

NOTICE OF MEETING

CABINET MEMBER SIGNING

Monday, 14th July, 2025, 2.30 pm - Alexandra House, Wood Green, London, N22 (watch the recording [here](#))

Councillors: Brabazon

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- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

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

3. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

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 ST PETER IN CHAINS RC INFANT SCHOOL AND ST GILDAS' JUNIOR SCHOOL (PAGES 1 - 80)

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Friday, 04 July 2025



Report for: Cabinet Member Signing – 14 July 2025

Title: **Determination of the statutory notice proposing the closure of St Peter in Chains RC Infant school and St Gildas' Junior school**

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

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

Ward(s) affected: Crouch End, Stroud Green and Hornsey

**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 St Peter in Chains RC Infant school and St Gildas' Junior 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 St Peter in Chains RC Infant school and St Gildas' Junior school.
- 1.3 The Leader of the Council has delegated this key decision to the Cabinet Member in keeping with the Constitution at Part Three Section C - Paragraphs 3.1 and 3.2, and this item is listed as a key decision in the Forward Plan.

Statutory guidance

- 1.4 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.
- 1.5 There are a number of reasons under which proposers are permitted to pursue the closure of a voluntary aided 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

- 1.6 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.
- 1.7 Both St Peter in Chains and St Gildas' Catholic Infant and Junior Schools are substantive two form entry (fe) Voluntary Aided Catholic schools located at Oakington Way, London, N8 9EP. St Peter in Chains Infant school is federated with St Gildas' Junior school. Both schools have the same headteacher and governing body. Since 2019, the number of pupils on roll has dropped significantly at both schools. From April 2024, some year groups have been merged, and the governing body moved the infant school to the federation's junior school site on Oakington Way in September 2024.
- 1.8 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 St Peter in Chains and St Gildas' Catholic Infant and Junior Schools 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.²
- 1.9 The Council has a duty of care to ensure children in its schools are able to receive a good education and 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.
- 1.10 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

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 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.



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.

- 1.11 We know that schools in the local area and across Haringey have a significant surplus of places, including equivalent Catholic schools. Furthermore, current school roll projections across planning area 2 where St Peter in Chains and St Gildas' Catholic Infant and Junior Schools are located do not indicate any future demographic growth.
- 1.12 Full consultation has been undertaken over a period of several months including meetings with staff, governors, and parents, along with other interested stakeholders. The four-week pre-publication consultation ran from 24 February to 24 March 2025 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 11 February Cabinet meeting [Agenda item - St Peter in Chains Catholic Infant and St Gildas Catholic Junior School | Haringey Council](#)
- 1.13 On 22 April 2025, 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. The Cabinet report to this and the minutes of the meeting can be found here: [Items at meetings – The future of St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools](#). There was only one objection received during the 28 day representation period and this can be viewed together with the local authority officer response at Appendix 1.

2 Recommendation

- 2.1 It is recommended that the Cabinet Member:

Note

- only one objection was received during the 4-week representation period despite consulting widely with all relevant stakeholders
- the federated schools are 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 very low pupil numbers.
- Many families have already transferred their children to other local schools; St Peter in Chains and St Gildas' Catholic Infant and Junior Schools has 27 pupils on roll (as of week ending 30 May 2025), 17 of which are year 6 pupils that will be transferring to secondary school in September 2025.

Agree

- for the local authority to cease to maintain St Peter in Chains and St Gildas' Catholic Infant and Junior Schools from 31 August 2025 in order for transition planning to commence for any remaining pupils so they can be supported in securing another local school rated 'Good' or 'Outstanding' by Ofsted.

3 Background information

- 3.1 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.
- 3.2 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)³ 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.
- 3.3 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 following national offer day in March 2024 was 10.3% overall with some school planning areas⁴ carrying a higher surplus rate.
- 3.4 As shown in Table 1 below, planning area 3 (PA2) where St Peter in Chains and St Gildas' Catholic Infant and Junior Schools are located has seen a significant reduction in pupil numbers.

³ 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.

⁴ 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).

Table 1: Total number of pupils on roll in both schools and across PA2 (reception to year 6)

| School | School Net Capacity (Mid 2025) | 2019 | 2020 | 2021 | 2022 | 2023 | 2024** | Jan. 2025 |
|---|--------------------------------|-------|-------|-------|-------|-------|--------|-----------|
| St Peter-In-Chains RC Infants (R–Yr 2) | 180 / 90* | 119 | 89 | 75 | 73 | 64 | 43 | 16 |
| St Gildas' Catholic Junior (Yr 3- Yr 6) | 240 / 120* | 205 | 194 | 173 | 146 | 121 | 92 | 44 |
| All schools in PA2 | 4,170 | 4,234 | 4,076 | 3,998 | 3,917 | 3,811 | 3,693 | 3,616 |

*Total capacity is shown in line with the determined PANs – a lower figure for both schools is shown to indicate the reduction in PAN implemented from 2fe to 1fe from September 2019

**October 2024 census

- 3.5 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.
- 3.6 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

- 3.7 Demand for reception places depends upon a range of factors including parental perception of schools in each area, parental choice, birth rates, migration and the ability to afford to live in an area.
- 3.8 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 outside the Council's control and are at no fault of the schools or their current leadership.

- 3.9 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.

