

NOTICE OF MEETING

CABINET MEMBER SIGNING

Monday, 14th April, 2025, 11.00 am - Alexandra House, Station Road, N22 7TY (watch the live meeting [here](#), watch the recording [here](#))

Councillors: Zena Brabazon

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2. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

3. DECLARATIONS OF INTEREST

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a

pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct

4. URGENT BUSINESS

The Chair will consider the admission of any late items of Urgent Business. (Late items of Urgent Business will be considered under the agenda item where they appear).

5. DEPUTATIONS / PETITIONS / QUESTIONS

6. DETERMINATION OF THE STATUTORY NOTICE PROPOSING THE CLOSURE OF TIVERTON PRIMARY SCHOOL (PAGES 1 - 78)

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Friday, 04 April 2025



Report for: 14 April 2025

Item number: To be added by the Committee Section

Title: **Determination of the statutory notice proposing the closure of Tiverton Primary School**

Report authorised by: Ann Graham, Director of Children's Services

Lead Officers: Jane Edwards, Assistant Director for Schools and Learning
Carlo Kodosi, Head of Admissions and School Organisation

Ward(s) affected: Hermitage & Gardens, St Ann's, South Grove and South Tottenham

**Report for Key/
Non Key Decision:** Key Decision

1. Describe the issue under consideration

- 1.1 This report sets out the result of the statutory representation period on the proposal to close Tiverton Primary School.
- 1.2 The purpose of this report is to provide the Cabinet Member for Children, Schools & Families with a factual summary of the proposal and any representations received, to enable the Cabinet Member to make a final decision on the proposal to close Tiverton Primary School.

Statutory guidance

- 1.3 The ['Opening and closing maintained schools' statutory guidance for proposers and decision-makers' \(October 2024\)](#) provides a clear framework for local authorities and governing bodies wishing to propose the discontinuance of a maintained school.
- 1.4 There are a number of reasons under which proposers are permitted to pursue the closure of a maintained school. Two of the four reasons set out on page 23 of the DfE guidance are relevant to this proposal:
 - There are surplus places elsewhere in the local area which can accommodate displaced pupils and there is no predicted demand for the school in the medium to long term;
 - it is no longer considered viable;



Need for decision

- 1.5 Following years of growth, the number of primary aged children joining Haringey primary schools has been in steady decline since 2014, a trend observed across London. Primary pupil rolls in Haringey have reduced by over 2,000 in just 5 years: 21,300 in 2019 to 19,100 in 2024 (January school census data) and pupil numbers are forecast to continue falling until at least 2028¹.
- 1.6 Tiverton Primary School is a substantive two form entry (fe) community school maintained by the local authority and located at Pulford Road, N15 6SP. Since 2019, there has been a gradual decline in pupils on roll at the school. Due to this sustained fall in rolls over the last several years, there is concern from the local authority that the school is at risk of becoming financially unviable and vulnerable in the context of a Requires Improvement Ofsted² judgement.
- 1.7 School funding is primarily determined by the number of children on roll and falling rolls equate to reduced funding. This has meant that more and more schools are now facing serious financial pressures after year-on-year decline to their roll resulting in smaller one-form entry schools such as Tiverton Primary School falling into financial deficit. This has not just been felt by Haringey schools - many primary schools across London and England ended 2023-24 in financial deficit.³
- 1.8 The Council has a duty of care to ensure children in its schools are able to receive a good education and to access the full curriculum. A school with a declining roll will be challenged to do this effectively because of inevitable financial pressures from reduced funding. Reduced funding can impact on the efficient running of schools, financial stability and education standards.
- 1.9 It is a principle of the Council to protect Haringey's high quality of education, and this may be compromised where the cost of teaching staff, equipment and enrichment activities become unaffordable. The link between pupil numbers and school funding means that it is not always feasible to keep a school operating to guarantee the standard of education families and pupils deserve.

¹ Data provided to us by the Great London Authority (GLA) and London Councils all point to a significant and sustained period of reduction in demand for reception places, which has implications for school budgets and standards. The fall in demand reflects the decline in the birth rate since 2012 and changes in migration patterns in London. Further information on Haringey's school roll projections can be found in our [2024 School Place Planning Report](#).

² The government has set out that Ofsted ratings will be replaced with 'score cards' which are due to be introduced in September next year. For the purposes of this report, Ofsted ratings will still be used to indicate an evaluation on the quality of education.

³ Expenditure data [published by the Department of Education \(Dfe\)](#) shows almost 15 per cent of local authority-maintained primary schools ended 2023-24 in deficit, an increase of 2.7 percent (12.3%) from the previous year.



- 1.10 We know that schools in the local area, including schools across the borough boundary in Hackney, have a significant surplus of places. Furthermore, current school roll projections across planning area 3 where Tiverton Primary school is located do not indicate any future demographic growth.
- 1.11 Full consultation has been undertaken over a period of several months including meetings with staff, governors, and parents, along with other interested stakeholders. The six-week pre-publication consultation ran from 6 November 2024 to 18 December 2024 and gathered views from stakeholders on options for the future of the school. A summary of the representations received from the pre-publication consultation was reported to Cabinet at the February Cabinet meeting and can be found at Appendix 1.
- 1.12 On the 11 February 2025, the Council's Cabinet agreed to publish a statutory notice commencing the statutory representation period, which was the last opportunity for people and organisations to comment on the proposal. There were no comments or objections received during the 28 day representation period.

2 Recommendation

- 2.1 It is recommended that the Cabinet member:

Note

- that no comments or objections were received during the 4-week representation period despite consulting widely with all relevant stakeholders
- the school is currently in deficit and the revenue budget to operate successfully in future whilst maintaining the delivery of a good quality of education for pupils is severely diminished by the school's very low pupil numbers.
- Many families have already transferred their children to other local schools; Tiverton Primary currently has 130 pupils on roll (as of week ending 28 March 2025), 29 of which are year 6 pupils that will be transferring to secondary school in September 2025. A significant number have also secured places at other local schools to start following the Easter holidays.

Approve

- the proposal to discontinue the school from 31 August 2025 with displaced pupils transferring to other local schools.

3 Cabinet Member Introduction

- 3.1 Every child and young person, wherever they live in our borough, deserves an excellent education and, as a Council, we are committed to supporting our schools to continue to deliver high-quality teaching, learning and support across Haringey.

- 3.2 In recent years, as widely reported, Haringey, like many other London local authority (LA) areas, has been experiencing a significant decrease in pupil numbers, which has caused some schools to face serious and irreversible financial and sustainability pressures. The critical London wide factors of lower birth rates; the cap on rent benefits; families leaving the capital as a result of the housing crisis; Brexit and the Covid-19 pandemic have resulted in a reduction in demand for primary school places in the borough which is no fault of the Council or our schools.
- 3.3 School leaders and the Council in recent years have been working to mitigate the risks that arise from falling rolls where schools fall into financial deficit. Haringey officers have been working with schools locally to progress a number of approaches, with a focus on preventing the escalation of risk to those in scope for potential closure or amalgamation. The approaches used so far include measures to reduce costs such as restructuring school staffing levels, reducing the amount of available support staff, limiting extracurricular activity such as school trips, 'vertical grouping' by combining different year groups in some schools, formally reducing and capping reception and in-year classes, and for some schools the need to agree financial deficit recovery plans with the local authority.
- 3.4 The Council has a statutory duty to ensure there are sufficient high quality school places for our children, and that places are planned effectively. This financial pressure has a significant impact on our schools and threatens the stability and quality of our education system. We must continue to ensure that every single child has access to an excellent education that allows them to fulfil their potential and achieve their ambitions. This is why we must now consider the difficult option of closure outlined in this report for Tiverton Primary.
- 3.5 Significant concerns have been raised about the schools' long-term sustainability in terms of the risks to its financial viability and ability to attract pupils to the school. The latter is, in large part, due to a declining birth rate which is also affecting many schools locally and across London.
- 3.6 For these reasons and having undertaken consultation over a period of several months to find the best solution, I am in agreement, with delegated authority from Council's Cabinet, for the local authority to cease to maintain Tiverton Primary in order for transition planning to commence for the remaining pupils so they can be supported in securing another local school rated 'Good' or 'Outstanding' by Ofsted.
- 3.7 Many families have already been offered an alternative school via the Council's in-year admissions process, including children with an Education Health and Care Plan (EHCP). The remaining families with pupils still enrolled at the school will be well-supported to transition to an alternative school. This will include a dedicated admissions officer being made available via telephone



and onsite to families to offer admissions support and discuss options. We know there are sufficient places at local schools rated by Ofsted as 'Good' Or 'Outstanding' which can accommodate all the remaining displaced pupils.

- 3.8 We will also ensure that all staff are formally consulted on closure. All school staff will receive individualised support and be subject to the normal redeployment procedures. They will be added to the Council's redeployment register so that they can access details of vacancies available within the Council and schools. Other support would include access to the Employee Assistance Programme for independent support and counselling and access to CV/statement writing/ interview technique on request.

4 Background information

- 4.1 Following many years of borough-wide rising demand as a result of the growth in Haringey's population, the number of primary aged children joining Haringey primary schools has been in steady decline since 2014/15, a trend observed across London. School funding is primarily determined by the number of children on roll, and falling rolls equates to reduced funding to deliver education across the borough.
- 4.2 The Council has a statutory duty to ensure there are a sufficient number of school places for pupils and that places are planned effectively. Published Admission Numbers (PANs)⁴ reflect the maximum number of pupils schools can accommodate in each year group: this is derived from dividing the whole school PAN by the number of year groups within the school. Reductions to PANs have been implemented in recent years in schools across both the East and the West of the borough, however, they have not kept pace with falling numbers, leaving the surplus still above viable levels.
- 4.3 The Council monitors surplus reception places, a key measure of demand, and aims to maintain between 5 and 10% surplus across all Haringey primary schools. The reception vacancy rate in Haringey for entry to September 2024

⁴ A primary school's PAN (published admission number) is the number of school places that must be offered in Reception each year. PAN's must be included in a school's admission arrangements. The PAN is normally derived from the net capacity assessment for the school. Net capacity assessments (NCA) are a DfE tool used by local authorities to assess the physical accommodation of an individual school. The NCA considers all the space in the school and then uses a calculation to determine how many pupils, across all year groups, the school can reasonably and safely accommodate. The assessment generates an indicative admission number (IAN) which is established by dividing by 7 for a primary school (7 year groups). When demand is high a school's PAN is normally set in line with the indicative admissions number so that maximum use is made of the teaching space available at the school. When demand is low the PAN can be reduced to manage the financial impact on the school e.g. if a school with 60 places is only educating 30 or fewer children in each year group the school might reduce the PAN so that only one teacher needs to be employed for each year group.

following national offer day in March 2024 was 10.3% overall with some school planning areas⁵ carrying a higher surplus rate.

- 4.4 As shown in Table 1 below, planning area 3 (PA3) where Tiverton Primary School is located has seen a significant reduction in pupil numbers.

Table 1: Total number of pupils on roll in schools in PA3 (reception to year 6)

Schools in PA3	School Capacity (Mid 2024)	2019	2020	2021	2022	2023	2024
Total Capacity	3,330	3,750	3,720	3,630	3,420	3,450	3,330
Percentage of Surplus capacity		9.9%	11.8%	17.3%	16.0%	19.3%	18.1%

Source: 2019-2024 January school census (PLASC) data

- 4.5 The Department for Education has previously recommended that local authorities maintain no more than 5% surplus capacity to ensure that pupils arriving in-year can be offered a school place, and to allow for mobility. Surplus rolls at too high a level can affect the viability and sustainability of our schools.
- 4.6 Allowing surplus places to remain above 10% through inaction would directly and negatively impact the financial viability of Haringey schools, which will have an impact on education standards. This is because schools with less income have less money for staff salaries, for extracurricular activities, for equipment, to pay bills and carry out maintenance work. The quality of education and classroom support offered for children in these schools would deteriorate in time, as the affected schools would have to deplete surplus funds or go into deficit to maintain their current education offer.

Declining demand

- 4.7 Demand for reception places depends upon a range of factors including parental perception of a schools in a given area, parental choice, birth rates, migration and the ability to afford to live in an area.
- 4.8 The reasons for Haringey's declining numbers are multifaceted, but include a combination of falling birth rates, changes to welfare benefits, the housing crisis, increases in the cost of living, the withdrawal of the right of entry and freedom of movement from EU nationals (Brexit) and as a result of families leaving London during the Covid-19 pandemic. Many of these factors remain

⁵ A school place planning area is a group of schools within a local authority that is used for assessing current and future pupil demand for school place provision. For the purposes of planning school places, Haringey is divided into five Planning Areas (PAs).



outside the Council's control and are at no fault of the schools or their current leadership.

- 4.9 A report on [Managing school places and admissions in London \(February 2025\)](#) published by London Councils in February 2025 provides some wider context and independent analysis of the issue.

Tiverton Primary School

- 4.10 There are currently vacancies across all year groups at Tiverton Primary School with 130 pupils on roll as of weekend ending 28 March 2025 (roll return data submitted by school to the local authority): 0 in nursery, 18 in Reception, 18 in Year 1, 11 in Year 2, 13 in Year 3, 19 in Year 4, 22 in Year 5, and 29 in Year 6. As a substantive two form entry school, Tiverton Primary had the capacity to admit up to 420 pupils (Reception– Year 6). The school reduced to 1FE in September 2020 and is currently operating at 62% of its total capacity as a 1FE.
- 4.11 The future viability of the school has been further weakened by a high number of parental requests to transfer to other local schools and schools in neighbouring boroughs rather than wait to move in a managed cohort as described in the transition proposal set out below at para 7.12.
- 4.12 During the consultation periods, the Council and school emphasized to all parents the benefits of pupils transferring as part of a managed transfer and a co-ordinated admissions process run by the Haringay School Admission Service. Despite this, families still had the right to express a preference to other Haringey local schools as part of the Council's in-year admissions process. 145 children have left the school since June 2024. Of these, 125 have moved to other schools in Haringey and neighbouring boroughs (Hackney and Enfield).
- 4.13 The Council, as admissions authority, cannot lawfully refuse to admit a pupil to a school where the admitting school has available places. There has been, and there continues to be a significant number of vacancies across the whole school estate and in neighbouring boroughs such as Hackney and Enfield. Please see para. 5.18 below for school vacancy information.
- 4.14 It is important to note that the resulting and significant decrease in numbers on roll will further compromise the financial viability of the school and its ability to offer a broad and balanced curriculum.

Tiverton Primary School – financial position and future viability

- 4.15 Under legislation, schools retain a high degree of autonomy when setting budgets unless they are in a deficit position. Schools are reminded of the need to forecast as accurately as possible so that decisions are taken in the light of accurate budget projections. Schools in deficit are required to



complete deficit recovery plans to bring their budget back into balance by elimination of the deficit within three years.

- 4.16 The Council is financially liable for maintained schools affected by falling rolls and they must act in a timely way to minimise the risk of schools going into or increasing deficits. The Council has a responsibility to deliver best value, and continuous improvement through the efficient, effective and economic management of our school estate, whilst also ensuring that secure, sustainable and high-quality education is in place for the children and young people of Haringey now and into the future.
- 4.17 As well as the issue of falling rolls and a drop in preferences impacting Tiverton, the Council has had serious concerns stemming from the internal audit report issued to the school in June 2024, which provided an overall assurance rating of 'Limited Assurance'. There were serious weaknesses identified in key financial processes which placed the school at risk of longer term financial viability. The school has been under a licensed deficit scheme and has continued to struggle to bring its budget back into balance despite support with loans and regular budget monitoring meetings with the local authority Schools Finance team.
- 4.18 In October 2024, the governing body was issued with a warning notice stating that the local authority intended to exercise its intervention powers under section 60(1)(e) Education and Inspections Act 2006). An Interim Executive Board of Governors was established following the resignation of all members of the governing board on 7 October 2024.
- 4.19 The local authority Schools Finance team and the IEB are working in partnership to stabilise the school's financial deficit and to avoid any further shortfall. Ultimately, the cost of the deficit would fall on the Council's General Fund and would represent additional financial pressures for the Council. It is therefore essential to ensure there is appropriate financial governance for the remaining months the school remains open if a decision was to be made to proceed with the closure option contained in this report.
- 4.20 It has become increasingly clear that the school is no longer sustainable financially or organisationally, and that, after evaluation of a number of options, closure of the school should be considered and consulted on.
- 4.21 Amongst the considerations for recommending closure are:
 - The pupil roll has fallen over the past five years resulting in reduced (per pupil) funding. This reduced funding has created significant deficit (-£703,686), and it is thought to be unlikely that the school will be able to reverse this trend and prevent this deficit growing over future years if it remains open.
 - This funding position would have a detrimental impact on staffing and resources, which would limit the school's ability to continue to provide



the high quality of education that the children in the school community need and deserve.

