



**Cabinet**  
17 June 2019

**Report from the Strategic Director,  
Children and Young People**

**Formal Consultation on the School Organisation  
Arrangements of Roe Green Infant School**

<b>Wards Affected:</b>	Queensbury, Fryent, Welsh Harp, Kenton, Northwick Park, Preston, Barnhill
<b>Key or Non-Key Decision:</b>	Key
<b>Open or Part/Fully Exempt:</b> <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
<b>No. of Appendices:</b>	Three <ul style="list-style-type: none"> <li>• Appendix A: Consultation document on Change of Character of Roe Green Infant School (Strathcona site)</li> <li>• Appendix B: Summary of Informal Consultation Responses</li> <li>• Appendix C: Equality Impact Assessment</li> </ul>
<b>Background Papers:</b>	N/A
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**1.0 Purpose of the Report**

- 1.1 This report provides Cabinet with a summary of the informal consultation undertaken between 20 March 2019 and 7 May 2019 on a change in the age range of Roe Green Infant School and the closure of primary provision on the Roe Green Strathcona site from September 2020.
- 1.2 The report recommends a move to formal consultation, through publication of a statutory notice, on a change in the age range of Roe Green Infant School from 3-11 to 3-7, a reduction in the school's Published Admission Number (PAN) from 150 to 120 and a phased closure of provision on the Roe Green Strathcona site. In response to concerns raised during informal consultation and to minimise the impact on children attending the Strathcona site, a phased closure of the provision is proposed such that no new admissions would be made into any Reception cohort from September 2020 and the school would be fully closed at the end of July 2022. This would allow all children on the

school roll in 2019/20 to remain at the school for 3 years and allow the majority to complete their current key stage before the provision was closed.

## **2.0 Recommendation(s)**

That Cabinet:

2.1 Approves a period of formal consultation, through publication of a statutory notice, on proposals to:

- change the age range of Roe Green Infant School from 3-11 to 3-7
- reduce the school's Published Admission Number (PAN) from 150 to 120 for September 2020
- implement a phased closure of the provision on the Roe Green Infant School Strathcona site.

## **3.0 Detail**

3.1 The Brent School Place Planning Strategy 2014-18 approved by Cabinet in October 2014, identified an increasing demand for primary school places and the need for additional places across the borough. To help meet this demand, new primary provision was established in 2014 under the management of Roe Green Infant School on a separate site known as the Roe Green Strathcona site.

3.2 Since 2017, there has been a reduction in the number of children applying for primary school places in the borough and forecasts indicate that this trend will continue for the next few years. As detailed in the Brent School Place Planning Strategy 2019-23, agreed by Cabinet in November 2018, the January 2018 Greater London Authority (GLA) projections for the 2018/19 academic year are 12% lower than in January 2014, when provision on the Strathcona site was opened. This is partly due to revised ONS population and migration data, but also due to falling birth rates across London.

3.3 The School Place Planning Strategy 2019-23 shows that demand for primary places across the borough is expected to reduce until 2022 when a small increase in demand is forecast. There is currently a high level of spare places in Reception across the borough (around 15%), that will increase unless there is a reduction in capacity. Spare places are not evenly distributed across schools and some schools will feel the impact of the reduced primary population more than others.

3.4 Within this context, on 11<sup>th</sup> March 2019, Cabinet was informed of the intention to undertake informal consultation on the future of provision on the Roe Green Strathcona site in response to falling demand for places at the school.

3.5 Roe Green Infant School is situated in Planning Area 1 in the north of the borough, which covers the Queensbury, Fryent and Welsh Harp wards and is close to the Barnet and Harrow borders. The Roe Green Strathcona site is situated in Wembley in Planning Area 2 and covers the Kenton, Northwick Park, Preston and Barnhill wards.