St Peter in Chains and St Gildas' Catholic Infant and Junior Schools

- 3.10 There are currently vacancies across all year groups at St Peter in Chains and St Gildas' Catholic Infant and Junior Schools with 27 pupils on roll as of weekend ending 30 May 2025 (Wonde DfE data return): 2 in Reception, 2 in Year 1, 1 in Year 2, 1 in Year 3, 4 in Year 4, 0 in Year 5, and 17 in Year 6. As a substantive two form entry school, St Peter in Chains and St Gildas' Catholic Infant and Junior Schools had the capacity to admit up to 420 pupils (Reception– Year 6). The school reduced to 1FE in September 2029 and is currently operating at 13% of its total capacity as a 1FE.
- 3.11 The future viability of the school has been further weakened by a high number of parental requests to transfer to other local schools rather than wait to move in a managed cohort as described in the transition proposal set out below at para 6.12.
- 3.12 During the consultation periods, the Council and school leaders 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. 105 pupils (132 on the May 2024 school census minus the 27 remaining as of May 2025) have transferred to other schools since May 2024.
- 3.13 The Council is the admission authority for community and voluntary controlled schools. Both the Council and own admission authority schools (Academy, voluntary aided or foundation) cannot lawfully refuse to admit a pupil to a school where the admitting school has available places. There has been and continues to be a significant number of vacancies across the whole school estate, and in neighbouring boroughs such as Islington and Hackney. Please see para. 4.13 below for school vacancy information.
- 3.14 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.

St Peter in Chains and St Gildas' Catholic Infant and Junior Schools – financial position and future viability

- 3.15 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.

- 3.16 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.
- 3.17 It became increasingly clear that both St Peter in Chains and St Gildas' Catholic Infant and Junior Schools were no longer sustainable financially or organisationally, and that, after evaluation of several options, closure of the schools should be recommended and consulted on.
- 3.18 Amongst the considerations for recommending closure were:
- St Peter in Chains Infant budget forecast for the 2024-25 financial year anticipates a deficit of £121,440, an increase of 57% deficit compared to the last financial year. There is a further impact from the reduction in pupil numbers by 19 pupils in October 2024 census which will reduce the school's DSG funding by a further £153,954 for 2025/26.
 - The St Gildas' Junior budget forecast for the 2024-25 financial year anticipates a surplus of £45,324, a reduction of 48% compared to £87,096 in the last financial year 2023-24. There is a further impact from the reduction in pupil numbers by 46 pupils in October 2024.
 - 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 St Peter in Chains and St Gildas' Catholic Infant and Junior to alternative schools.
- 3.19 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 \(October 2024\)](#)."
- 3.20 Council's Cabinet agreed on 11 February 2025 to start a pre-publication consultation on the options for the future of St Peter in Chains and St Gildas' Catholic Infant and Junior Schools. The Cabinet report to this and the minutes

of the meeting can be found here: [Agenda item - St Peter in Chains Catholic Infant and St Gildas Catholic Junior School | Haringey Council](#)

- 3.21 On 22 April 2025, 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: [Items at meetings – The future of St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools](#)
- 3.22 The 28-day representation period ended on 4 June 2025 with only one objection recorded shown in full at Appendix 1. 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.

4 Alternative options considered and not favoured

- 4.1 The following alternative options were previously considered by decision makers at the 11 February 2025 Cabinet meeting and not favoured:
- no change i.e. continuation of current strategy for school improvement without any further action to address falling local rolls
 - Conversion to academy
 - Federation
 - Amalgamation resulting in the closure of St Peter in Chains and St Gildas' Catholic Infant and Junior Schools with the displaced pupils being accommodated by another Catholic Primary school
 - Closure

No change and continuation of current strategy

- 4.2 This is a highly cost-inefficient option and is not sustainable. The Infant school already 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 Infant school is predicting a deficit closing balance of £121,440 by the end of March 2025. The Junior school has a projected surplus outturn at 31 March 25 of £45,324 compared to £87,098 at 31 March 2024, a percentage reduction of 48%. The Council has a responsibility to ensure the efficient use of public money. In April 2025 the budget will be further reduced as it will be based on the number of children on roll as of October 2024.
- 4.3 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.

- 4.4 This option was not recommended as it does not provide a long-term sustainable solution to falling local and faith demand. Taking no action to the issues affecting a school with falling rolls is not an acceptable option available to the Council.
- 4.5 **Conversion to Academy** - The Governing Body consulted on the option of converting to an Academy and joining a Multi Academy Trust, but this application was withdrawn by the Diocese following discussion with the DfE about the school's ongoing viability.

Federation

- 4.6 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. St Peter in Chains Infant School is already federated with St Gildas' Junior School. Both schools exist as separate organisations but have the same headteacher and governing body.
- 4.7 The current federation model is not achieving its desired impact due to the significant drop in pupil numbers and worsening financial position. Federation is therefore no longer a viable option and not achieving any of the benefits that would normally be associated with this partnership.
- 4.8 It is also possible for more than two maintained schools to operate under the governance of a single governing body, however, there has been no appetite expressed as part of this consultation from any other school to be part of the St Peter in Chains and St Gildas' federation. This would also not address the decline in numbers on roll or the financial risk.
- 4.9 **Amalgamation** - 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.
- 4.10 This option was not recommended due to the current financial position of both schools and reduction in pupil numbers which makes this option very risky and unaffordable. Furthermore, opportunities for a potential amalgamation between St Peter in Chains and St Gildas' Catholic Infant and Junior Schools and another local Catholic primary school have not yielded any interest from partners.

