

TOWER HAMLETS CHILDREN'S SERVICES

Equality Impact Assessment School Admissions



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EQUALITY IMPACT ASSESSMENT

Name of proposal	Priority for admission to children of school staff
Service area	Education and Partnerships
Officer completing assessment	Terry Bryan
Council Cabinet meeting date	27 th February 2018
Director	Debbie Jones

Summary of Proposal

This equalities impact assessment is for the proposal to introduce an additional criterion in the oversubscription criteria for Tower Hamlets Community Schools. A criterion that will give priority to children of staff employed at Tower Hamlets primary and secondary community schools as well as academy schools that have chosen to adopt the Local Authority's admission policy. The full definition of the criterion being *'Children whose parent is a member of staff who has been employed at the school for two or more years at the time of application or has been recruited to fill a vacancy for which there is a demonstrable skill shortage.'*

The key stakeholders are staff in Tower Hamlets schools that are parents or carers and wish to apply for a place for their child in the school at which they are employed. Additional stakeholders are other parents and carers who wish to apply for school places for their children in a Tower Hamlets community primary or secondary school and who could potentially lose a place to a member of staff instead.

Tower Hamlets schools are continuing to experience significant challenges in recruiting and retaining staff. Following consideration of this issue by the Tower Hamlets School Admission Forum - a group representative of parents, headteachers and community organisations; it was agreed to consult on the addition of an oversubscription criterion which would give priority to children of staff in Tower Hamlets community primary and secondary schools. A statutory consultation was undertaken from 1 November 2017 to 5 January 2018, as part of the admission arrangements consultation for 2019/20.

Data Used to Inform Equalities Impact Assessment

Protected Group	Service Users	Staff
Sex	School Census (Summer 2017)	Data from school workforce survey 2017 – SFR25. Data on percentage of school staff who are Male
Gender Reassignment	No national or local collected data	No national or local collected data
Age	School Census (Summer 2017)	Data from school workforce survey 2017 – SFR25. Data on percentage of school staff who are Male
Disability	School Census (Summer 2017)	No relevant data
Race and Ethnicity	School Census (Spring 2017)	Data from school workforce survey 2017 – SFR25. Data on percentage of school staff who are classified as BAME.
Sexual Orientation	No data available	There is no data on sexual orientation from school workforce survey (2016).
Religion or Belief (or No Belief)	2011 Census	2011 Census
Pregnancy or Maternity	2011 Census	2011 Census
Marriage and Civil Partnership	2011 Census	

Key Findings

An analysis of the equalities data gathered on protected groups suggested the probability that this proposal could benefit parent(s) and carer(s) of White British ethnic origin pupils to the detriment of parent(s) and carer(s) of other ethnic groups. This is because the highest proportion of staff at Tower Hamlets community schools are of White British ethnic origin. However, the wider impact on the borough's demographic profile is likely to be negligible as research from other London boroughs (London borough of Enfield and London borough of Havering) who have adopted children of staff criterion in their community schools' oversubscription criteria shows that, for both 2016 and 2017, fewer than 1% of places were offered under this criterion.

The proposal will seek to improve staff recruitment and retention issues within Tower Hamlets community schools, which will have a wider positive impact on the educational outcomes for Tower Hamlets' children and young people. The change to the eligibility criteria may affect a small minority of children living in close proximity to their preferred school; however there are wider benefits to the staffing recruitment and retention strategy. To limit the potential for any adverse impact the policy will include a cap on the number of places that can be offered under the staff criterion, for both the year of entry and across the whole school.

1. Sex

Service users (primary and secondary age children by gender)

Gender	Primary (R – Y6)	Secondary (Y7 – Y11)	Grand Total	Primary %	Secondary %	Grand Total %
Female	10439	5603	16042	48.8%	52.8%	50.1%
Male	10938	5017	15955	51.2%	47.2%	49.9%
Grand Total	21377	10620	31997	100%	100%	100%

Source: School Census Summer 2017

There are slightly more males than females in Tower Hamlets primary schools, and slightly more females than males in Tower Hamlets secondary schools.