3.6 The Roe Green Strathcona provision was initially opened as temporary provision for 210 places in total, 30 in each year group from Reception to Year

6. Pupils were first admitted to the provision in March 2014 into Reception and Year 2 classes. A statutory process to regularise the provision was

implemented in September 2016. This changed the legal nature of Roe Green Infant School by permanently establishing the provision on the Strathcona site:

- the age range of the school changed from ages 3-7 to 3-11 (including the nursery)
- the total number of permanent places in Reception to Year 6 was changed from 360 to 570, with infant provision for 360 pupils on the school's Princes Avenue site alongside a nursery for 40 full-time equivalent places, and 210 places in years Reception to Year 6 on the Strathcona site.

3.7 For the purposes of admissions, when applying for a place at Roe Green Infant School, parents can make a preference for either the Roe Green Infant School Princes Avenue site or the Strathcona Road site. In January 2019 (school census) there were 557 pupils on roll at Roe Green Infant School, of whom 110 were on the Roe Green Strathcona site (Reception to Year 6). There are only 7 pupils in Reception on the Roe Green Strathcona site and all year groups, other than Year 5, have significantly lower numbers than 30. Applications for Reception places on the Strathcona site for September 2019 were also low, with only 6 offers made on national offer day (16 April 2019). The number has since reduced to 5 pupils for the Reception year group in September 2019.

**Table 1: Numbers on roll at Roe Green Strathcona Road site**

Year	Rec	Y1	Y2	Y3	Y4	Y5	Y6	Total
<b>2014/15</b>	34	59	14	28	-	-	-	<b>135</b>
<b>2015/16</b>	15	30	55	9	28	-	-	<b>137</b>
<b>2016/17</b>	16	19	26	49	6	27	-	<b>143</b>
<b>2017/18</b>	7	14	11	22	42	3	22	<b>121</b>
<b>2018/19</b>	7	8	16	12	20	44	3	<b>110</b>
<b>2019/20</b>	5	7	8	16	12	20	44	<b>112</b>
<b>2020/21</b>	7	5	7	8	16	12	20	<b>75</b>
<b>2021/22</b>	7	7	5	7	8	16	12	<b>62</b>

Source: 2014-2017/18 from January school census; 2018/19 from admissions database in January 2018; other data are forecasts.

3.8 Roe Green Infant School operates as one school with the leadership team and staff working across both sites. On the Strathcona site, the school currently organises pupils in some year groups into mixed age classes with one class for Reception/Year 1 and two Year 5/6 classes. Pupils in Key Stage 1 based at the Strathcona site travel to the main school site for some shared teaching. The school achieves good outcomes for pupils across both sites and was rated by Ofsted as 'Good' in November 2017.

3.9 Several other high quality schools in the area served by the Roe Green Strathcona site were expanded to meet projected demand. This includes Byron Court Primary School, Preston Park Primary School, Uxendon Manor Primary School and East Lane Primary School. On National Offer Day, only two schools in Primary Planning Area 2 filled to their planned capacity for September 2019. Table 2 provides the number of pupils on roll at schools within the local area. All of these schools are considered to be viable alternatives for families who need a primary school place in the area served by Roe Green Strathcona. Table

3 provides forecasts for Primary Planning Area 2, within which Roe Green Strathcona site is located.

**Table 2: Number of children and places in all schools within the local area**

<b>Planning Area 2 Schools</b>	<b>PAN</b>	<b>Rec</b>	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>	<b>Y5</b>	<b>Y6</b>	<b>Total</b>
Byron Court Primary School	150	96	106	115	82	128	89	118	734
Mount Stewart Infant School	90	84	89	85	-	-	-	-	258
Mount Stewart Junior School	-	-	-	-	91	86	89	116	382
Preston Manor School	60	60	60	60	61	60	60	60	421
Preston Park Primary School	120	76	84	109	103	106	86	132	696
Strathcona site of Roe Green Infant School	30	7	8	16	12	20	44	3	110
Sinai Jewish Primary School	90	75	51	75	88	90	90	90	559
Uxendon Manor Primary School	120	93	70	99	96	85	59	61	563
Wembley Primary School	120	115	116	120	119	118	118	120	826
<b>Total</b>	<b>780</b>	<b>606</b>	<b>584</b>	<b>679</b>	<b>652</b>	<b>693</b>	<b>635</b>	<b>700</b>	<b>4549</b>
<b>Planning Area 3 schools near the Strathcona site of Roe Green Infant School</b>									
Ark Academy	60	59	60	59	58	60	59	48	403
Chalkhill Primary School	60	60	59	60	60	58	59	87	443
East Lane Primary School	120	90	85	78	55	30		25	363
Sudbury Primary School	120	121	124	120	118	120	121	122	846
<b>Total</b>	<b>360</b>	<b>330</b>	<b>328</b>	<b>317</b>	<b>291</b>	<b>268</b>	<b>239</b>	<b>282</b>	<b>2055</b>