- The school would be hampered in its capacity to deliver a broad and balanced curriculum that it would be reasonable to expect of a primary school.
- Haringey has capacity in neighbouring schools to meet the needs of all displaced pupils transitioning from Tiverton to alternative schools.

- 4.22 In considering the closure of a school, Haringey is required to follow the Department for Education's (DFE) guidance: "*Opening and closing maintained schools, Statutory guidance for proposers and decision-makers* (October 2024). This sets out a five-stage process as outlined at para. 6.16 below.
- 4.23 Council's Cabinet agreed on 15 October 2024 to start a pre-publication consultation on the options for the future of Tiverton Primary School. The Cabinet report to this and the minutes of the meeting can be found here: [Issue - items at meetings - Options for the future of Tiverton Primary School | Haringey Council](#).
- 4.24 On 11 February, Council's Cabinet subsequently agreed to the publication of a statutory notice to close the school. The Cabinet report to this and the minutes of the meeting can be found here: [Agenda item - Results of the pre-publication consultation on the future of Tiverton Primary School and publication of statutory notice | Haringey Council](#)
- 4.25 The 28 day representation period ended on 24 March with no objections or comments. The final decision on whether to proceed with the closure of the school will now need to be taken by the Cabinet Member for Children, Schools and Families.

5 Alternative options considered and not favoured

- 5.1 The following options were considered and presented to stakeholders as part of the pre-publication consultation carried out in November and December 2024:
- no change i.e. continuation of current strategy for school improvement without any further action to address falling local rolls
 - Federation
 - amalgamation resulting in the closure of Tiverton Primary School with the displaced pupils being accommodated by another community school
 - whether South Grove Primary⁶ as the nearest community school with the same type and characteristics as Tiverton Primary could be the best option for an amalgamation/merger

⁶ South Grove Primary was previously known as South Grove Primary and changed its name from January 2025.



- Closure

No change and continuation of current strategy

- 5.2 This is a highly cost-inefficient option and not sustainable. The school has a deficit budget and there is a significant risk that the deficit balance will increase at a greater rate due to falling rolls. The Council has a responsibility to ensure the efficient use of public money.
- 5.3 A school with falling rolls will have significantly less funding and this directly affects staffing numbers (both teaching and support staff), resources, equipment, expenditure, maintenance work and extracurricular activities for children. In time, a school affected by income loss will almost inevitably see performance and standards fall. It is the duty of the Council to ensure that the quality of education for children, and stability for teaching and support staff, take priority. The operational challenges affecting schools with falling rolls will continue to increase with a negative impact on pupils and no systemic solution.
- 5.4 This option is not preferred as it does not provide a long-term sustainable solution to falling local demand, and further, leaves other local schools vulnerable because of the current and projected surplus of places across PA3. Furthermore, taking no action to the issues affecting a school with falling rolls is not an acceptable option available to the Council.

Federation

- 5.5 In considering federation, there must be clear benefits that such an arrangement would bring for children including, but not limited to raising standards, improving the breadth and depth of education delivery and increasing opportunities for outstanding outcomes. Federated schools operate in collaboration with each other, sharing senior staff and possibly governing bodies, which allows them to maximise good educational practice, while achieving economies of scale.
- 5.6 Federation would require full commitment from the schools involved and a shared vision for the development of the federation. For this option to be feasible, Tiverton Primary School would be required to work with the local authority to identify another school that would see the benefits in federation. With low numbers of pupils on roll and uncertainty regarding its future, it is highly unlikely that another school would deem it viable to federate with Tiverton Primary School. To date, there has been no interest expressed by any school to federate with Tiverton Primary School.
- 5.7 Although the Council has a role in supporting schools to explore federation, federation is ultimately a decision made independently by the governing bodies of schools. This option is rejected because under a federation, schools would remain as separate organisations, and this would not address the

decline in numbers on roll at Tiverton Primary or the risk of financial unviability.

Amalgamation – closure of Tiverton Primary with displaced pupils being accommodated by another school such as South Grove Primary School

- 5.8 An amalgamation can only be achieved by closing one or more schools and providing spaces for displaced children in another 'host' school. This option would involve the host school retaining its original DfE school number as it is not technically considered a new school. However, following the amalgamation process, governors have the option to rename the school to create a new identity for the merged schools.
- 5.9 The report presented to Cabinet in October 2024 explored the option of an amalgamation with South Grove Primary (previously known as South Grove) due to the similar type and characteristics of the two community schools located in close proximity to one other, minimising travel disruption, but also due to both schools having a high surplus as well as high unused capacity in their buildings. It is important to note that only South Grove Primary had expressed an interest in an amalgamation; no other primary school has come forward.
- 5.10 An amalgamation between Tiverton Primary and South Grove on the South Grove site was initially proposed based on pupil numbers at the time and the fabric of the building which was in better condition. South Grove appears to have been able to accommodate all pupils from Tiverton Primary school.
- 5.11 The drop in pupil numbers experienced by both schools in recent years made this option feasible in terms of pupil numbers, however this is no longer favoured due to the financial position of both schools. Currently, Tiverton Primary School and South Grove have both budgeted for a deficit position at the close of 2024/25 as follows:

School	Financial position
Tiverton Primary:	£-703,686
South Grove	£-713,840

The current financial status of both schools is outlined below as per their December 2024 financial returns:

School	Closing balance 2023-24	Projected closing Balance 2024-25	In-year movement
Tiverton	-538,189	-703,686	-165,497
South Grove	-690,146	-713,840	-23,694

- 5.12 It is important to note that when a maintained school closes, any outstanding deficit falls to the Council to be written off. However, when two schools are amalgamated, the newly formed school inherits the school deficit. Due to falling rolls in PA3, there is a risk that the school deficit balances could increase at a greater rate for both schools and have an impact on school funding and cause greater pressure on in-year budgets up to the point of a merger and beyond. This would ultimately result in increased financial liability for the Council as schools at risk move toward or increase their deficit position.
- 5.13 An amalgamation is also not considered a viable option as it is unlikely to lead to sufficiently stabilising numbers of pupils at the newly amalgamated school. Since June 2024 the vast majority of families leaving Tiverton Primary School have opted to transfer to other local schools near their home address. Our records show that most leavers (19 pupils) have transferred to Woodberry Down Community School in Hackney. A small number of families expressed an interest in South Grove and a significant number of pupils have successfully transferred to alternative Haringey schools.
- 5.14 Although the short distance (0.6 miles away from South Grove), which is a 13 minute walk between the two schools was one of the key reasons a merger was explored, based on the recent evidence of pupil movement, there is no guarantee that families would opt to transfer their child(ren) to South Grove. The trend so far points to pupils transferring elsewhere and we know there are sufficient places at other local schools to accommodate pupils.
- 5.15 The option of an amalgamation with South Grove is therefore rejected based on the reasons outlined above. To date, no other school has expressed an interest in an amalgamation with Tiverton Primary, and there are none located near enough with the sufficient places to accommodate all displaced pupils.

Full and immediate closure

- 5.16 This is the option recommended. The local authority has a statutory duty to ensure the efficient use of resources. Maintaining a school with a declining roll could not be considered efficient given that there are surplus places in other local schools. The DfE advises that school closure decisions should be taken when there is no demand for the school in the medium to long term and there are sufficient places elsewhere to accommodate displaced children.
- 5.17 There are sufficient primary school places in the local area that can provide a suitable alternative for displaced pupils. A high surplus of primary school places in the local area means that other alternatives can be offered for pupils at Tiverton that wish to go elsewhere.
- 5.18 All children presently attending Tiverton Primary and all applicants to Reception for September 2025 can be accommodated in alternative schools within a reasonable distance. On analysing in-year vacancy information of



schools in and immediately bordering PA3 where Tiverton is located, there are currently more than sufficient vacant places across all year groups (reception to Year 6) across 12 Haringey schools within 1 mile of the school.

Haringey schools within 1 mile (A)

School name	PA	R	Y1	Y2	Y3	Y4	Y5
Chestnuts	PA3	-1	-1	3	2	1	-1
Crowland	PA3	6	0	0	6	-1	0
Earlsmead	PA4	1	6	1	5	-1	0
Harris Philip Lane	PA5	0	-1	0	4	1	0
South Grove	PA3	-7	-7	27	4	-2	27
South Harringay Infant	PA3	0	7	0			
South Harringay Junior	PA3				2	0	1
St Ann's CE	PA3	1	5	4	2	1	1
St Ignatius Catholic	PA3	34	13	38	25	30	30
St Mary's Priory Catholic Infant	PA3	6	30	1			
St Mary's Priory Catholic Junior	PA3				24	14	32
West Green Primary School	PA3	0	0	0	0	1	0

5.19 As seen in the table below, there are also other schools in Hackney bordering PA3 which have vacancies within 1 mile of the school and families may wish to attend schools across a wider distance based on their home locations i.e. local schools nearer to their home address. Pupils in Year 6 are not included as this cohort of pupils will be transferring to secondary school and therefore not impacted by the proposals set out in this report.

Hackney schools (B)

School name	Borough	R	Y1	Y2	Y3	Y4	Y5
Holmleigh	Hackney	0	0	0	0	0	0
Parkwood	Hackney	0	9	3	7	3	10
Sir Thomas Abney	Hackney	8	11	4	4	0	7
Springfield School	Hackney	9	2	0	0	0	4
Woodberry Down Community	Hackney	0	0	2	7	0	2

Note: Sir Thomas Abney and Holmleigh Primary Schools are proposed to merge to a single 2FE school from 1 Sept 2025

Tiverton Roll Returns / Surplus (C) Wonde Data (28/03/2025)

Calculations	R	Y1	Y2	Y3	Y4	Y5
Total of A + B	57	74	83	92	47	113
Tiverton	18	18	11	13	19	22
A+B - C (surplus places)	39	56	72	79	28	91



- 5.20 It is expected that schools in the local area and beyond will still be carrying a high number of vacancies at the end of the academic year 2024-25, which means that an alternative local school can be offered to any family that wants one.
- 5.21 All Haringey schools in the local area are judged by Ofsted to be 'Good' or 'Outstanding.' Pupils joining other local schools from Tiverton Primary will contribute towards the improved sustainability of the receiving schools as it will lead to increased pupil numbers and, in turn, their financial income. A closure will therefore help support the sustainability and viability of other schools in PA3 by enabling neighbouring schools to increase their pupil numbers.
- 5.22 The Council is financially liable for any maintained school deficits and must decide each year whether to continue to fund a school in deficit. When a maintained school closes the Council is responsible for the debt carried by the school at the point of closure. If the Council does not take action to reduce the number of primary school places to align with the current and projected demand, it knowingly takes on increased financial burden and responsibility at a time when it is required to find substantial savings.

Resource and Risk implications

- 5.23 The Council aims to ensure that demand for school places is as closely matched to supply as possible. The closure of a school where there is considerable overcapacity supports this process.
- 5.24 Section 14 of the Education Act 1996 places a duty on local authorities to "*secure that sufficient schools for providing primary and secondary school education are available for their area*". The authority is required to exercise these functions with a view to increasing opportunities for parental choice. The large level of existing and anticipated vacancies and the compact nature of Haringey's geography mitigate considerably against any risk of there being insufficient places to house pupils affected by any closure.

Premises and use of vacant site

- 5.25 Following the complete vacation of the Tiverton Primary School site, the local authority will consider the wider needs of our children, young people and school in determining a use of the site that keeps it in education use if that need can be demonstrated.
- 5.26 The freehold of the building belongs to the Council, who would ultimately decide what use the building would be put to, if closure were agreed. Planning constraints presently limit the use of the building for anything other than education or training purposes. Haringey Council's clear preference would be for the building to remain in use as an educational or community facility. This includes but is not limited to SEND provision, alternative provision or future



proofing for a possible return to a rise in pupil numbers in the next 7 to 20 years.

- 5.27 No options on the future use of the school site can be considered until the Lead Cabinet Member with delegated authority from Councils' Cabinet makes a final determination on whether to approve the proposal.

6 Consultation process and next steps

- 6.1 Although the statutory timescales for consultation had been agreed at the Cabinet meeting in February 2025, Council's Cabinet had the ability to halt or delay the process at any point if a credible alternative option to closure was identified.
- 6.2 The LA carried out consultation with all relevant parties prior to the publication of the statutory proposal, in accordance with the recommendation set out in the statutory guidance issued by the DFE "[Opening and Closing Maintained Schools October 2024.](#)"
- 6.3 Details of these pre-publication consultation and the representation received from stakeholders together with the responses from Officers are included at Appendix 1.
- 6.4 The statutory notice and full proposal were published on Monday 24 February 2025 on Haringey's Commonplace consultation page. The notice was also published in the local paper, The Enfield and Haringey Independent. A copy of the notice and full proposal is included at Appendix 2.
- 6.5 A letter was sent to all staff and parents of registered pupils at Tiverton Primary Schools signposting them to the full proposal on the Commonplace consultation page, including details on how written representation could be submitted. These letters were translated into 5 languages (Albanian, Portuguese, Somali, Spanish and Turkish (representative of the local demographic and copies made available on request from the main school offices at both schools. The statutory notice and full proposal were also translated in the above languages and published via Commonplace.
- 6.6 The statutory notice and full proposal were also emailed to all local Haringey primary and secondary schools, nurseries, children centres, MPs, trade unions, the diocese and neighbouring authorities.
- 6.7 A frequently asked questions (FAQs) document was included on the Haringey Commonplace consultation page.
- 6.8 Prior to the start of the representation period, Officers held a series of public meetings at Tiverton Primary School to discuss the proposal and answer questions from interested stakeholders. Interpreters were arranged to

translate for families with English not as their first language. The minutes from these public meetings were available to view as part of the Cabinet reports and subsequently published on the Haringey Local Democracy website. The minutes to the public meeting can also be found at Appendix 3.

- 6.9 A series of informal meetings were arranged with school staff and their trade union representative to address HR matters and offer support and guidance in relation to redeployment and redundancy packages. A formal HR consultation with all staff is scheduled to begin on 22 April 2025 when the final decision on closure has been taken.

Representation period responses

- 6.10 The statutory guidance issued by the DfE “Opening and Closing Maintained Schools October 2024,” sets out that comments/views on the statutory proposal must be submitted in free text format by individuals. This is to ensure that the representations cannot be considered to be “guided” in any way, and to ensure that those making representations can feel able to make whatever comments or suggestions they feel appropriate and necessary.
- 6.11 It is important to note that the Council **did not** receive any comments or objections during the four-week statutory representation period between 24 February and the 24 March 2024.
- 6.12 It is inferred that the lack of responses is related to a growing understanding and acceptance of the main reasons for the proposal (falling local pupil rolls and long-term financial sustainability impacting on standards) along with an acceptance of the main solution to transferring pupils to other schools rated ‘Good’ or ‘Outstanding’ by Ofsted. This can be observed from families moving their child(ren) to other schools in advance of a final decision.
- 6.13 Several important points have been noted during the pre-statutory consultation periods and a number of questions were asked at public meetings prior to the publication of the statutory notice. Cabinet have already considered these points sensitively, considering all issues and implications of a decision to publish a notice to close the school. They have already considered at length the views of parents, children and staff and the Council’s view remains that there are sufficient places in the local area and the need for an urgent and cost-effective solution that best meets the needs of Tiverton Primary School.

7 Overall decision making and risk implications

- 7.1 As the main driver of school funding is pupil numbers there continues to be a significant concern about the long-term sustainability of Tiverton Primary School in terms of the risks to its financial stability and its ability to attract pupils to the school against a backdrop of falling demand which is projected to remain broadly static until 2030.