	All teachers who are male (%)	All teaching assistants who are male (%)	All Non-classroom Based School Support Staff who are Male (%)	Auxiliary Staff who Are Male (%)
Tower Hamlets	29.1%	15.5%	24.8%	13.8%

Source: SFR25 2017

The majority of Tower Hamlets school staff are female, and this is reflected in each staff category. The greatest imbalance in staff by gender is with the auxiliary staff, of which only 13.8% are male. However it is recognised that women are much more likely to experience inequality, one example being issues with access to childcare.

2. Gender Reassignment

There is no national or local collected data on gender reassignment.

3. Age

Service users (primary and secondary children by age)

Year	Primary	Secondary	Grand Total
Reception	3,539		
Year 1	3,398		
Year 2	3,403		
Year 3	3,310		
Year 4	3,367		
Year 5	3,240		
Year 6	3,213		
Year 7		2,894	
Year 8		2,981	
Year 9		2,890	
Year 10		2,761	
Year 11		2,668	
Grand Total	23,470	14,194	37,664

Source: School Census Summer 2017

There are more pupils in primary schools than in secondary schools (23,470 and 14,164 respectively). The number of pupils in secondary schools is expected to increase over the coming years as the earlier increase in primary numbers works its way through.

4. SEN Disability

Service users: total number of Children & Young People with statements or plans maintained by Tower Hamlets

Year	Education, Health and Care Plans
N1	12
N2	52
Reception	108
Year 1	122
Year 2	171
Year 3	173
Year 4	170
Year 5	171
Year 6	160
Year 7	151
Year 8	146
Year 9	176
Year 10	153
Year 11	139
Year 12	110
Year 13	99
Year 14	67
Grand Total	2180

Source: School Census Spring 2017

Tower Hamlets has a range of children with special educational needs and disabilities (SEND). These children will continue to be given the highest priority so they will not be impacted by this new criterion. We do not have data on pupils with less complex disabilities who do not qualify under the SEND criteria.

5. Race and ethnicity

Service users: Ethnic composition (all groups) of Tower Hamlets school population as at Spring 2017:

	Primary		Secondary		Grand Total	
	No	%	No	%	No	%
Bangladeshi	13056	61	7694	66.8	20750	63
Black African Somali	835	3.9	358	3.1	1193	3.6
Black Caribbean	259	1.2	263	2.3	522	1.6
Black Other	189	0.8	95	0.8	284	0.9
Chinese	124	0.6	30	0.3	154	0.5
Information not yet obtained	89	0.4	57	0.5	146	0.4
Kurdish	20	0.1	1	0.008	21	0.1
Mixed Ethnicity	1429	6.7	528	4.6	1957	6
Other Asian	622	2.9	249	2.2	871	2.6
Other Black African	867	4.1	579	5	1446	4.4
Other Ethnic Group	657	3.1	257	2.2	914	2.8
Other White	1683	7.9	616	5.3	2299	7
Refused	3	0.01	20	0.2	23	0.07
Turkish	78	0.4	44	0.4	122	0.4
White British	1487	6.9	730	6.3	2217	6.7
Grand Total	21398	100	11521	100	32919	100

Source: School Census Spring 2017

Service users: the majority of Tower Hamlets primary and secondary school pupils are from a BAME background. 6.9% of primary school pupils and 6.3% of secondary school pupils are White British.

