



Meeting of the

CABINET

Wednesday, 29 January 2020 at 5.30 p.m.

Supplement Pack

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Agenda Item 6.4

Cabinet	 TOWER HAMLETS
29 January 2020	
Report of: Debbie Jones, Corporate Director, Children's Services	Classification: Unrestricted
<ul style="list-style-type: none"> • Outcome of informal consultation on the proposed amalgamation of Guardian Angels and St Anne's Primary Schools • Guardian Angels and St Anne's - decision on publication of statutory notice 	

Lead Member	Councillor Danny Hassell, Cabinet Member for Children, Schools and Young People
Originating Officer(s)	Terry Bryan, Service Head (Pupil Services and School Sufficiency)
Wards affected	All wards
Key Decision?	Yes
Forward Plan Notice Published	
Reason for Key Decision	To be significant in terms of its effects on communities living or working in an area comprising two or more wards or electoral divisions in the area of the relevant local authority.
Reasons for Urgency	An urgent decision is required so that the council can begin the statutory process of consultation on the amalgamation of the two schools, in order to reduce the period of uncertainty for the school community and particularly the staff. A decision to undertake the statutory process of consultation during February, as recommended in this report, will enable a final decision to be made by Cabinet on the 25th of March. This would ensure sufficient time to undertake any subsequent statutory re-organisational processes with staff within an appropriate timeframe and to have staffing in place for the start of the new academic year on the 1st of September 2020. A delay will prolong the period of uncertainty for the school community and may impact on the ability of the school leadership to make a positive start to the new school year.
Strategic Plan Priority / Outcome	Children and young people are protected so they get the best start in life and can realise their potential

Executive Summary
<p>This report presents the outcomes of the preliminary stakeholder consultation (pre-statutory) relating to the proposal to amalgamate (merge) Guardian Angels and St Anne's Catholic Primary Schools to establish a single two form entry (60 places) primary school for ages 3 - 11 years, from September 2020. The new school will be located on the current site of St Anne's Primary school.</p> <p>The report explains the background and reasons for the first stage of the consultation and the responses received with the views of parents, pupils, staff and the general public.</p> <p>It also sets out the risk implications and how these will be managed through the various stages of the process.</p>

RECOMMENDATIONS:

It is recommended for the Mayor in Cabinet to:

- a) Consider the outcome of the pre-statutory consultation on the proposals to close Guardian Angels Primary School with the displaced pupils being accommodated by St Anne's Primary School as set out in the report; and
- b) Agree to proceed to commence a four-week statutory consultation on the proposal to close Guardian Angels Primary School with the displaced pupils being accommodated by St Anne's Primary School from **September 2020**.

1. REASONS FOR THE RECOMMENDATIONS

- 1.1 There is significant concern over the long-term sustainability of primary schools in certain parts of the borough, in terms of their falling rolls and the resultant risk to their financial stability. The former is a result of demographic changes in the borough where the local demand for school places has fallen and is projected to remain broadly static until 2026/27 and possibly beyond. More detailed analysis on falling rolls in the local area can be found in the Annual Report on Planning for School Places, which was presented to cabinet on 30th October 2019 and can be viewed [here](#).
- 1.2 The Council has a duty of care to ensure children in its schools are able to receive a high quality education with access to a full curriculum. A school with a declining roll will be challenged to do this effectively because of inevitable financial pressures from reduced funding.
- 1.3 Pupil numbers in both schools and at other schools in the Stepney and Bethnal Green catchment area are currently falling. This means that Guardian Angels and St Anne's schools will not have sufficient reception numbers to fill three forms of entry from September 2020 and they are also starting to see vacancies in other year groups. As pupil numbers fall, this affects the schools' budgets as they will get less money to educate their children, pay salaries and manage the upkeep of their buildings. Both schools already work closely together and engage in joint planning and these factors provided an incentive for their governing bodies to consider becoming a single primary school.

2. ALTERNATIVE OPTIONS

- 2.1 An alternative option would be for the schools to remain as separate institutions. However, this option would not resolve the underlying viability issues described in paragraphs 1.2 and 1.3 of this report.

3. DETAILS OF THE REPORT

- 3.1 The purpose of the report is to inform the Mayor in Cabinet of the outcome of the first (informal) stage of the consultation process to amalgamate (merge) Guardian Angels and St Anne's Catholic Primary Schools to form a single two form entry (60 places) primary school for ages 3-11years, from **September 2020**.
- 3.2 Following consideration of the outcome of the first stage of consultation, the Mayor in Cabinet is asked to consider whether he wishes to proceed to the next stage of the consultation, which is the 'statutory representation period'. This would involve the publication of a statutory notice. If agreed, the proposed publication date for the notice would be **2nd February 2020**.

4. INTRODUCTION

- 4.1 During the summer term 2019, in the cabinet paper 'Annual Report on Planning for School Places' the Mayor was informed that as a consequence of the primary review, the Catholic Diocese and the LA recommended a proposal for amalgamation of Guardian Angels and St Anne's Primary Schools. On the 17th October 2019, Governors from both schools met jointly and voted to support the proposal to undertake an initial, informal, consultation with their communities on a proposal for the schools to amalgamate.

Informal consultation on the amalgamation (and the reduction of 20 places across both schools), of Guardian Angels and St Anne's took place from **8th October to 13th November 2019**. The outcome of the informal consultation would be reported to the Mayor for a decision to be taken in respect of publishing a statutory notice in respect of this proposal, if taken forward.

- 4.2 The main facts on the background to this decision, and current position of Guardian Angels and St Anne's Schools, are set out below, with the detailed information from the consultation paper (Attached as Appendix 1).

5. BACKGROUND

- 5.1 The Local Authority (LA) has been undertaking a review of its primary school places to identify long-term solutions that would reduce the significant number of surplus places in the west of the borough, whilst ensuring that schools remained financially sustainable and able to maintain high quality education.
- 5.2 The initial findings from the review identified that a number of schools were already facing significant reductions in their pupil roll and therefore financial challenges. The review included an independent consultant working with schools to develop proposals for organisational changes, based on a set of principles agreed with the stakeholder advisory group overseeing the review process.
- 5.3 The consultant's report on the first part of this process ('Future Ambitions') recommended a new model of school organisation based on 'educational communities'. Under this model, groups of neighbouring schools would work together to reduce the number of school places in their local area as well as optimise their resources and potential to deliver excellent education. It included schools exploring options, such as amalgamation, hard federation and the possibility of relocation to new primary school sites planned for the pupil growth that is expected in the east of the borough. The options also, reluctantly, included the LA and school leaders considering potential school closures, in cases where it was evident that the continuance of the school was no longer viable or financially sustainable and, where a decision to keep it open would have a negative impact on pupils' progress and attainment.
- 5.4 The process of the review was designed to enable school leaders to find their own solutions and work towards these with the support of the LA and the independent consultant. It has therefore provided better options to further develop partnerships and meaningful collaborations between schools, with the opportunity for genuine gains in shared learning and professional development as a result. The key involvement of the Tower Hamlets Education Partnership (THEP) to complement this approach supports the LA's ambitions as it continues to work towards a productive school system that has professional learning and improvement at its front and centre.

6. DETERMINING THE PROPOSAL FOR AMALGAMATION

- 6.1 Guardian Angels and St Anne's are two of the eight Roman Catholic schools in Tower Hamlets. Catholic schools work together to serve the Catholic communities in the borough. There are currently 345 places for children in each year group across the Catholic schools however, only approximately 290 places are filled. St Anne's was identified as 'in scope' of the primary review as a result of falling rolls. However, strong

leadership and governance, coupled with good financial management meant that the school has remained financially viable. Guardian Angels has been supported by the headteacher from St Anne's since Spring 2019, following the resignation of the headteacher and Chair of Governors at Guardian Angels. Guardian Angels has a substantial budget deficit of around £300,000 and would be unable to replay any loan owing to falling numbers and therefore financial instability. In view of this, it was agreed that Guardian Angels would also be brought into the review. The Diocese, and the schools' leadership began to explore how best to plan for continuity of provision of quality education to children, whilst recognising the financial situation at Guardian Angels school. As Catholic schools serve the Catholic communities, it was agreed as most appropriate to consider partnerships amongst groups of Catholic Schools. This view was supported by the LA. Across the Catholic Estate reception vacancies last year were running at 18%, (61 unfilled places out of 345 available). As is the pattern across Tower Hamlets vacancies in Catholic Schools in Bethnal Green and Stepney are highest – at 40% across 3 schools, including St Anne's and Guardian Angels.

- 6.2. As Guardian Angels and St Anne's schools are led by an Executive Headteacher, and already working in partnership, it was recommended that governing bodies of both schools consider how their partnership could be strengthened to provide affordable, sustainable quality catholic education.

6.3. The schools established a Joint Steering Group (JSG) to consider the implications of the review and the opportunities for further collaboration to ensure their sustainability. The JSG consisted of the Chairs, Deputy Chairs of the Governing Bodies and Headteachers from both schools. It was supported by the Independent Consultant and an advisor from the THEP. The work of the JSG led to the development of the idea for a potential amalgamation. All documents shared with governors, parents and other stakeholders as part of this process have been signed off by JSG, and agreed by the Diocese and the Local Authority.

- 6.4. A grid of all possible options was presented at individual schools' Governing Body meetings on the 8th October 2019, for Governors to consider which option/s they wish to explore further. A letter was sent out to parents on the 10th October 2019 advising them of the proposal. An Extraordinary Joint Governing body meeting was further held on 17th October 2019, where the independent consultant (Helen Jenner) presented a summary of the options, including her analysis of risk and opportunities they present. This was followed by a joint Q and A session. The two Governing Bodies then met separately to consider the proposals. Both Governing Bodies agreed to consult in the Autumn Term 2019 on whether, or not, the two schools should consider an amalgamation. This information was shared with parents and staff. Catholic Headteachers were also briefed as the proposals would impact on the Catholic School community as a whole.

7. CONSULTATION

- 7.1 During the Summer Term 2019, the Tower Hamlets "Family Matters" newsletter contained information on the Primary Review and at the end of the Summer Term, the Council asked all schools to circulate a letter about the Primary Review to parents. Guardian Angels and St Anne's Schools both circulated the letter to parents.
- 7.2 A consultation document was prepared and agreed with the Catholic Diocese and the Local Authority and informal consultation commenced on 4th November 2019 to 13th December 2019. The consultation document was given in paper copy to all parents, circulated to Tower Hamlets Headteachers, through the Headteacher's Bulletin, emailed to staffing unions, and the Secretary of State has been notified of potential changes. Information about the consultation was also placed on the schools' websites. Meetings were held for school Union Reps (13th and 14th November 2019) and parents (13th, 14th and 20th November 2019). Children were given the opportunity to discuss the proposal in Assemblies. Information was also posted at the schools, published on the schools' websites, shared via parents newsletters and made available at St Anne's and Guardian

Angels Churches. Posters advertising the Local Authority “Future Ambitions Drop-In”, held on 11th December 2019, were displayed at the entrances to both schools, though no parent or staff from the school attended the Drop-In. The full consultation document and Frequently Asked Questions document will be made public in late January 2020.

- 7.3 Reports on the consultation feedback for each school are included in Appendix 2. Responses from the different forms of the consultation were summarised and presented by the independent consultant at a joint Governing Body meeting on the 16th December 2019. A letter was sent to parents and staff from both schools, to advice of the outcome of the consultation and next steps. Both schools Governing Bodies reported that feedback from the consultation was largely positive despite understandable concerns parents at Guardian Angels have about what will be a significant change for their children and their families. Some of the concerns raised were around transport for Guardian Angels Children to attend St Anne’s, school uniform, a new name for the new school, staff structure, organisation of classes and the future use of the Guardian Angels site.

As Guardian Angel and St Anne’s are both Roman Catholic schools, therefore the religious provision children will receive in the event of an amalgamation will not change. Both schools are located in two different localities / catchments in the borough. Guardian Angels is located in the Stepney catchment area 1 whilst St Anne’s is located in the Bethnal Green catchment area 6. For majority of the Guardian Angels children, the travel distance to St Anne’s would be longer. The Diocese and schools’ leadership and the LA are working together to explore possible option to minimise the potential impact of the travel distance on children. For instance, infant children living more than 2 miles away, and junior children living more than 3 miles away from St Anne’s would be eligible for a Local Authority travel grant, though it is expected that some parents may wish to transfer to other Catholic or non-Catholic schools closer to their homes

- 7.4 Appendix 2 provides an analysis of the consultation responses.

8. CURRENT POSITION

- 8.1 Should the Mayor agree for the Council to formally consult on the amalgamation of Guardian Angels and St Anne’s Schools, the statutory process to achieve this involves the ‘technical closure’ of Guardian Angels School and the expansion of St Anne’s School to 2FE from the 31 August 2020 as follows

Stage	Description	Timescale	Comments
1.	Publication of Statutory Notice	1 day	Propose to publish statutory notice on 3rd February 2020 . Publication of the statutory notice commences the statutory Representation Period. Within 1 week of the date of publication, the Proposer must send a copy of the full proposal to the governing bodies, Secretary of State, the CofE and RC Dioceses, Council of Mosques and any other body or person that the Proposer considers appropriate.
2.	Representation	Four weeks from date of publication of Statutory Notice	Representation Period to end 2nd March 2020 . Formal consultation of statutory and other stakeholders: <ul style="list-style-type: none"> • Governing Bodies • Parents of pupils at the schools • Teachers and staff at the schools • Any LA likely to be affected, including neighbouring authorities where there is significant cross border movement of pupils

			<ul style="list-style-type: none"> • Governing bodies, teachers and staff of any other school that might be affected, including any feeder schools and schools to which pupils may be dispersed • Trades Unions • MPs for the constituencies of the school(s) that are subject to the proposal or whose constituents may be affected. • Any other interested organisation/person that the proposer considers appropriate. • During the Representation Period, any person or organisation can submit comments to the LA on the proposal to be taken into account by the Decision Maker. Any requests for a copy of the full Proposal must be sent out to the person requesting it within 1 week of receiving the request.
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3.	Decision	LA should decide within 2 months, otherwise, it must be referred to the Schools Adjudicator	<p>Key Decision</p> <p>March 2020</p> <p>Formal report to Cabinet setting out a summary of representations received and any responses made, risks and opportunities, officers recommendations and decisions available to Cabinet (approve without modification, approve with modifications, approve (with or without modification) subject to conditions as specified in the Establishment and Discontinuance Regulations, or reject)</p> <p>The timescales for publication of the Notice and conclusion of the Representation Period will identify the 2 month decision making period. The decision is proposed to be taken at Cabinet on 25th March 2020.</p>
4.	Implementation	No prescribed timescale however the date of implementation must be specified in the published notice, and is subject to any modifications imposed by the Decision Maker Consideration can be given in the Proposal for phased implementation plan for closure and impact	<p>It is proposed to implement the closure as follows:</p> <p>May - September 2020</p> <p>Guardian Angels School is closed from 31st August 2020 and the displaced pupils will move to St Anne's' School from the 1st September 2020.</p>

		upon pupils taking or due to take statutory examinations during the phases of implementation	
5.	Closure	Proposed closure date	Guardian Angels School officially closes on the 31st August 2020.

8.2 It should be noted that if the decision is made to close Guardian Angels school, there will be an actual closure of the Guardian Angels school buildings. Provision will be made for all the children from Guardian Angels school to continue their education at the St Anne's school buildings as they become one school, if that is the preference of parents. As the Diocese is the sole owner of the Guardian Angels site, the LA is in discussion with the Diocese on the use of the building and site once the school closes.

8.3 The expanded 'St Anne's' School will retain its existing DfE registration, but to mark the start of the newly amalgamated school, the governors of both schools are proposing that when the new school opens in September 2020 it should have a new name.

9. **EQUALITIES IMPLICATIONS**

9.1 The Equality Act 2010 requires public bodies to have due regard to eliminate discrimination, advance equality and to foster good relations.