- 7.2 For this reason, The Cabinet Member for Children Schools and Families is asked to approve the proposal to discontinue Tiverton Primary School from 31 August 2025. This would mean the closure of the school with displaced pupils transferring to other schools with available places.
- 7.3 It is important to ensure an effective transition of pupils to minimise any impact and the Council will continue working with the school and families to support them in mitigating this risk, especially during the interim transition period outlined in para 7.12 should the Cabinet Member for Children, Schools and Families decide to approve the proposal on behalf of Council's Cabinet.
- 7.4 Any delay to a decision on the future of the school is likely to have a detrimental impact on the school in the future, its pupils and staff. Ongoing reduction in pupil numbers leads to financial challenges impacting on staffing and the school's ability to deliver a full and balanced curriculum. The timetable and phasing proposal set out at para. 7.14 is proposed to mitigate this risk.

Factors to be considered by Decision Maker

- 7.5 The Cabinet Member for Children Schools and families with delegated authority from Council's Cabinet is the decision maker for this proposal and must decide on the proposal within two months of the end of the representation period, otherwise the local authority must forward the proposal, and any representations received to the Schools Adjudicator for a decision to be made.
- 7.6 The Secretary of State has issued statutory guidance to assist decision makers, and Cabinet must have regard to the statutory guidance when it takes a decision on statutory proposals. "Opening and Closing Maintained Schools, October 2024."
- 7.7 Before considering the merits of the proposal, the Cabinet Member for Children, Schools and Families must be satisfied that the following elements have been complied with:
- that comprehensive information has been supplied and that all information required is available to make a decision.
 - that the published statutory notice complies with statutory requirements.
 - that the statutory consultation has been carried out prior to the publication of the Notice; and
 - whether the proposal is related to any other proposals.
- 7.8 The decision maker must have regard to the following
- cost effective provision of education and the removal of surplus school places;
 - how the proposal will impact upon local diversity.

- the effect on standards and school improvement;
- types of schools available within the borough;
- the impact on community cohesion and race equality;
- the impact on the provision of extended services and travel;
- the impact of the proposal on Special Educational Needs (SEN) provision; the views of interested parties: Cabinet should consider the views of all those affected by the proposal or who have an interest in them, including but not limited to pupils, families of pupils, staff, governors, local residents, and local Diocesan bodies.

7.9 In developing the proposal, a detailed case has been made about the future viability of Tiverton Primary School and the unsustainability of maintaining a school with such significant numbers of surplus places against a backdrop of falling demand across schools in the wider area.

7.10 With regard to diversity of provision, whilst the proposal will result in parents being able to express a preference for one less community school, the low numbers of admission in recent years would suggest that Tiverton Primary School has not been a first preference for many families living in the wider local area. Should the proposal be approved, there will still many other primary schools within PA3 and further schools in adjacent planning areas with vacancies.

7.11 The full statutory proposal is set out in Appendix 2 and provides more detailed information in relation to the types of schools available within the borough, the impact on the provision of extended services and travel and the impact of the proposal on Special Educational Needs (SEN) provision. The community impact statement did not identify any risks to the impact of the proposal on community cohesion or race equality.

Timescale for Implementation

7.12 The local authority, as the proposer intends for the decision to be implemented in a phased manner and for it to cease to maintain Tiverton Primary School with effect from 31 August 2025. The proposed phased implementation is:

- April 2025 to July 2025: no changes – Pupils in Reception, Years 1, 2, 3, 4, 5 and 6 are able to continue at Tiverton Primary School. Families have a right to express a preference for other schools via the Council's in-year admissions process.
- May 2025 to June 2025: a co-ordinated in-year admissions process will be run by the School Admissions Service to enable families to apply elsewhere for September 2025. Families will be awarded priority under the Council's social/medical criterion, wherever possible.
- 31 August 2025 – Tiverton Primary School closure
- September 2020 –displaced pupils start at alternative schools



- 7.13 There is no legal basis on which the Council can mandate and enforce that the cohorts of pupils remain at the school. The Council acknowledges that parental preference to move children to a school at a time of their choice remains, irrespective of the transition plan outlined. As previously stated, some parents have already transferred their child(ren) to other schools with available places.
- 7.14 Should the Cabinet Member for Children, Schools and families approve the proposal on behalf of Council's Cabinet, transition planning would begin straight away, involving pupils, parents and staff. Individual transition plans would be developed for pupils based upon their need to ensure any vulnerable groups of children are identified and well supported during this process. Some pupils with EHCPs have already received support and been offered places at an alternative provision.

Decision Options Available

- 7.15 Having regard to the statutory guidance issued by the DFE on 'the Opening and Closing maintained schools in October 2024, the Cabinet member must consider the available evidence, including any comments and objections generated during the Representation Period. The Cabinet Member must then decide, having considered the merits of the proposal, whether to:
- reject the proposal;
 - approve the proposal without modification;
 - approve the proposal with such modifications as they think desirable; or
 - approve the proposal – with or without modification – subject to certain conditions being met

Officer Recommendation

- 7.16 As set out in para 3.1 of this report, the Cabinet Member for Children, Schools and Families is recommended to approve the proposed closure of Tiverton Primary School from 31 August 2025.

Reasons for Recommendation

- 7.17 The considerations for recommending closure are set out in para. 4.1 below and restated below:
- The pupil roll has fallen over the past five years resulting in reduced (per pupil) funding. This reduced funding has created significant deficit (-£703,686), and it is thought to be unlikely that the school will be able to reverse this trend and prevent this deficit growing over future years if it remains open.
 - This funding position would have a detrimental impact on staffing and resources, which would limit the school's ability to continue to provide



the high quality of education that the children in the school community need and deserve.

- The school would be hampered in its capacity to deliver a broad and balanced curriculum that it would be reasonable to expect of a primary school.
- Haringey has capacity in neighbouring schools to meet the needs of all displaced pupils transitioning from Tiverton to alternative schools.

8 Contribution to the Corporate Delivery Plan 2024-2026

- 8.1 Ensuring that Haringey schools are educationally and financially viable to provide pupils with a rounded education that meets their academic, social and emotional needs, underpins theme 3 within the Corporate Delivery Plan 2024-26 which seeks to enable every child to have the best start in life with access to high quality education.
- 8.2 The Council has a statutory duty to ensure there is a sufficient number of school places for pupils and that places are planned effectively, taking action where appropriate to mitigate the risks of too many or too few places. Ensuring that we prioritise forms of school organisation that will remain financially viable under a range of different funding scenarios i.e., organisational structures within and between schools that provide flexibility to address population change.
- 8.3 Haringey's aims are to create a fairer, more inclusive borough, which supports children and young people to thrive. We want to optimise schools' roles as an anchor system in the borough and ensure that developments and changes are sustainable.

9 Carbon and Climate Change

- 9.1 The proposal in this report will lead to a more efficient use of school buildings. Running a higher number of school sites with fewer pupils is inefficient in terms of energy usage, as the buildings still need to be heated and lit. Reducing the number of buildings with surplus places will mean that the retained buildings will start working to their designed capacity in terms of number of occupants, both pupils and staff, leading to more efficient energy use instead of running a higher number of schools with fewer pupils.

10 Statutory Officers comments (Director of Finance (procurement), Head of Legal and Governance, Equalities)

Below are financial, governance and legal and equality comments.

Finance

- 10.1 Tiverton Primary School's budget forecast for the 2024-25 financial year anticipates a deficit of £703,686.



- 10.2 The further drop in pupil numbers with 152 pupils on roll (October 2024 census) will reduce funding for the school in future years.
- 10.3 Since 2018-19 the school has received financial support including several school loans from the local authority in support of its financial pressures and approved licenced deficit. The current outstanding loan balance for the school is £137,888.
- 10.4 In 2023-24 school failed to meet the DfE Schools Financial Review Statement (SFVS) as reported to the DfE and also received an 'Nil Assurance' school audit report.
- 10.5 Below, we offer brief comments on the financial impact of closure:

Recommendation for School Closure

School closure has been determined to be the only financially sustainable option that ensures the effective allocation of resources across the local education system.

This decision will have financial consequences for the Council; however, it represents the most appropriate option to consider. The local authority will need to cover the school's financial shortfall as well as manage the additional expenses linked to the closure. These expenses will encompass redundancy payments for employees, settlement costs for leased equipment, and costs associated with early contract termination.

Assistant Director of Legal and Governance

- 10.6 Assistant Director of Legal and Governance has been consulted in the preparation of this Report.
- 10.7 The relevant legislation and statutory guidance that the Council must have regard to when closing Tiverton Primary School: Section 15 and 16 of the Education and Inspection Act 2006, Regulations 11 and 12 of The School Organisation (Establishment and Discontinuance of Schools) Regulations 2013, and the guidance issued by the DfE "Opening and Closing Maintained Schools 2024" which provides guidance on the statutory process for school closure, including the steps to be taken such as consultation, publication of proposals for consultation, representation period and the factors that the decision makers must have regard to when approving such proposals. When considering whether to approve the recommendations the Cabinet Member with delegated authority from Council's Cabinet will need to be satisfied that the consultation and representation periods were appropriate, fair and open, and that the Council has given full consideration to all the responses.
- 10.8 The closure of Tiverton will have a direct impact on the staffing resources at the school. The School and Council must ensure that displaced staff are



treated fairly in accordance with agreed processes to manage redeployment opportunities and redundancies where this is not possible.

10.9 The recommendations are within the legal powers of the Council.

Equalities Comment

10.10 The Council has a public sector equality duty under the Equalities Act 2010 ('the 2010 Act') to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act. Advance equality of opportunity between people who share a “relevant protected characteristic” and people who do not share it;
- Foster good relations between people who share those a “relevant protected characteristic” and people who do not share it.
- A “relevant protected characteristic” is age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex (formerly gender) and sexual orientation.

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

10.11 The report recommends that Cabinet agree to discontinue Tiverton Primary School following the outcome of the 4-week representation period (formal consultation) which yielded no comments or objections.

10.12 An Equalities Impact Assessment (EqIA) is attached at Appendix 4. This is an assessment of the potential impact of closure based on consideration of all the relevant available data. The EqIA has been updated following the pre-statutory consultation period to address the issues raised.

10.13 Service users (children at Tiverton Primary) — A comprehensive EqIA has identified some potential negative impacts on some children – aged 0 to 11 years old – at Tiverton. This decision may particularly impact children who are male, of Black African, Black Caribbean or any other white backgrounds as they are overrepresented in Tiverton primary school. Additionally, students at Tiverton may live in higher areas of deprivation and face particular socioeconomic disadvantages. In terms of pupil composition Tiverton Primary shares many similar characteristics with other Haringey primary schools located in Planning Area 3 and any negative impact can be mitigated with careful planning and the offer of alternative school places. Older Tiverton



children (Years 4, 5 and 6) are overrepresented within the service user base, simply because the numbers of younger pupils (in Reception, Years 1, 2 and 3) at the school are low. There are sufficient places that exist at neighbouring schools to absorb displaced pupils. All surrounding schools are judged by Ofsted to be 'good' or 'outstanding.'

10.14 Children with Special Education Needs (SEN) or disabled children –

Whilst Tiverton Primary has a lower proportion of pupils with SEN than other primary schools in the borough, they are nevertheless a vulnerable group who could be particularly affected by this proposal, although this could be mitigated by good transition planning. The admission arrangements prioritise children with an EHCP or SEND needs before oversubscription criteria comes into force as well as giving priority to children with social and medical considerations that meet the criterion for an exceptional medical or social need.

10.15 Teaching and non-teaching staff -- The closure of Tiverton Primary School will inevitably negatively impact on teaching and support staff working at the school. Due to the predominance of female staff over male staff in Tiverton Primary School (and indeed in primary schools across the borough and the country), they are likely to be affected in greater numbers.

10.16 Additionally, Tiverton has an overrepresentation of Black and Asian staff compared to the Haringey average, and an older staff population. Therefore, staff who have these protected characteristics are overrepresented amongst those likely to be negatively impacted by the decision. In terms of mitigating the impact of these equality characteristics, the Council will endeavour to ensure all staff affected will receive individualised support and be subject to the normal redeployment procedures. They will be added to the Council's redeployment register so that they can access details of vacancies available within the Council and schools. Other support would include access to the Employee Assistance Programme for independent support and counselling and access to CV/statement writing/ interview technique on request.

11 Use of Appendices

Appendix 1 – Analysis of pre-publication consultation responses

Appendix 2 – Tiverton Primary statutory notice and full proposal

Appendix 3 – Minutes of the public meeting held at Tiverton Primary

Appendix 4 – EqlA

12 Local Government (Access to Information) Act 1985

This report contains no exempt information.

Background papers

1. The Schools Standards and Framework Act 1998.



2. The Education Act 2002.
3. The Education and Inspections Act 2006.
4. Education and Skills Act 2008.
5. The School Admissions Code (September 2021).
6. The School Admissions (Admission Arrangements and Co-ordination of Admission Arrangements) (England) (Amendment) Regulations 2014.
7. The School Admissions (Infant Class Sizes) (England) Regulations 2012.
8. The School Admissions (Appeals Arrangements) (England) Regulations 2012.
9. The Education Act 2011
10. The School Admissions Appeals Code (October 2022).
11. The School Governance (Federations) (England) Regulations 2012.
12. The School Governance (Federations) (England) Regulations 2012.
13. School Organisation (Establishment and Discontinuance of Schools) Regulations 2013
14. School roll projections sourced from the GLA
15. School roll information, including admission information from data held within Education Services
16. Department for Education “Opening and Closing maintained schools “(October 2024)
17. Department for Education “Making significant changes (‘prescribed alterations’) to maintained schools” (January 2023).

Appendix 1

Title: Analysis of the consultation responses including Officer responses to written feedback

1. Aim of paper

- 1.1 This appendix provides analysis and pictorial representation of the responses from the recently undertaken consultation on the options for the future of Tiverton Primary School.

2. Background

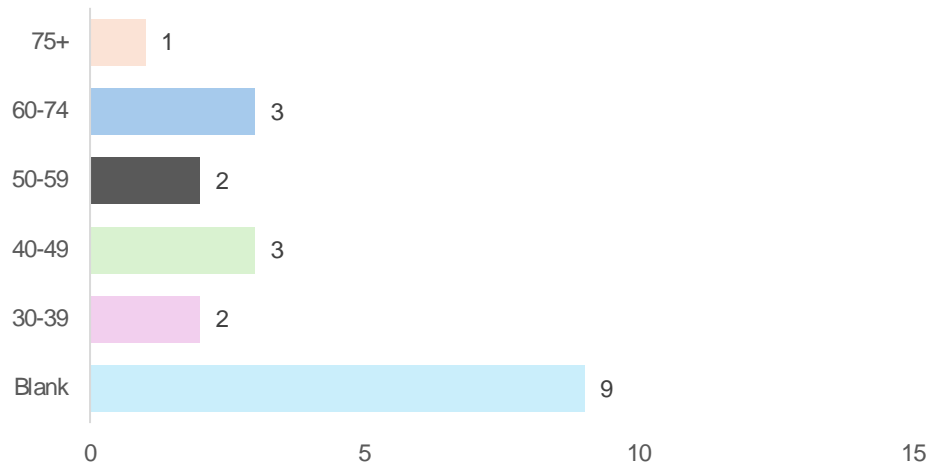
- 2.1 Tiverton Primary School is a substantive two form entry (fe) community school maintained by the local authority and located at Pulford Road, N15 6SP. Due to falling local demand the school now operates at one form entry.
- 2.2 Since 2019, there has been a gradual decline in pupils on roll at the school. Due to this sustained fall in rolls over several years, there is concern from the local authority that the school is at risk of becoming financially unviable and vulnerable in the context of a Requires Improvement Ofsted¹ judgement.
- 2.4 School funding is primarily determined by the number of children on roll, and falling rolls equate to reduced funding. This has meant that more and more schools are now facing serious financial pressures after year-on-year decline to their roll resulting in schools such as Tiverton Primary School falling into financial deficit. This impacts on the efficient running of schools, financial stability and education standards.
- 2.5 The Council has a duty of care to ensure children in its schools are able to receive a good education and to access the full curriculum. A school with a declining roll will be challenged to do this effectively because of inevitable financial pressures from reduced funding.