Source: January 2019 school census

**Table 3: Planning Area 2 Forecasts and projected surplus of places**

<b>Planning Area 2</b>		<b>Rec</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>
2018/2019	Capacity	780	720	750	720	750	660	750
	Projections	653	565	672	680	692	621	693
	<b>surplus/deficit</b>	<b>127</b>	<b>155</b>	<b>78</b>	<b>40</b>	<b>58</b>	<b>39</b>	<b>57</b>
2019/2020	Capacity	780	780	720	780	720	750	660
	Projections	650	638	553	687	673	680	609
	<b>surplus/deficit</b>	<b>130</b>	<b>142</b>	<b>167</b>	<b>93</b>	<b>47</b>	<b>70</b>	<b>51</b>
2020/2021	Capacity	780	780	780	720	780	720	750
	Projections	657	635	625	566	678	659	667
	<b>surplus/deficit</b>	<b>123</b>	<b>145</b>	<b>155</b>	<b>154</b>	<b>102</b>	<b>61</b>	<b>83</b>
2021/2022	Capacity	780	780	780	780	720	780	720
	Projections	645	644	624	640	561	662	649
	<b>surplus/deficit</b>	<b>135</b>	<b>136</b>	<b>156</b>	<b>140</b>	<b>159</b>	<b>118</b>	<b>71</b>
2022/2023	Capacity	780	780	780	780	780	720	780
	Projections	653	638	635	642	637	550	655
	<b>surplus/deficit</b>	<b>127</b>	<b>142</b>	<b>145</b>	<b>138</b>	<b>143</b>	<b>170</b>	<b>125</b>
2023/2024	Capacity	780	780	780	780	780	780	720
	Projections	663	647	629	652	639	624	543
	<b>surplus/deficit</b>	<b>117</b>	<b>133</b>	<b>151</b>	<b>128</b>	<b>141</b>	<b>156</b>	<b>177</b>

- 3.10 In the context of current and predicted demand, the level of preference expressed for Roe Green Strathcona over the past four years and the number of places available at other local schools, primary provision on the Roe Green Strathcona site is not considered to be sustainable. Forecast Reception intakes indicate that there will be fewer than 100 pupils on site from September 2020. Managing a split site school when pupil numbers are falling is a challenge and this is likely to become harder as pupil numbers reduce further.
- 3.11 The council has a responsibility to ensure that the Dedicated Schools Grant is deployed to support all pupils efficiently. Roe Green Infant School currently receives higher than average per pupil funding for pupils on the Strathcona site due to the low number of pupils accessing the provision. This difference will increase further if the number of pupils continues to decline (see Section 7).

#### **4.0 Outcomes from the informal consultation**

- 4.1 Informal consultation was carried out between 20 March 2019 and 7 May 2019. All applicable statutory requirements to consult in relation to these proposals have been complied with.
- 4.2 An informal consultation document (Appendix A) was distributed that outlined the proposals and relevant background information to stakeholders. This included all parents and carers with children at Roe Green Infant School, the Governing Board and staff, nearby schools and other stakeholders. The document was also posted on Brent's website.
- 4.3 Four consultation meetings were held that provided staff, governors, the public and other stakeholders the opportunity to ask questions and comment on the proposals. Meetings with staff and governors were held on 2 April 2019 at Roe Green Infant School Princes Avenue site and two public meetings were held in the morning and early evening of 4 April 2019 at the Strathcona site.
- 4.4 The consultation document included a consultation reply slip which could be returned to the Local Authority by post, e-mail or through the online consultation portal. A summary of issues raised through the consultation replies and consultation meetings, as well as the response from the Local Authority, are included as Appendix B.
- 4.5 A total of 463 written responses have been received, with the majority identifying themselves as parents, staff or governors. A petition was also received that had 396 signatories, that asked for an independent inquiry into concerns about the proposals.
- 4.6 The majority of responses received were opposed to the proposal to cease provision on the Roe Green Strathcona site:

**Table 4: Summary of Written Responses**

Views on proposal to cease provision on Strathcona site	Number of responses received	Percentage of response overall
Agree with proposal	3	0.6%
Disagree with proposal	460	99.4%
Unclear	0	0%
<b>Total responses</b>	<b>463</b>	<b>100</b>

4.7 During the informal consultation meetings and in written responses, a number of key concerns were raised in relation to:

- school place planning and the need for the provision
- promotion of the provision on the Strathcona site
- the quality of education provided by the school and
- the impact of closure of provision on the Strathcona site on pupils and staff.

#### 4.8 **School Place Planning**

4.8.1 During the consultation, a number of questions were raised about the accuracy of pupil projections and the quality of pupil place planning in Brent. The decision to make the provision permanent was questioned and it was suggested that Brent had failed to adequately understand demographic trends at the time this decision was taken, as numbers had already started to plateau. Questions were raised about whether the council reviewed the impact on the Strathcona site when decisions were taken to expand other schools.

4.8.2 Respondents questioned why the council was proposing to close the provision if it had only been made permanent in 2016 and why an approach had not been taken to consider action related to other schools in the area.

4.8.3 **Response:** The local authority relies on projections provided by the Greater London Authority (GLA) to inform school place planning. GLA projections are informed by national data inputs such as census data and birth rates together with locally held information on migration patterns and planned housing growth. Pupil projection figures are a good indicator of need, rather than a definitive position, and are updated annually to reflect changes in underlying data. At the time the Strathcona Site of Roe Green Infant School was opened and when other schools were expanded, there was anticipated demand for the planned places. However, Reception intakes have since reduced and the most recent projections provided by the GLA indicate further reductions in demand over the next few years. This is the case across London as well as in Brent.

4.8.4 On National Offer Day (16 April 2019) for Reception places in 2019, 30 of the 57 Brent schools that offer places in Reception had vacancies. The local authority has consulted to reduce the Published Admission Number at two schools which will take effect from September 2020 and is working with other primary schools that will have more than 30 vacancies in 2019 to implement an informal cap to the numbers entering the school. The local authority has proposed the closure of the Strathcona provision at Roe Green Infant School as part of wider measures to reduce available capacity across the borough.

#### 4.9 **Promotion of the school**

4.9.1 Respondents said that Brent had failed to market the school and that as the Strathcona site is not listed on the Brent 'School Finder', parents in the Wembley area were not aware it existed and would not, therefore, make a preference for the Strathcona site. Concern was raised that the Roe Green Strathcona site does not have a catchment area like other schools in Brent. The leadership of the school said that it had contacted the LA on several occasions to raise concerns about the school not being marketed in the same way as other schools. The lack of advertising was considered by the school the reason why

the school had low intakes and it was suggested that if this was rectified, there would be sufficient pupils for the provision to be sustainable. The Governing Board responded that it would find a proposed closure more palatable had the school had an extended period of time where it was marketed properly in the admissions booklet, in line with other schools.

4.9.2 **Response:** The local authority notes that the Strathcona provision cannot be found on the School Finder pages of the Brent website. As the Strathcona provision is a part of Roe Green Infant School and is not a separate school, in itself, the school has only one entry on the 'Get Information About Schools' website run by the Department for Education (DfE) and it only has had only one DfE number following the statutory process to make the provision permanent. The provision does, however, have a separate entry on the eAdmissions website for applications for children starting in Reception and can be found using the Admissions system map search and on the preference drop-down menu list. The provision also appears on Brent Council's Parent Portal and drop-down menu for children who require an in-year school place. The school site also appears on other search engine maps. Brent catchment areas were last reviewed in 2012 before the establishment of the Roe Green Strathcona provision and the expansion of other schools across the authority. The purpose of catchment areas is to ensure that parents can access a school place and this could encourage parents to preference a particular school. However, not all schools operate an admissions policy that includes a catchment area.