9.2 The proposed representation period will involve a broad range of stakeholders and a thorough Equalities Impact Assessment has been undertaken to ensure that equality and diversity issues are represented and considered to ensure the fair and equal treatment of pupils and staff in both Guardian Angels and St Anne's Schools. (Attached as Appendix 3).

10. **COMMENTS OF THE CHIEF FINANCIAL OFFICER**

The table below summarises the financial position for each school from the 2018-19 actual to the latest projection for the current year informed by the Budget Monitoring Return approved by the head teacher and governing bodies.

School	1 2018/19 Surplus / (Deficit) B/F	2 Original 2019- 20 Income Estimate	3 Original 2019- 20 Expenditure Estimate	4 Projected 2019-20 Deficit (3 - 2)	5 Q2 BMR Approved by Headteacher	6 Q3 BMR Approved by Headteacher	Summary
Guardian Angels	-160,268	1,397,359	1,465,715	-68,356	-234,004	Not provided	-234,004
St Anne	180,778	1,932,309	1,992,001	-59,692	192,538	159,675	159,675
Total	20,510	3,329,668	3,457,716	-128,048	-41,465	159,675	-74,328

Only Guardian Angels provided a three year financial projection agreed by the governing bodies at the start of the 2019-20 financial year. This revealed a continuing in year deficit of £195,605 and £222,330 for 2020-21 and 2021-22 respectively. St Anne's did not complete a three year projection for these future years.

Taken together the overall deficit is projected to be £74,328 for 2019-20. Any financial benefits arising from amalgamation are as yet unidentified and therefore not reflected in the above figures.

10.2 The changes, if agreed, will establish a single two form entry (60 places) primary school for ages 3 -11 years, from September 2020. The new school will be located on the current site of St Anne's Primary School.

The changes, if agreed, will take place after April 2020 and therefore each school will receive its own budget share for 2020-21. If Guardian Angels close in August 2020 its governing body will receive 5/12th of the budget share. The remainder of its share will pass to St Annes School.

The transferred share will include the pro-rata value of the full lump sum (provisionally £135k). In 2021-22 transitional arrangements will apply that guarantee Guardian Angels school 85% of the former combined lump sums (lump sum plus £95k). No automatic transitional arrangements apply to 2022-23 but an application to extend arrangements for a further year can be made to the Secretary of State for Education.

- 10.3 Tower Hamlets' Scheme for Financing Schools sets out the arrangements for the balances of closing schools, in summary this states, in Section 4.8, that:

When a school closes any balance (whether surplus or deficit) shall revert to the LA; it cannot be transferred as a balance to any other school, even where the school is a successor to the closing school.

However, the formal consultation document relating to school re-organisation may set out any arrangements for allocations to schools that have the effect of giving them the benefit of additional sums that are less than or equal to but not more than the balances of the relevant closing schools.

Any extra payments to a new school that is the successor to one or more schools that are closing may be abated in full or in part to no more than the extent the predecessor school or schools closed with a deficit balance.

11. COMMENTS OF LEGAL SERVICES

- 11.1. Under section 15 of the Education and Inspections Act 2006 ("the 2006 Act"), a Local Authority can propose the closure of all categories of maintained school. The statutory process is set out in Part 4 of the 2006 Act. It is a detailed process that will require the publication of statutory proposals for the school's closure. As well as the provisions in the 2006 Act, the School Organisation (Establishment and Discontinuance of Schools) Regulations 2013 must be followed and the LA must have regard to the statutory guidance – Opening and closing maintained schools ("the Guidance")
- 11.2. The reasons for closing a maintained school include, but are not limited to, where the school is no longer considered viable, or there is no predicted demand for the school in the medium or long term, or it is to be "amalgamated" with another school. The report sets out relevant reasons.
- 11.3. The report recommends that following the pre-publication consultation which has been carried out, a decision is taken to publish a statutory notice and proposal ('statutory publication') for the closure of Guardian Angels School. The pre-publication consultation has been carried out at a formative stage, when responses can be taken into account in the development or taking forward of the proposals and before taking the decision about whether to publish the statutory notice. Cabinet must take the outcome of the consultation conscientiously into account in taking a decision about whether to progress to statutory publication.
- 11.4. If a decision is taken to publish the statutory notice, the statutory representation period runs for 4 weeks from the date of publication. The draft notice at Appendix 1 complies with the statutory requirements. The statutory proposal should be published within 12 months of the initial consultation.
- 11.5. The LA can publish a proposal to close one school (Guardian Angels) and enlarge or transfer site (following the statutory process) of an existing school (St Anne's) to accommodate displaced pupils. The report includes consideration of proposals to expand St Anne's School to make available places for the pupils by the potential closure of Guardian Angels. The expansion is supported in principle by the governing body of

both schools. The process detailed in the School Organisation (Prescribed Alteration Maintained Schools) Regulations 2013 must be followed for proposals including the expansion of a school, together with the associated guidance.

- 11.6. The report indicates that the proposed closure of Guardian Angels and expansion of St Anne's School are related proposals and this should be explained in the consultation and the publication of any subsequent statutory proposals.

Employment considerations

- 11.7. The proposal for closure of the school may lead to the staff being made redundant. A dismissal for redundancy purposes is defined in section 139 of the Employment Rights Act 1996 and includes circumstances where an employee is dismissed for reasons wholly or mainly attributable to the fact that the employer has ceased or intends to cease to carry out the business for the purposes of which the employee was employed. By section 135 of the Employment Rights Act 1996 an employee is entitled to a redundancy payment if the employer dismisses the employee by reason of redundancy. Separate consultation with staff regarding any school closure, redundancy situation or amalgamation will be required, if the proposals are taken forward. Guardian Angels should follow its redundancy and redeployment process.
- 11.8. The impact of TUPE provisions may need to be considered later depending upon the final proposals including decisions about amalgamation.

Equality considerations

- 11.9. When deciding whether or not to proceed with these decisions the Council must also have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristics and those who do not (the public sector equality duty).
- 11.10. In light of both schools being designated as Roman Catholic schools, the equality impact assessment has had particular regard to the impact on the religious needs of the affected children, parents and staff and balance of denominational provision in the area. It is essential that the Cabinet considers the appended Equalities Impact Analysis in detail before taking a decision in respect of proceeding with publication of a statutory notice.

12. OTHER STATUTORY IMPLICATIONS

This section of the report is used to highlight further specific statutory implications that are either not covered in the main body of the report or are required to be highlighted to ensure decision makers give them proper consideration. Examples of other implications may be:

- Best Value Implications,
- Consultations,
- Environmental (including air quality),
- Risk Management,
- Crime Reduction,
- Safeguarding.
- Data Protection / Privacy Impact Assessment.

13. ONE TOWER HAMLETS CONSIDERATIONS

- 13.1 The LA has to plan for the overall social infrastructure to meet the needs of its local population. This informs the development of the council's asset management and service planning to ensure that the necessary infrastructure is in place and that any competing issues are properly balanced.

14. BEST VALUE (BV) IMPLICATIONS

- 14.1 This report confirms the benefits of amalgamation to the schools' future financial viability, given that the schools' budgets are based upon pupil numbers.

15. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 15.1 There is no sustainability or environmental implications arising out of this report. Any environmental and sustainability implications arising from the representation period will be duly considered.

16. RISK IMPLICATIONS

- 16.1 Continuation of the consultation process will be carefully managed and evaluated in line with statutory guidance and taking account of the views of consultees in order to minimise and mitigate risks.
- 16.2 It will be important to ensure an effective transition of pupils to minimise any impact. The Local Authority is working with Guardian Angels and St Anne's schools to support them in mitigating this risk.
- 16.3 Any delay to a decision on the amalgamation is likely to further exacerbate the impact on the schools, their pupils and staff. The continuing decline in pupil numbers leads to greater financial challenges adversely affecting a school's staffing and its ability to deliver a full and balanced curriculum. The timetable and transition arrangements set out at Stage 5 in paragraph 8.1 are proposed to mitigate this risk.

17. SAFEGUARDING IMPLICATIONS

- 17.1 The report deals with the Council's approach to providing school places for the local population. The supply of school places contributes to the safeguarding of children by ensuring their early access to 'good quality' and sustainable education provision.

Linked Reports, Appendices and Background Documents

Linked Report

30th October Cabinet Report on Planning for School Places 2019 /20 - Review and Recommendations

Appendices

- Appendix 1 Public consultation paper, further information and response form
- Appendix 2 Reports on the feedback to the informal public consultation for each school, and An analysis of the consultation responses
- Appendix 3 Equalities Impact Assessment
- Appendix 4 LA Pupil Projections 2018-2028

Background Documents – Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2012

- None

Officer contact details for documents: N/A

Informal Consultation Report

Guardian Angels and St Anne's Catholic Primary Schools

December 19th 2019

Report compiled by Dr Helen Jenner, Independent Consultant, Tower Hamlets Primary Review.

Introduction

This report summarises the planning undertaken to lead to a public consultation, and the responses to that consultation, regarding the possible amalgamation of Guardian Angels and St Anne's Catholic Schools.

The consultation was held during the second half of the Autumn Term 2019, and concluded on December 13th 2019. Parents were advised of the forthcoming consultation on 28th October, and received detailed Consultation papers on 8th November.

Background

St Anne's Primary School has been included in the Primary Review since June 2018, because of falling rolls in the Bethnal Green area, which have meant lower numbers joining St Anne's School over the last 4 years.

St Anne's is judged to be a "good" school by OFSTED. Leadership and governance are both reported to be strong. The governors and Headteacher have ensured that good financial management has enabled them to remain financially viable, and continue to improve their school, during a period of falling numbers of local children, and financial austerity.

Guardian Angels Schools is judged as "requiring improvement" by OFSTED. In Spring 2019 Guardian Angels School Headteacher and Chair of Governors resigned and an agreement was made for St Anne's School Headteacher to support the school during a difficult period. Guardian Angels School Governing Body became aware during the Summer Term 2019 of a significant issue with their budget, from the previous year which had not been addressed. The Local Authority have provided additional financial, and HR support, to help address some of the anomalies and to establish a true budget position. This work is ongoing but it became apparent by the end of the Summer Term that a deficit of around £300,000 has been accrued.

The Local Authority is not able to agree to funding schools running in deficit, particularly where falling numbers would indicate that a loan may not be repayable. The Diocese and Local Authority agreed that Guardian Angels school should be included in the Primary Review process, because it was no longer financially stable.

The Tower Hamlets Primary Review has commissioned an Independent Consultant, Dr Helen Jenner, to work with schools they had identified as being at risk due to demographic change in the Borough. As well as working with the schools, Dr Jenner was asked to produce a public report “Future Ambitions”¹ setting out principles for developing school relationships for resilience and excellence. This document was shared with all Headteachers, Unions and Governors in March 2019. Regular updates on the Primary Review have been included in the termly Director’s Report for Governors.

The Summer Term edition of “Family Matters” included an article about the Primary Review. In July 2019, a letter was sent to all parents in Tower Hamlets, by the Director of Children’s Services advising parents of the primary review and the need for significant change in school organisation.

Governors Planning

Supporting documents for governors’ meetings and communications with parents are available in the attached appendices.

Governors at both schools agreed in September that a Steering Group consisting of Chairs, Deputy Chairs and the Headteacher from Guardian Angels and St Anne’s schools, supported by the Catholic Diocese and an Independent Consultant should lead the work on considering the implications of the review for the two schools.

They have met, in various groupings, regularly since the Local Authority first agreed both the schools as being “in scope” for review, in September 2019. All documents shared with governors, parents and other stakeholders have been signed off by this group, and agreed by the Local Authority.

The Guardian Angels Governing Body met on 12th September to be briefed on the Primary Review, the falling rolls, and the deficit budget. They met again on 8th October to consider the possible options moving forward. Staff at both schools were informed of the discussions on 8th October, and a letter was sent on 10th October to parents from both schools, informing them of the work.

An Extraordinary Joint Meeting, followed by Individual Governing Body meetings on held on 17th October, to consider moving to consultation on a proposal to amalgamate the two schools. This meeting agreed that consultation should take place between 4th November and 13th December. It was also agreed that consultation information should be carefully drafted and information letter would be sent to all parents, at the same time in both schools, immediately after half term, so that staff would be on hand to address any concerns, and reinforce the available consultation opportunities. The consultation documents were circulated on 8th November.

The consultation process

¹ The Future Ambitions Report is available on the Tower Hamlets Primary Review Website.

The consultation document² was prepared, and agreed with the Local Authority and the Catholic Diocese. This was given in paper copy to all parents, circulated to Tower Hamlets Headteachers, through the Headteachers' Bulletin, emailed by the Local Authority to staffing unions, and the Local Authority has also notified the Secretary of State of potential changes.

Information about the consultation was also placed on both schools' websites. A consultation feedback box was displayed at the reception of both schools and email addresses were created to enable online responses.

The following consultation opportunities were provided for parents.

Parents Meetings

Guardian Angels	13 th November 5.30pm	20 th November 8.45 am
St Anne's	14 th November 8.45 am	20 th November 5.30 pm

For the second of these meetings a powerpoint presentation was prepared, (see supporting documents) addressing the issues raised in the first meetings and providing more background data information.

The first meeting at Guardian Angels was understandably emotional, but did raise very important parental concerns. All meetings since then have been more measured. The school staff at both schools should be congratulated for the hard work they have put into supporting parents and children's concerns as what is a significant change.

Coffee mornings

Guardian Angels	27 th November
St Anne's	28 th November

Posters advertising the Local Authority "Future Ambitions Drop In", held on December 11th 2019, were displayed at the entrances to both schools.

The consultation document sent to all parents included a consultation response form. At every meeting with parents they were encouraged to return the form, and any other comments they wished to make using the consultation boxes. Parents were also invited to reply by email to specific consultation email addresses.

Staff meetings regularly discussed the implications of Amalgamation.

Meetings with trade union representatives were held at both schools on November 13th (Guardian Angels) and 14th (St Anne's). Staff from Guardian Angels provided a very useful set of questions which will be responded to by the start of the Spring Term.

The proposal was explained to children in Assemblies and they were given the opportunity to discuss in their classes.

² Included in Appendix "Supporting Documents"

Staff, children, parents and other stakeholders were all invited to respond to the consultation and to raise questions. A box was provided in the school office so that responses and queries could be easily and anonymously made if people wished.

Governors agreed responses from the different forms of consultation should be summarized in a report for Governors, to be considered at a further joint meeting on Monday 16th December. The independent consultant agreed to compile the report.

Consultation Responses

There was good attendance at all meetings.

The figures below are the numbers of people who signed in at meetings.

Guardian Angels Meetings	St Anne's Meeting
13 th Nov – 23	14 th Nov – 19
20 th Nov – 14	20 th Nov – 8
28 th Nov – 12	27 th Nov - 9

No parents or governors chose to attend the Local Authority “Future Ambitions for Primary Schools” event on December 11th. It was promoted with posters at the entrance to both schools and two members of staff attended.

47 written responses were received from Guardian Angels School, and 32 from St Anne's School.

The majority of responses, both in meetings and in writing, at St Anne's School, were very positive.

Parents at Guardian Angels School are understandably more anxious, and many would prefer that their school did not close. However, a number of those parents have also commented that they understood why this might need to happen, and wanted transition planning to be considered as part of consultation processes before Cabinet reach a decision next February. There were positive views about the amalgamation expressed at both schools.

Questions raised at the meetings, and in writing, have been summarized and logged to ensure they could be responded to in a “Frequently Asked Questions” format moving forward. Some points were raised as statements rather than questions, these have also been included as “Statements and views”. Key points have been included in a joint feedback letter to parents and staff from both governing bodies. A “Top 10 Frequently Asked Questions” document will be shared with parents in the Spring Term. A draft of this is attached as Appendix 1 more detailed log of all questions and statements made during this stage of consultation will be available on the school website.

Notes from meetings, and individual forms, are available from the Headteacher.