3. Response number and respondent characteristics

A 6-week non-statutory consultation ran between 6 November and 18 December 2024. Some 20 responses were received during this period. Respondent characteristics are shown below:

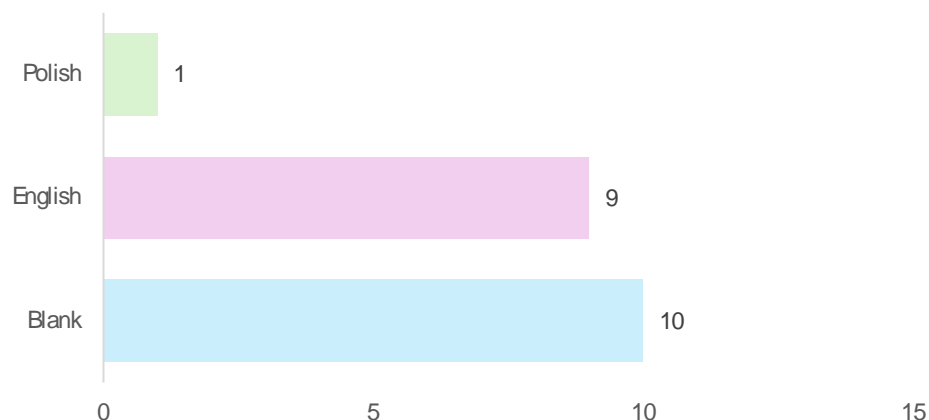
¹ The government has set out that Ofsted ratings will be replaced with 'score cards' which are due to be introduced in September next year. For the purposes of this report, Ofsted ratings will still be referred to as an evaluation of the quality of education.

Which age group applies to you?



Of those respondents who gave an answer 5 were aged 49 or below whilst another 5 were aged 50-74. One respondent was aged 75+.

Please select the option that best describes your preferred language



About half the sample size answered the question on preferred language. 9 respondents answered English whilst 1 answered Polish.

4. Survey results

Respondents to the survey were asked "To what extent, do you support the following options for the future of Tiverton primary school?"

Closure: A quarter of respondents to this question were neutral (25%) whilst 44% were very unsupportive (38%) or unsupportive (6%) of closure. Around a third (32%) were very supportive of closure (19%) or supportive (13%).

Amalgamation: Two fifths (40%) of respondents were very supportive of amalgamation



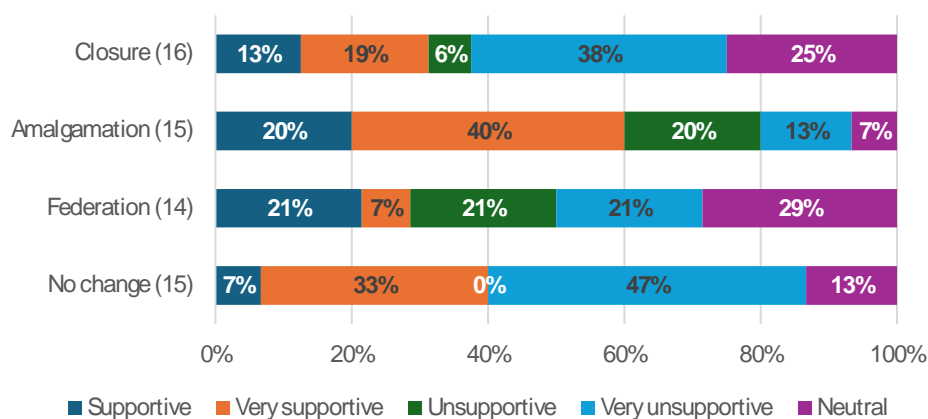
whilst a fifth each (20%) were either supportive or unsupportive. 7% were neutral.

Federation: Around a third (29%) were neutral to the proposal of federation whilst 21% each were either supportive, unsupportive or very unsupportive of federation.

No change: Almost half of respondents were very unsupportive of no change whilst a third (33%) were very supportive of no change. Some 13% were neutral.

Summary: There appears to be a variety of opinions from respondents though the largest single respondent group (47%) was very unsupportive of No change. Of the three options (closure, amalgamation or federation) the single largest respondent group was very supportive for amalgamation (40%).

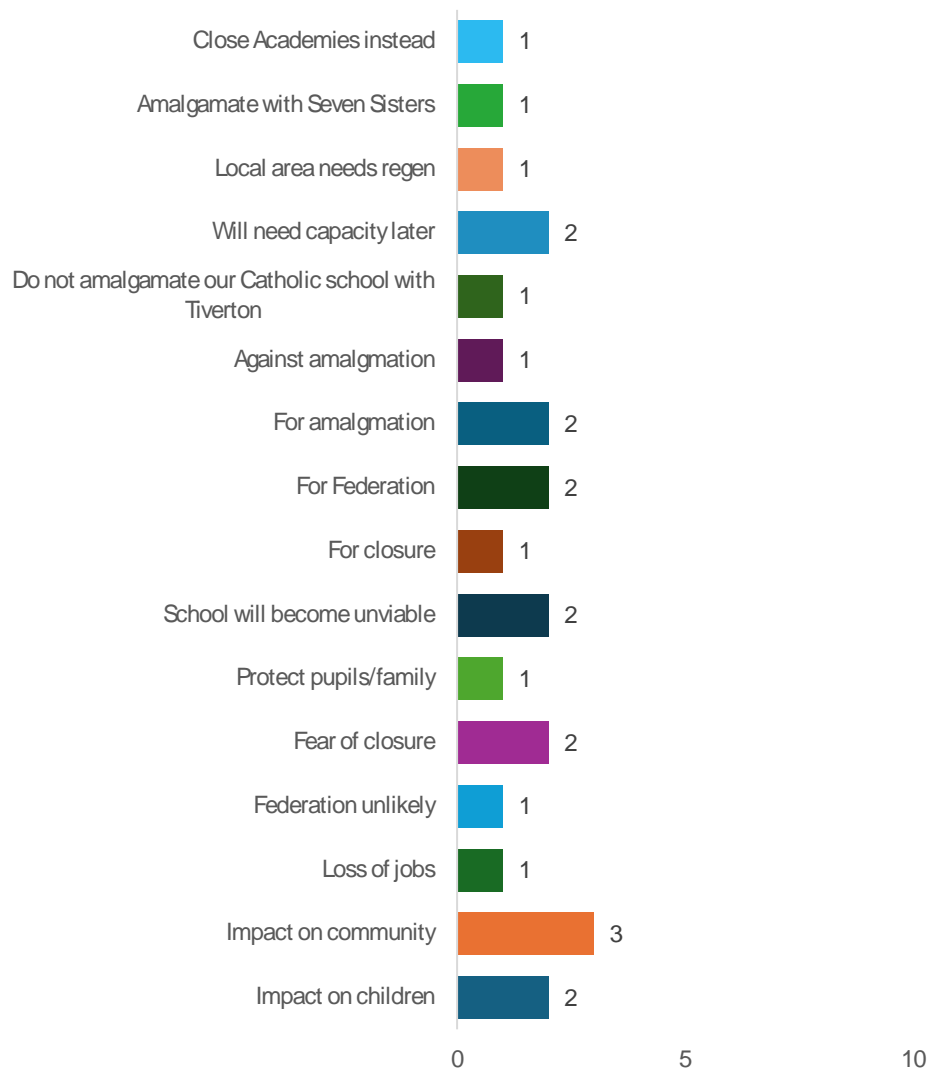
To what extent, do you support the following options for the future of Tiverton primary school?



When respondents were asked for the reasons for their views a variety of different answers were provided. 3 respondents mentioned the potential impact on the local community whilst another 2 mentioned the impact on children.

2 respondents felt that Tiverton was becoming unviable, another respondent felt the council should close academies instead and another that the local area around Tiverton school needed regeneration.

Please provide reasons for your views below:



5. Survey output and Officer response

Responses to “Please provide reasons for your views below”

Note: No changes to spelling have been made.

I am concerned at the impact the loss of the school will have both for the Children and the wider community. As a Trade Unionist I am concerned that any of the options will result in a loss of jobs for staff in the School. The reality is despite the comments this will be via redundancy as all Schools are shrinking and the Council cannot compel Schools to take displaced staff due to local management of schools. Federation would appear to be ruled out as it would not solve the problems faced by Tiverton and from the descriptions the difference between amalgamation and closure are minimal. If there is a genuine amalgamation this would increase uncertainty for staff as presumably staff at Tiverton and at the School they were going with would be placed at risk of redundancy.

Officer response: The Council will endeavour to ensure that any staff affected by closure will be given access to the redeployment pool and given individualised support to find alternative roles, considering any impacts on their protected characteristics.

Local primary school been a round for years . I wanted to send my daughter there but was worried about the rumours to close and her having to re settle of this was the case.

Officer response: We appreciate this is a challenging time for children and parents/carers. The council is committed to providing a place at a local primary school rated by Ofsted as 'Good' or 'Outstanding' to all children who require one.

I taught at this school for several years in the 1990's and at several other Haringey schools until my retirement. It was hampered then by a dilapidated, insecure site and instability in senior management due to ill- health. However, the spirit amongst the pupils was a joy - despite, or perhaps because, so many being from families seeking asylum, in temporary housing and other adverse circumstances. School was their safe place - we were always there. I imagine these neds have not changed and, although some sort of closure is inevitable, federation is to be preferred. This pathway will best be able to protect the children (and their parents- school is a fixed point among much uncertainty for many families) from too many feelings of dislocation and loss. I have faith that teachers, support staff and officers can work together with families to say an honourable farewell and move forward.

Officer response: The welfare and educational provision made to all Haringey children is the council's top priority, especially in an era of falling pupil rolls. Wherever possible, the council is committed to working directly with school staff, governors, parents and carers and all other stakeholders to ensure as smooth a transition as possible.

With falling roles, the school will become financially unviable.

Officer response: School funding is primarily determined by the number of children on roll, and falling rolls equates to reduced funding. Unfortunately, more and more schools are now facing serious financial pressures after year-on-year decline to their roll. Reduced funding can impact on the efficient running of schools, financial stability and education standards.

I am unsupportive of an amalgamation of Tiverton primary school with my daughters current school. Tiverton is not a catholic school and therefore does not follow the same core values with practising Catholicism as my childs school. Tiverton is classed as a school "requiring improvement" which is below the level and not aligned with what my childs school is currently assessed as. I do not want the quality of my childs learning to be disrupted by amalgamating with another school that is not up to the same standards and does not teach the same core catholic values.

Officer response: There has never been a proposal to amalgamate Tiverton primary school with a Faith school. The amalgamation proposal only considered comparable community schools within a reasonable distance.

Losing a valuable resource deprives a community for the future. I have seen schools close and then later for their to be a bulge / influx of children and schools left can not accomodate or build over playgrounds to facilitate. Depriving children of a facility to use.

Officer response: Peaks and troughs in demand for school places is to some extent an inevitable part of school place planning. However, the council has to balance the number of school places with the required demand to ensure the sustainability of schools across Haringey.

As a resident (also new parent) that lives on the Tiverton Estate, I think it's extremely depressing that this is the reality we face. Stamford Hill Primary School was amalgamated into Tiverton Primary in 2020, and now it looks like both sites could be empty all in the space of five years. I implore Councillors and Council Officers to walk around Stamford Hill Primary, and this edge of the borough around Seven Sisters Road. It feel forgotten about and it will feel very empty if we lose Tiverton Primary too. What will happen to these buildings? This part of the Borough had the 'Bridge' regeneration twenty years ago but its legacy feels non-existent. I do not support a closure but the data and the funding formulas make it seem inevitable. The building of St Anns and the thousands of new residents which will soon live in this part of the borough will surely increase school place pressures??

Officer response: A significant fall in birth rates has meant that demand for primary school places across Haringey has been falling for several years. New housing development has had little or no impact on stemming this fall. Our school roll projections take into account all future housing developments. Birth rates have also significantly fallen across all our neighbouring boroughs.

Amalgamation seems the best option given the capacity and resources at Seven Sisters.

Officer response: Amalgamation is one of several options outlined in the consultation and Council's Cabinet will determine whether it is a feasible option going forward.

There are too many schools in that area of Tottenham by amalgamating with Seven Sisters you would also be protecting the survival of the latter

Officer response: All options outlined in the consultation are being considered including an amalgamation with Seven Sisters. Wherever possible the council is keen to build sustainability into the schools' estate.

Amalgamation or Closure make the best sense in these circumstances.

Officer response: All options outlined in the consultation are being considered.

Please consider closing academies

Officer response: The current legislation does not give authority for the LA to propose closure of an Academy.

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STATUTORY NOTICE

PROPOSAL TO CLOSE TIVERTON PRIMARY SCHOOL, PULFORD ROAD, LONDON N15 6SP DFE NO. 309/2057

Notice is given, in accordance with Section 15 (1) of the Education and Inspections Act 2006 (as amended by the Education Act 2011) and the School Organisation (Establishment and Discontinuance of Schools) Regulations 2013, that Haringey Council proposes to close Tiverton Primary School, Pulford Road, London N15 6SP with effect from **31 August 2025**.

On the 11 February 2025, Council's Cabinet agreed to proceed to publishing this statutory proposal for closure as a result of the significant decrease in pupil numbers at the school. This decision followed an informal consultation on the proposals, which took place from 6 November 2024 to 18 December 2024.

Fewer children on roll means less government funding for schools to operate, which over time creates significant financial pressures. The link between pupil numbers and school funding means that it is not always feasible to keep a school operating to guarantee the standard of education families and pupils deserve. Should the decision to close Tiverton Primary School be taken, all children attending the school would be supported to find places at alternative schools in line with parental preferences and/or availability of places within the area starting in September 2025.

Within four weeks from the date of publication of this notice, any person may object to or make comments on the proposal by either:

- a) Emailing objections, comments, or questions to: schoolconsultation@haringey.gov.uk or
- b) Writing to: School Admissions, 5th Floor, Haringey Council, 48 Station Road, London N22 7TY.

Responses must be received by **5pm on 24 March 2025** when this statutory notice and the representation period are due to expire. In line with the requirements of Schedule 2, Paragraph 18 of the Education and Inspections Act 2006 (as amended by the Education Act 2011), a decision must be taken by the decision maker no later than two months following the expiry of the representation period. Therefore, Haringey Council's Cabinet must make a decision on this proposal by **19 May 2025** (subject to a 5-day call in period), otherwise, it must refer the decision to the Schools Adjudicator.

This Notice is an extract from the complete proposal. Copies of the complete proposal can be viewed at: <https://tivertonprimary.commonplace.is>

If you require a paper copy of this, please contact us via email at: schoolconsultation@haringey.gov.uk

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If you need this document to be translated into another language, please contact us as soon as possible by emailing us at: schoolconsultation@haringey.gov.uk

A handwritten signature in black ink, which appears to read "Jane Edwards". The script is fluid and cursive.

Jane Edwards
Assistant Director for Schools and Learning

24 FEBRUARY 2025

STATUTORY PROPOSAL TO CLOSE TIVERTON PRIMARY SCHOOL

CONTACT DETAILS:

1. **The Proposer:**
Haringey Council, 5th Floor, 48 Station Road, London N22 7TY Website: www.haringey.gov.uk
2. **The School:**
Tiverton Primary School, Pulford Road, London N15 6SP Telephone: [020 8800 3779](tel:02088003779)
Email: office@tiverton.haringey.sch.uk
3. **School category:**
Tiverton Primary School is a community school maintained by Haringey Local Authority.

IMPLEMENTATION:

The planned implementation date for the closure of Tiverton Primary School is 31st August 2025.

REASON FOR CLOSURE:

The main factors leading to the closure proposal are low and falling pupil numbers impacting on the school's financial viability and consequent ability to sustain a high-quality education for pupils. Pupil numbers at Tiverton Primary School have consistently declined over recent years. As school budgets are based on the number of pupils a school has on its roll, there has been a growing financial pressure on the school's finances, which is expected to worsen if Tiverton Primary School were to remain open. By the end of the 2024/2025 financial year, the school is projected to have a deficit of £704k, rising to more than £1.3M by the end of the 2025/2026 financial year.

We have consulted on options for the future of Tiverton Primary School, however, due to the continuing drop in pupil numbers, no short or medium-term plans to recover the deficit are considered achievable. Additionally, low pupil numbers also impact school experience for students, as there are fewer opportunities for enrichment activities and less staff to provide quality curriculum, which the students deserve.