Full and immediate closure

- 4.11 **Closure** - 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.
- 4.12 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 St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools that wish to go elsewhere.
- 4.13 Tables 2 and 3 show plenty of surplus places available at local and Catholic primary schools within Haringey.

Table 2 - Local school vacancies in Haringey schools within a 1-mile walking distance to St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School from school roll return data as of June 2025

| School | Planning area | Yr 0 | Yr 1 | Yr 2 | Yr 3 | Yr 4 | Yr 5 | Yr 6 |
|---|---------------|------|------|------|------|------|------|------|
| Coleridge (120 PAN) | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| North Harringay (60 PAN) | 5 | 1 | 16 | 3 | 0 | 10 | 9 | 4 |
| Rokesly Infant (R PAN = 60 Y1-6 = 90) | 2 | 4 | 37 | 1 | - | - | - | - |
| Rokesly Junior (90) | 2 | - | - | - | - | 10 | 15 | 6 |
| South Harringay Infant (60 PAN) | 3 | 0 | 8 | 0 | - | - | - | - |
| South Harringay Junior (60 PAN) | 3 | - | - | - | 2 | 0 | 0 | 19 |
| St Aidan's VC (30 PAN) | 2 | 0 | 1 | 2 | 0 | 1 | 0 | 2 |
| St Mary's CofE (60 PAN) | 2 | 17 | 21 | 17 | 19 | 14 | 18 | 6 |
| Stroud Green (60 PAN) | 2 | 0 | 1 | 0 | 1 | 4 | 9 | 1 |
| Weston Park (30 PAN) | 2 | 0 | 0 | 2 | 0 | 0 | 3 | 6 |
| | | 22 | 84 | 25 | 22 | 39 | 54 | 51 |
| St Peter-In-Chains RC Infant School and St | | 2 | 2 | 1 | 1 | 4 | 0 | 17 |

| Gildas' Catholic Junior School (PA2) Pupils on roll | | | | | | | | |
|--|-----------|----|----|----|----|----|----|----|
| | Remainder | 20 | 82 | 24 | 21 | 35 | 54 | 34 |

BALANCE OF DENOMINATIONAL PROVISION

Table 3 below shows the current number of vacancies at other Catholic schools in Haringey.

| School | Planning area | Yr 0 | Yr 1 | Yr 2 | Yr 3 | Yr 4 | Yr 5 | Yr 6 |
|---|----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Our Lady of Muswell Catholic (60 PAN) | 1 | 13 | 6 | 3 | 0 | 0 | 0 | 1 |
| St Francis de Sales Catholic Infant (60 PAN) | 4 | 2 | 14 | 6 | - | - | - | - |
| St Francis de Sales Catholic (60 PAN) | 4 | - | - | - | 5 | 4 | 17 | 9 |
| St Ignatius Catholic (30 from 2025) | 3 | 34 | 13 | 38 | 0 | 0 | 30 | 8 |
| St John Vianney Catholic (30 PAN) | 3 | 0 | 0 | 1 | 1 | 3 | 2 | 2 |
| St Martin of Porres Catholic (30 PAN) | 1 | 22 | 15 | 14 | 13 | 11 | 14 | 12 |
| St Mary's Priory Catholic Infant (30 PAN from 2025) | 3 | 6 | 0 | 1 | | | | |
| St Mary's Priory Catholic Junior (30 PAN from 2025) | 3 | | | | 0 | 14 | 2 | 0 |
| St Paul's Catholic (30 PAN) | 5 | 9 | 6 | 2 | 16 | 0 | 9 | 3 |
| | | 86 | 54 | 65 | 35 | 32 | 74 | 35 |

| | | | | | | | | |
|---|-----------|----|----|----|----|----|----|----|
| St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School (PA2) | | | | | | | | |
| | | 2 | 2 | 1 | 1 | 4 | 0 | 17 |
| | Remainder | 84 | 52 | 64 | 34 | 28 | 74 | 18 |

Source: 2019-2025 January school census (PLASC) data

- 4.14 All Haringey schools in the local area are judged by Ofsted to be 'Good' or 'Outstanding.' Pupils moving to other local schools from St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools 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 PA2 by enabling neighbouring schools to increase their pupil numbers.
- 4.15 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

- 4.16 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.
- 4.17 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 local 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 accommodate pupils affected by any closure.

Premises and use of vacant site

- 4.18 Following the complete vacation of the St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools sites, the Catholic Diocese will have control of the buildings and will consult with local stakeholders about potential future usage in accordance with the guidance and rules established by the Department for Education with regards to the disposal of educational assets.



- 4.19 No options on the future use of the school sites can be considered until the Lead Cabinet Member makes a final determination on whether to agree the proposal for closure.

5 Consultation process and next steps

- 5.1 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.
- 5.2 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.](#)"
- 5.3 Details of the pre-publication consultation and the representations received from stakeholders together with the responses from Officers are included at Appendix 2.
- 5.4 The statutory notice and full proposal were published on Wednesday 7 May 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 3.
- 5.5 A letter was sent to all staff and parents of registered pupils at St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools signposting them to the full proposal on the Commonplace consultation page, including details on how written representation could be submitted.
- 5.6 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.
- 5.7 A frequently asked questions (FAQs) document was included on the Haringey Commonplace consultation page.
- 5.8 During the pre-publication consultation period, Officers held a public meeting on the 5 February 2025 at St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools to discuss the proposal and answer questions from interested stakeholders. A member of the Diocese was also present to answer questions. A further public meeting was held during the representation period on 14 May 2025 following the publication of the statutory notice, and a member of the Diocese was also present to answer questions about the security and future use of the Diocesan owned buildings if closure was implemented.