Key messages are summarized below:

Parents felt that strong reasons for supporting the move to an amalgamation were – more sustainable finances, increased staff and other resources, increased potential for school improvement and increased play space. They feel that this is a good way to protect quality Catholic education in Tower Hamlets. They were hopeful that bringing both schools together would also increase the range of specialist skills their children could access - for example there might be a wider range of curriculum experts on the staff. They are also keen to meet children and parents from the two schools to increase friendship and support opportunities.

Most parents at Guardian Angels would prefer not to see their school closed. They are however, mainly, pleased that they are guaranteed a place at St Anne's which most recognize is a good Catholic School, they would however prefer it to be nearer. Some are disappointed that they cannot be guaranteed a place at their school of choice, because other schools are full.

Main concerns focused on the distance between the two schools, whether transport would be provided, school uniform changes, after school and breakfast club provision and the impact and insecurity for their children and school staff.

Some parents are under the impression that Guardian Angels School was a more successful school than St Anne's, this does not tie in with the OFSTED reports for the two schools. Some parents are concerned that they have heard that the surrounding area at St Anne's is less safe than at Guardian Angels. Those parents who have visited St Anne's have been much less anxious since their visits.

Those parents at Guardian Angels who were positive about the amalgamation proposal referred to the maintenance of good Catholic education, and had visited St Anne's and seen for themselves the quality of provision, and the pleasant local environment.

A number of Guardian Angels parents have been sufficiently anxious about the proposals to have decided to move their children to other schools immediately (approximately 23 are expected to leave at the end of this term).

Parents at St Anne's and Guardian were clear that they wanted the impact of changes to be minimized. There are some questions that they would prefer to have answered immediately, for example which building would their children be taught in, would friendship groups be maintained, will there be uniform, school name and school logo changes. They do understand that some cannot be addressed until the Local Authority have reached a decision on whether to proceed with the amalgamation.

Parents at both schools expressed a wish to meet the parents from the other schools. This is being addressed through joint coffee mornings planned for January and February.

Some parents, particularly at Guardian Angels School, are concerned that a decision has already been taken. They also wondered whether all options had been fully considered,

including the possibility of a phased amalgamation, amalgamation with other schools or closure. Not all parents were aware of the significant financial deficit at Guardian Angels School. Some were concerned by the sudden departure of their previous Headteacher, who had been there for many years and did not understand why St Anne's had been asked to help support the school. This has meant that some parents had heard rumours and are unclear about what is fact and what is not.

A petition, with some inaccurate information has been circulated through the Change.org website. This has been signed by 748 people (at 14th Dec 2019), but has not been formally raised or reported to governors as yet. The petition includes some factual inaccuracies. The key points it raises have been included in the Questions and statements log, available on the school website.

Overall, the efforts to keep parents involved, listen to their concerns, opportunities to visit St Anne's School have increased confidence that the leadership and governors from the schools will ensure they are kept well informed and concerns will be addressed.

The importance of maintaining a high standard of education was seen as crucial to any change being successful.

Staff feedback positive reasons to support Amalgamation. They are concerned that falling numbers and amalgamation may impact on staffing structures, and that there may be job losses. They feel that the family visits, football match and day visits for Years 3, 4 and 5 have been positive and are pleased that relationship building has begun, even though there has been no decision made. They recognize there would be a need to work together as a single team to prepare for change, but also feel that a relatively quick move is less unsettling for everyone than a slower time scale.

Initial upset, particularly at the notion of closing the school and the way in which some parents had heard about the consultation (not as planned by governors) has been well managed by school staff, which is reducing anxiety somewhat at Guardian Angels School. After an understandably emotional first meeting with parents at Guardian Angels School professional discussion, and strong engagement from staff, parents and children with the process, and the positive response to feedback received puts both schools staff and governors in a strong position to responding positively to the proposals, as well as continuing to be mindful of the anxieties the significant change can raise. Governors and staff see the change as protecting quality Catholic education, most parents at St Anne's School and a few at Guardian Angels School recognize this. The activities organised by the staff are gradually increasing that understanding.

Responses to the consultation form are summarized in a PDF³ which has been shared with governors. Individual Response Forms are available for viewing on request to the schools. They will be kept for 1 year.

³ See Appendix "Feedback from Response Form"

Although not formally raised at any of the meetings, or included in any written feedback parents at Guardian Angels, and some other schools, have reported being asked to sign an online petition, set up by a grandparent from Guardian Angels School. The petition wording itself does contain misinformation, but has over 700 online signatures. Comments made include concern at closing any school, concerns from those attending, past attendees and those with friends or family attending at a school they care about closing and that the provision of places in faith schools is being undermined. The petitioners state that it will be sent to the Education Secretary, the Mayor of London and "Gavin Williams". The Local Authority are aware of the petition and have been asked to provide a response for the likely recipients. The misinformation elements have been addressed in meetings (without reference to the petition) and will be included in the FAQs/ statements and views information section. As part of the information for the petition recipients, and as information for parents the Guardian Angels OFSTED report, an analysis of the percentage of Catholic primary school places and vacancies in the Borough, and further information on the school's financial position have all been referenced.

One response from the local PRU raised the possibility of the Guardian Angels school site being used as a possible Primary PRU, particularly because the site is quite central, with bus routes from around the Borough converging at Mile End.

Recommendations

No issues have been raised by staff, parents or children that would suggest that would preclude progressing to issuing statutory notices, particularly given the financial position at Guardian Angels and the low numbers of children applying. Stakeholders are keen to see a decision reached quickly so that, depending on the decision, planning can progress to the next stages.

The publishing of statutory notices as soon as possible is recommended. If the proposal to amalgamate the schools from September 2020 were to be agreed, there is a need for staff and governors to start work on detailed transition activities to reduce uncertainty and build change resilience to support the create of one school team, with a single ethos, ready for the Autumn Term.

28 of the written responses (out of 58 in total) recorded a preference that the amalgamation should not go ahead, predominantly because respondents did not want Guardian Angels School to close. Of these, 12 raised travel as a major barrier, and indicated that if this could be addressed they recognize amalgamation, and the opportunity to move to St Anne's together as a positive solution in difficult circumstances. If the Local Authority and governors were able to offer some assurance around the exceptional provision of transport, given the forced relocation of children (as they might if a school needed to be temporarily re-located).

The Local Authority admissions team have undertaken an analysis of distance to school from Guardian Angels home addresses.

Rec - Year 2		
Distance to school	Guardian Angels	St Anne's
Less than 2 miles	50	26
Greater than 2 miles	5	29
Total	55	55

Year 3 - Year 5		
Distance to school	Guardian Angels	St Anne's
Less than 3 miles	80	72
Greater than 3 miles	4	12
Total	84	84

41 pupils would be eligible for travel assistance under the LA's Travel Assistance policy should they move to St Anne's, as the distance they would be travelling would be more than 2 miles for Key Stage One children and 3 miles for Key Stage Two. The Local Authority should take this into account and let governors and parents know how they would address this as soon as possible. Governors may also wish to consider whether they wish to support the travel arrangements for a wider group of children.

The governing bodies and school staff should continue to work with Diocese and LA to address the questions raised by parents, and to continue to plan activities between the two schools. This work is seen as positive for the two school communities and is building expertise between the two schools, regardless of whatever decision is reached.

If the proposal does go ahead, I would recommend an additional joint INSET (In-service training) day for the schools. The Guardian Angels school building would need to be cleared and tidied and preparations for additional children would need to be made at St Anne's Schools. These arrangements may require additional school closure days (perhaps 2 at Guardian Angels and 1 at St Anne's).

The scope for using the Guardian Angels site should be explored. The PRU have expressed an interest. The Guardian Angels community would prefer that it is not sold off to create luxury flats.

GUARDIAN ANGELS CATHOLIC PRIMARY SCHOOL & ST ANNE'S CATHOLIC PRIMARY SCHOOL CONSULTATION FEEDBACK

DR HELEN JENNER

15TH DECEMBER 2019

JOINT GOVERNING BODY MEETING

AGENDA

- Introduction
- Update from the Steering Group
- Reading time
- Response to report
- Moving forward
 - Likely LA response
 - Review amalgamation proposal (papers from 17th October meeting)
 - Consideration of draft letter to parents
 - Consideration of draft letter to Local Authority
 - Consideration of next GB meetings (in the light of LA request that GB should meet after statutory notice period has ended).
- Any Other Business

WHAT THE NUMBERS SHOW

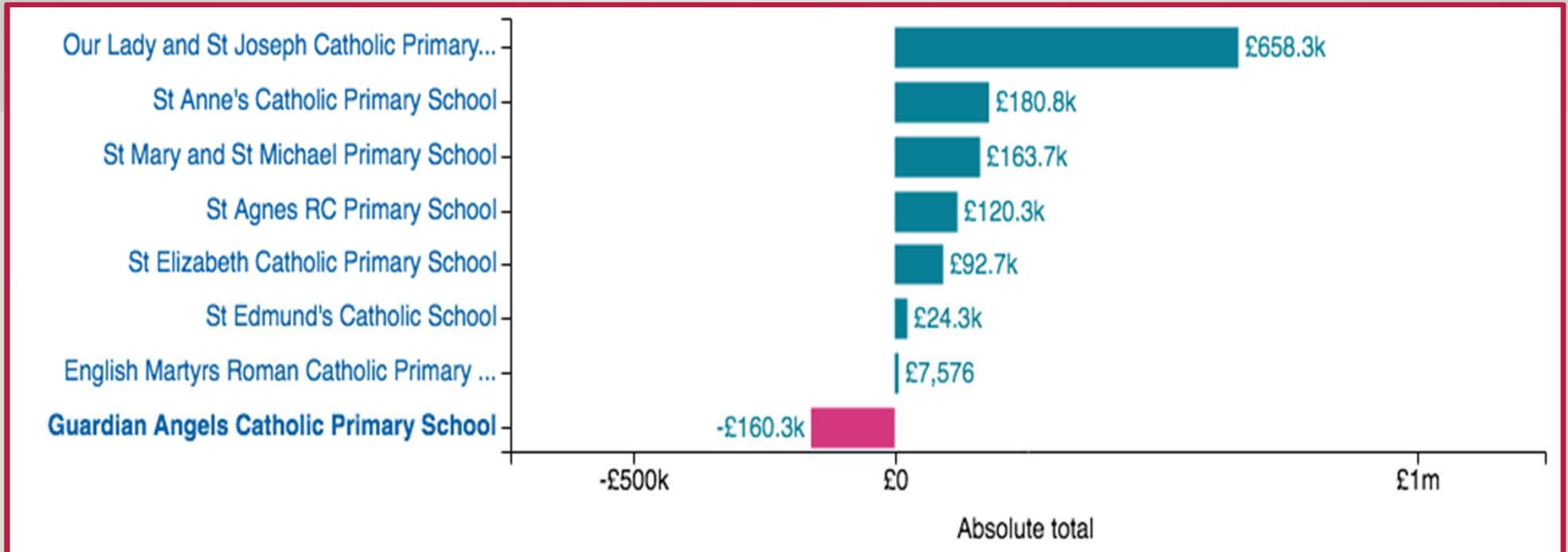
Total pupils at Guardian Angels - 168

Recep	Y1	Y2	Y3	Y4	Y5	Y6
14	16	25	29	27	28	29

Page 8
Total pupils at St Anne's

Recep	Y1	Y2	Y3	Y4	Y5	Y6
35	26	29	29	37	32	34

THE FINANCIAL POSITION AS REPORTED BY CATHOLIC PRIMARY SCHOOLS TO THE DFE AT THE END OF 2019



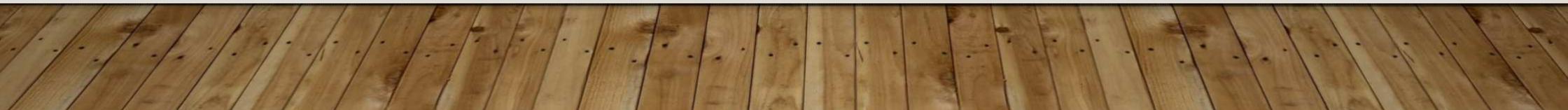
The actual Guardian Angels end of last year deficit is significantly higher than this, work is underway to unpick accounting errors so that the full figures can be known (likely to be around £300,000)

COMMUNICATIONS

Information to all Governing Bodies Termly since Sept 18

Future Ambitions Report to all schools February 2019

- Family Matters article June 2019
- Letter from Director of Education to all parents July 2019
- Letter from Governors following GB decision to consult
- Consultation Documents explaining position Monday 4th Nov release, inviting feedback
- Parents meetings planned for school based consultation 13th 20th Nov
- Coffee mornings 27th (GA) 28th Nov (St A) Joint meetings planned for Jan/Feb
- LA Open Information Sessions – Primary Review 11th Dec (9-12.30 and 6.30-8.30)
- LA decide whether to publish statutory notices in January (Publication 3rd Jan)
- Decision taken by Council Cabinet in February 2020



PRIORITIES FOR DECISION MAKING (FROM PRAG)

- We must provide world class education, fit for the future
- We must retain skilled staff
- We must ensure a model of school sustainability that includes resilient and agile financial management and governance
- We must use the opportunity to improve sites and premises
- We must maximise resources between schools to reduce transitions, maximise value for money and increase opportunities for children and staff
- We must ensure a balance of provision across the Borough that matches local need



HOW WAS FEEDBACK COLLECTED

- Notes from Parents meetings and coffee mornings
- Notes from staff and union meetings
- Collation of written responses
- Consultation Report pulls all of these together
- FAQs being developed
- Letter to parents summarises key concerns

PARENTS MEETINGS KEY QUESTIONS

12 unique questions

2 questions asked at 3 separate meetings

What will happen in a few years if the numbers of children drop again? Is there a guarantee it won't happen again?

Will there be a new uniform?

7 questions asked at 2 separate meetings

What will the ratio of teachers to children be?

Will all the children be kept together - so StAs children in StA classes and vice versa?

Can we get together - GA & StA parents?

Why can't StA school move here?

Will all the staff from GA come over to St Anne's?

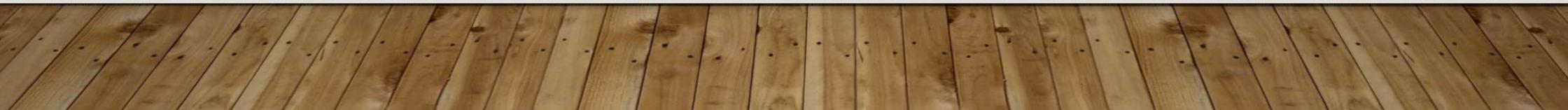
Will there be a change of name?

How will you manage the change in culture and ethos & values for children - for both schools?

WRITTEN RESPONSES ST ANNE'S

ns	Travel - could a bus be provided	Space/numbers	Transition could/ Will be unsettling	Staff security and maintaining teaching during transition	Name of school	Will GA upset St A balance	2				
s	Protects Catholic education	Better 3 together	Children can continue/build friendships	Children will see staff they know	wider curriculum and extra opportunities	Improve 4 education	Better financial 6 stability	Plaque to 13 celebrate	After School 1 Club	2	

	Agree	Not clear	Disagree
Parents	14		
Staff	5		
Governor			
Not known			
Other	3		
TOTAL ADULTS	22	0	
Children	5		
Children with parent	3		
TOTAL ALL	27	0	



WRITTEN RESPONSES GUARDIAN ANGELS

Travel bus provided	Uniform- either don't change or subsidise 21 (inc PE kit)	Transition could/ will be 6 unsettling	Staff security and maintaining teaching during 10 transition	Name of 4 school	Best way to group children in 4 future?	Have all options been considered? (including 7 phasing)	Breakfast/ After School 11 Provision	Admissions 2 Policy	3
Protects Catholic education	Better 5 school site	Children can continue 4 friendships	Children will see staff they 2 know	wider curriculum and extra opportuniti 3 es	opportunity to address GA Requires 3 Improvement	Better financial 3 management	4		

	Agree	Not clear	Disagree
Parents	4	10	
Staff	2		
Governor	1		
Not known	1		
Other	1		
TOTAL ADULTS	9	10	
Children	2		
Children with parent	2		
TOTAL ALL	11	10	



STAFF KEY QUESTIONS

- How will we establishing shared values and vision?
- How will classes be organised to ensure children mix well and “us and them” is avoided?
- Will the amalgamated schools staff be made up of 50% from Guardian Angels and 50% from St Anne’s?
- How many staff will be required for the new amalgamated school? Does this depend on how many Guardian Angels pupils move over to St Anne’s? How soon can we know?
- Will I have to apply for my own job?
- Will there be a redeployment/ redundancy scheme. What is the offer?
- How do we make sure uncertainty doesn’t affect staff or children?