The Council has a duty of care to ensure children in its schools are able to receive a good education and to access the full curriculum. A school with a declining roll will be challenged to do this effectively because of inevitable financial pressures from reduced funding. The link between pupil numbers and school funding means that it is not always feasible to keep a school operating to guarantee the standard of education families and pupils deserve. Keeping Tiverton Primary School open is therefore likely to be detrimental to the education of the students on roll and extend the period of uncertainty around the future of the school. As a result, closing the school is the best option to avoid any further detriment to the children's education.

PUPIL NUMBERS AND ADMISSIONS

Despite extensive efforts by the school to attract more families, Tiverton Primary School has not seen any improvement in the number of families applying to the school. From October 2019 to October 2024, the total number of pupils enrolled at the school decreased by nearly a half, dropping from 310 to 152 (see Figure 1 below).

By January 2025, roll return data from the school shows that the number of pupils currently enrolled at the school has fallen further to 122 pupils (Reception to Year 6). This continuous decline in pupil numbers has resulted in a significant loss of essential funding year after year. In the 2024/25 academic year, for every surplus place that a maintained primary school carries, there is a loss on average of £4,025 AWP (Age Weighted Pupil Unit) funding per pupil.

With the current enrolment number being well below the expected number for a one-form entry primary school, which has a capacity for 210 pupils from Reception to Year 6, the school is not considered financially viable to continue to operate. Figure 1 below shows the total number of pupils enrolled at the school between October 2019 and October 2024, while Figure 2 shows the number of pupils enrolled in each year group as of the October 2024 census.

Figure 1: Total number of pupils on roll – October school census data

School	2019	2020	2021	2022	2023	2024
Tiverton Primary	310	354	301	271	241	152

Figure 2: Tiverton pupil numbers by year group – as of October 2024 census

School	Year R	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
No. of pupils	20	22	14	16	24	26	30

Figure 3 below shows the gender split and the number of children with an Education, Health and Care (EHC) Plan enrolled at the school as of October 2024 school census. The consultation process on alternative schools for children with EHC Plan has commenced in line with the statutory SEND process to ensure these children are not impacted by the proposal to close the school, should it be implemented.

Figure 3: Gender and SEN characteristics of pupils on roll by Year Group as of October 2024 school census

October 2024	Male	Female	SEN Support	EHCP
Reception	7	13		2
Year 1	10	12	2	
Year 2	6	8	2	3
Year 3	13	3	1	1
Year 4	11	13	1	3
Year 5	10	16		2
Year 6	10	20	4	1
Total Roll	67	85	10	12

DISPLACED PUPILS

As of October 2024 census, there were 152 pupils on roll in Reception to Year 6. Since the start of the Stage 1 informal consultation process in November 2024, some families have made in-year applications to transfer their children to other schools. As of January 2025, roll return data from the school shows 122 pupils in Reception to Year 6 remained enrolled at the school. As the closure of the school will not affect the children in Year 6 as they will be transferring to secondary in September 2025, at most, 93 pupils are expected to be affected by a decision to close the school in August 2025.

There are currently no nursery children attending the school. There is adequate alternative nursery provision in the local area with 11 Haringey primary schools within 1 mile of Tiverton Primary operating a nursery. There is also a Haringey maintained nursery school (Woodlands Park Nursery School and Children's Centre) within 0.6 miles of the school.

Figure 4 below shows the number of places available in Haringey schools within a 1 mile distance to Tiverton Primary School as of December 2024. Whilst these numbers may have varied due to pupil movement, there are currently more than sufficient vacant places across all year groups in the 14 Haringey schools within 1 mile of the school. This is evidence that there is enough spare capacity in local schools to accommodate children likely to be displaced if the decision to close Tiverton Primary School is implemented.

Figure 4 - Local school vacancies in Haringey schools within a 1 mile walking distance to Tiverton Primary School from school roll return data as of December 2024

SCHOOL	PLANNING AREA	METRIC	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Chestnuts Primary School	PA3	Vacancies			3	1			2
Crowland Primary School	PA3	Vacancies	9			10	4		10
Seven Sisters Primary School	PA3	Vacancies		2	31	1		29	
South Harringay Infant School	PA3	Vacancies		5					
South Harringay Junior School	PA3	Vacancies				1		1	17
St Ann's CE Primary School	PA3	Vacancies		5	5	5	5		10
St Ignatius Catholic Primary School	PA3	Vacancies	2	13	7	6			9
St John Vianney Catholic Primary School	PA3	Vacancies			1		3	1	3
St Mary's Priory Catholic Infant School	PA3	Vacancies	7		2				
St Mary's Priory Catholic Junior School	PA3	Vacancies				22	15	2	25
West Green Primary School	PA3	Vacancies					1		
Earlsmead Primary School	PA4	Vacancies	11	9				2	1

Harris Primary Academy Philip Lane	PA5	Vacancies			1	5	4		8
North Harringay Primary School	PA5	Vacancies		15	1		6	11	3
		Total Vacancies	29	49	51	51	38	46	88
Tiverton Primary School	PA3	Children on Roll	17	18	11	13	18	21	29
		Remainder	12	31	40	38	20	25	59

IMPACT ON THE COMMUNITY

The evidence in Figure 4 above shows that given the availability of spare places in local schools, the impact on the community of the closure of Tiverton Primary School will be limited. All schools in the local area are rated by Ofsted as 'Good' or 'Outstanding.' We will endeavour to meet parental preference for school places, wherever possible.

Furthermore, the closure of Tiverton Primary School would reduce the number of surplus primary school places in Planning Area (3) and across the borough. The Council considers that allowing surplus places to remain above 10% through inaction would directly and negatively impact the financial viability of other Haringey schools, which in turn will have an impact on the quality and breadth of the education offered at these schools.

The school provides use of its portacabin facilities to a local charity which operates a foodbank and cadet program onsite, however, suitable alternative facilities can be made available at other nearby locations. The Council is able to support the charity to either find a suitable alternative location or continue operating onsite if the decision to close the school is implemented. There will be no loss of any enrichment clubs or programmes for local families in the community.

Working collaboratively with other schools in the borough, measures are being taken to facilitate redeployment (where possible and appropriate) of staff likely to be displaced by the closure to other Haringey schools where there are staff vacancies. Where redeployment is not possible, appropriate individual support will be offered to limit the impact of the closure on the affected staff. In addition, the Trades Unions and relevant professional associations will be consulted with regular liaison maintained with them throughout the closure process, if closure is agreed.

BALANCE OF DENOMINATIONAL PROVISION

The school does not have a denominational status. The proposed closure will not affect the number of primary schools within Haringey with denominational status. There will continue to be 4 schools with denominational status within Planning Area 3 (PA3) where Tiverton Primary School is located (1 Church of England and 3 Roman Catholic). The number of non-denominational primary schools will reduce by 1.

TRAVEL

Mapping and data analysis of children by postcode at Tiverton Primary School demonstrates that the vast majority of families reside in the local area with a small number living outside Haringey in neighbouring boroughs such as Hackney. As of week commencing 27 January 2025, there were 122 children on roll at Tiverton Primary in Reception to Year 6 (roll return data submitted by the school). Tiverton is the closest Haringey school for 42% (51 children). However, only 105 of these children are Haringey residents. The remaining 17 children live in neighbouring boroughs, and will be allocated places in their home boroughs, which may be geographically closer to their home. These families are very likely to have several alternative schools within statutory walking distance of their homes (i.e. two miles for children under eight years of age, three miles for pupils aged 8–16).

Tiverton Primary is the closest school for only a third of pupils currently on roll (42 children). Looking solely at Haringey residents (accepting that non-Haringey residents will be placed in schools by their home boroughs):

- The average travel distance currently to Tiverton is 0.3731 miles.
- 59% live closer to another Haringey school.
- If all were to be offered places at their closest alternative Haringey school, the average travel distance for this group of pupils would be only 0.2006 miles.
- If all were to be offered places at their closest alternative Haringey school *which has a vacancy available as of today*, the average travel distance for this group of pupils would be 0.2142 miles.

This means that in terms of travel distance, Haringey residents currently attending Tiverton Primary would be somewhat advantaged in their daily commute to school as this would on average be shorter by over 0.15 miles. Therefore, the proposal to close the school is not likely to result in an increase in car usage or longer journeys for displaced pupils as they will on average be travelling a shorter distance if they were to be offered their closest alternative Haringey school with an available place.

PROCEDURE FOR MAKING REPRESENTATIONS

Within four weeks from the date of publication of this notice, any person may object to or make comments on the proposal by either:

- a) Emailing objections, comments, or questions to: schoolconsultation@haringey.gov.uk
or
- b) Writing to: School Admissions, 5th Floor, Haringey Council, 48 Station Road, London N22 7TY.

Responses must be received by **5pm on 24 March 2025** when this statutory notice and the representation period are due to expire. In line with the requirements of Schedule 2, Paragraph 18 of the Education and Inspections Act 2006 (as amended by the Education Act 2011), a decision must be taken by the decision maker no later than two months following the expiry of the representation period. Therefore, Haringey Council's Cabinet must make a decision on this proposal by **19 May 2025** (subject to a 5-day call in period), otherwise, it must refer the decision to the Schools Adjudicator. If you require a paper copy of this, please contact us via email at: schoolconsultation@haringey.gov.uk

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Appendix 2

Title: Minutes of the public meetings held at Tiverton Primary School

Public meetings held on **Monday 11 November 2024, 9.30am and 6pm** at Tiverton Primary School

In attendance: Local Authority Officers, representatives from Tiverton Primary School, parent/carers and staff of Tiverton Primary School and other interested stakeholders and members of the public.

Local Authority

Jane Edwards - Assistant Director for Schools and Learning Service

Carlo Kodsi - Head of Admissions and School Organisation

Nick Shasha - Lead School Place Planning Officer

Tiverton Primary School

Amardeep Panesar – Headteacher, Tiverton Primary School

Andrew Bethel – Chair of Governors, Tiverton Primary School

- 1. PRESENTATION** - declining rolls locally and across Haringey and options for the future of the school. See enclosed PowerPoint presentation shown on screen for all in attendance.

2. Q&A

Q: If we are considering Seven Sisters—this is far from some parents - is there any other option available?

A: The only school that has come forward for an amalgamation is Seven Sisters, no one else has come forward. Carlo confirmed that where there are vacancies parent/carers can apply via the in-year admissions process.

Q: Why has Haringey not said to parent/carers that we are closing?

A: We are running a consultation on future options. There is a legal timeline and process of consultation that we have to follow

Q: So, you are definitely closing this school?

A: No, we need to undertake our due diligence, we need to look at all the possible options and scenarios, seek representation and work out all the finances

Q: Can you give assurance to parents/carers living on a shoestring? Will you keep the school open until July 25? Parents are on knife edge.

A: If the decision down the line is closure, then nothing will happen until August/Sept 2025.

Q: Interpreter for a parent: Her son is coming here-he has SEN and an EHCP, will he have to wait a long time again for him to access another school space?

A: A separate focussed meeting for parents with children with SEND/EHCP, an Educational Psychologist and the colleagues from the SEND department has been set up. Your child will be guaranteed a place at the newly formed school if an amalgamation is progressed, but if the school closes, then SEND will support you in find a place at an alternative school.

Q: I understand but I worry about the delay.

A: The last time you had to wait is because you were new in the borough but now it will not be the same because you and your child are known to us and we will support you with the transition.

Q: Why does Seven Sisters not come and join here?

A: On a desktop exercise, the condition of the building at Seven Sisters is better than here, more investment has been spent on the building, they have nurture hub for children with SEND that need access to therapeutic intervention.

Q: After Christmas are you going to have another meeting?

A: There won't be another public meeting after Christmas. If we proceed, we will publish a statutory notice with our proposal. We have to present everything from the consultation to Councillors.

Q: In terms of pupil count is there a minimum one you reach before the school closes?

A: No but pupil numbers drive the budget, there has to be a budget, and the school has to operate within its means and not spend money it doesn't have.

Q: Is there anything you would want to say to encourage families to stay until July?

A: The Headteacher is well supported by school improvement colleagues in the Haringey Education Partnership (HEP), staff are working incredibly hard to support your children. ****Applause for headteacher****

Q: What much money needs to be there?

A: We want to hear your views by 18 Dec. By Feb/March 2025, we will know if any schools have come forward and will have a firmer proposal. We are looking over the budget with the head teacher—we are looking at options and a lot of working going into making savings—we will be much clearer by then about any options going forward.

Q: So, the school will be closed in essence?

A: No, it's not a foregone conclusion, one of the options is an amalgamation with another school such as Seven Sisters, for example. If many families respond to the consultation saying they want to remain at the school, then we will have to reflect on this.

Q: My child has an allergy and Seven Sisters is not able to guarantee the safety of her child. It's not a good school.

A: Seven Sisters has good outcomes for pupils, it was recently inspected by Ofsted and whilst the judgement hasn't been published yet, there was no cause for concern.

Other comments and questions captured during the meetings:

- Concerns around housing development forecasts near the school.
- The disruption to children's education around schools closing and how that impacts child. Temporary housing and the impact that has on school rolls
- Apart from Seven Sisters are there any other schools been considered?
- What would happen to the children and where would they go if Tiverton closed? Where can the children be provided a place? What would the admissions be for a new school place.
- What would happen to the staff if the schools were amalgamated?

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Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal: Options for the future of Tiverton primary school.

Service Area: Schools & Learning.

Officer Completing Assessment: Nick Shasha.

Equalities Advisor: Guy Latham.

Cabinet meeting date (if applicable): 11 February 2025

Director/Assistant Director: Jane Edwards.

Note: We are consulting on four options (no change, federation, amalgamation and closure), however, the EQIA is assessing the impact on two of the recommended/viable options (amalgamation / closure). If federation is chosen, the EQIA will updated and amended accordingly.

2. Executive summary

Policy proposal: After careful consideration of all the available options for the future of Tiverton primary school the recommended option is to proceed with publishing a statutory notice for closure. It is proposed that the school closes from September 2025. Pupils still at the school will be offered alternative places at other local primary schools. The analysis of school level data (pupil rolls) at Tiverton and the need to protect the sustainability and financial health of other schools are the main reasons

for this decision.

Results of the analysis: The main negative impacts will be for staff at risk of redundancy and the disturbance caused to children and friendship groups with the transitioning to a new school. Additional specific negative impacts relate to deprived children within proximity of Tiverton. The main positive impacts are that children who move from Tiverton to any other Haringey primary school will be moving from a school that is Ofsted rated Inadequate to one that is Ofsted rated Good or Outstanding.

Mitigations: Impacts on children and staff will be mitigated (see 5 – Key impacts summary) by ensuring support and assistance where required. A dedicated Admissions process will be undertaken to ensure as smooth a transition and possible for impacted pupils. Impacted members of staff will be supported through redeployment pools and redundancy, where applicable.

Next steps: The full consultation process and next steps are identified in Section 6 of the Tiverton Cabinet report paper.

3. Consultation and engagement

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

We have already met twice with parents, carers and teaching staff in May 2024 as part of an informal information exchange designed to identify the main pressures and challenges.

The formal consultation seeks to establish the key concerns of and issues affecting stakeholders and clarify if they identify those issues also shown in the EQIA or if there are any specific impacts on those with protected characteristics. Stakeholders such as pupils, parents, carers, school staff and governors will be invited to participate in a consultation and share their views including whether or not they agreed with each proposal and if not, why not. To this purpose a survey will be developed to ascertain views on two proposals: (1) the amalgamation of Tiverton with Seven Sisters or (2) the closure of Tiverton primary school.

1.1 To ensure as wide a consultation as possible, a range of modes and methods of communication can be used to inform and facilitate feedback from stakeholders regarding the proposal –

- through the Schools Newsletter which is distributed to the head teacher and chair of governors of every school in the borough;

- letter to all Haringey primary and secondary schools
- email to all Children's Centres in the borough;
- email to all registered nurseries and child minders and any other early years providers;
- published on the Council's online admissions pages; / dedicated consultation page
- via information in all libraries across the borough (posters/ digital screens);
- email to all councillors from the Lead Cabinet Member;
- email MPs whose constituencies are affected;
- email to the diocesan authorities.
- email to all residents' groups that the Council hold information for
- email to the branch secretaries of all trade unions recognised by the Council for collective bargaining in respect of its employees at Tiverton Primary School
- email to neighbouring authorities
- email to other groups, bodies, parents and carers as appropriate
- social media and digital billboards

Stakeholders will also be given the opportunity to express their views in writing via a questionnaire – both electronically and via the hard copy attached to the consultation document – by email and post.