- 5.9 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 will begin when the final decision on closure has been taken.

Representation period responses

- 5.10 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.
- 5.11 The Council received one objection during the four-week statutory representation period ending 4 June 2025. The objection and the local authority officer response can be found at Appendix 1.
- 5.12 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.
- 5.13 Several important points have been noted during the pre-statutory consultation periods and several questions were asked during the public meeting held on 5 February 2025. 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.

6 Overall decision making and risk implications

- 6.1 As the main driver of school funding is pupil numbers there continues to be a significant concern about the long-term sustainability of St Peter in Chain’s and St Gildas’ Catholic Infant and Junior Schools 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.
- 6.2 For this reason, The Cabinet Member for Children Schools and Families is asked to approve the proposal to discontinue St Peter in Chain’s and St Gildas’ Catholic Infant and Junior Schools from 31 August 2025. This would mean the closure of the schools with displaced pupils transferring to other schools with available places.

- 6.3 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 6.12 should the Cabinet Member for Children, Schools and Families decide to approve the proposal on behalf of Council's Cabinet.
- 6.4 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. 6.12 is proposed to mitigate this risk.

Factors to be considered by Decision Maker

- 6.5 The Cabinet Member for Children Schools and families with delegated authority from the Leader in keeping with Part Three Section C Paragraph 3 of the Constitution 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.
- 6.6 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."
- 6.7 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.
- 6.8 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.
- 6.9 In developing the proposal, a detailed case has been made about the future viability of St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools 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.
- 6.10 With regard to diversity of provision, whilst the proposal will result in parents being able to express a preference for one less Catholic school, the low numbers of admission in recent years would suggest that St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools 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 PA2 and further schools in adjacent planning areas with vacancies.
- 6.11 The full statutory proposal is set out at Appendix 3 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

- 6.12 The local authority, as the proposer intends for the decision to be implemented in a phased manner and for it to cease to maintain St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools with effect from 31 August 2025. The proposed phased implementation is:
 - April 2025 to July 2025: no changes – Pupils remaining in Reception, Years 1, 2, 3, 4, 5 and 6 are able to continue at St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools. Families have a right to express a preference for other schools via the Council's in-year admissions process.
 - June 2025 to July 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 for community and voluntary controlled (VC) schools. The Council will also approach own admission authority schools to request their consideration in prioritising displaced



pupils under any existing social or medical criteria outlined in their admissions policies.

- 31 August 2025 – St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools closure.
- September 2025 –displaced pupils start at alternative schools

- 6.13 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, many parents have already transferred their child(ren) to other schools with available places.
- 6.14 Should the Cabinet Member for Children, Schools and families approve the proposal on behalf of Council's Cabinet, transition planning for remaining pupils enrolled at the schools 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

- 6.15 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

- 6.16 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 St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools from 31 August 2025.

Reasons for Recommendation

- 6.17 The considerations for recommending closure are set out in para. 3.18 and restated below:

- The pupil roll has fallen over the past five years resulting in reduced (per pupil) funding. The St Peter in Chains Infant budget forecast for the 2024-25 financial year anticipates a deficit of £121,440, an increase of 57% deficit compared to the last financial year. There is a further impact from the reduction in pupil numbers by 19 pupils in October 2024 census which will reduce the school's DSG funding by a further £153,954 for 2025/26.
- The St Gildas' Junior budget forecast for the 2024-25 financial year anticipates a surplus of £45,324, a reduction of 48% compared to £87,096 in the last financial year 2023-24. There is a further impact from the reduction in pupil numbers by 46 pupils in October 2024.
- 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 St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools to alternative schools.

7 Contribution to the Corporate Delivery Plan 2024-2026

- 7.1 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.
- 7.2 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.
- 7.3 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.

8 Carbon and Climate Change

- 8.1 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 within the school estate 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.

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

Below are financial, governance and legal and equality comments.

Finance

- 9.1 Below, we offer brief financial comments on the current financial status of the schools and the options previously considered by Council's Cabinet:
- i. The current federation model has not been achieving its desired impact, and this is evidenced from the financial returns to the council which has a combined deficit forecast for St Peter's Infant & St Gildas' Junior of £76,116 for 2024/25. The further reduction in DSG funding due to lower pupil numbers makes this no longer a viable option.
 - ii. Amalgamation can reduce operational costs by streamlining administrative functions, consolidating staff roles, and optimising facility use. This creates economies of scale, enabling the combined entity to operate more efficiently on a single site compared to individual schools in federated model. While the long-term financial outlook may improve in an amalgamation model through greater efficiency and resource allocation, the current financial projections and reductions in pupil numbers is unlikely to make the schools financially viable.
 - iii. Educational Impact: federation/amalgamation often require shared staffing and resources, which would likely lead to the merging of classes or vertical integration of age groups. This could adversely affect the quality of education provided, particularly for younger pupils and those with specific educational needs.
- 9.2 Below, we offer brief comments on the financial impact of closure:

Recommendation for School Closure

- i. School closure has been determined to be the only financially sustainable option that ensures the effective allocation of resources across the local education system. A closure may help support the sustainability and viability of other Haringey schools and beyond by



enabling them to increase their pupil numbers from the displaced children.