Staff: here is the broad ethnic composition of Tower Hamlets teachers, teaching assistants, non-classroom based school support staff and auxiliary staff

Tower Hamlets	
All Teachers from Minority Ethnic Groups (i.e. Non-white British) (%)	48%
All Teaching Assistants from Minority Ethnic Groups (i.e. Non-white British) (%)	66.7%
All Non-classroom Based School Support Staff from Minority Ethnic Groups (i.e. Non-white British) (%)	54.6%
Auxiliary Staff from Minority Ethnic Groups (i.e. Non-white British) (%)	62.8%

Source: SFR25 2017

The staff ethnicity data shows the broad composition of ethnicities among classroom and non-classroom staff in Tower Hamlets schools. In three of the four groups, a majority of staff are BAME (except BAME Teachers, who represent 48% of the overall Tower Hamlets teacher population).

6. Sexual orientation

We do not hold ward or borough level data on sexual orientation, and it's not collected nationally through the Census.

7. Religion or belief (or no belief)

	Tower Hamlets (%)	England & Wales (%)
All persons	100	100
Muslim	38	4.9
Christian	29.8	59.3
Religion not stated	6.9	7.1
Hindu	1.8	1.5
Buddhist	1	0.4
Jewish	0.6	0.5

Source: Census 2011 (Revised data issued by ONS for Tower Hamlets on 26.02.15)

Tower Hamlets has a high proportion of pupils who are of Muslim faith. The proportion of Tower Hamlets pupils of Christian faith is almost half the proportion for England and Wales.

8. Pregnancy and maternity

We do not hold ward or borough level data on pregnancy and/or maternity.

9. Marriage and Civil Partnership

	All categories: Marital and/or civil partnership status	Single (never married or never registered a same-sex civil partnership)	Separated (but still legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved
Tower Hamlets	52.5%	44.7%	1.0%	1.8%
London	58.5%	38%	0.9%	2.6%

Source: Census 2011 - All categories: Position in communal establishment by sex by age 16 and over

The proportion of married people (both married and/or in civil partnerships) in Tower Hamlets is lower than the London average.

10. Average Distances Travelled to School

Average distance Tower Hamlets pupils travelled to a Primary school by catchment area:

Catchment Area	Average Distance 2016 (m)	Average Distance 2017 (m)
Area 1 (Stepney)	618	627
Area 2 (Bow)	882	802
Area 3 (Poplar)	777	792
Area 4 (Isle of Dogs)	839	879
Area 5 (Wapping)	566	598
Area 6 (Bethnal Green)	536	575

Source: cohort of offers made for reception admission 2017

In 2017 Tower Hamlets pupils travelled an average of 712m to a primary school in their catchment area, which is slightly more than the average distance travelled in 2016 (703m).

In 2017, the area in which the greatest distance travelled to a primary school was the Isle of Dogs (879m), and the area in which the shortest distance travelled was Bethnal Green (575m).

Average distance Tower Hamlets pupils travel to a secondary school:

Name of school	Average Distance 2016 (m)	Average Distance 2017 (m)
Bishop Challoner Catholic Federation Boys' School	2350	2364
Bishop Challoner Catholic Federation Girls' School	2560	2282
Bow School	1435	1547
Canary Wharf College 3 Secondary	1611	874
Central Foundation Girls School	1472	1455
George Green's School	2078	2045
Green Spring Academy Shoreditch	1685	1468
Langdon Park School	935	1001
London Enterprise Academy	1897	2385
Morpeth School	1015	972
Mulberry School for Girls	1062	1145
Oaklands School	1155	1097
Raine's Foundation School	1972	2208
Sir John Cass	1012	988
St Paul's Way Trust School	791	914
Stepney Green Mathematics and Computing College	1555	1457
Swanlea School	1549	1567
Wapping High School	1920	1793

Source: cohort of offers made for secondary admission 2017

In 2017 Tower Hamlets pupils travelled an average of 1531m to a secondary school, which is slightly less than the average distance travelled in 2016 (1559m).

In the case of both Tower Hamlets primary and secondary schools, the change to the eligibility criteria may affect a small minority of children living in close proximity to their preferred school, however the number of pupils likely to be affected is expected to be negligible.