Consultation stages

	Description	Timescale
1	Informal consultation on the proposals set out in this report	6-week consultation (October-December 2024)
2	Gathering stakeholder representation and drafting a report with recommendations to Cabinet	December 2024 – January 2025
3	Decision on whether to progress to formal consultation which involves publishing a statutory notice of intention to amalgamate or close. This triggers a 28-day representation period during which any person could object to or make comments on the proposal.	February 2025 Cabinet meeting
4	Final decision to proceed or not with an amalgamation or closure	April or May 2025 Cabinet meeting

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3b. Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

There is an understandable anxiousness about changes to Tiverton primary school including its potential closure. These feelings were predominant in the consultation response with themes identified such as “fear of closure, impact on community and impact on children”. There was nonetheless an understanding that change was necessary evidenced by the fact that an almost half of respondents were very unsupportive of No Change. A further third of respondents (32%) were either supportive or very supportive of Closure. Nonetheless there are still a majority (44%) of respondents who were unsupportive or very unsupportive of Closure.

In terms of groups with protected characteristics:

Age: One response in relation to school staff made reference to fears of job loss and risk of redundancy. The EQIA has already identified that there is a disproportionate number of older staff members and older pupils amongst those impacted by the decision due to their greater predominance.

Disability: During the public consultation one parent had specific concerns about their son who has SEN and an EHCP. Their fears were allayed by the provision of a specific meeting for parents of children with SEND/EHCP, and Educational psychologist and colleagues from the SEND department. The parent was also told that if Tiverton closes, the SEND team will support them in finding a place at an alternative school.

Gender reassignment: No specific reference to this protected characteristic from the consultation or engagement activities.

Marriage and civil partnership: No specific reference to this protected characteristic from the consultation or engagement activities.

Pregnancy and maternity: No specific reference to this protected characteristic from the consultation or engagement activities.

Race: No specific reference to this protected characteristic from the consultation or engagement activities.

Religion or Belief: One respondent mistakenly suggested that they didn't want Tiverton school to be amalgamated with their Catholic school due to it not being of the same standard or having the same Catholic values. At no stage has there been any consideration given to amalgamating Tiverton (a community school) with a Faith school.

Sex: No specific reference to this protected characteristic from the consultation or engagement activities.

Sexual orientation: No specific reference to this protected characteristic from the consultation or engagement activities.

Socio-economic status: One respondent mentioned that the area around Seven Sisters road has been forgotten about and that the legacy of previous regeneration now felt non-existent.

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

Please consider how the proposed change will affect people with protected characteristics.

4a. Age

Data

Borough Profile¹

- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

ONS 2021 Census

0-4 (14,900 and 5.7% of the total Haringey population)

M: 7,600 F: 7,300

5-9 (14,700 and 5.6% of the total Haringey population)

M: 7,500 F: 7,200

10-14 (15,600 and 5.9% of the total Haringey population)

M: 7,900 F: 7,700

Total Haringey Population as at 2021: 264,200

M: 127,100 F: 137,000

Target Population Profile

Early years (0-4 years old) and Primary school age pupils (5-11 years old; Reception Year to Year 6) along with school staff (18-64 years old)

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/population-and-household-estimates)

The latest data from the ONS 2021 Census and the PLASC School Census has been produced below:

PLASC School Census data as at May 2024

Service users (Primary children by Age and sex at Tiverton primary school)

Year group	Male	Female	Grand Total
Reception	13	16	29
Year 1	14	14	28
Year 2	8	16	24
Year 3	20	12	32
Year 4	23	17	40
Year 5	24	14	38
Year 6	31	18	49
Grand Total	122 (50.8%)	118 (49.2%)	240

Source: School Census May 2024

PLASC School Census data as at May 2024

Service users (Primary children by Age and sex across all Haringey primary age settings)

Year group	Male	Female	Grand Total
Reception	1,394	1,254	2,648
Year 1	1,434	1,292	2,726
Year 2	1,357	1,347	2,704
Year 3	1,423	1,394	2,817
Year 4	1,411	1,394	2,805
Year 5	1,412	1,328	2,740
Year 6	1,466	1,347	2,813
Grand Total	9,897 (51.4%)	9,356 (48.6%)	19,253

Source: School Census May 2024

Historically, the number of children entering Haringey's school system has increased year-on-year though primary cohorts are now reducing. The School census data from May 2024 indicates a general even split across each of the age groups, with no overrepresentation in any of the age cohorts.

The age distribution at Tiverton and Seven Sisters schools shows a comparable distribution to all Haringey schools. There is a current surplus of vacancies across Planning area 3 where Tiverton is located. Haringey uses 5 primary planning areas across Haringey for primary school planning. Should Tiverton close (with the net

effect of losing 1 form of capacity) there is enough local capacity to ensure all the existing cohort can receive a school place.

Age profile of teaching staff at Haringey schools

	Under 25	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	Total
Haringey	84 (3%)	339 (14%)	761 (30%)	597 (23%)	472 (18%)	117 (4%)	2,370

Age profile of Tiverton and Seven Sisters schools – Teaching staff

	25 to 34	35 to 44	45 to 54	55 to 64	65+	Total
Seven Sisters	4 (29%)	6 (43%)	2 (14%)	2 (14%)	-	14 (100%)
Tiverton	2 (14%)	5 (36%)	6 (43%)	1 (7%)	-	14 (100%)

Age profile of Tiverton and Seven Sisters schools – Support staff

	25 to 34	35 to 44	45 to 54	55 to 64	65+	Total
Seven Sisters	-	10 (33%)	7 (23%)	12 (40%)	1 (3%)	30 (100%)
Tiverton	1 (3%)	6 (20%)	5 (17%)	11 (37%)	1 (3%)	24 (100%)

Source: DfE Workforce Characteristics data at borough and school level 2023/24

Note: for Haringey data is for all schools, primary and secondary

The data above suggests that the teaching staff at Tiverton and Seven Sisters maybe generally older than those found across Haringey schools – an exact like-for-like picture is hard to ascertain due to the available data having different age ranges. If data collected during any subsequent consultation suggests that any proposal will inadvertently impact upon teachers based upon the protected characteristic of age attempts to mitigate this impact may need to be undertaken.

Potential Impacts

Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

- Amongst staff at Tiverton and Seven Sisters there is a disproportionate number of older staff members who could be negatively impacted by the closure. In terms of mitigating the impact, the Council will endeavour to ensure that should staff be affected by amalgamation or school closure they will be given access to the redeployment pool and given support to find alternative roles within the Council.

- There is a disproportionate number of older Tiverton children (in Years 4, 5 and 6) than younger children (in Reception, Years 1, 2 and 3). Therefore these older children maybe disproportionately impacted by any potential amalgamation with Seven Sisters simply because they are more pupils in these age groups. The council is currently liaising with transport team colleagues to see how this impact could be mitigated. Pupils at Tiverton will be supported to find places in other local schools, to mitigate the impact of amalgamation or closure. There are sufficient primary school places in the local area that can provide a suitable alternative for displaced pupils.

4b. Disability

Data

Borough Profile (for teacher age population)

- Disabled under Equality Act – 13.7%²
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

Data for school age population

		Disabled under the Equality Act			Not disabled under the Equality Act		
Age range	Cohort size	Total	Day-to-day activities limited a lot	Day-to-day activities limited a little	Total	Has long-term physical or mental health condition but day-to-day activities are not limited	No long-term physical or mental health conditions
Haringey							
Aged 9 and under	29,667	3%	1%	2%	97%	2%	95%
Aged 10 to 14	15,569	6%	2%	3%	94%	2%	92%
Aged 15 to 24	29,816	9%	3%	6%	91%	4%	88%

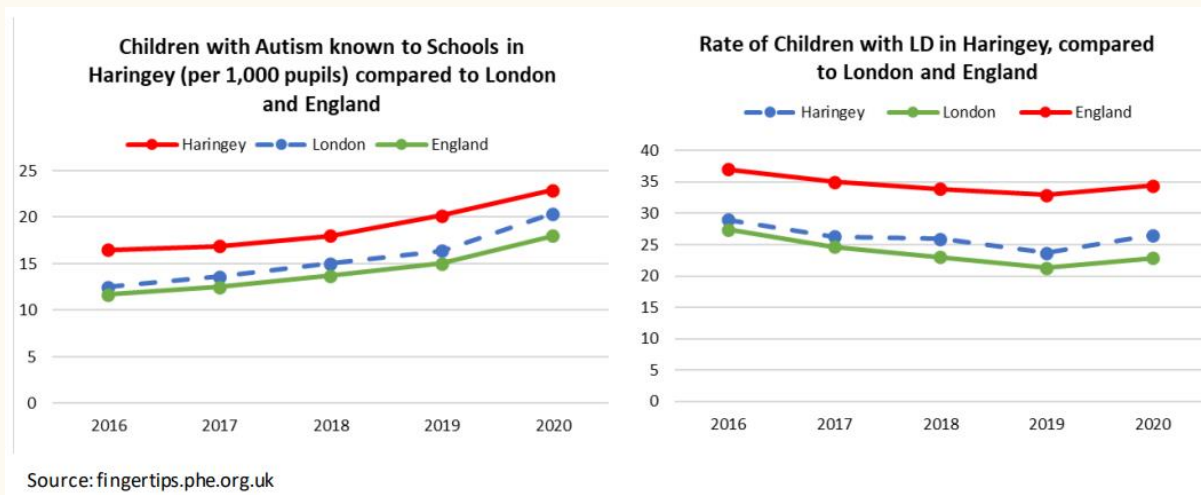
Source: ONS 2021 Census (Table RM073 Disability by sex by age)

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/disability)

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18-plus)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18-plus)

⁵ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>



Target Population Profile

Early years (0-4) and Primary school age pupils (5-11) along with teacher adult age population – see Borough profile data.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data used will be data on disability from the 2021 ONS census, data from Public Health England.

Primary age pupils by SEND code

All schools / School	E	K	N	Total
All Haringey primary age pupils (R-Y6)	6%	14%	81%	19,253
Seven Sisters primary school	11%	14%	74%	214
Tiverton primary school	5%	12%	83%	240

E = Education, care and health plan

K = SEN support

N = No special educational need

The above table shows that across Haringey some 6% of primary aged pupils have an Education, care and health plan (EHCP) whilst 14% have SEN support. At Seven Sisters primary school some 11% of pupils have an EHCP (higher than the borough average) and 14% have SEN support (same as borough average). At Tiverton the percentage of pupils with an EHCP is 5% and with SEN support 12%. Both are lower than the borough average and that recorded for Seven Sisters.

The Haringey-wide data (included above) demonstrates that there is an even distribution of children with disabilities across age groups. The current admission arrangements prioritise meeting the criteria for children with an EHCP as well as also giving priority to children with social and medical considerations that meet the criterion for an exceptional medical or social need. We do not hold data on pupils with less complex disabilities who do not qualify for either category.

The distribution of the children and young people with EHCPs or disability plans maintained by Haringey is broadly the same by individual year group and is unlikely to be impacted by the proposed removal of surplus primary school places at mainstream (not specifically SEND settings).

Disability status at Seven Sisters and Tiverton primary schools for teaching staff

School	Disabled	Not declared	Not disabled	Total
Seven Sisters primary school	-	1 (7%)	13 (93%)	14 (100%)
Tiverton primary school	1 (7%)	1 (7%)	12 (86%)	14 (100%)

Disability status at Seven Sisters and Tiverton primary schools for support staff

School	Disabled	Not declared	Not disabled	Total
Seven Sisters primary school	-	3 (10%)	27 (90%)	30 (100%)
Tiverton primary school	1 (3%)	2 (7%)	21 (70%)	24 (100%)

The data above shows the disability status of staff at Seven Sisters and Tiverton primary schools. It suggests there are no disabled staff at Seven Sisters and two at Tiverton primary school.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Children with SEND are a vulnerable group who could be negatively affected by this proposal, due to their particular needs and requirements. This will be mitigated by effective transition planning. If the proposal is agreed, additional support to enable a smooth transition will be offered to affected pupils who have a disability or a SEND need.

If the schools are amalgamated, Seven Sisters Primary School currently offers unmatched SEND support to families within the local community and will continue to provide this support. It is well placed in terms of its more central geographical

location in terms of access for families with SEND. Furthermore, Seven Sisters Nurture Hub has been operating successfully for a number of years and was commissioned by the London Borough of Haringey to provide a space for children who need access to therapeutic intervention. Children are referred by their Haringey school to the Hub and have a bespoke programme to enable them to understand their social and emotional needs.

If a decision is taken to close Tiverton, children will be supported to find an alternative place at a local school. The current admission arrangements prioritise meeting the criteria for children with an EHCP as well as also giving priority to children with social and medical considerations that meet the criterion for an exceptional medical or social need.

Concerns of affected disabled staff at Tiverton primary school will be taken into consideration in this consultation. In terms of mitigating the impact, the Council will endeavour to ensure that should staff be affected by amalgamation or school closure they will be given access to the redeployment pool and given individualised support to find alternative roles, considering any impacts on their protected characteristics.

4c. Gender Reassignment

Data

Borough Profile⁶

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%
- Trans man - 0.1%

Data

Borough Profile

The latest 2021 Census has published the following data on the population aged 16+.

Gender identity	2021
Gender identity the same as sex registered at birth	193,177
Gender identity different from sex registered at birth but no specific identity given	1,377
Trans woman	383
Trans man	389
All other gender identities	537
Not answered	20,137
Total: All usual residents aged 16 years and over	216,000

⁶ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityenglandandwales/2021)

The data above shows that the majority of 16+ residents in Haringey have the same gender identity as sex registered at birth (193,177) whilst 383 residents reported as trans women and 389 as trans men⁷.

Target Population Profile

Primary school age pupils (5-11) and teaching staff.

There may be a small number of transgender young people attending Haringey schools; some Haringey school staff may also identify as transgender. Haringey does not collect this data for primary age children or school staff, and therefore we do not have reliable data regarding this.

Potential impacts

There is no reason to think that this proposal will impact this protected group. If the consultation identifies that this protected characteristic is impacted by any proposal, attempts to mitigate the impact will be considered.

For example, individual needs of transgender young people will be addressed on a case-by-case basis to help them find an appropriate school place. In terms of mitigating the impact on staff, the Council will endeavour to ensure that should staff be affected by amalgamation or school closure they will be given access to the redeployment pool and given individualised support to find alternative roles, considering any impacts on their protected characteristics.

4d. Marriage and Civil Partnership

Note: Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

Borough Profile ⁸

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (8.2%)

In a registered same-sex civil partnership: (0.6%)

Married: (33.3%)

Separated (but still legally married or still legally in a same-sex civil partnership): (4.0%)

Single (never married or never registered a same-sex civil partnership): (50.0%)

⁷ Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

⁸ Source: 2011 Census

Widowed or surviving partner from a same-sex civil partnership: (3.9%)

Target Population Profile

Parents/carers of pupils at Haringey Primary schools and Primary school teaching staff only.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Haringey does not collect data regarding the relationship status of parents and carers.

Haringey doesn't collect data on the marriage and civil partnership status of school staff.

However, all decisions will ensure all couples in a civil partnership are treated exactly the same as couples in a marriage.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

This proposal is likely to have no known impacts. If the consultation identifies that this protected characteristic is impacted by any proposal, attempts to mitigate the impact will be considered.

4e. Pregnancy and Maternity

Note⁹:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Data

Borough Profile ¹⁰

Live Births in Haringey 2022: 3,085

Target Population Profile

Early years (0-4) and Primary school age pupils (5-11), teachers and staff.