- ii. 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 schools' 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 contracts termination.

Director of Legal and Governance

- 9.3 The Director of Legal and Governance has been consulted in the preparation of this Report.
- 9.4 The relevant legislation and statutory guidance that the Council must have regard to when closing St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools: 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 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.
- 9.5 The closure of St Peter in Chain's and St Gildas' Catholic Infant and Junior Schools will have a direct impact on the staffing resources at the schools. The schools 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.
- 9.6 The recommendations are within the legal powers of the Council as detailed above.
- 9.7 Under Part Three Section C Paragraph 3 of the Constitution the Leader has delegated the decision-making power for this matter to the Cabinet Member.

Equalities Comment

- 9.8 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.

- 9.9 The report recommends that Cabinet agree to discontinue St Peter in Chain’s and St Gildas’ Catholic Infant and Junior Schools following the outcome of the 4-week representation period (formal consultation) which yielded only one objection at Appendix 1.
- 9.10 An Equalities Impact Assessment (EqIA) is attached at Appendix 5. 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 and representation periods to address the issues raised.
- 9.11 Service users (children at St Peter in Chain’s and St Gildas’ Catholic Infant and Junior Schools) – A comprehensive EqIA has identified some potential negative impacts on some children – aged 0 to 11 years old. This decision may particularly impact children who are of White Irish background as they are overrepresented in St Peter in Chains and St Gildas’ Catholic Infant and Junior Schools primary school. Additionally, students at both schools who may live in higher areas of deprivation and face particular socioeconomic disadvantages of the specified Equality characteristics / protected groups which includes Sex, Gender Reassignment, Age, Disability, Race & Ethnicity, Sexual Orientation, Religion or Belief (or No Belief), Pregnancy & Maternity and Marriage and Civil Partnership.
- 9.12 In terms of pupil composition St Peter in Chain’s and St Gildas’ Catholic Infant and Junior Schools shares many similar characteristics with other Haringey primary schools located in Planning Area 2 and any negative impact can be mitigated with careful planning and the offer of alternative school places. Older St Peter in Chain’s and St Gildas’ Catholic Infant and Junior Schools (especially Year 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 and many of those have left the school in recent months. 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.' There are also sufficient spaces available at other Catholic schools within Haringey, should parents wish to keep their children within a Catholic school.

- 9.13 Children with Special Education Needs (SEN) or disabled children – St Peter in Chain's Infant and St Gildas' Junior Schools currently has 6 pupils with an Education, Health and Care Plan (EHCP) who are a vulnerable group that 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 come 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. Based on parental preference, suitable alternative placements have already been identified for the majority of remaining pupils at the school with an EHCP, and arrangements are currently underway for the rest.
- 9.14 Teaching and non-teaching staff -The closure of St Peter in Chains and St Gildas' Catholic Infant and Junior Schools will inevitably negatively impact on teaching and support staff working at the school. Due to the predominance of female staff over male staff in St Peter in Chains and St Gildas' Catholic Infant and Junior Schools (and indeed in primary schools across the borough and the country), they are likely to be affected in greater numbers.
- 9.15 Additionally, St Peter in Chains and St Gildas' Catholic Infant and Junior Schools have an overrepresentation of White staff compared to the Haringey average, and an older staff population. Therefore, staff who have these protected characteristics are more likely to be negatively impacted by the decision. Linked to this equality characteristic is another, Pregnancy & Maternity. In terms of mitigating the impact on both of these equality characteristics staff, including those who have particular protected characteristics, the Council will endeavour to ensure all staff affected by any proposal to close. St Peter in Chains and St Gildas' Catholic Infant and Junior Schools will receive individualised support which considers protected characteristics, including access to the redeployment pool and the Employee Assistance Programme, including CV/statement writing/ interview technique training and support to find alternative roles within Haringey.

10 Use of Appendices

Appendix 1 – Response to consultation objection

Appendix 2 - Analysis of pre-publication consultation responses

Appendix 3 – St Peter in Chain's and St Gildas' statutory notice and full proposal

Appendix 4 – Notes from the public meeting held on 05 February 2025



Appendix 5 – EqIA

11 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).

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Appendix 1 – Objection received during representation period (7 May – 4 June 2025)

Email received on 10th May

Response below sent on Wednesday 21st May at 13:36

Dear Respondent

Please find the responses to your objection and response below.

Your objection and responses will be published in full, anonymously as requested.

I believe that this closure reduces choice for parents in Crouch End, Stroud Green, and North Islington, especially parents practicing in the Catholic faith.

Response: Despite the closure of St Peter in Chains Infant and St Gildas Junior school Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with an excellent public transport system and local schools with a 'Good' or 'Outstanding' Ofsted rating within a reasonable travelling distance. Haringey, along with most other London boroughs still has a surplus of primary school places and many primary schools operating below that physical capacity. This allows them to easily revert to their previous size should there be an additional need for places.

There has been a school on the site of St Gilda's for many decades (if not longer), and whilst I appreciate that numbers in primary schools in London are declining at the moment, this may not always be the case. I'm sure only 20 years ago, most schools were oversubscribed. These trajectories can be subject to change, and it feels counterproductive and financially short sighted for the council to shut primary schools now, only to have to potentially reopen them in 10 or 20 years.