GOVERNORS NEED TO CONSIDER EDUCATIONAL IMPLICATIONS FOR CHILDREN

1

Strong School / Capacity to offer wrap around and after school activities

2

Capacity for including the whole group to maintain friendships, better manage transition

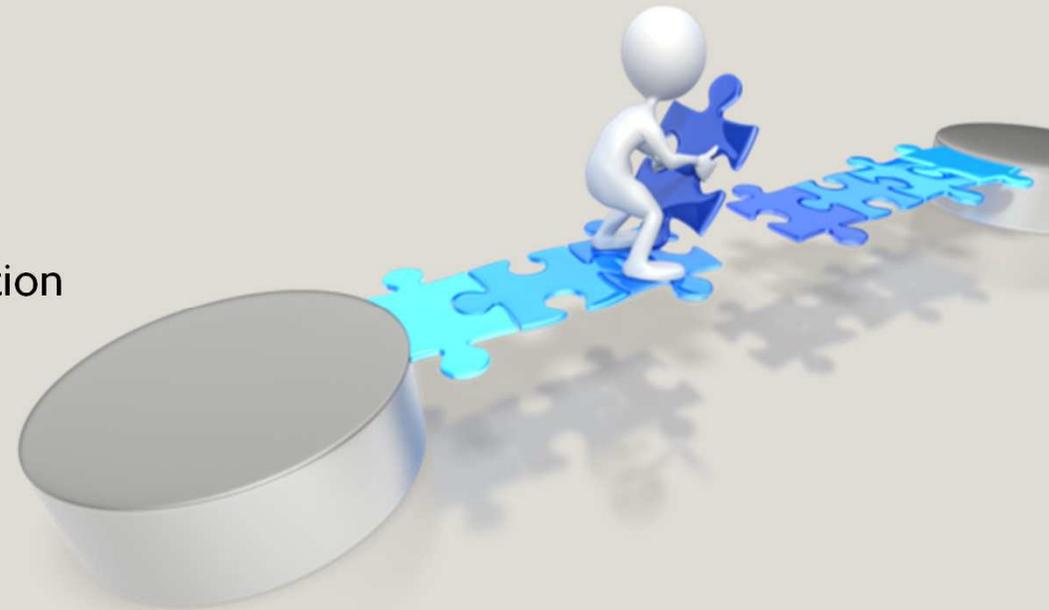
3

Capacity to build on current learning and extend capacity to offer increased opportunities and address underachievement

PARENTS WANT TO SEE PLANNING FOR TRANSITION

- Maintain quality education for the children
- Identify opportunities for improvement
- Build on existing strengths
- Build on existing relationships
- Involve parents to identify key priorities
- Recognise the challenges in moving to improved education
- Work together to minimise disruption
- Work together to maximise communication

Visits to St Anne's have been very successful
Parents and children welcome joint activities
Some parents have already chosen to move schools
Coffee mornings positive
Parents want joint parent discussions
What else can be done prior to the decision?



GOVERNORS NEED TO CONSIDER

- Reminding themselves of original decision to consult on amalgamation and why
- Should the consultation feedback change the original decision?
- Is quality education being maintained despite complex agenda?
- Admissions criteria have now been reviewed by Diocese – happy to share with LA?
- What to do about the petition
- Parental/staff/child concerns have been acknowledged, can any be addressed now?
- Communication with parents – Steering Group draft letter
- Communication with the LA – Steering Group draft letter
- How to manage next stages of consultation and levels of anxiety
- Are transition plans to date effective? What more needs to be done?
- If the decision goes ahead how to start planning for very busy Summer Term

Equality Analysis (EA)

Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose
(Please note – for the purpose of this doc, ‘proposal’ refers to a policy, function, strategy or project)

Planning for School Places 2019/20 **Amalgamation of St Anne’s and Guardian Angels**

This Equalities Impact Assessment concerns the proposal to amalgamate Guardian Angels and St. Anne’s Primary Schools, whereby Guardian Angels would close and its pupils would transfer to St Anne’s, should their parents choose to take up a place there. A new school would therefore be created.

Tower Hamlets has a great tradition of excellent education; we value the important role that schools have in increasing the life chances of our children. However the borough is now in a position where there is the need for longer term planning to maintain the success and future sustainability of its schools.

Demand for school places is driven by population growth and housing development. Although population growth in Tower Hamlets is among the fastest in the country, it has not translated into the expected increased demand for primary school places. Falling birth rates, changing resident demographics and young families migrating out of the borough have resulted in a significant surplus of primary school places in some areas of the borough. As of January 2019, there is a 6.5% surplus in primary schools places (1656 are unfilled). This is over the recommended 5% surplus that urban local authorities are recommended to operate with. The 5% surplus is designed to allow local authorities to meet their statutory duty to provide sufficient school places, yet still enable parents to have some choice of schools.

The impact of falling rolls in certain areas of the borough, reductions in education funding and schools in financial deficit, present a number of challenges. It has therefore been necessary to consider making changes that will ensure we have the right provision in the right place at the right time going forward. Provision that can be well resourced and is of high quality will enable schools to continue to thrive and offer the opportunities that children deserve: a strong curriculum with excellent teaching, enriching activities and a joyful experience at primary school.

St Anne’s Primary School has been included in the review of primary school places owing to falling rolls over the last four years, meaning lower numbers have joined the school. However, strong leadership and governance, coupled with good financial management means that the school has remained financially viable. Guardian Angels has been supported by the headteacher from St Anne’s since Spring 2019, following the resignation of the headteacher and Chair of Governors at Guardian Angels. Guardian Angels has a budget deficit of around £300,000 and would be unable to replay any loan owing to falling numbers and therefore financial instability. In view of this, it was agreed that Guardian Angels would also be brought into the review. In order to give every chance to every child to fulfil their aspirations, starting with a robust education, it is necessary for the LA to manage and support a series of school organisation changes to ensure that we can provide the right number of places in the right area. This should safeguard the high quality provision that exists within our schools, and is

See Appendix A

Current decision rating



NOTE: Where a proposal is being taken to a Committee, please append the completed equality analysis to the cover report.

being developed in collaboration with school leaders and other key stakeholders.

The work is being planned and supported through the LA's work with the Tower Hamlets Education Partnership (THEP), which plays a key role in enabling schools to meet the challenge of ensuring that all children and young people in Tower Hamlets achieve the best possible outcomes and can flourish if schools are working in effective partnerships.

Ultimately, access to good quality school places is essential to raising achievement and addressing poverty and inequality in the long term. The reorganisation of school provision and the development of new schools in certain areas of the borough should have a positive impact on all groups by improving accessibility, increasing parental choice and promoting inclusive education.

Conclusion - To be completed at the end of the Equality Analysis process

(the exec summary will provide an update on the findings of the EA and what outcome there has been as a result. For example, based on the findings of the EA, the proposal was rejected as the impact on a particular group was unreasonable and did not give due regard. Or, based on the EA, the proposal was amended and alternative steps taken)

Based on the findings of the EA, the proposal is robust. The proposal ensures increased equality of opportunity in regards to improved educational outcomes for all Guardian Angels and St Anne's pupils. This should ensure that these pupils will leave primary education with a robust education, and having had the opportunity to participate in enriching extra-curricular activities.

EA completed by: Elizabeth Freer

(officer completing the EA)

EA signed off by:

(service manager)

Date signed off:

(approved)

Service area:

SPP

Team name:

Children and Culture

Name and role of the officer completing the EA:

Elizabeth Freer, Strategy and Policy Manager

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

The following evidence has been considered:

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Engagement evidence

The schools' governing bodies have undertaken an initial, informal consultation between 4th November 2019 and 13th December 2019 with their communities after forming a steering group consisting of Chairs, deputy Chairs and Headteachers from both schools. They have been supported by an independent consultant. Since September 2019, when the schools were first identified as being "in scope" for review by the local authority, they have met regularly. Both governing bodies agreed to consult in the Autumn Term 2019, and shared this information with parents and staff, as well as circulating a letter about the review to all parents. A consultation document, agreed with the local authority and the Catholic diocese, was circulated via email, paper versions and placed on the school websites. The following meetings have been held:

Guardian Angels

Staff meetings have been held regularly and they met with trade union representatives on 13th November 2019
Parent meetings were held on 13th and 20th November 2019. A coffee meeting was held at the school on 28th November.

Children have discussed the proposal in assemblies and in their classes

St. Anne's

Staff meetings have been held regularly and they met with trade union representatives on 14th November 2019
Parent meetings were held on 14th and 20th November 2019. A coffee meeting was held at the school on 27th November .

Children have discussed the proposal in assemblies and in their classes

Other Evidence

Ofsted reports

Pupil projections

School census data of Guardian Angels and St Anne's and London Borough of Tower Hamlets

Demographic data held on staff and pupils at Guardian Angels and St Anne's

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Section 3 – Assessing the Impacts on the Equality Groups

Please refer to the guidance notes and evidence with sources how your proposal impacts upon the equality groups and our Equality Duty (for information on the Public Sector Equality Duty, please refer to the guidance notes).

Remember -

You must act to eliminate any potential negative impact which, if it occurred would breach the Equality Act 2010. In some situations, this could mean abandoning your proposed change as you may not be able to take action to mitigate all negative impacts.

When you act to reduce any negative impact or maximise any positive impact, you must ensure that this does not create a negative impact on service users and/or staff belonging to groups that share protected characteristics.

Reports/stats/data can be added as an Appendix.

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Equality Groups	Impact			Reason(s)
	Positive	Neutral	Negative	
	What impact will the proposal have on specific groups of service users or staff?			<ul style="list-style-type: none"> Please add a narrative to justify your claims around impacts and, Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making
Protected characteristics				
Age	X			Changing schools during any phase of education can be viewed as possibly disruptive. To ease any possible disruption, the change is proposed to take place between academic years. This will allow the current Year 6 pupils to continue to attend their current school before they transition to secondary school, thereby minimising any potential disruption. It also reduces the amount of pupils affected, as the 29 pupils in year 6 at Guardian Angels and 35 at St Anne’s will have moved on. Children in Year 2 preparing for SATs will be able to take the tests at their current school in a familiar environment. As the purpose of this proposal is to ensure that all children in the borough have access to sustainable, high quality education, there is a clear benefit for all Guardian Angels pupils who are currently at a school which Ofsted judged to “Require Improvement” in September 2018, dropping from “Good”. Ofsted, the regulatory

body and sole arbiter of quality, identified that “Pupils’ progress remains inconsistent across the school” and asked for an external review of governance to be undertaken. Conversely, St Anne’s is graded “Good” as “Teachers provide well-structured lessons that help pupils make good progress”.

18% of pupils at St Anne’s achieve at a higher standard in reading, writing and maths, as do a similar amount of children at Guardian Angels: 15%. The progress score for both schools is average in all areas, except St Anne’s is “Above Average” for Writing. Combining staff and pupils from both schools should enhance the current offer at St Anne’s, as staff will bring with them additional skills and share best practice.

Both schools have been experiencing a decline in pupil numbers from 2015 onwards, although St Anne’s has been impacted less as numbers have increased since 2017. St Anne’s received almost triple the amount of first choice applications in 2019 than Guardian Angels did. This means that, currently, reception and Yr 1 pupils at Guardian Angels are in the same class, despite significant teaching and curriculum differences between the EYFS and KS1, which is not ideal.

School	PAN	Total applications to reception				
		2015	2016	2017	2018	2019
St Anne’s	50	78	75	49	57	57
Guardian Angels	30	74	88	76	60	34

School	PAN	First Choice Applications				
		2015	2016	2017	2018	2019
St Anne’s	50	Unavailable	31	21	26	34
Guardian Angels	30	Unavailable	29	20	15	13

St Anne’s also provides nursery provision for children aged 2 upwards, thereby allowing parents with younger children to access a nursery place at their child’s school, rather than going elsewhere, including funded places for the most disadvantaged 2 year olds, as well as 30 hours a week for working parents.

As a school’s financial position is based on the number of children on roll, operating at capacity is imperative to ensure there is the budget to offer a rich curriculum, as well as extra-curricular activities. Owing to a sizeable

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			<p>budget deficit, the extracurricular offer at Guardian Angels has been reduced, such as guitar lessons ending. St Anne’s has a robust after school club offer which, for this academic year, includes Drama, Choir, Zumba and Science, Home Learning and Irish Dancing, Science and Karate, Chess and Sports. Pupils at Guardian Angels will benefit from access to this, as will their parents as the clubs are either free or low-cost, thereby reducing childcare costs. An extended school day is also beneficial for working parents.</p> <p>The impact on staff, who will also join together to form one staffing structure, will depend on the new structure, but the majority of staff is likely to be the same. Any process will be agreed by LBTH and unions. During the informal consultation, parents at both schools identified that joining the two schools would lead to increased staffing levels and other resources, sustainable finances and increased potential for school improvement. They also expressed hope that amalgamation would increase the range of specialist skills their children would have access to, owing to the possibility of a wider range of curriculum experts on staff, thereby reducing the inconsistencies in teaching at Guardian Angels, as identified by Ofsted. Indeed, the current support offered by the headteacher at St Anne’s has led to improvements in teaching at Guardian Angels.</p> <p>Staff fed back positive reasons to support amalgamation, as they have concerns that continuous falling numbers would lead to job losses, but acknowledged that amalgamation, coupled with a new staffing structure, may also result in changes.</p>
Disability	X		<p>There are 4 pupils on roll with identified Special Educational Needs/Disabilities (SEND) at Guardian Angels who have an Education, Health and Care Plan (EHCP) but none are in receipt of SEND transport. At St Anne’s, there are 6 children with identified SEND who have an EHCP. One child at St Anne’s is in receipt of SEND transport. Although children with SEND may be “disadvantaged” by a change of school, the transition will be eased by the change occurring over the summer holidays.</p> <p>The new school will have a robust, inclusive approach to supporting children with SEND, as St Anne’s currently does, which was identified by Ofsted at their last inspection: <i>“Pupils who have special educational needs or disability are very well supported. Relationships with parents are strong and they are included in their children’s learning.”</i></p> <p>In order to make sure any unknown special needs are picked up early, there are strong processes in place at St Anne’s. SENCos work closely within the senior leadership team and in discussion with teachers and teaching assistants in school to identify children who have SEND. They use a number of additional indicators of special educational needs:</p> <ul style="list-style-type: none"> • The analysis of whole school and individual tracking data, termly whole school assessments and individual assessments of pupils as necessary

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			<ul style="list-style-type: none"> • The following up of teacher concerns and ongoing professional discussion • Termly pupil progress meetings with class teachers, members of SLT and SENCOs • Following up parental concerns • Tracking individual pupil progress over time • Information from previous schools on transfer • Information from other services <p>Therefore, regular assessment and monitoring procedures, including the review of termly assessments, will continue throughout a children’s time at school to look out for any special needs that may develop later. This should particularly benefit the children currently at Guardian Angels, as joining the two schools together will also maximise resources and ensure that all pupils with SEND have access to enhanced provision through the expertise that exists particularly at St Anne’s. Currently, some pupils with SEMH needs attend specialist provision at St Anne’s, which Guardian Angels could not provide and are driven to and from their sessions by school staff. St Anne’s is also an accessible school, and in a good state of repair with enough empty space to be able to accommodate children from Guardian Angels. Any required additional capital works will be assessed and provided.</p> <p>Annual Reviews for students with EHCPs will be brought forward to ensure their needs are being met, and will continue to be met. The progress for students with SEND will be regularly reviewed. Support with transitions and integration into St Anne’s will be offered by the Parent and Family Support Service.</p> <p>During the informal consultation period, parents also identified that joining the schools would lead to increased play space at St Anne’s. The playground was extended and revamped by the Diocese in September 2018. It is unclear whether those parents have children with SEND, but increased access to more space will benefit all children.</p> <p>All children from Guardian Angels, including those with SEND, may have to travel further to school, and therefore may be eligible for a Local Authority travel grant. However, governors are exploring all travel options in conjunction with the local authority, should the two schools join.</p>
Sex		X	<p>Currently, at Guardian Angels, there are more girls than boys, and vice versa at St Anne’s. Therefore, joining the two schools will ensure there is a more equal gender breakdown. Therefore, joining the two schools will have a positive impact. Work is already underway to ensure that pupils meet and are able to make friendships before the amalgamation, if it occurs, through football matches and class visits. All pupils, irrespective of gender, will also benefit from the improved educational outcomes that should be achieved through joining the two schools.</p>

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School	F	M
Guardian Angels	108	78
St Anne's	125	146

The staff gender breakdown is weighted heavily towards women at both schools, meaning there will be more of an adverse impact, if there are due to be redundancies with the new staffing structure, on females. However, this is purely because more women than men are employed, as is the case in the majority of primary school provision in this borough and elsewhere. The majority of staff is expected to be the same and change management support is being planned in the event of the two schools joining.