Key findings from the Public Consultation

We received positive feedback from the public consultation in relation to the proposal.

85.4% of the respondents were in favour of the proposal for primary schools and 81.2% in favour of the proposal for secondary schools. Of the parents who took part in the consultation, 83.3% were in favour of the proposal.

The respondents were made up of the following groups (% of total respondents):

- School governor (21%)
- School Headteacher (31%)
- Parent (25%)
- Community group (4%)
- Other e.g. local resident (19%)

The following is a breakdown of the respondents who were in favour of the proposal:

School governor	80.0%
School Headteacher	93.3%
Parent	83.3%
Community Group	50.0%
Other e.g. local resident	88.9%

Below is a breakdown of each respondent group by sex / gender reassignment / age / disability / race and ethnicity / sexual orientation / religion or belief / pregnancy and maternity / relationship status:

1. Sex

Sex	Governor	Headteacher	Parent	Community Group	Other	Total
Female	70.0%	73.3%	66.7%	100.0%	44.4%	66.7%
Male	30.0%	26.7%	25.0%	0.0%	44.4%	29.2%
Prefer not to say	0.0%	0.0%	8.3%	0.0%	11.1%	4.2%
Grand Total	100%	100%	100%	100%	100%	100%

2. Gender reassignment

Gender reassignment	Governor	Headteacher	Parent	Community Group	Other	Total
Prefer not to say	0.0%	6.7%	8.3%	0.0%	11.1%	6.3%
Yes	100.0%	93.3%	91.7%	100.0%	88.9%	93.8%
Grand Total	100%	100%	100%	100%	100%	100%

3. Age

Age	Governor	Headteacher	Parent	Community Group	Other	Total
25-34	30.0%	0.0%	8.3%	50.0%	33.3%	16.7%
35-44	30.0%	20.0%	58.3%	50.0%	22.2%	33.3%
45-54	40.0%	40.0%	25.0%	0.0%	22.2%	31.3%
55-64	0.0%	26.7%	0.0%	0.0%	22.2%	12.5%
Prefer not to say	0.0%	13.3%	8.3%	0.0%	0.0%	6.3%
Grand Total	100%	100%	100%	100%	100%	100%

4. Disability

Disability	Governor	Headteacher	Parent	Community Group	Other	Total
No	80.0%	100.0%	75.0%	100.0%	100.0%	89.6%
Prefer not to say	0.0%	0.0%	16.7%	0.0%	0.0%	4.2%
Yes	20.0%	0.0%	8.3%	0.0%	0.0%	6.3%
Grand Total	100%	100%	100%	100%	100%	100%

5. Race and ethnicity

Race and Ethnicity	Governor	Headteacher	Parent	Community Group	Other	Grand Total
Asian or Asian British: Bangladeshi	0.0%	0.0%	0.0%	50.0%	33.3%	8.3%
Black or Black British: African	0.0%	6.7%	0.0%	0.0%	0.0%	2.1%
Black or Black British: Caribbean	10.0%	0.0%	0.0%	0.0%	11.1%	4.2%
Mixed/Dual Heritage: Any other background	10.0%	0.0%	0.0%	0.0%	0.0%	2.1%
Prefer not to say	10.0%	0.0%	25.0%	0.0%	11.1%	10.4%
White: Any other background	20.0%	0.0%	16.7%	0.0%	0.0%	8.3%
White: British	50.0%	86.7%	58.3%	50.0%	44.4%	62.5%
White: Gypsy/Roma or Traveller	0.0%	6.7%	0.0%	0.0%	0.0%	2.1%
Grand Total	100%	100%	100%	100%	100%	100%