4.9.3 The Strathcona provision has been included in the local authority's Primary School Information Booklet each year since 2016. The introduction of the Community School pages explains the uniqueness of Roe Green Infant School and how applications can be made for children to attend either of the school's two sites.

4.9.4 The local authority is not responsible for marketing individual schools and does not take any additional measures to individually promote any school above another. Even if more time was given for the school to market the Strathcona site, there are currently significantly fewer primary applications than available places across the school estate. There is no evidence that intakes would increase.

#### 4.10 **The quality of education and school budgets**

4.10.1 Parents questioned why the council was proposing closing a school that provides a high quality of education, evidenced by progress results that rank the school in the top 3% in England. Parents fed back that the school provides an inclusive environment that helps all children thrive and that the staff provide outstanding support to their pupils.

4.10.2 Many parent respondents stated that they felt the fact that Roe Green Strathcona site is a small school is a strength – many children join the school in-year rather than at Reception and being in a small school helps them to settle into education, in particular those who do not speak English or who have special educational needs.

4.10.3 The Governing Board has stated that other small schools in Brent receive a similar level of funding and that value for money should be linked to outcomes rather than expenditure.

- 4.10.4 **Response:** Roe Green Infant School is a good school. The proposal to cease provision on the Strathcona site is being driven by demographic demand, not the quality of provision.
- 4.10.5 Based on the historically low number of children entering the Strathcona provision at Reception, it would become very difficult to manage Key Stage 2 provision with only around 7 children in each year group. With 96% of schools in Brent rated as either good or outstanding by Ofsted and schools ranging from 1 form of entry to 5 forms of entry in size, there are many schools that would provide suitable alternatives for families.
- 4.10.6 The local authority is responsible for ensuring that the Dedicated Schools Grant is used effectively to provide a good education for all pupils. If pupil numbers continue to reduce on the Roe Green Strathcona site, the cost of provision on the site will increase. In the longer term this could impact on the quality of provision for pupils at Roe Green Infant School, as funding reduces and fixed cost expenditure remains stable.

#### 4.11 **Impact of the proposals**

- 4.11.1 During the consultation, concerns were raised about the potential disruption to pupils' education if they have to move schools, in particular KS2 pupils, who may need to move to another primary school and then onto secondary school within a couple of years.
- 4.11.2 Concerns were raised about the impact of the consultation on the mental health and wellbeing of pupils who are anxious about their school closing and about the impact on their teachers and friends.
- 4.11.3 A number of concerns were raised about the impact of the proposal on staff at Roe Green Infant School, noting that the proposal impacts on staff at both the Princes Avenue and Strathcona sites. The concern was that the proposal, therefore, impacts on families across the whole school. Concerns include low staff morale, an impact on finances and potential redundancies that could impact on pupil outcomes.
- 4.11.4 **Response:** The council recognises that any closure proposal will create a climate of uncertainty for all staff and families served by both sites of Roe Green Infant School. If the proposal is taken forward, then implementation will aim to minimise the direct impact on children currently attending the Strathcona site through a phased closure. No new admissions would be made into any Reception cohort from September 2020 and the site would fully be closed at the end of the 2021/22 academic year. This would allow all children in the Strathcona site provision in September 2019, other than those in Year 3, to complete their current key stage before the provision is closed. All children would be able to remain in the provision for three years. (See Section 6 for further details). The local authority would facilitate any transitions that may be required for pupils on roll at the end of July 2022, although parents would also be free to move their children at any time to another school with vacancies.
- 4.11.5 The council recognises that as Roe Green Infant school is one school operating from two sites, staff work across the two sites and that the impact of this proposal will affect the whole school. Any staff redundancies would be managed

in line with established procedures. The local authority would work with Roe Green Infant School, other schools and unions to minimise the impact of redundancies and to maximise the availability of redeployment options should the proposal proceed.