School	Female	Male
Guardian Angels	26	4
St Anne's	46	4

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Gender reassignment		X	No impact identified.
Marriage or civil partnership		X	No impact identified.
Religion or belief		X	Both Guardian Angels and St Anne's are Roman Catholic schools. Approximately 50% of pupils at both schools identify as Catholic. Therefore, the religious provision children will receive will not change. Catholic school intake is currently around 8% of intake across all schools, although there is capacity for 11%, and nearly all LBTH Catholic schools currently accept non-Catholic children owing to vacancies. The proposed amalgamation would alter the capacity to 10%, which would still be above the current needed number. Without non-Catholic children at Catholic schools, a number of faith schools in Tower Hamlets would not be financially viable. Parents recognised during the informal consultation that joining the two schools would protect quality Catholic education in the borough. Amalgamation should lead to more equality of opportunity for all pupils, both Catholic and non-Catholic. Guardian Angels pupils will have the additional opportunity of studying philosophy for children, as well as RE, should they move to St Anne's. Philosophy for Children offers a way to open up children's learning through enquiry and the exploration of ideas. Children learn that their ideas have value, and that the ideas of other children have value too, thereby helping to promote community cohesion.
Race		X	Guardian Angels and St Anne's have a similar pupil demographic in terms of ethnicity, as evidenced below (data from school census 2018, which is the last validated data available at the moment).

NOTE: Where a proposal is being taken to a Committee, please append the completed equality analysis to the cover report.

Ethnicity	Guardian Angels	St Anne's
Any Other Asian Background	3	2
Any Other Black Background	10	5
Any Other Ethnic Group	3	14
Any Other Mixed Background	27	19
Any Other White Background	13	38
Bangladeshi	5	12
Black - Any Other Black African Background	29	40
Black - Somali	0	2
Black Caribbean	12	15
Chinese	2	1
Indian	7	0
Information Not Yet Obtained	9	10
Pakistani	0	0
Refused	0	2
Vietnamese	2	2
White - British	59	82
White - Irish	0	2
White and Asian	1	4
White and Black African	0	4
White and Black Caribbean	4	17

Joining the schools will not cause any significant changes to the pupil demographic of the new school, with White British children still the main ethnicity. Both schools have pupils with English as an additional language so will be able to share best practice with how to support children who are bi/multi-lingual. All children upon reaching Key Stage 2 will have access to Spanish lessons, thereby enhancing their language skills and abilities. All pupils, irrespective of ethnicity, will also benefit from the improved educational outcomes that should be achieved through joining the two schools.

Joining the two schools with a new staffing structure may have more of an impact on White British staff, as more staff from this ethnicity are employed. However, the ethnicity of staff would still reflect the demographic

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				of pupils.																																													
				<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Guardian Angels</th> <th>St Anne's</th> </tr> </thead> <tbody> <tr> <td>Any Other White Background</td> <td>1</td> <td>2</td> </tr> <tr> <td>Bangladeshi</td> <td>1</td> <td>1</td> </tr> <tr> <td>Black - African</td> <td>1</td> <td>0</td> </tr> <tr> <td>Black and Any Other Ethnic Group</td> <td>1</td> <td>1</td> </tr> <tr> <td>Black Caribbean</td> <td>7</td> <td>2</td> </tr> <tr> <td>Indian</td> <td>0</td> <td>1</td> </tr> <tr> <td>Information Not Yet Obtained</td> <td>7</td> <td>6</td> </tr> <tr> <td>Other Mixed background</td> <td>0</td> <td>1</td> </tr> <tr> <td>White - British</td> <td>7</td> <td>25</td> </tr> <tr> <td>White - English</td> <td>2</td> <td>3</td> </tr> <tr> <td>White- European</td> <td>0</td> <td>3</td> </tr> <tr> <td>White - Irish</td> <td>2</td> <td>4</td> </tr> <tr> <td>White and Black Caribbean</td> <td>1</td> <td>0</td> </tr> <tr> <td>White and Asian</td> <td>0</td> <td>1</td> </tr> </tbody> </table>	Ethnicity	Guardian Angels	St Anne's	Any Other White Background	1	2	Bangladeshi	1	1	Black - African	1	0	Black and Any Other Ethnic Group	1	1	Black Caribbean	7	2	Indian	0	1	Information Not Yet Obtained	7	6	Other Mixed background	0	1	White - British	7	25	White - English	2	3	White- European	0	3	White - Irish	2	4	White and Black Caribbean	1	0	White and Asian	0	1
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White and Asian	0	1																																															
Sexual orientation		X		No impact identified. No data on sexual orientation collected.																																													
Pregnancy or maternity		X		No impact identified. No data collected.																																													
Other																																																	
Socio-economic	X			<p>Guardian Angels and St Anne's pupils share a similar socio-economic background, with approximately 47% of pupils at St Anne's eligible for Free School Meals, compared to the slightly higher proportion of 49% at Guardian Angels.</p> <p>In addition to the aforementioned afterschool clubs at St Anne's, a breakfast club is also run by the charity Magic Breakfast. Every child attending St Anne's, which will include any Guardian Angels pupils who move, has access to a healthy and happy start to their school day so that they can make the most of their learning.</p>																																													

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			<p>Breakfast is free and children can arrive any time between 8.00am and 8.45am and choose from a variety of cereals, porridge, bagels, juice and milk. Bagels are also available for all children free of charge in the playground before school.</p> <p>As parents expressed during the informal consultation, joining the two schools would lead to enhanced extracurricular opportunities, such as trips to museums, and extended provision, which greatly benefits working parents. Nursery provision for children aged 2 upwards would also provide funded places for the 40% most disadvantaged two year olds, as well as 30 funded hours for 3 &4 year olds with working parents.</p>												
Parents/Carers		X	<p>As previously mentioned, the majority of parents who responded to the informal consultation by returning forms are positive about the amalgamation, stressing the importance of maintaining a high standard of education was paramount to any change being successful. Their concerns focussed around the cost of a new school uniform, the increased journey to school and the location of St Anne’s.</p> <p>The decision about a new uniform is being undertaken by the governing bodies, which may choose to offer financial assistance should the decision be yes.</p> <p>St Anne’s, unlike other Catholic schools in the borough, has the space for all Guardian Angels’ pupils if required. This is not the case for other schools, which would mean needing to keep two buildings open, leading therefore to higher premises and management costs. The location of St Anne’s was perceived to be in a less safe place than Guardian Angels by some parents, despite it being down a quiet residential street. They have been reassured upon visiting the site. The Whitechapel area does have more people and therefore is at more risk of ASB and crime. However, it also has more focused resources to deal with any issues, such as THEOs.</p> <p>The travel distance to St Anne’s will be longer for the majority of Guardian Angels’ pupils. An analysis of the distance to school from the home address of Guardian Angels’ pupils:</p> <table border="1"> <thead> <tr> <th colspan="3">Reception to Year 2</th> </tr> <tr> <th>Distance to school</th> <th>Guardian Angels</th> <th>St Anne’s</th> </tr> </thead> <tbody> <tr> <td>Less than 2 miles</td> <td>50</td> <td>26</td> </tr> <tr> <td>Greater than 2 miles</td> <td>5</td> <td>29</td> </tr> </tbody> </table>	Reception to Year 2			Distance to school	Guardian Angels	St Anne’s	Less than 2 miles	50	26	Greater than 2 miles	5	29
Reception to Year 2															
Distance to school	Guardian Angels	St Anne’s													
Less than 2 miles	50	26													
Greater than 2 miles	5	29													

NOTE: Where a proposal is being taken to a Committee, please append the completed equality analysis to the cover report.

				Year 3 - Year 5		
				Distance to school	Guardian Angels	St Anne's
				Less than 3 miles	80	72
				Greater than 3 miles	4	12
				<p>Under the LA's Travel Assistance Policy, 41 pupils would be eligible for travel assistance. The governing bodies of the two schools are working with the Diocese and the Local Authority to review possible travel arrangements.</p>		

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Section 4 – Statutory Duties

Tick the relevant box(es) to indicate whether the proposed change will adversely impact on the Council's ability to meet any aspect of the Public Sector Duty as set out in the Equality Act 2010:

- Advancing equality of opportunity between people who belong to protected groups
- Eliminating unlawful discrimination, harassment and victimisation
- Fostering good relations between people who belong to protected characteristic groups

If the proposed change adversely impacts on the Council's ability to meet any of the Public Sector Duties set out above, mitigating actions must be outlined in the Action Plan in Section 5 below.

NOTE: Where a proposal is being taken to a Committee, please append the completed equality analysis to the cover report.

Section 5 - Action Plan

As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.

Example

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
1. Better collection of feedback, consultation and data sources 2. Non-discriminatory behaviour	1. Create and use feedback forms. Consult other providers and experts 2. Regular awareness at staff meetings. Train staff in specialist courses	1. Forms ready for January 2020 Start consultations Jan 2020 2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	1.NR & PB 2. NR	

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Your action plan

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress

NOTE: Where a proposal is being taken to a Committee, please append the completed equality analysis to the cover report.

Section 6 – Monitoring

Have monitoring processes been put in place to check the delivery of the above action plan and impact on equality groups?

Yes? No?

Please state how this will be undertaken.

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Appendix A

Equality Assessment Criteria

Decision	Action	Risk
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is recommended that the use of the policy be suspended until further work or analysis is performed.	Suspend – Further Work Required	Red 
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . However, a genuine determining reason may exist that could legitimise or justify the use of this policy.	Further (specialist) advice should be taken	Red Amber 
As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.	Proceed pending agreement of mitigating action	Amber 
As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.	Proceed with implementation	Green: 

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School Roll Projections

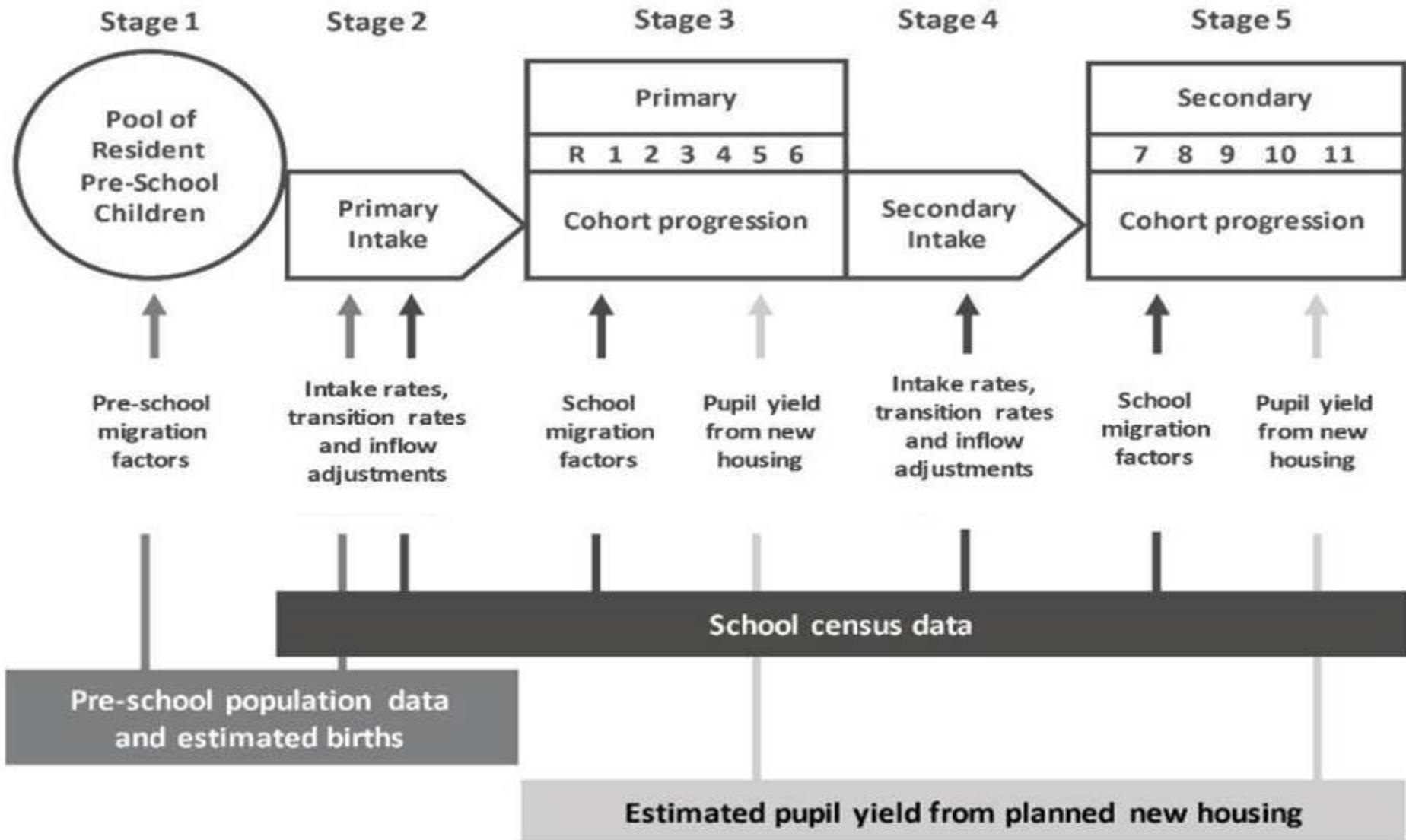
2018-2028



Introduction

- This document presents the 2019 Round School Roll Projections from the GLA. In addition, it investigates issues and provides context to help explain the projections.
- This year, the GLA enabled boroughs to run variants of the projections using different assumptions about the ‘conversion’ or ‘take up rates’. There are 6 scenarios based on Low, Medium and High Migration models.
- Our preferred option is “High Migration-3/4” model; which accounts for high migration out of the borough and over a 3 year weighted mean cohort survival table.
- Much analysis has taken place over recent months to align pupil projections with the current landscape in Tower Hamlets. Developments continue, however, are not yet providing the child yield associated with the housing increase and this needs a continued monitoring as developments progress
- A review of the GLA pupil projections model has been carried out, and is considered fit for purpose with its overall accuracy, however continued mindfulness in pupil yield for new housing developments is critical
- A complementary pupil forecasting system is in development, adopting a “bottom-up” approach, compared with the GLA’s “top-down” approach to find synergies in both systems to assist with school place planning

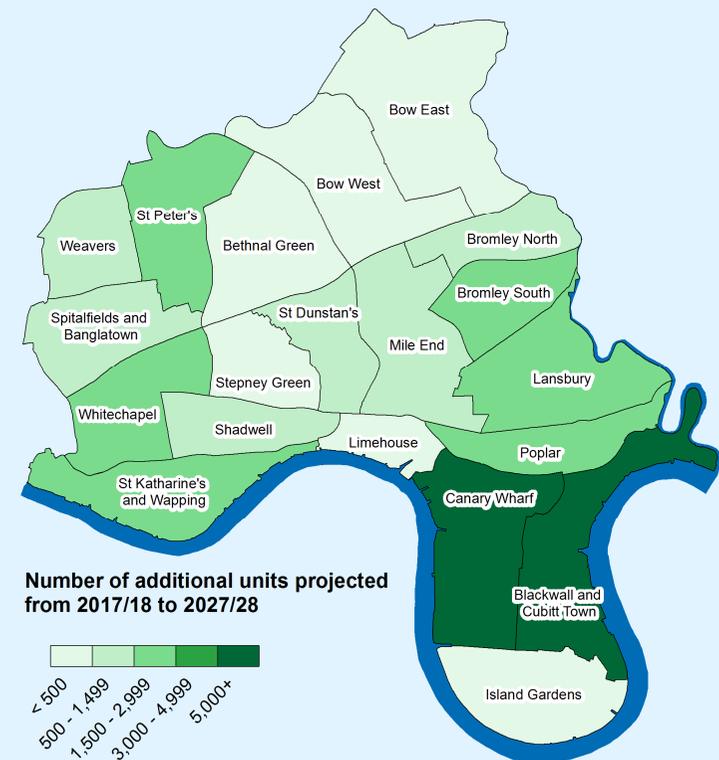
Methodology



Projection Methodology

- Population projections were produced by the GLA using our Local Plan development trajectory which draws on planning permissions, applications, and SHLAA sites.
- The Local Plan development trajectory expects around **43,000 additional units** to be built across the borough in the next decade, with building concentrated in the Isle of Dogs.
- Actual school rolls from the Spring 2019 School Census were also submitted to the GLA.
- The development data and actual rolls are then input into the GLA's model, which also takes into account trends in births, cross-border pupil flows and conversion/take up rates to produce the school roll projections.