Response: The Council has a duty to ensure a high standard of education to all pupils. Schools cannot afford to run significantly below their capacity and a school with a significant fall in pupil rolls will struggle to pay staff salaries and all the costs associated with delivering a full rich curriculum for pupils, including enrichment programmes and also upkeep of buildings and maintenance. Haringey, along with most other London boroughs still has a surplus of primary school places and primary schools operating below their physical capacity. This allows them to easily revert to their previous size should there be an additional need for places. This would negate the opening of new schools should demand increase in future years.

I also think there are alternatives. Maybe encouraging children from all faiths to be able to apply to the two schools. Possibly the provision of a more secular education, with the Catholic ethos of trying to be a good person etc but not specifically following any faith, would be more viable?

Has it been investigated as to why the number of students declined from 135 to 65 in one school year? If this isn't affecting nearby schools like Coleridge, then might there be a different issue?

Response: Demand for Faith schools (Catholic and CofE) has fallen by a far greater proportion in Haringey in recent years compared to non-Faith settings. Since 2012 demand for Faith schools expressed as first place preferences (FPP) has fallen 43% from 826 to 467

whilst demand for non-Faith schools (FPP) has only fallen 7% from 2,313 to 2,142. These statistics strongly suggest that some sort of multi-faith school wouldn't make any significant difference, especially in an era of falling school rolls.

I think it's good to have smaller primary schools available in the borough, as some children thrive in smaller classrooms. Whilst I understand that more students are needed - I wonder whether all of the possible avenues to increase pupil numbers at St Peter's and St Gilda's have been explored.

Response: The Council, Diocese and both schools have worked hard over the last year to try and prevent closure through a variety of actions including efficiency savings (moving to one school site and reducing capacity to better match demand), guidance from the Diocese and promotion of the school locally by the school(s) themselves.

I would also like to understand what is proposed for the two sites if the schools do close? Will they be repurposed in the interest of the community?

Response: The role of the Council in what happens to the two school sites will be limited as both sites are owned by the Diocese. Any proposal to utilise either or both sites for non-educational provision would require the Diocese to submit an application to the Department for Education. At the recent school meeting a member of the Diocese went through the process. For the immediate future, the school site will be secured with property guardians and discussions with local community and other interested parties will commence. We are aware that the Diocese has utilised other sites for educational use.

Yours Faithfully

Haringey Council School Consultation

Haringey Council

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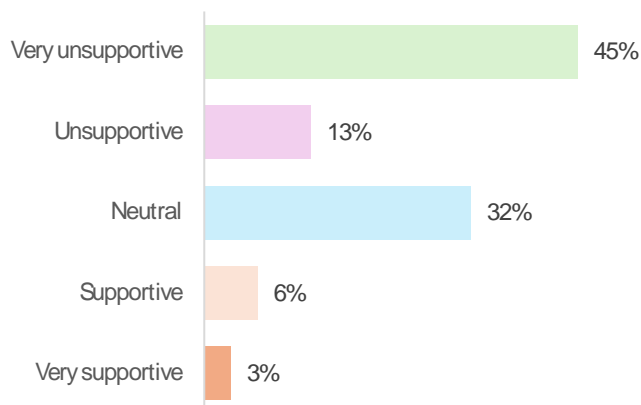
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Appendix 2 – Consultation survey analysis

Responses to the pre-publication consultation

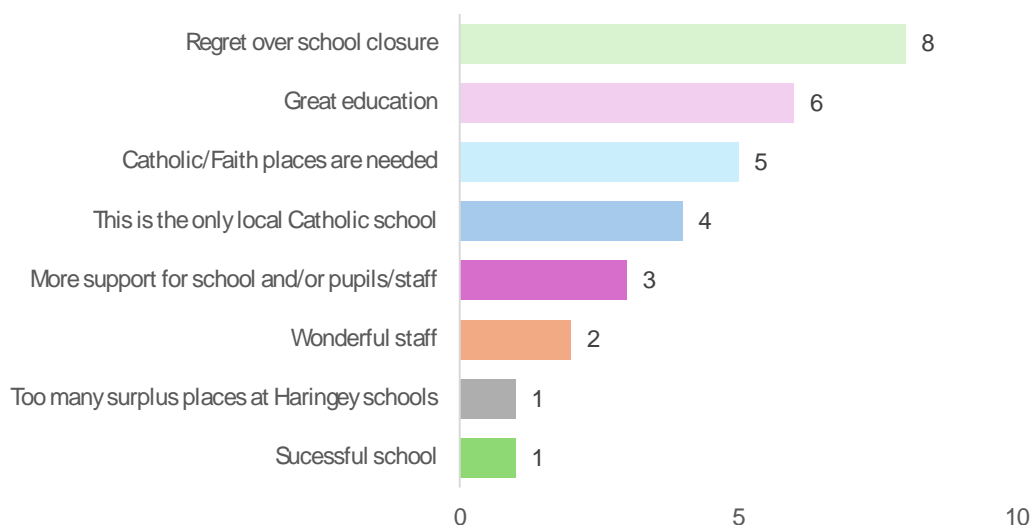
- 1.1 Some 31 responses were received from the consultation to the question: “To what extent do you support the proposal to close St Peter’s and St Gildas’ Catholic Schools?”