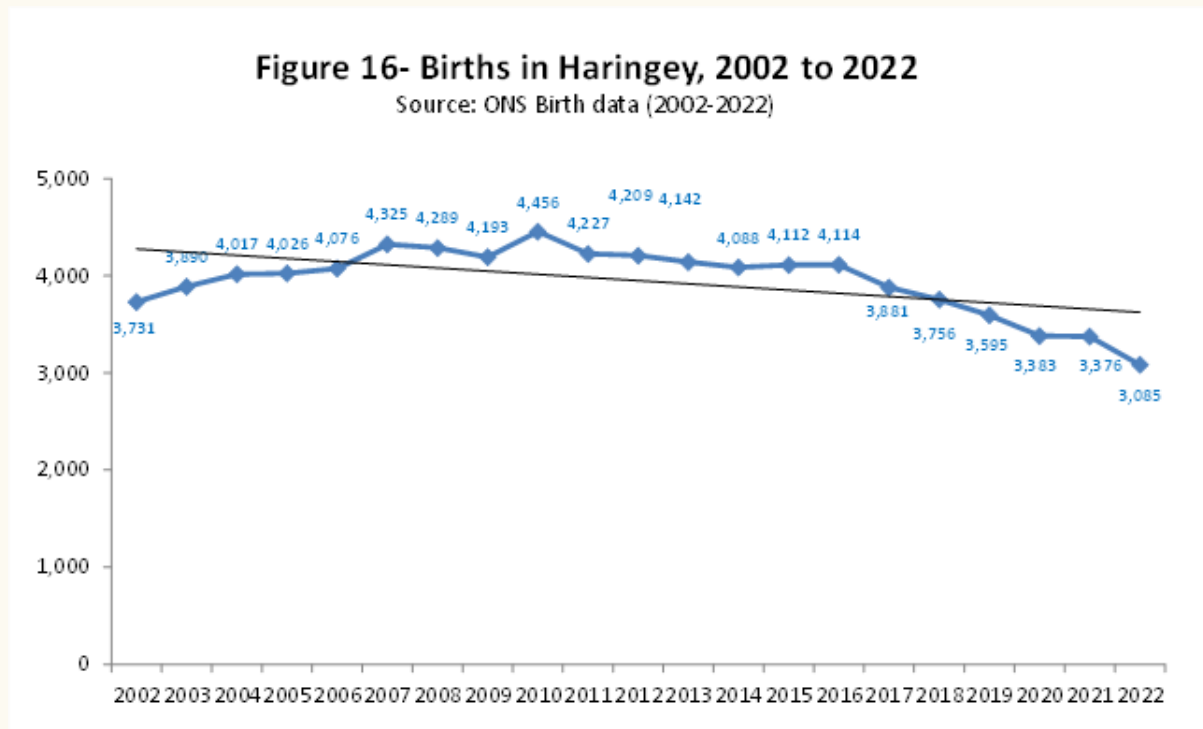
What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

⁹ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

¹⁰ Births by Borough (ONS)

ONS Live births data and GLA School roll projections

The ONS data below shows the recent decline of birth rates in Haringey. Birth rates are a key determinant in the likely demand for subsequent school places. Data below from the 2024 School Place Planning report also show a projected fall in the number of Reception places required (the second column) versus the number of Reception places currently provided (the third column) at primary schools between now and 2030.



Reception places borough wide

Intake year	Reception aged pupils	Number of school places across borough	% of reception surplus	Deficit/surplus No. of places	Equivalent Form of Entry (fe)
2018/19	3,029 (actual)	3,290	7.9%	261	9fe
2019/20	2,952 (actual)	3,296	10.4%	344	12fe
2020/21	2,934 (actual)	3,236	9.3%	302	10fe
2021/22	2,683 (actual)	3,088	13.1%	405	13fe
2022/23	2,720 (actual)	3,026	10.1%	306	10fe
2023/24	2,652 (actual Jan 2024)	3,056	13.2%	404	13fe
2024/25	2,558	2,910	12.1%	352	12fe
2025/26	2,471	2,880	14.2%	409	14fe
2026/27	2,484	2,880	13.8%	396	13fe

2027/28	2,395	2,880	16.8%	485	16fe
2028/29	2,442	2,880	15.2%	438	15fe
2029/30	2,447	2,880	15.0%	433	14fe
2030/31	2,447	2,880	15.0%	433	14fe

Source: 2018-2024 January PLASC counts and GLA 2024 School roll projections – 10 year constrained 3/4 model

Staff at all Haringey state funded schools - Headcount

	Male (%)	Female (%)
Teachers	675 (28.5%)	1,692 (71.5%)
Administrative staff	24 (8.3%)	264 (91.6%)
Auxiliary staff	110 (13.6%)	698 (86.3%)
Leadership non teacher	2 (50%)	2 (50%)
Other support staff	33 (11.7%)	249 (88.3)
School Business professionals	93 (50.5%)	92 (49.5%)
Teaching assistants	216 (14.2%)	1,304 (85.7%)
Technicians	45 (60%)	30 (40%)

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

We don't have data on how many staff are currently pregnant or on maternity.

In terms of mitigating the impact on this protected characteristic all staff affected by the proposal will be given access to the redevelopment pool and given individualised support to find alternative roles within the council, with consideration of their protected characteristic.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.¹¹

Data

¹¹ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

Borough Profile – 2021 Census data ¹²

Other ethnic group: 9.7% in total

Arab: 1%

Any other ethnic group: 8.7%

Asian: 8.7% in total

Bangladeshi: 1.8%

Chinese: 1.5%

Indian: 2.2%

Pakistani: 0.8%

Other Asian: 2.4%

Black: 17.6% in total

African: 9.4%

Caribbean: 6.2%

Other Black: 2.0%

Mixed: 7.0% in total

White and Asian: 1.5%

White and Black African: 1.0%

White and Black Caribbean: 2.0%

Other Mixed: 2.6%

White: 57.0% in total

English/Welsh/Scottish/Northern Irish/British: 31.9%

Irish: 2.2%

Gypsy or Irish Traveller: 0.1%

Other White: 22.1%

Target Population Profile

Early years (0-4) and Primary school age pupils (5-11) and parents/carers of pupils plus teaching staff

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

2021 Census data (as shown above) plus data from the annual schools census.

Ethnic composition of Seven Sisters and Tiverton **pupil population** as at 2024:

¹² Source: 2021 Census

	Haringey average	Seven Sisters	Tiverton
Any other ethnic group	7.8%	10.3%	16.7%
Asian - Any other Asian background	1.7%	0.5%	0.4%
Asian - Bangladeshi	2.0%	7.5%	1.3%
Asian – Indian	1.1%	1.9%	0.4%
Asian - Pakistani	0.8%	0.5%	1.7%
Black - Any other Black background	2.3%	2.8%	0%
Black - Black African	12.0%	17.8%	18.8%
Black - Black Caribbean	4.7%	8.4%	7.9%
Chinese	1.0%	0%	0%
Mixed - Any other Mixed background	6.2%	5.1%	4.6%
Mixed - White and Asian	2.9%	0.5%	0%
Mixed - White and Black African	1.7%	1.9%	1.7%
Mixed - White and Black Caribbean	2.8%	4.7%	2.9%
White - Any other White background	27.1%	27.6%	35.0%
White - Gypsy/Roma	0.4%	0%	0%
White – Irish	0.7%	0.5%	0.8%
White - Traveller of Irish heritage	0.2%	0%	0%
White - White British	20.9%	1.9%	2.5%
Unclassified	1.8%	5.6%	3.8%
Information not obtained	0.9%	1.4%	1.7%
Refused	0.9%	1.4%	0%
Grand Total	100%	100%	100%

Source: May 2024 School Census (Haringey)

The data demonstrates the significant diversity of school-age children at Seven Sisters and Tiverton primary schools. In particular, there is a high proportion of pupils identifying as 'Black African', 'Black Caribbean', and 'Any other White background'.

Service users (parents/carers)

There is no data available on the ethnicity of parents and carers. However, this is likely to largely reflect the ethnicity figures set out above in respect of pupils, as their children (with the exception of children in care that may be placed in foster care).

Teachers ethnicity profile as at September 2024

	Seven Sisters	Tiverton
Asian	-	21.4%
Black	14.3%	28.6%
Mixed	-	-
Other		7.1%
White	64.3%	42.9%
Prefer not to say	14.3%	
Not declared	7.1%	-
Grand Total	100% (14)	100% (24)

Teaching staff

Teaching staff at All Haringey state funded schools
(Headcount/%)

Ethnic background	Haringey
White	1,376 (58%)
Black or Black British	301 (13%)
Information not yet obtained	314 (13%)
Asian or Asian British	176 (7%)
Any other Mixed background	120 (5%)
Any other ethnic group	64 (3%)
Refused	18 (1%)
Total	2,369 (100%)

Support staff ethnicity profile as at September 2024

	Haringey average	Seven Sisters	Tiverton
Asian	10%	-	12.5%
Black	24%	40%	37.5%
Mixed	5%	13.3%	4.2%
Other	3%	6.7%	4.2%
White	43%	30.0%	41.7%
Prefer not to say		-	-
Not declared		10.0%	-
Grand Total	100% (3,164)	100% (30)	100% (24)

Source: Haringey Schools HR 2024

Support Staff at All Haringey state funded schools
(Headcount/%)

Ethnic background	Haringey
White	1,373 (43%)
Black or Black British	772 (24%)
Information not yet obtained	452 (14%)
Asian or Asian British	310 (10%)
Any other Mixed background	159 (5%)
Any other ethnic group	98 (3%)
Total	3,164 (100%)

Source: DfE School workforce data 2024 (Reporting year 2023) [School workforce in England, Reporting year 2023 - Explore education statistics - GOV.UK \(explore-education-statistics.service.gov.uk\)](https://www.gov.uk/explore-education-statistics)

The data above shows broad ethnicity groups for teachers and school staff at Seven Sisters and Tiverton primary schools along with ethnicity data for all Haringey school staff and support staff.

The data shows that there are more Asian and Black teaching staff at Tiverton than across Haringey as a whole whilst at Seven Sisters the profile appears slightly closer to the Haringey average. The small data samples at both schools (14 and 24 respectively) may be a factor in these variances.

The data shows that there are a higher proportion of Black support staff across Seven Sisters and Tiverton schools than compared to the Haringey average.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

The proposal could have negative impacts on pupils at Tiverton who will have to change schools, and amongst this cohort there is an overrepresentation of children from Black African, Black Caribbean and Any Other White backgrounds. Pupils at Tiverton will be supported to find places in other local schools, to mitigate the impact of amalgamation or closure. There are sufficient primary school places in the local area that can provide a suitable alternative for displaced pupils.

There is a higher proportion of Black and Asian teachers at Seven Sisters and Tiverton when compared with the Haringey averages. This means that among the cohort of staff who could be negatively impacted by the proposal, there is an overrepresentation of these groups. In terms of mitigating the impact, the Council will endeavour to ensure all staff affected by the proposal will be given access to the redeployment pool and given individualised support to find alternative roles within the Council, with consideration of their protected characteristic.

4g. Religion or belief

Data

2021 Census update

ONS data on religion from the 2021 Census for all Haringey residents irrespective of age is shown for guidance. It shows proportional declines in religious observance for most groups, a trend well observed over historical editions of the decennial census.

All Haringey residents	Percentage - % 2021 / (2011)	Number
Christian	39.3 (45.0)	103,944
No religion	31.6 (25.2)	83,535
Religion not stated	8.0 (8.9)	21,027
Muslim	12.6 (14.2)	33,295
Jewish	3.6 (3.0)	9,397
Hindu	1.3 (1.8)	3,529
Buddhist	0.9 (1.1)	2,455
Sikh	0.3 (0.3)	892
Other religion	2.3 (0.5)	6,164
Total	100%	264,238

Source: ONS - 2021 Census data for Haringey (2011 data in brackets)

Note: * Totals may not add up due to rounding

Target Population Profile

Early years (0-4) and Primary school age pupils (5-11) and parents/carers of pupils plus teaching staff

What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Religion or belief is not covered by the PLASC school census, which means that we do not collect this data. The best alternative proxy is the 2021 Census on religion by age for the age groups Aged 2 and Under and Aged 3 to 15 years expressed as percentages.

	Aged 2 years and under		Aged 3 to 15 years	
	Percentage (%)	Cohort size	Percentage (%)	Cohort size
No religion	33%	3,042	10,116	26%
Christian	30%	2,712	14,431	37%
Buddhist	0%	25	158	0%
Hindu	1%	88	314	1%
Jewish	7%	601	2,851	7%
Muslim	16%	1,457	6,999	18%
Sikh	0%	37	141	0%
Other religion	1%	117	762	2%
Not answered	11%	1,034	3,352	9%
Total	264,238	100%	39,124	39,124

Source: ONS (2021 Census data for Haringey)

Note: * Totals may not add up due to rounding

The data demonstrates that Christian and Muslim pupils are the largest faith groups within Haringey's cohort for those aged 2 years and under (30% and 16% respectively) and 3 years to 15 years (37% and 18% respectively). Around a third of the Aged 2 and under cohort report No religion compared to around a quarter (26%) of the 3 years to 15 years cohort.

Service users (parents/carers)

While there is no data available on religious beliefs of Haringey parents/carers, ONS 2021 National Census data follows the trend seen above, indicating that Christianity and Islam are the main religions in Haringey (39.3% and 12.6% respectively), with 31.6% of residents having no religion.

Staff at Haringey schools

We do not have any data on the religious beliefs of the staff in Haringey's schools.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

There is no reason that the proposal will negatively impact pupils, parents/carers or teachers based upon their religion or no religion especially as the proposal relates to

the removal of surplus places that are not needed and that the two schools mentioned (Tiverton and Seven Sisters) are non-faith community schools. Pupils at Tiverton will be supported to find places in other local schools, to mitigate the impact of amalgamation or closure. There are sufficient primary school places in the local area that can provide a suitable alternative for displaced pupils, including a variety of faith schools in Haringey and across the borough boundary in Hackney.

This proposal is likely to have neutral impacts.

4h. Sex Data

Borough profile ¹³

Females: (51.9%)

Males: (48.1%)

Target Population Profile

Early years (0-4) and Primary school age pupils (5-11), parents/carers of pupils and teaching staff.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

2021 Census data as shown above, PLASC School census data and SFR25 data from the DfE.

Service users (Primary age children by Sex)

	Primary Reception to Yr 6	Primary Reception to Yr 6
Female	9,356	48.6%
Male	9,897	51.4%
Grand Total	19,253	100%

Source: School Census May 2024

PLASC School Census data as at May 2024

Service users (Primary children by Age and sex at Tiverton primary school)

Year group	Male	Female	Grand Total
Reception	13	16	29
Year 1	14	14	28
Year 2	8	16	24

¹³ Source: 2021 Census

Year 3	20	12	32
Year 4	23	17	40
Year 5	24	14	38
Year 6	31	18	49
Grand Total	122 (50.8%)	118 (49.2%)	240

Source: School Census May 2024

There are slightly more male than female pupils in Haringey primary schools, including at Tiverton primary school.

Service users (parents/carers)

Borough wide data indicates that there is a gender split of males 51.4% to females 48.6%. There is no available data collected by the Children's Service indicating the proportion of each which is also a parent/carer.

Staff at all Haringey state funded schools - Headcount

	Male (%)	Female (%)
Teachers	675 (28.5%)	1,692 (71.5%)
Administrative staff	24 (8.3%)	264 (91.6%)
Auxiliary staff	110 (13.6%)	698 (86.3%)
Leadership non teacher	2 (50%)	2 (50%)
Other support staff	33 (11.7%)	249 (88.3)
School Business professionals	93 (50.5%)	92 (49.5%)
Teaching assistants	216 (14.2%)	1,304 (85.7%)
Technicians	45 (60%)	30 (40%)

Source: DfE School workforce data 2024 (Reporting year 2023) [School workforce in England, Reporting year 2023 - Explore education statistics - GOV.UK \(explore-education-statistics.service.gov.uk\)](https://explore-education-statistics.service.gov.uk)

Staff at Seven Sisters school – Headcount

	Male (%)	Female (%)	Total
Teachers	21.4%	78.6%	14
Teachers – Total	21.4%	78.6%	100% (14)
Other support staff	19.9%	49.8%	23
School Business professionals		3.3%	1
Teaching assistants	3.3%	23.3%	8

Other support staff – Total	23.3%	76.7%	100% (30)
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Staff at Tiverton school – Headcount

	Male (%)	Female (%)	Total
Teachers	14.3%	85.7%	14
Teachers – Total	14.3%	85.7%	100% (14)
Other support staff	4.2%	79.4%	20
School Business professionals	-	4.2%	1
Teaching assistants	4.2%	8.3%	3
Other support staff – Total	8.3%	91.7%	100% (24)

Data for Seven Sisters and Tiverton is limited to teachers, Other support staff, teaching assistants and school business professionals only.