Local Plan development trajectory: additional units projected from 2017/18 to 2027/28 by ward



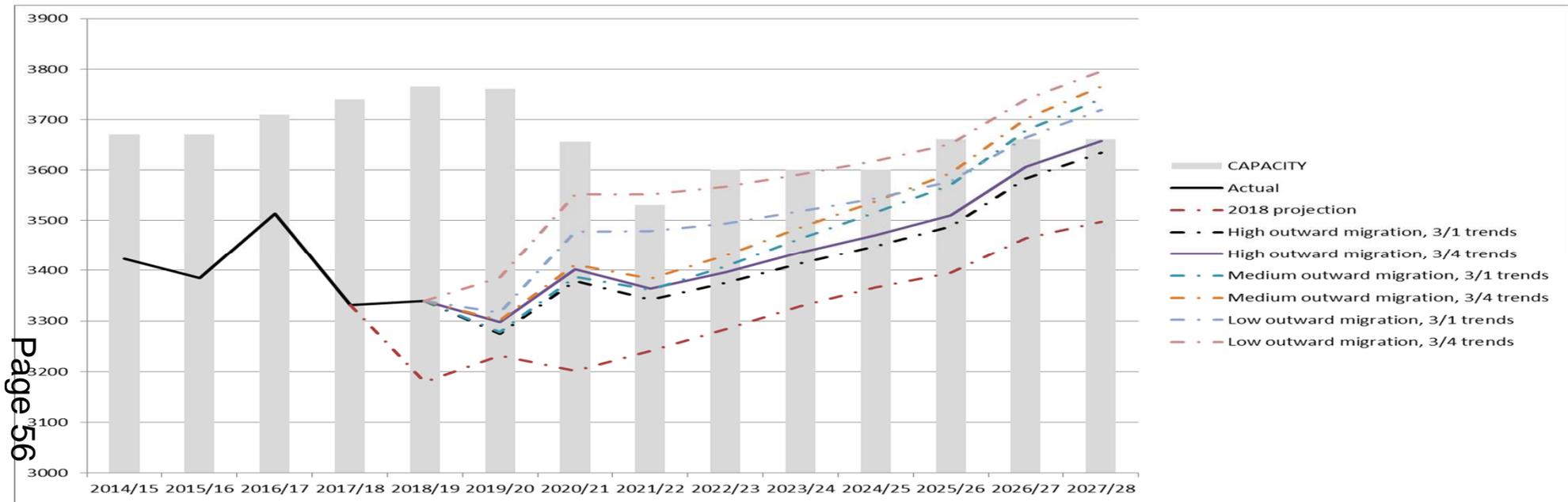
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Accuracy of Last Year's Projections

- Overall, last year's school roll projections were under-estimates , projected more pupils for 2018/19 than we saw in the 2019 Spring Census.
- Projections for Year 7 pupils had the highest variance (7%), which projected 206 more pupils than we had in the Census. Reception projections had a 5% variance, projecting 161 more pupils than we had in the Census. This is not a complete surprise, given the issues that presented with the previous projections over inflation and the GLA confirmed issues with the projection system glitch with international migration.

	2017/18 Round Projection (Jan rolls)	2019 Spring Census	Variance (number of pupils)	% Variance
Reception	3,179	3,340	-161	-5%
Primary	23,330	23,762	432	-2%
Year 7	3,114	2,908	206	7%
Secondary	14,632	14,446	186	1%
All pupils	37,962	38,208	-246	-0.6%

Reception Projections



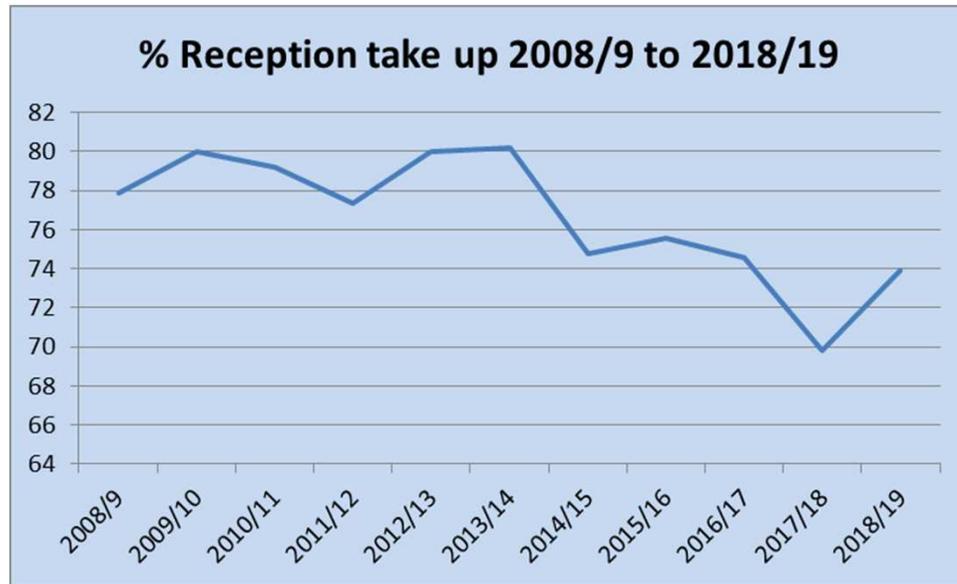
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School roll projections for Reception ... based on Planned PAN changes and results of the Primary Review

Produced Sept 19 using: Jan 2019 school rolls, GLA 2016-based population projection model (UPC), and Local Plan + LLDC development trajectory, 3 4 option

Borough		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Actual		3,353	3,340									
Projection (3 4)				3,299	3,403	3,364	3,398	3,436	3,469	3,512	3,606	3,658
Applications		3,305	3,136	3,168								
Capacity		3,740	3,766	3,761	3,656	3,531	3,601	3,601	3,601	3,661	3,661	3,661
Variance (3 4)	Pupils	387	426	462	253	167	203	165	132	149	55	3
	FE	12.9	14.2	15.4	8.4	5.6	6.8	5.5	4.4	5.0	1.8	0.1
	%	10%	11%	12%	7%	5%	6%	5%	4%	4%	2%	0%

Reception Projections: Take up



- The rate of four year olds taking up reception places has fluctuated over the last ten years.
- In 2013/14, 80% of 4 year olds in the borough took up reception places.
- The number has fallen in recent years and in 2018/19, the take up rate was 74%.

However:

- The proportion of reception pupils residing in Tower Hamlets and attending school in another LA has remained relatively stable over recent years, rising slightly from 1.8% of reception pupils in January 2010 to 2.5% of reception pupils in January 2016.
- The proportion of pupils (of all ages) in Tower Hamlets attending independents schools has remained relatively stable, rising slightly from 4.3% in January 2010 to 5.2% in January 2016.

So where are reception pupils going if they are not taking places in Tower Hamlets, other boroughs or independent schools?

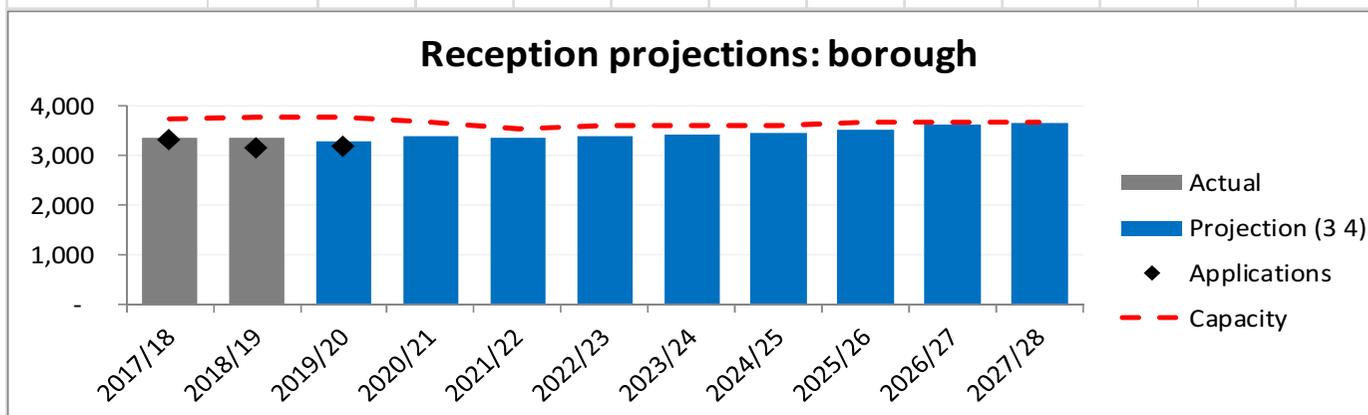
Pupil Place Planning

School Catchment Area Projections

School roll projections for Reception ... based on Planned PAN changes and results of the Primary Review
Produced Sept 19 using: Jan 2019 school rolls, GLA 2016-based population projection model (UPC), and Local Plan + LLDC development trajectory, 3 4 option

Borough		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
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	%	10%	11%	12%	7%	5%	6%	5%	4%	4%	2%	0%

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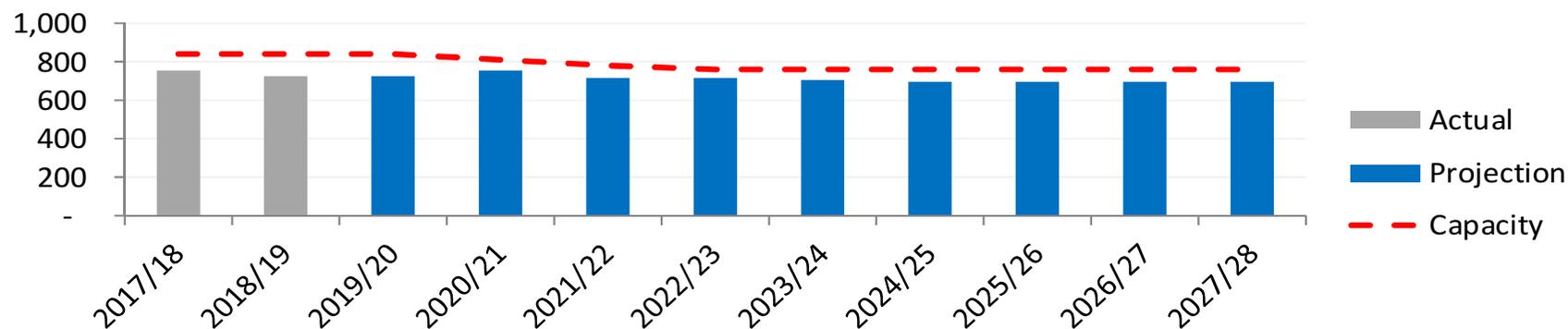


Pupil Place Planning

School Catchment Area Projections

Catchment 1 - Stepney		(INCLUDES BOTH BONNER SITES)										
		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Actual		756	730									
Projection				727	753	716	712	703	696	692	698	699
Capacity		840	840	840	810	780	760	760	760	760	760	760
Variance	Pupils	84	110	113	57	64	48	57	64	68	62	61
	FE	2.8	3.7	3.8	1.9	2.1	1.6	1.9	2.1	2.3	2.1	2.0
	%	10%	13%	13%	7%	8%	6%	8%	8%	9%	8%	8%

Reception projections: Stepney (Catchment 1)

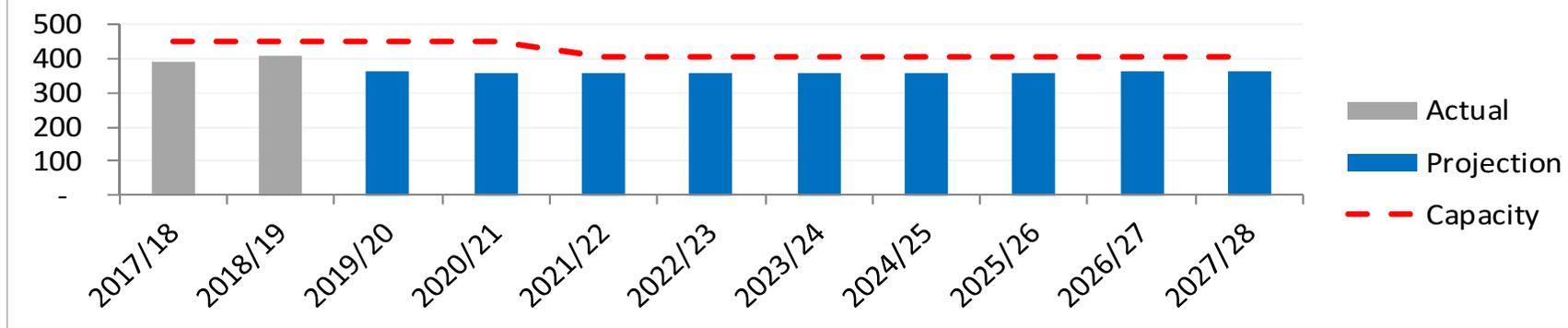


Pupil Place Planning

School Catchment Area Projections

Catchment 2 - Bow <small>(does not include Bonner sites)</small>		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Actual		390	408									
Projection				366	358	359	358	359	358	359	362	364
Capacity		450	450	450	450	405	405	405	405	405	405	405
Variance	Pupils	60	42	84	92	46	47	46	47	46	43	41
	FE	2.0	1.4	2.8	3.1	1.5	1.6	1.5	1.6	1.5	1.4	1.4
	%	13%	9%	19%	20%	11%	12%	11%	12%	11%	11%	10%

Reception projections: Bow (Catchment 2)

