings, one of which was held at the Gwenneth Rickus site. A separate meeting was held for staff.

A formal statutory consultation was carried out between 30 June 2025 and 28 July 2025, which provided stakeholders an opportunity to comment on defined proposals in writing. 63 responses were received.

Meetings with representatives from BAPS, Members and Council officers took place during the informal consultation period and BAPS submitted a formal representation.

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 relocation of the school.

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

If the relocation proceeds, the Local Authority and the Governing Board of the school would work together to manage implementation of the proposal in the least disruptive way. A stakeholder communication strategy would be developed as part of implementation.

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, the Governing Board and officers are of the view it is appropriate to proceed with the relocation of Islamia Primary School to the Gwenneth Rickus site.

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 raised during the formal consultation	To inform the final Cabinet report	Chair of Governors of Islamia Primary School	Completed August 2025

Establish a clear relocation implementation plan	To ensure transparency and a smooth transition to a new school site	Chair of Governors of Islamia Primary School, with support from Michael Rollin and other Council services	September 2026
Establish a plan to address concerns raised during the formal consultation	To foster community cohesion and interfaith understanding, address travel concerns and minimise the impact on pupil numbers in the primary planning area	ISP Governing Board	September 2027

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Michelle Gwyther
REVIEWING OFFICER:	
HEAD OF SERVICE:	Michelle Gwyther on behalf of Chair of Governors of Islamia Primary School
Date:	20 August 2025