6. Sexual orientation

Sexual orientation	Governor	Headteacher	Parent	Community Group	Other	Total
Bisexual	10.0%	0.0%	0.0%	0.0%	0.0%	2.1%
Heterosexual (Straight)	90.0%	93.3%	58.3%	50.0%	88.9%	81.3%
Homosexual (Lesbian/Gay)	0.0%	0.0%	8.3%	0.0%	0.0%	2.1%
Prefer not to say	0.0%	6.7%	33.3%	50.0%	11.1%	14.6%
Grand Total	100%	100%	100%	100%	100%	100%

7. Religion or belief system

Religion or belief system	Governor	Headteacher	Parent	Community Group	Other	Total
Agnostic	0.0%	0.0%	0.0%	0.0%	11.1%	2.1%
Christian	50.0%	53.3%	25.0%	0.0%	22.2%	37.5%
Jewish	10.0%	0.0%	0.0%	0.0%	0.0%	2.1%
Muslim	0.0%	0.0%	16.7%	0.0%	33.3%	10.4%
No Religion	30.0%	33.3%	33.3%	50.0%	22.2%	31.3%
Other	0.0%	6.7%	0.0%	0.0%	0.0%	2.1%
Prefer not to say	10.0%	6.7%	25.0%	50.0%	11.1%	14.6%
Grand Total	100%	100%	100%	100%	100%	100%

8. Pregnancy and maternity

Pregnant or currently breastfeeding	Governor	Headteacher	Parent	Community Group	Other	Total
No	100.0%	86.7%	83.3%	50.0%	88.9%	87.5%
Prefer not to say	0.0%	13.3%	16.7%	0.0%	11.1%	10.4%
Yes	0.0%	0.0%	0.0%	50.0%	0.0%	2.1%
Grand Total	100%	100%	100%	100%	100%	100%

9. Marriage and Civil Partnership

Relationship status	Governor	Headteacher	Parent	Community Group	Other	Total
Co-habiting	50.0%	6.7%	8.3%	0.0%	11.1%	16.7%
Married	20.0%	73.3%	66.7%	50.0%	33.3%	52.1%
Prefer not to say	0.0%	6.7%	25.0%	0.0%	22.2%	12.5%
Single	30.0%	13.3%	0.0%	50.0%	33.3%	18.8%
Grand Total	100%	100%	100%	100%	100%	100%

Likely impact of the proposal on groups of service users and/or staff that share the protected characteristics

The outcome of the proposal is that a number of children of staff may obtain a school place ahead of children whose parent(s)/carer(s) are not staff at a Tower Hamlets school. The likely impact this will have on groups of service users and/or staff that share the protected characteristics is outlined below:

1. Sex

Positive	Yes
Negative	
Neutral Impact	
Unknown Impact	

There is no data to suggest that the sex of children benefitting from a school place will be anything other than an equal split between male and female.

Women make up a higher proportion of teaching and support staff and are more likely to take on caring duties, or be the head of single parent households. This proposal will benefit them without causing a significant shortage of places for local children.

2. Gender reassignment

Positive	
Negative	
Neutral Impact	Yes
Unknown Impact	

The main impact of this proposal is that a number of children of staff may obtain a school place ahead of a child whose parent(s) or carers(s) are not staff at a Tower Hamlets school. There is no reason to believe that this will have any detrimental impact on the protected group of gender reassignment, either for pupils or parents/carers.

3. Age

Positive	
Negative	
Neutral Impact	Yes
Unknown Impact	

There is no data to suggest that the children benefitting from a school place as a result of this proposal will be anything other split equally between existing years of entry.

4. Disability

Positive	
Negative	
Neutral Impact	Yes
Unknown Impact	

There is no data to suggest that the small number of staff children that will benefit from this proposal will be any more or less likely than the rest of the local population to have SEN / disabilities.

While we have a range of children with disabilities, in meeting their needs, social and medical considerations are given greater priority over the new criterion, so these children will not be impacted by this decision. We do not have data on pupils with less complex disabilities who do not qualify for this criterion.