- 4.12 While the consultation has highlighted a number of issues that need to be taken into consideration, there is no evidence that there will be sufficient demand for the provision to be sustainable in the longer term. Officers are, therefore, of the view that the council should move to consult formally on the proposal to cease provision on the Roe Green Infant School Strathcona site.

## 5.0 Formal Consultation

- 5.1 Formal consultation to change the provision is required under the statutory process for making ‘prescribed alterations’ to maintained schools (Statutory Guidance for Proposers and Decision-makers, Department for Education, October 2018). As the admission authority for the school, 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.
- 5.2 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 alter the character of Roe Green Infant School are set out in the timetable below:

**Table 5: Project milestones**

Date	Action
20 June 2019	Publication of statutory proposal notice and formal consultation
19 July 2019	Formal consultation closes
9 September 2019	Final decision by Cabinet
1 September 2020	Phased closure commences with no intakes into Reception
31 July 2022	Strathcona site closes. All pupils on roll at the time of closure would move to other schools in September 2022.

## 6.0 Details of the Statutory Notice

- 6.1 The consultation sought views from stakeholders on how the provision on the Strathcona site should cease if a decision was taken to proceed to formal consultation on the proposal. There are several ways that this could be implemented:
- Closing provision on the Strathcona site from 1<sup>st</sup> September 2020, with all pupils being relocated.
  - A phased closure with all existing pupils remaining at the school until they reach Year 6, with no additional cohorts joining the school from September 2020.
  - Allowing only some year groups to remain at the school to the end of Year 6.
- 6.2 Of the respondents that provided a view on how the provision should close, the majority favoured a phased closure (see Appendix B). Parents wanted their

children to complete their primary education on the Roe Green Strathcona site. Officers are of the view, however, that if all children on roll in 2019/20 remained at the school until the end of Year 6, this could potentially lead to the site operating with fewer than 10 pupils in one year group, while still requiring support staff, including staff in statutory roles. This would not be an efficient use of the DSG. This could also be detrimental to the quality of education for each child and would be likely to lead to difficulties with the retention of staff.

- 6.3 Officers propose a phased closure is taken forward with no intakes into Reception to the Strathcona site from September 2020 and provision ceasing at the end of the academic year 2021/22. This would allow all pupils to remain at the school effectively for three academic years from the date of any decision to close the site. Pupils in Reception, Year 1 and Year 2 in 2019/20 would all complete Key Stage 1 at the school, with the Reception cohort moving to other schools at the end of Year 2 in line with pupils on the Roe Green Infant School main site, for whom this is considered a normal point of transfer. Pupils in years 4, 5 and 6 in 2019/20 would be able to complete Key Stage 2 on the Roe Green Strathcona site. The only Key Stage 2 pupils that would not be able to complete their primary education on the Roe Green Strathcona site would be those in Year 3 in 2019/20.
- 6.4 The recommended proposal assures, as far as possible, that the site can continue to operate with more than one class until the proposed closure date. Table 6 indicates the projected number of children on roll in each year group up to a proposed closure in July 2022.

**Table 6: Number of children on roll with a phased closure to 2021/22**

<b>Year</b>	<b>Rec</b>	<b>Y1</b>	<b>Y2</b>	<b>Y3</b>	<b>Y4</b>	<b>Y5</b>	<b>Y6</b>	<b>Total</b>
<b>2019/20</b>	5	7	8	16	12	20	44	<b>112</b>
<b>2020/21</b>	-	5	7	8	16	12	20	<b>68</b>
<b>2021/22</b>	-	-	5	7	8	16	12	<b>48</b>

- 6.5 A statutory notice would be published to commence the formal consultation process. In summary, Cabinet is recommended to approve formal consultation on:
- a change in the legal age range at Roe Green Infant School from 3 – 11 years to 3 – 7 years, to take effect from 1 September 2022
  - that no children should be admitted to the Strathcona site to a year group that has been closed in Key Stage 1. This would be the Reception year group in 2020/21 and the Reception and Year 1 year groups in 2021/22.
  - to approve the full closure of the Strathcona site of Roe Green Infant School on 31 July 2022.
- 6.6 As Cabinet has determined admissions arrangements for 2020/21 (in January 2019 in line with statutory requirements), it would be necessary to seek a variation to the admission arrangements for 2020 from the Schools Adjudicator to implement the reduction of the school's published admission number.