To what extent do you support the proposal to close St Peter’s and St Gildas’ Catholic Schools? (n=31)



- 1.2 The majority of respondents (14 of 31 or 45%) were very unsupportive of school closure. Around a third (10 or 32%) were neutral whilst 3 (9%) were very supportive or supportive of closure.
- 1.3 Qualitative analysis of to the survey question “Please provide reasons for your views below”. **Note:** The complete unedited responses with responses are included further down.

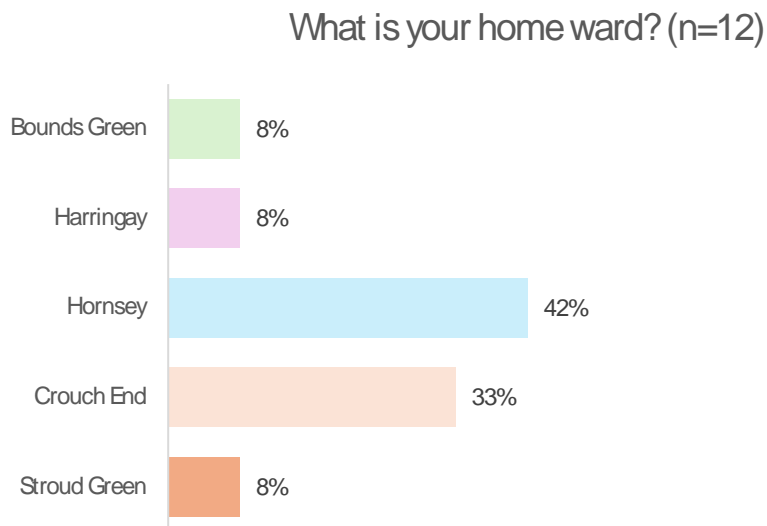
Please provide reasons for your views below: (n=20)



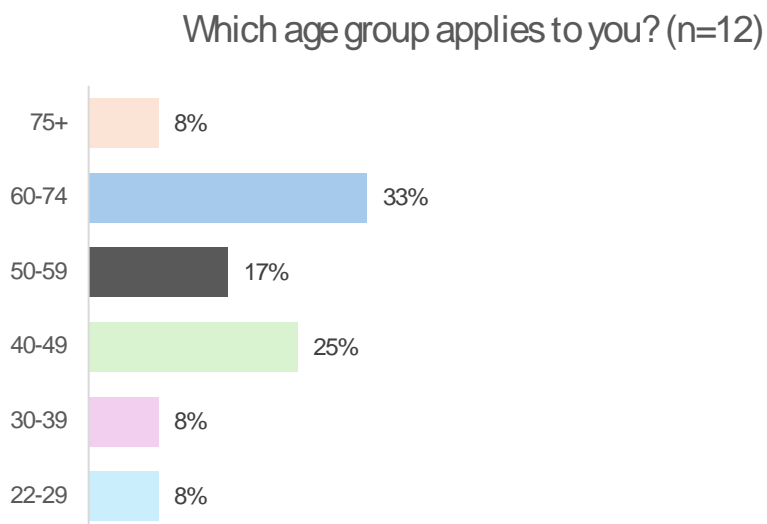


The following data is a selection of respondent scope data to give a context of who responded to the survey.

Home ward



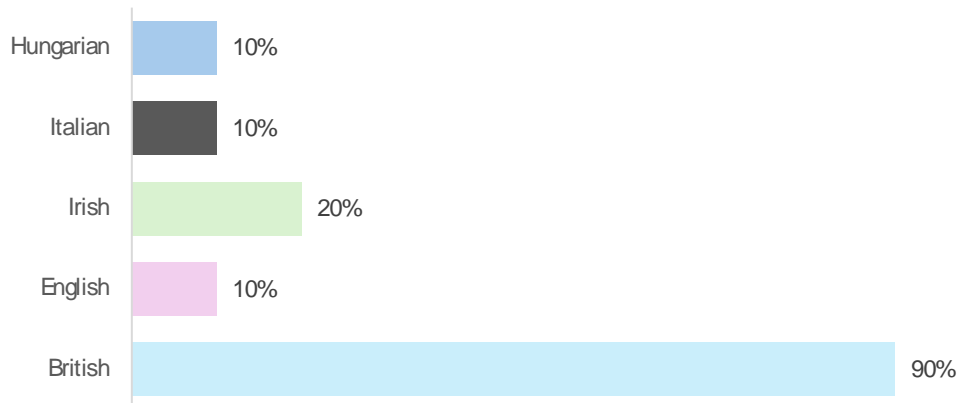
Age profile



National identity

How would you describe your national identity?

(respondents could mention more than one) (n=10)



Connection to area

15 respondents responded to this question. All 15 respondents responded that they lived in the area whilst one also worked in the area.

- 1.4 There were 20 individual responses to the survey question “Please provide reasons for your views below”. The unedited responses are shown below with the council response in **red**:

We understand that the declining rate of enrolled children put at risk the school but we greatly appreciated the school staff and their incredible engagement and dedication to children. It is a shame that a 110-years-old school should be shut down due to declining numbers/

Response: No decision has yet been made about the future of the school. There has been a significant decline in pupil numbers in recent years. The council recognises all the hard-working staff who are tirelessly supporting the school to ensure the best outcomes for pupils currently enrolled at the school, however, the schools are not considered to be financially viable.