5. Race and ethnicity

Positive	
Negative	
Neutral Impact	Yes
Unknown Impact	

Based on the ethnic data gathered for pupils and staff, there is a likelihood that this proposal could benefit parent(s) and carer(s) of White British ethnic origin pupils to the detriment of parent(s) and carer(s) of other ethnic groups. This is because a higher proportion of staff at Tower Hamlets community schools are of White British ethnic origin. However, the wider impact on the borough's demographic profile is likely to be negligible as research from other London boroughs (London borough of Enfield and London borough of Havering) who have adopted children of staff criterion in their community schools' oversubscription criteria shows that, for both 2016 and 2017, fewer than 1 per cent of places were made under this criterion.

Assuming that between 0.5% and 1% of offers are made to children of staff at oversubscribed primary schools in Tower Hamlets, this would only affect between 8 to 16 pupils. This is based on a cohort of 1,535 offers which were made for children at oversubscribed community primary schools in September 2017.

In addition, Tower Hamlets is proposing to introduce the children of staff criterion across all staff employed at Tower Hamlets community schools for two years or more, including teaching assistants and non-teaching staff. Although a higher proportion of teachers at Tower Hamlets schools are of White British ethnic origin (52%), the majority of teaching assistants and non-teaching staff are from a Black, Asian or Minority Ethnic (BAME) background. It is therefore expected that a significant proportion of the 0.5% - 1% of places that are likely to be offered under to children who are from a BAME.

6. Sexual orientation

Positive	
Negative	
Neutral Impact	
Unknown Impact	Yes

We do not hold ward or borough level data on sexual orientation, and it's not collected nationally through the Census.

7. Religion or belief (or no belief)

Positive	
Negative	
Neutral Impact	Yes
Unknown Impact	

There is no evidence to suggest that the small number of staff children that will benefit from this proposal will belong to any particular faith or none.

8. Pregnancy and maternity

Positive	
Negative	
Neutral Impact	
Unknown Impact	Yes

We do not hold ward or borough level data on pregnancy and/or maternity.

9. Marriage and Civil Partnership

Positive	
Negative	
Neutral Impact	
Unknown Impact	Yes

There is no data to suggest that this proposal will have any detrimental impact on this protected group.

Outline of overall impact of the policy

The impact of this policy is likely to be negligible as research from other London boroughs (London borough of Enfield and London borough of Havering) who have adopted children of staff criterion in their community schools' oversubscription criteria shows that, for both 2016 and 2017, fewer than 1% of places were made under this criterion.

Assuming that between 0.5% and 1% of offers are made to children of staff at oversubscribed primary schools in Tower Hamlets, this would only affect between 8 to 16 pupils. This is based on a cohort of 1,535 offers which were made at oversubscribed community primary schools in September 2017.

Tower Hamlets is proposing to introduce the children of staff criterion across all staff employed at Tower Hamlets community schools for two years or more, including teaching assistants and non-teaching staff. Although a higher proportion of teachers at Tower Hamlets schools are of White British ethnic origin (52%), the majority of teaching assistants and non-teaching staff are from a BAME background. It is therefore expected that a proportion of the 0.5% - 1% of places that are likely to be offered under this proposal will go to children who are BAME.

The proposal may affect a small minority of children who live within close proximity to their preferred school. To limit the potential for any adverse impact the policy will include a cap on the number of places that can be offered under the staff criterion, for both the year of entry and across the whole school.

This proposal is therefore not expected to have a detrimental impact on any protected group.

Conclusion

This Equality Impact Assessment shows that the proposal to introduce a children of staff criterion for admission to Tower Hamlets community primary and secondary schools is unlikely to have a discriminatory or detrimental impact on any protected groups of service users. All opportunities to promote equality and prevent discrimination have been taken.

The proposal will seek to improve staff recruitment and retention issues within Tower Hamlets community schools, which will enable them to compete in the current recruitment market, and through this, have a wider positive impact on the educational outcomes for Tower Hamlets' children and young people.