There are more female teachers and support staff at both Seven Sisters and Tiverton than compared to male teachers and support staff. As a greater proportion of school staff are women rather than men it is more likely women will be affected by this change.

If the outcome of this consultation leads to a reduction of staff the overrepresentation of female teachers and teaching assistants means that numerically more of them are likely to be affected by the proposal than male teachers and teaching assistants. This is simply because of their greater prevalence in the school workforce. However the impact on individual male and female staff is likely to be equal.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Amongst Tiverton staff, there is an overrepresentation of females relative to the borough average, which could mean that negative impacts as a result of the proposal will be felt mostly by females. However, on the basis of sex the proposal will impact each member of staff equally. In terms of mitigating the impact, the Council will endeavour to ensure all staff affected by the proposal will be given access to the redeployment pool and given individualised support to find alternative roles, with consideration of their protected characteristic.

Amongst Tiverton pupils, there is an overrepresentation of males relative to the borough average, but the negative impacts of the proposal will not affect any pupil specifically as a result of their sex. All primary schools within the borough are coeducational. There is sufficient capacity to accommodate pupils of all sexes in a school of preference or within reasonable travelling distance guidelines set out by the DfE.

4i. Sexual Orientation

Data

Borough profile ¹⁴

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 8,454 residents.

The latest 2021 census has collected data on sexual orientation for the first time and data from Haringey is shown below:

	Number	Percentage (%)
Straight or heterosexual	180,100	83.4%
Gay or Lesbian	5,912	2.7%
Bisexual	4,503	2.1%
All other sexual orientation	1,752	0.8%
Not answered	23,733	11.0%
Total	216,000	100%

Target Population Profile

Parents/carers of pupils plus teaching staff

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

ONS Integrated Household survey as shown above and 2021 ONS Census data.

The sexual orientation of young people within Haringey schools is not currently recorded.

Sexual orientation of staff at Seven Sisters school

	Total
Heterosexual/Straight	3 (7%)

¹⁴ Source: ONS Integrated Household Survey

Not declared	41 (93%)
Prefer not to say	0 (0%)
Total	44 (100%)

Sexual orientation of staff at Tiverton school

	Total
Heterosexual/Straight	11 (29%)
Not declared	15 (39%)
Prefer not to say	12 (32%)
Total	38 (100%)

Potential Impacts

We do not anticipate that this proposal will have any impact on people based on their sexual orientation and we will continue to ensure there is no discrimination based on sexual orientation.. This proposal is likely to have no known impacts.

If the consultation identifies that this protected characteristic is impacted by any proposal, attempts to mitigate the impact will be considered.

In terms of mitigating the impact on this protected characteristic all staff affected by the proposal will be given access to the redevelopment pool and given individualised support to find alternative roles within the council, with consideration of their protected characteristic

4j. Socioeconomic Status

Data

Borough profile

Income

8.3% of the population in Haringey were claiming unemployment benefit on 10 July 2024.¹⁵

¹⁵ [ONS Claimant Count](#)

21.9% of the population in Haringey were claiming Universal Credit on 21 August 2024 (% of population aged 16-65 on Universal Credit) ¹⁶

34% of employee jobs in the borough are paid less than the London Living Wage.¹⁷

Educational Attainment

While Haringey's proportion of students attaining grade 5 or above in English and Mathematics GCSEs is higher than the national average, it is below the London average.¹⁸

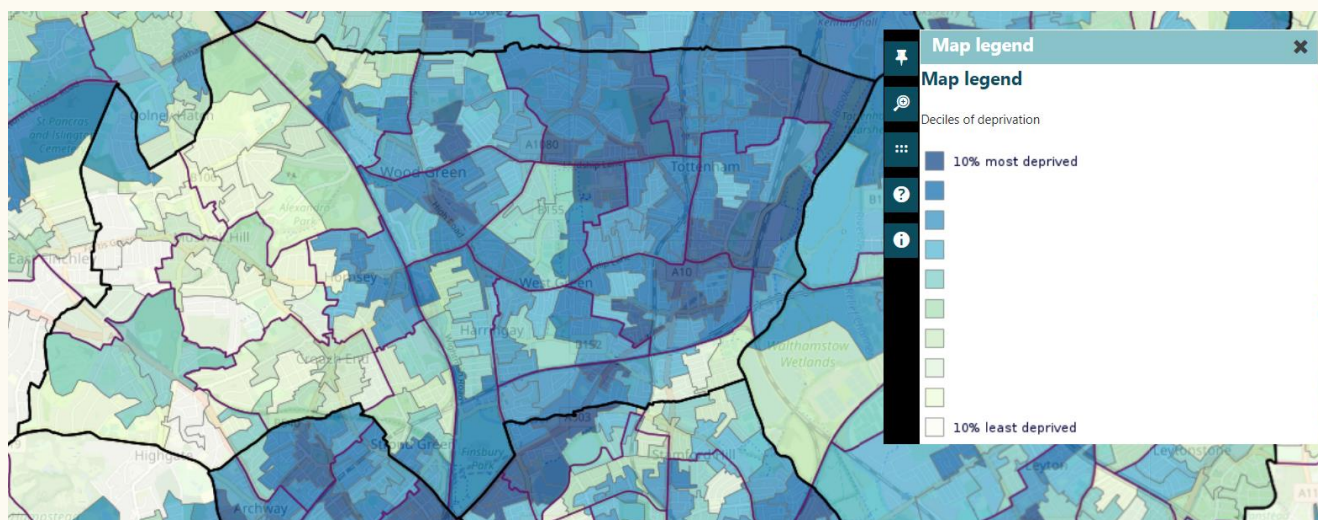
3.7% of Haringey's working age populations had no qualifications in 2021.¹⁹ 5.0% were qualified to level one only.²⁰

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas or small neighbourhood areas) are more heavily concentrated in the east of the borough where more than half of the LSOAs fall into the 20% most deprived in the country.²¹

This trend is illustrated in the map below where the darker shaded areas show data from the 2019 IDACI (Income Deprivation affecting children index).

Source: [Indices of Deprivation - London Datastore](#)



Target Population Profile

¹⁶ [LG Inform](#)

¹⁷ ONS, ASHE survey July 2023 Percentage of employee jobs in London paid below the London Living Wage by borough

¹⁸ [LG Inform - qualifications](#)

¹⁹ [LG Inform - qualifications](#)

²⁰ [LG Inform – level one](#)

²¹ [State of the Borough](#) (p.21)

Early years (0-4) and Primary school age pupils (5-11) and parents/carers of pupils plus teaching staff.

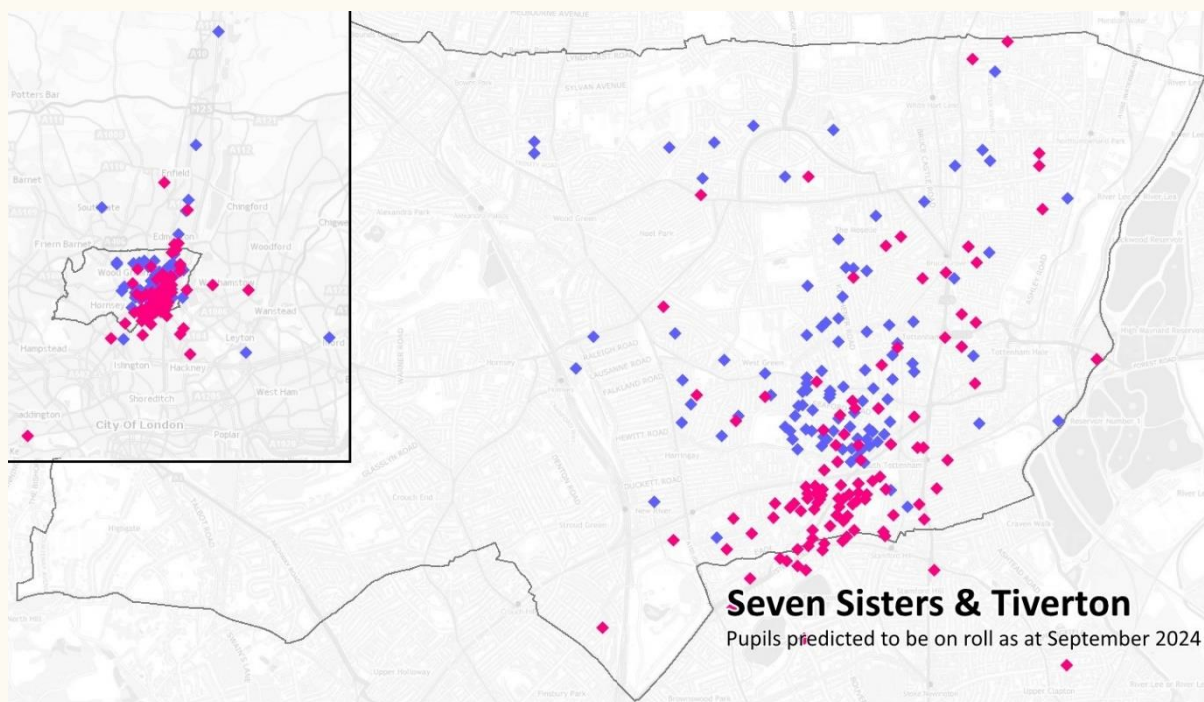
What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Deprivation data of Planning Area 3

Educational attainment data from Seven Sisters and Tiverton School.

Home locations of Tiverton and Seven Sisters pupils

Map 1 Home locations of current **Seven Sisters and **Tiverton** pupils**



The proposal includes reducing the number of surplus places in Planning area 3 where Tiverton primary school is located.

The proposal could result in potential redundancy or redeployment of teaching staff.

Potential Impacts

The proposal is likely to have a negative impact on students living near Tiverton school, in high areas of deprivation. Tiverton is 0.6 miles away from Seven Sisters, which is a 13-minute walk between the two schools – therefore the costs of additional travel should be minimal. Should this exact same cohort of pupils attend Seven Sisters rather than Tiverton the typical distance travelled is 0.43 of mile / less than half a mile. It should be noted that these data are averages, and most parents/carers will have a shorter or longer travel distance than that stated above. Of the 215 pupils at Tiverton predicted to be on roll in September 2024, some 62 or just under a third will have a shorter distance to Seven Sisters than Tiverton.

Any potential impact on travel times for impacted parents/carers and children has already been discussed with the council Leads in these areas and we may consider enlargement of the School street status given to Seven Sisters school (should this proposal lead to the amalgamation of both Tiverton and Seven Sisters schools) to aid safer transport to the school. We may also offer more protection to vulnerable groups and blue badge holders.

In terms of pupil composition Tiverton Primary School shares many similar characteristics with other Haringey primary schools located in Planning Area 3 and sufficient places exist at neighbouring schools to absorb displaced pupils. Moreover, all surrounding schools are judged by Ofsted to be 'good' or 'outstanding', whereas Tiverton is judged as 'Requires Improvement', therefore there may be a positive impact of pupils moving to other schools as the educational provision will be improved

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

The closure of Tiverton primary school will impact existing pupils and teaching staff. The main negative impacts will be for staff at risk of redundancy and the disturbance caused to children and friendship groups with the transitioning to a new school. Additional specific negative impacts relate to deprived children within proximity of Tiverton.

Pupils still at the school will be offered alternative places at other local primary schools via a dedicated Schools admissions process. Children with SEND or an EHCP will also receive additional assistance to make their transition as smooth as possible.

Impacted members of staff will be supported through redeployment pools and redundancy where applicable. The council is working closely with Schools HR to identify staff impacted and provide a suite of support.

5b. Intersectionality

There is a possibility that this proposal could disadvantage pregnant women due to the greater prevalence of women amongst teachers and teaching assistants across Haringey schools' staff.

Any potential impact needs to be evaluated in the context of scale (i.e. by establishing if there are pregnant women affected by this proposal).

The proposal should also be viewed in the context of ensuring the sustainability and breadth of offer at Haringey's primary school estate. Doing nothing would put many

schools under possibly intolerable financial burden due to growing surpluses which would likely worsen wider educational outcomes for all pupils.

5c. Data Gaps

We are not aware of any relevant groups who have not been consulted with through school meetings and via the consultation survey.

6. Overall impact of the policy for the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

As mentioned above, there is a possibility that staff members impacted by redundancies and redeployment will be disproportionately female because there is a greater concentration of females than males amongst teachers and teaching assistants in Haringey schools.

However the proposal is a reasonable and proportionate response to ensure the sustainability and breadth of offer at Haringey's primary school estate. Doing nothing would put many schools under intolerable financial burden which could negatively impact wider educational outcomes.

Moreover, following the results of the consultation it is proposed to consider any possible mitigating factors that may alleviate impacts of these teachers / teaching assistants. Careful monitoring of in-year admissions and school roll projections data will also ensure that if additional places are required they are immediately fulfilled.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EQIA guidance

Please delete Y/N as applicable

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative

impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them **Y**

The EQIA has identified several areas where protected characteristics are impacted but these will be mitigated as described above in 5a – Key Impacts summary.

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below **N**

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **N**

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

Action: Protected characteristic (Age)

Lead officer: Chidi Okwesilieze (Head of School's HR). For school staff establish if older school staff are at particular risk in terms of redeployment/redundancy risk and establish mitigations to tackle this.

Lead officer: Carlo Kodosi (Head of Admissions and School Organisation). Ensure that the managed admissions process for older (and more prevalent) pupils at Tiverton runs smoothly and efficiently.

Timescale: Q2025 (for staff) / Consistent with admissions process schedule for pupils

Action: Protected characteristic (Pregnancy and maternity)

Lead officer: Schools HR (Chidi Okwesilieze - Head of School's HR). Establish if any staff affected by the closure of Tiverton Primary school are pregnant or on maternity leave. Arrange a one-to-one meeting with them to determine how Schools can assist them.

Timescale: Q1 2025

Action: Protected characteristic (Race)

Lead officer: Chidi Okwesilieze (Head of School's HR). For school staff: Ensure that school staff of Asian and Black ethnicity at Tiverton are given access to redeployment/redundancy and establish mitigations to tackle this, taking into account this protected characteristic.

Lead officer: Carlo Kodsi (Head of Admissions and School Organisation). Ensure that the managed admissions process for pupils of Black African, Black Caribbean, and Any Other White background at Tiverton runs smoothly and efficiently.

Timescale: Q1 2025 (for staff) / Consistent with admissions process schedule for pupils

Action: Protected characteristic (Sex)

Lead officer: Chidi Okwesilieze (Head of School's HR). Ensure that female staff affected by the proposal will be given access to the redeployment pool and given individualised support to find alternative roles, with consideration of their protected characteristic.

Timescale: Q1 2025

Action: Protected characteristic (Socioeconomic status)

Lead officer: Carlo Kodsi (Head of Admissions and School Organisation). Ensure that the managed admissions process for pupils of the local area around Tiverton primary school (which is located in a ward with high levels of deprivation) runs smoothly and efficiently and takes into account this protected characteristic.

Timescale: Consistent with admissions process schedule for pupils

Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.

Please provide a complete and honest justification on why it is not possible to mitigate the:

N/A

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

If a decision is made to close the school, then we will ensure the smooth transition of displaced pupils to a new school that is rated by Ofsted as 'Good' or 'Outstanding'. There is no intention to provide ongoing monitoring as we expect schools to be able to support and safeguard pupils in their care.

Both Haringey and neighbouring schools are able to support children with a wide range of abilities, special needs, disabilities and learning difficulties, from able, gifted and talented pupils to those with multiple and significant disabilities, medical conditions and learning difficulties. They work with special educational needs and are able to accommodate a wide range of medical needs and offer pastoral support to children.

8. Authorisation

EQIA approved by (Assistant Director/ Director)
Director for Schools and Learning

Jane Edwards, Assistant

Date

07 January 2025

9. Publication

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.

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