6.7 If approved by Cabinet, the statutory notice would be published in the Brent and Kilburn Times, on the Brent website, and notices would also be displayed on the school gate at both sites (Princes Avenue and Strathcona Road).

## **7.0 Financial Implications**

7.1 The Strathcona site is supported by the local funding formula. The school receives approximately £5,045 per pupil funding plus a split site allocation of £200k. With 110 pupils this totals £755k of funding that Roe Green Infant School receives to deliver school places at the Strathcona site. This sum will reduce as the number of pupils reduces and could require decisions, such as more classes comprising two or more year groups, to resource education provision at the site. The school had reserves of £260k as of 1<sup>st</sup> April 2019.

7.2 Funding is provided by the Dedicated Schools Grant (DSG), and equates to nearly £6,300 per pupil for children at this site. This compares to an average of £5,100 per primary pupil across the borough. Given that there are spaces in other schools, the closure of the site will lead to more efficient use of DSG.

## **8.0 Legal Implications**

8.1 The 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.

8.2 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 LA has to undertake a planning function to ensure that the supply of school places balances the demand for them.

8.3 If the proposals which form the basis of the proposed formal consultation were eventually to be implemented, then this would have the potential effect of the need to consider redundancies for staff.

## **9.0 Equality Implications**

9.1 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.

9.2 An Equality Impact Assessment has been carried out on the proposals set out in this report and is attached at Appendix C to this report. It is not anticipated that there will be any negative impact from these proposals on the basis of 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.

9.3 Pupil-level data suggest that the intake at the Roe Green Strathcona site is similar to other schools in terms of ethnic diversity, children on free school meals and the number of children with special needs and disabilities (SEND). If as a result of this proposal children move school, this could have a negative impact on individual children. However, based on current information other local schools would provide a suitable alternative and would support children to settle.

## **10.0 Consultation with Ward Members and Stakeholders**

10.1 The proposal to undertake informal consultation was discussed with the ward members where the two school sites are located on 15 February 2019 (Queensbury and Preston wards). Further discussion on potential formal consultation was held with these ward members on 10 May 2019. Members of other wards were consulted as part of the informal consultation process.

10.2 Other stakeholders were consulted with as set out in Section 4 and paragraph 6.1. Union representatives were informed of the consultation on the proposals at the Teachers Panel on 26<sup>th</sup> March 2019.

10.3 Publication of the Statutory Notice and Representation (formal consultation) will be carried out in accordance with *The School Organisation (Prescribed Alterations to Maintained Schools (England) Regulations 2013*.

## **11.0 Human Resources/Property Implications**

11.1 The proposals, if implemented, are likely to impact on the required staffing for Roe Green Infant School; the proposal would lead to a reduction in overall staffing levels which would, therefore, result in the possibility for the need to consider redundancies. The number of staff affected would depend on the nature of a phased closure. The school, supported by the local authority, would need to follow the Managing Change in Schools policy and procedure including consultation with affected staff and trade unions to effect the changes in due course.

11.2 Should a decision be made to close the Strathcona site then the building and site will become surplus to requirements for the primary school. At that time the Council will review its priorities and potential future uses for the site, which could include educational use.

### **Related documents:**

- Cabinet Report of 11<sup>th</sup> March 2019 - Informal Consultation on the School Organisation Arrangements of Roe Green Infant School;
- Brent School Place Planning Strategy 2019-23

**Report sign off:**

**GAIL TOLLEY**

Strategic Director, Children and  
Young People