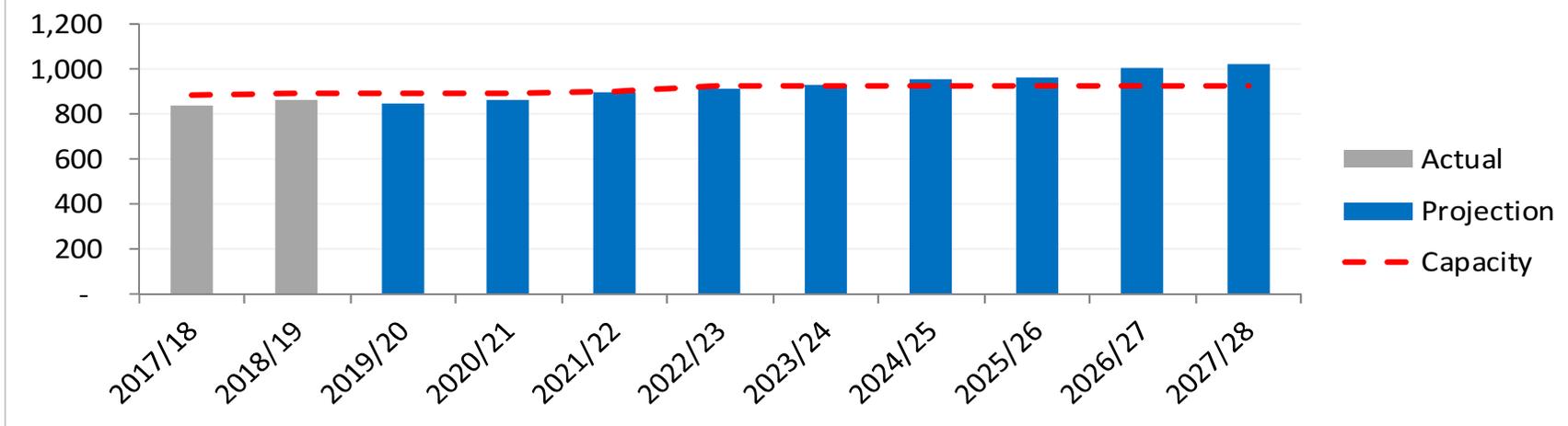


Pupil Place Planning

School Catchment Area Projections

Catchment 3 - Poplar		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Actual		842	866									
Projection				846	866	895	914	934	952	968	1,005	1,022
Capacity		885	890	890	890	900	930	930	930	930	930	930
Variance	Pupils	43	24	44	24	5	16	- 4	- 22	- 38	- 75	- 92
	FE	1.4	0.8	1.5	0.8	0.2	0.5	- 0.1	- 0.7	- 1.3	- 2.5	- 3.1
	%	5%	3%	5%	3%	1%	2%	0%	-2%	-4%	-8%	-10%

Reception projections: Poplar (Catchment 3)

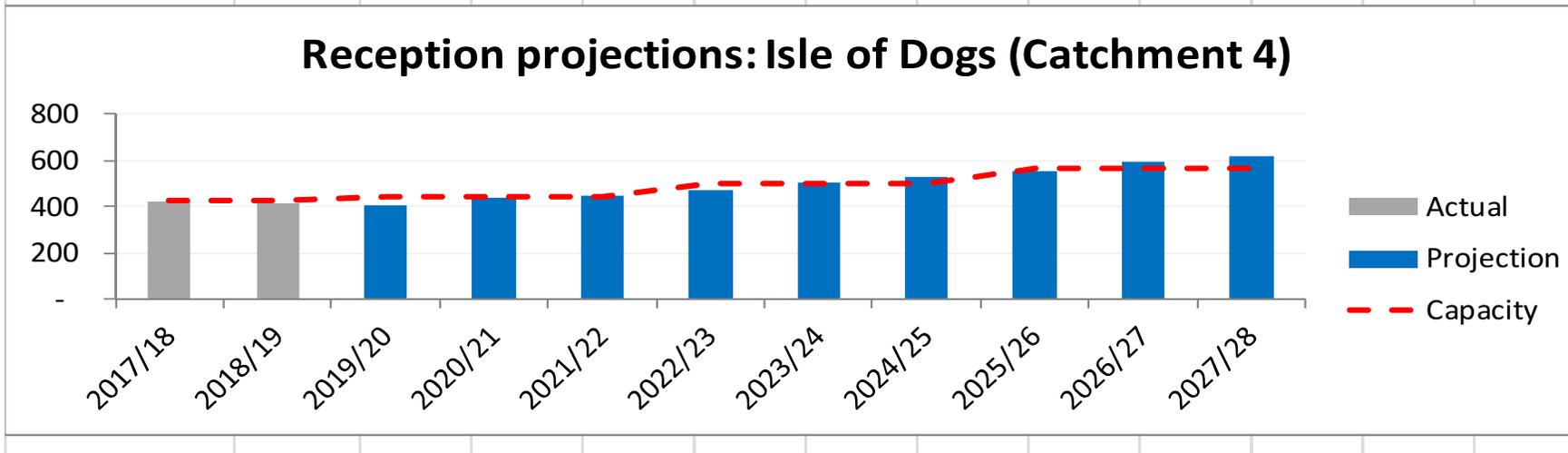


Pupil Place Planning

School Catchment Area Projections

Catchment 4 - Isle of Dogs		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Actual		419	410									
Projection				406	438	449	472	500	527	556	591	617
Capacity		425	425	441	441	441	501	501	501	561	561	561
Variance	Pupils	6	15	35	3	- 8	29	1	- 26	5	- 30	- 56
	FE	0.2	0.5	1.2	0.1	- 0.3	1.0	0.0	- 0.9	0.2	- 1.0	- 1.9
	%	1%	4%	8%	1%	-2%	6%	0%	-5%	1%	-5%	-10%

Reception projections: Isle of Dogs (Catchment 4)

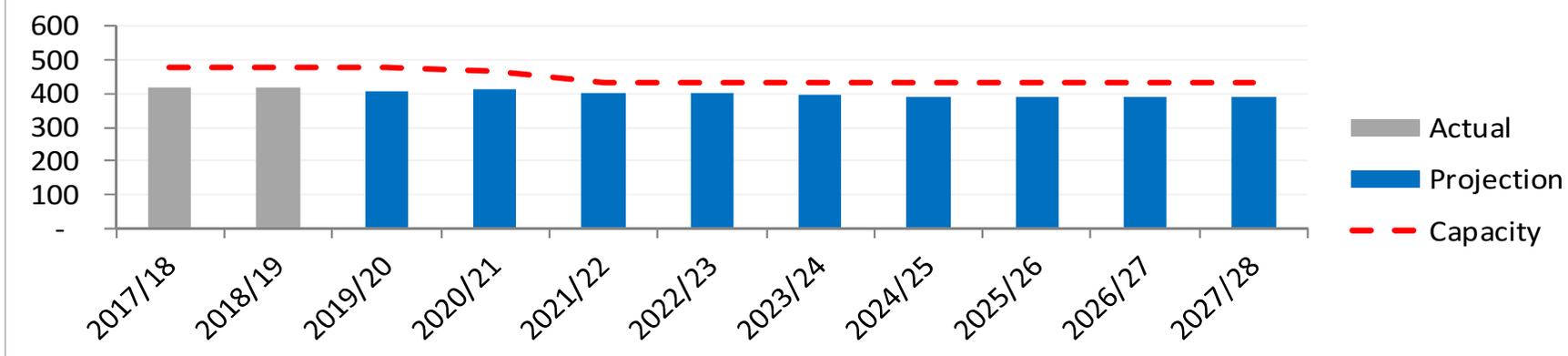


Pupil Place Planning

School Catchment Area Projections

Catchment 5 - Wapping		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Actual		418	418									
Projection				409	416	402	400	396	392	388	389	388
Capacity		480	480	480	465	435	435	435	435	435	435	435
Variance	Pupils	62	62	71	49	33	35	39	43	47	46	47
	FE	2.1	2.1	2.4	1.6	1.1	1.2	1.3	1.4	1.6	1.5	1.6
	%	13%	13%	15%	11%	8%	8%	9%	10%	11%	11%	11%

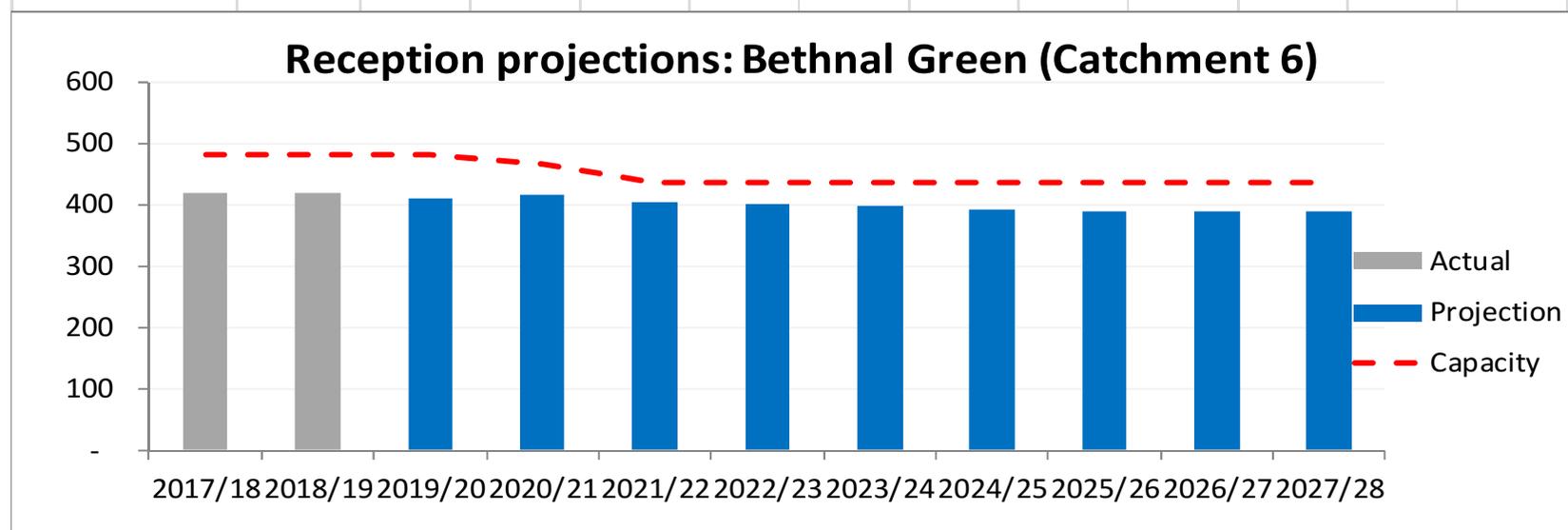
Reception projections: Wapping (Catchment 5)



Pupil Place Planning

School Catchment Area Projections

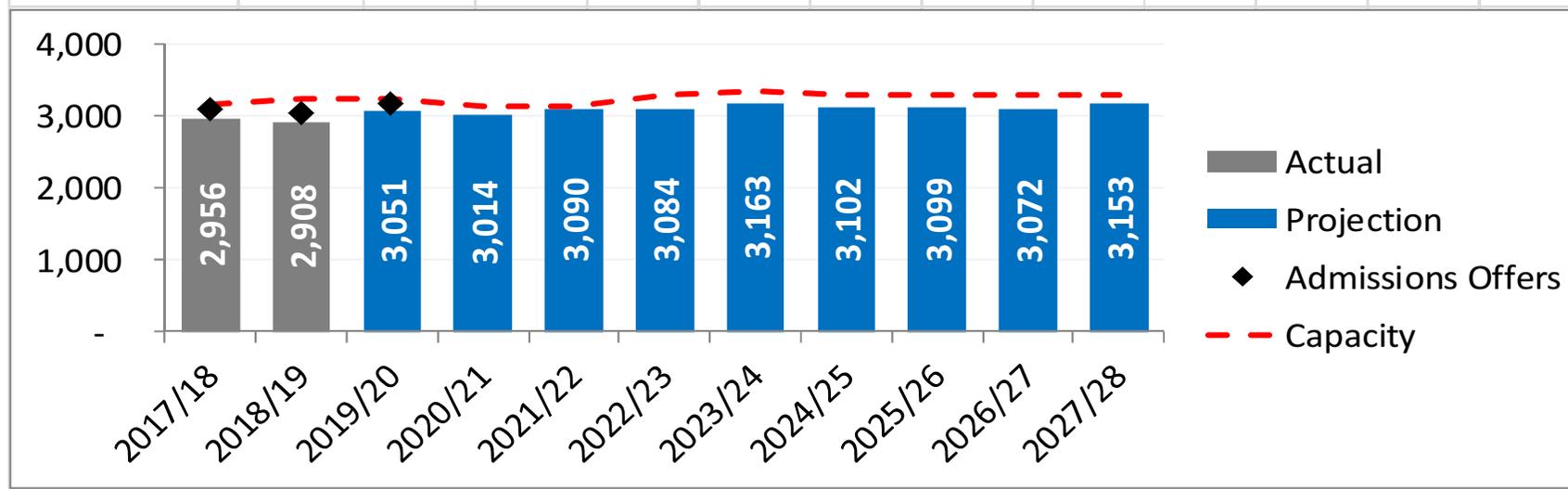
Catchment 6 - Bethnal Green		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Actual		528	508									
Projection				528	539	517	513	514	513	516	524	529
Capacity		660	660	660	600	570	570	570	570	570	570	570
Variance	Pupils	132	152	132	61	53	57	56	57	54	46	41
	FE	4.4	5.1	4.4	2.0	1.8	1.9	1.9	1.9	1.8	1.5	1.4
	%	20%	23%	20%	10%	9%	10%	10%	10%	9%	8%	7%



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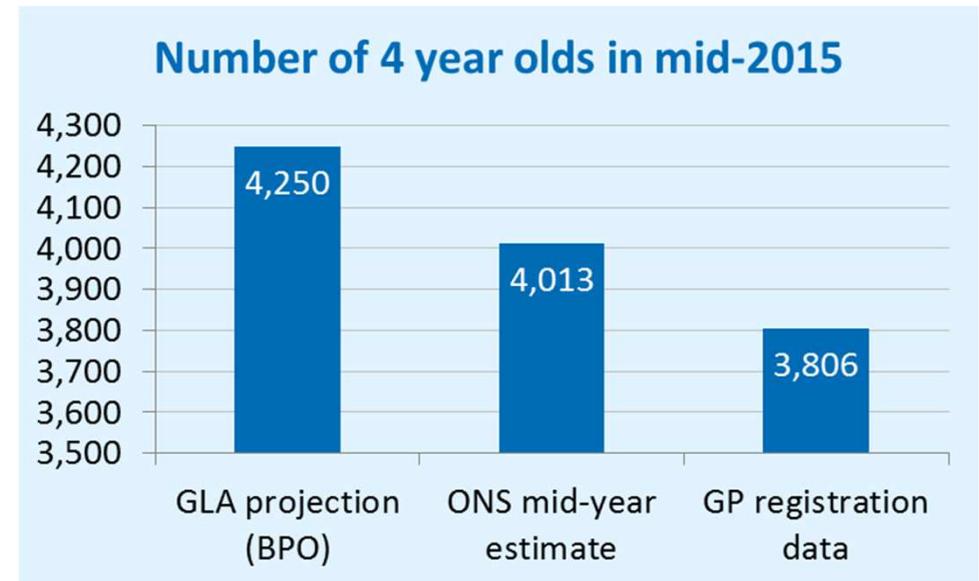
Year 7 Projections

Borough		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Actual		2,956	2,908									
Projection				3,051	3,014	3,090	3,084	3,163	3,102	3,099	3,072	3,153
Admissions Offers		3,078	3,009	3,147								
Capacity		3,152	3,233	3,233	3,133	3,133	3,283	3,343	3,283	3,283	3,283	3,283
Variance	Pupils	196	325	182	119	43	49	120	241	184	211	130
	FE	6.5	10.8	6.1	4.0	1.4	1.6	4.0	8.0	6.1	7.0	4.3
	%	6%	10%	6%	4%	1%	2%	4%	7%	6%	6%	4%



Reception Projections: Comparing estimates

- Rather than the take up rate falling, it could be that the **population estimates are over-estimating the number of four year olds in the borough.**
- The number of 4 year olds estimated by the GLA projections for mid-2015 were around 200 children higher than the mid-year estimates, and 450 children higher than we saw on the GP registration data.

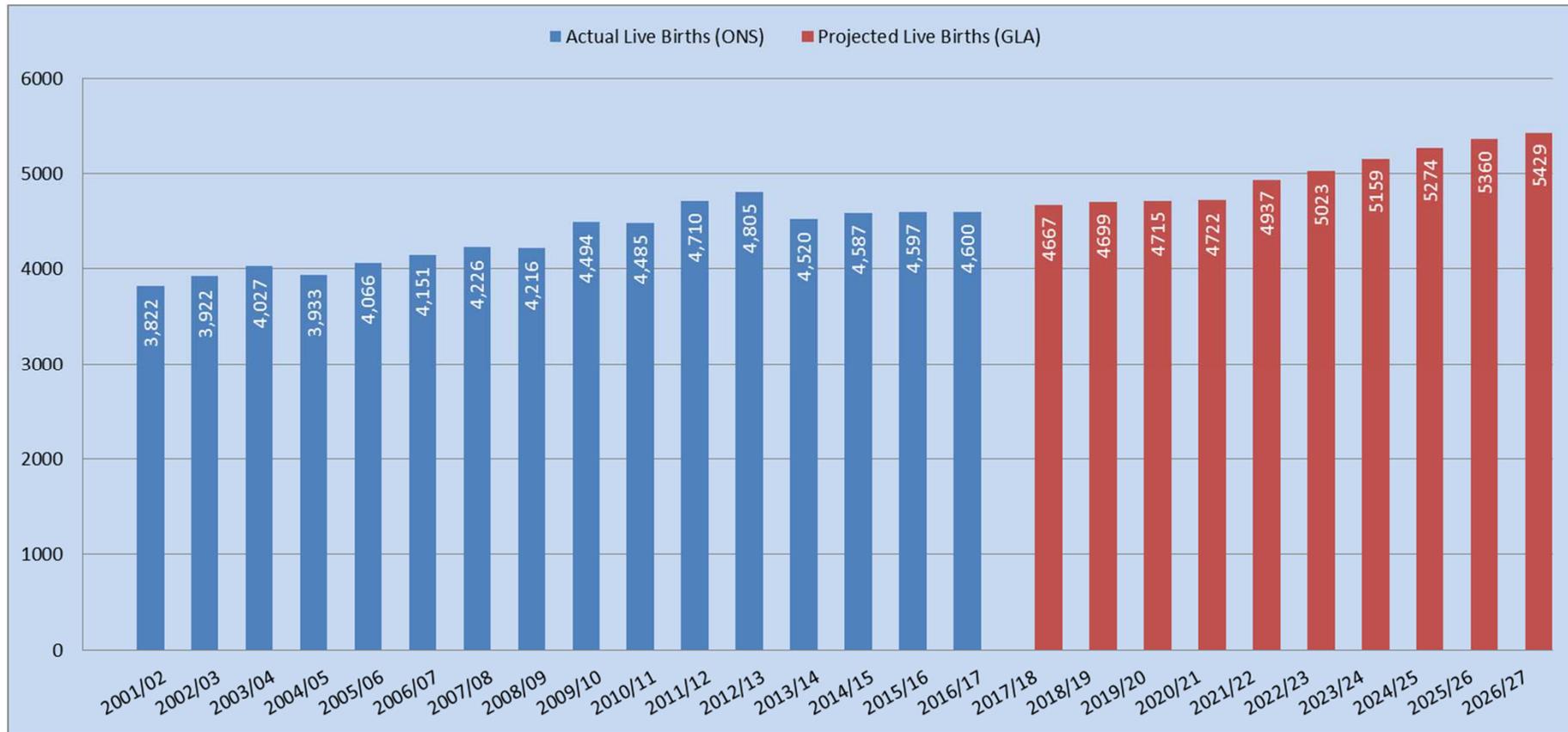


This could be happening because:

- **Outward migration is being under-estimated.** Migration is the most difficult element to estimate and project, particularly at a local authority level. Net internal migration figures show that the number of young children moving out of the borough for other LAs in the UK has been increasing since 2009, but it may be that the estimates are not picking up the extent to which this is happening.
- **Projections are over-estimating the number of children moving into new developments.** This is also incredibly difficult to estimate, with developand the CRU are proposing a new survey to better understand the household composition of the families living in new developments.

Reception Projections: Births

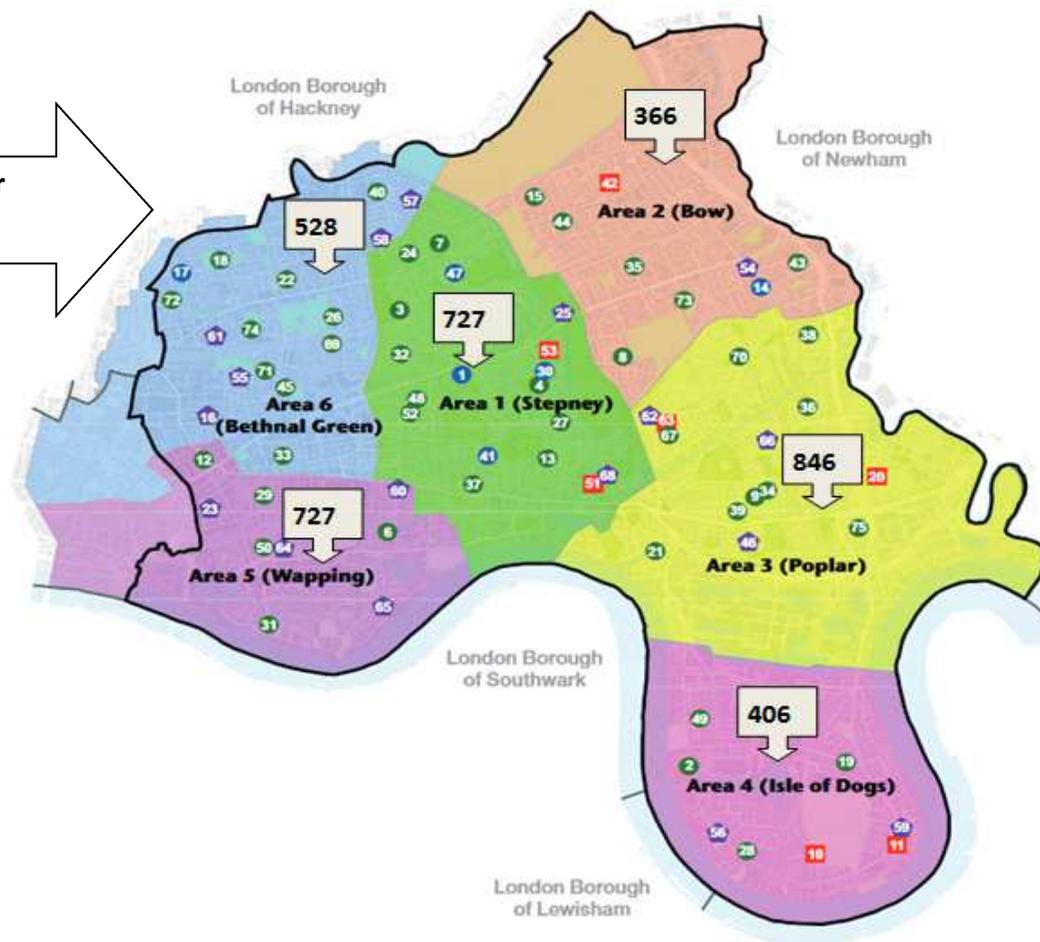
The number of births fell in 2013/14 and this is now beginning to feed through to the number of reception places. Since 2013/14, the number of births has been slowly increasing.



Pupil Place Planning

Pupil distribution primary (R 2019)

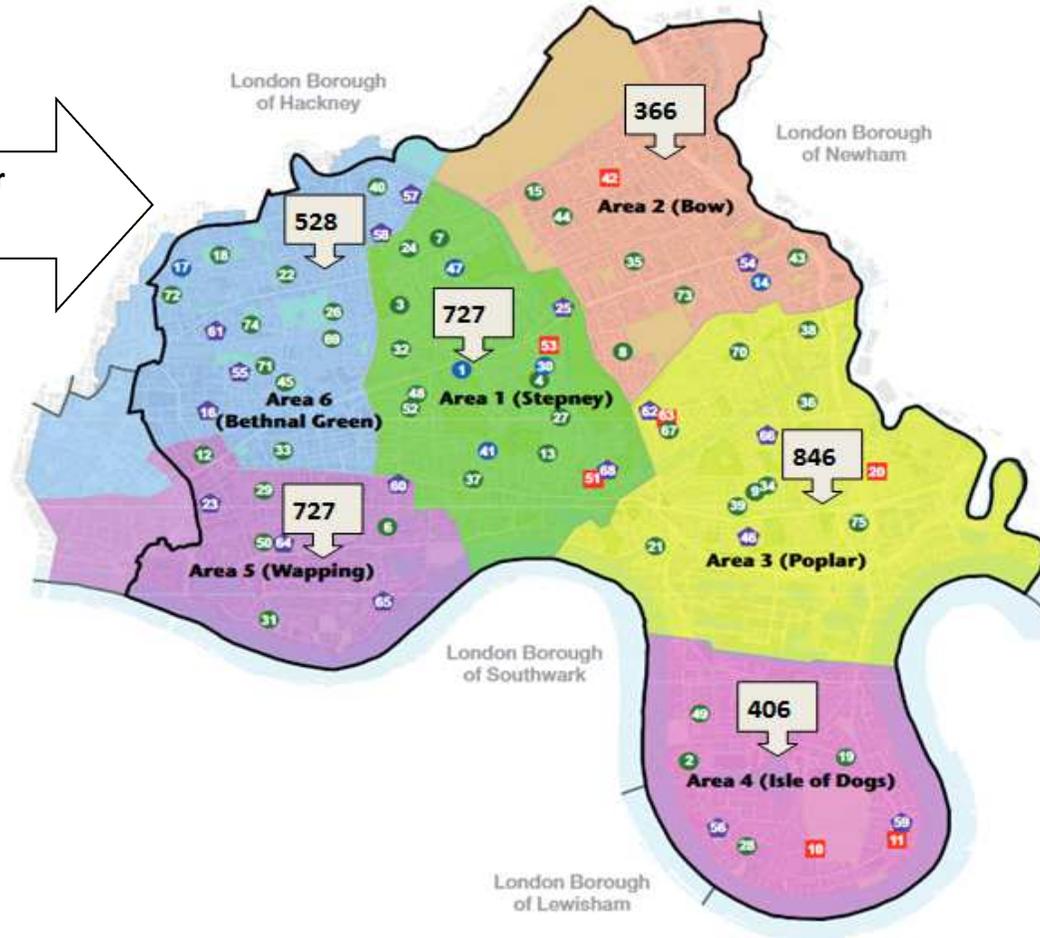
45 pupils from other boroughs



Pupil Place Planning

Pupil distribution primary (R 2019)

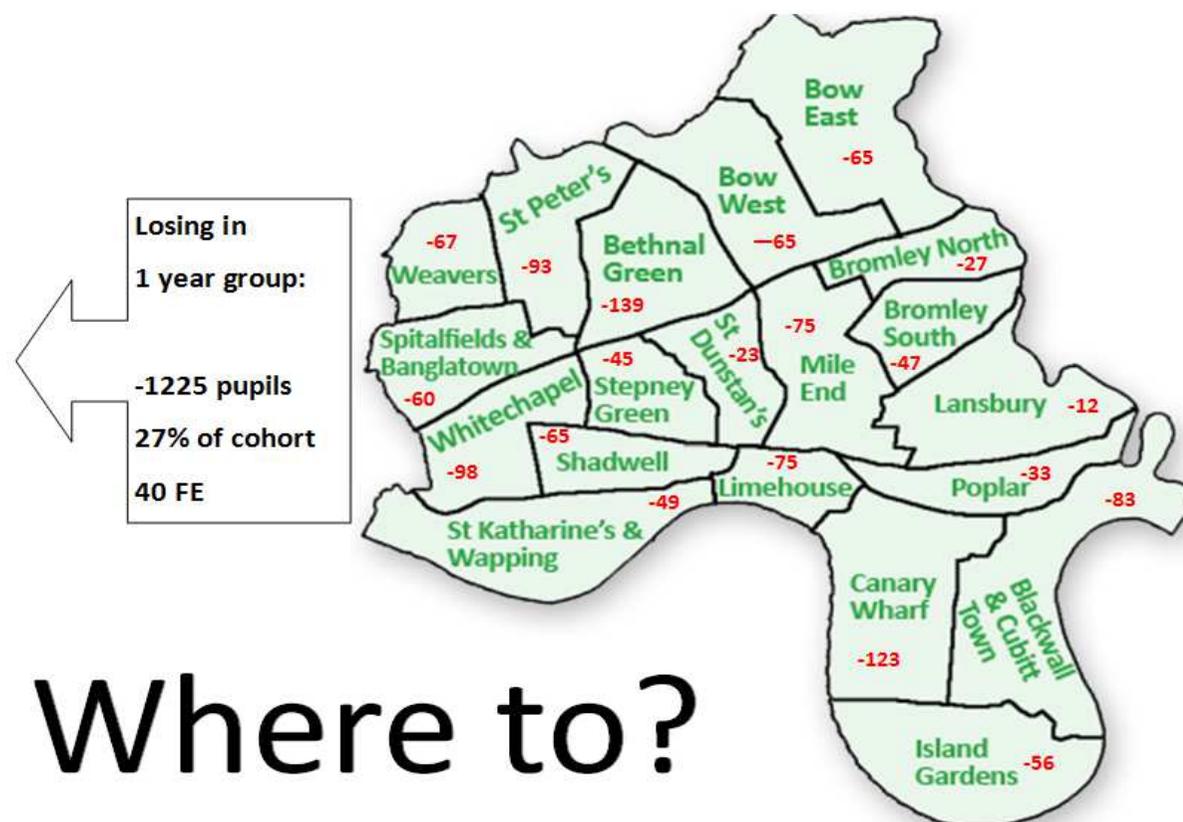
45 pupils from other boroughs



Pupil Place Planning

Effects of new housing developments and migration patterns... Net Loss of Children from birth to Reception 2019

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Where to?

How will Brexit impact the school rolls?

- These projections **have not** taken into account any changes in migration as a result of Brexit.
- EU migrants make up 70% of new National Insurance Number registrations in Tower Hamlets.
- However, EU nationals, or those with EU national parents, represent a relatively small proportion of the borough's child population.
- **9% of births** in Tower Hamlets in 2015 were to mothers born in the EU.
- The Spring Census 2017, which recorded country of birth for the first time, found around **2,800 pupils** who were born in an EU country (other than the UK), making up around **4%** of the pupil population. However, this is likely to be an underestimate given that around a quarter of all pupil records do not supply information on country of birth.

Pupil Place Planning

Projections methodology ... variables affecting projections

- Parental preference
- International migration
- Domestic migration
- Housing developments
- School performance and standards
- School Leadership
- Welfare reform
- Brexit or other political decisions
- Changes in political boundaries
- Changes in catchment areas
- Changes in neighbouring authorities schools

Conclusion

- Last year's school roll projections were over-projections. In 2016/17 we had 102 fewer Year 7 pupils than projected and 29 fewer reception pupils than projected.
- Compared to admissions/acceptances figures, it appears that this year's projections are also over-projections.
- This is likely because the population estimates are not picking up the extent to which young families are moving out of the borough, and/or over-estimating the number of children moving into new developments.

Next steps:

- Geographical analysis of the school roll projections
- Propose new housing development survey to better understand household composition in new developments

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