An Equality Impact Assessment has been undertaken to ensure there are no barriers or disadvantage to protected groups, including mitigations and support for staff and displaced families affected from the proposal. The Council is committed to ensuring the best outcome possible for all impacted groups should Council’s Cabinet proceed with the proposal to issue a statutory notice to close the school. Please review our FAQ section on our CommonPlace consultation page for more information on the support available for families and staff.

| |
|--|
| We cannot understate the value, contribution and rich history of the school and its associated Diocesan parish but the fact remains that with significant decline in pupil numbers, the schools are no longer considered to be financially viable. |
| Although we understand the reasons given in the consultation document, we feel that the closure of a valued faith school is too drastic an action. The falling numbers are forecast to continue until 2028 and it is possible that the trend might reverse by that time. It is relatively easy to close a school but much more difficult to restart it. |
| Response: Several editions of the School Place Planning report and the school roll projections that underpin it have consistently shown both an over-supply of local primary school places and no significant change in demand in the foreseeable future. Moreover demand for Faith schools (Catholic and CofE) has fallen by a far greater proportion in Haringey in recent years compared to non-Faith settings. Since 2012 demand for Faith schools expressed as first place preferences (FPP) has fallen 43% from 826 to 467 whilst demand for non-Faith schools (FPP) has only fallen 7% from 2,313 to 2,142. |
| I have personal experience because my own children went to these schools and received a great education. In the interests of diversity and inclusion, I believe it is important that people who value a Catholic Christian education can have this option for their children, and the other Catholic schools in the Borough are some way away. |
| Response: Even if St Peter in Chains Infants and St Gildas Juniors closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with an excellent public transport system and local schools with a 'Good' or 'Outstanding' Ofsted rating within a reasonable travelling distance. |
| It is a very difficult situation; with falling numbers of children, I can see it's hard to justify keeping the school open, but for the children and parents who are left it's very unsettling and disappointing-where are the children who are left without a school going to be placed? |
| Response: The council understands the unsettling nature of a consultation on school closure and is doing all it can to mitigate this impact. We have sufficient vacancies across the school estate and in all year groups to accommodate all children who require a school place (including at Catholic schools). |
| School worked well for my son and it is the only school RC in the area. |
| Response: Even if St Peter in Chains Infants and St Gildas Juniors school closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with an excellent public transport system and local schools with a 'Good' or 'Outstanding' Ofsted rating within a reasonable travelling distance. |
| It should be improved /given extra funding it should not close |
| Response: Funding for schools is on a per pupil basis with schools typically needing a minimum of 24 pupils per class (of 30) to be able to fund a teacher and learning resources. Schools that have class sizes consistently below this level become unsustainable in the long run and are not able to pay for teaching staff |

| |
|---|
| and school maintenance etc. This will eventually have a detrimental impact on school standards and the provision of education quality. |
| Such a lovely school, it's a community, a family the staff are truly amazing and the children are too |
| We need a catholic school in the area |
| Response: Demand for Faith schools (Catholic and CofE) has fallen by a far greater proportion in Haringey in recent years compared to non-Faith settings. Since 2012 demand for Faith schools expressed as first place preferences (FPP) has fallen 43% from 826 to 467 whilst demand for non-Faith schools (FPP) has only fallen 7% from 2,313 to 2,142. |
| Even if St Peter in Chains Infants and St Gildas Juniors closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with an excellent public transport system and local schools with a 'Good' or 'Outstanding' Ofsted rating within a reasonable travelling distance. |
| This is a successful school and should remain open. |
| Response: The pupil roll at St Peter in Chains Infants and St Gildas Juniors school has fallen from 324 (2019) to 51 (March 2025). |
| We need more faith schools |
| Response: Demand for Faith schools (Catholic and CofE) has fallen by a far greater proportion in Haringey in recent years compared to non-Faith settings. Since 2012 demand for Faith schools expressed as first place preferences (FPP) has fallen 43% from 826 to 467 whilst demand for non-Faith schools (FPP) has only fallen 7% from 2,313 to 2,142. |
| Even if St Peter in Chains Infants and St Gildas Juniors closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with an excellent public transport system and local schools with a 'Good' or 'Outstanding' Ofsted rating within a reasonable travelling distance. |
| There are not enough children to fill all primary places in Haringey so some schools will need to close and pupils join other schools with spaces. |
| Response: This is an accurate assessment of the situation Haringey (and many London boroughs) are having to deal with. |
| Catholic schools must be made available to Catholic children so that the ethos of the home is further nurtured by the school they attend. |
| Response: Catholic school places will be available to pupils attending St Peter in Chains Infants and St Gildas Juniors school. Even if St Peter in Chains Infants and St Gildas Juniors school closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with an excellent public transport system and local schools with a 'Good' or 'Outstanding' Ofsted rating within a reasonable travelling distance. |
| St Peter's and St Gildas' Schools are the only Catholic Schools in the Crouch End area, they are linked to the parish of St Peter in Chains and have a long history of providing catholic education in this area. |

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| Closure will have a lasting impact on the Parish Community, leaving our faith community with no catholic school for future generations. |
| <p>Response: The Council acknowledges the important contribution that both schools have made to the local community across the many generations of years they've been open but we also have to mitigate against the sharp fall in demand for school places at both schools. A school with a significant fall in pupil rolls will struggle to pay staff salaries and all the costs associated with delivering a full rich curriculum for pupils, including enrichment programmes and also upkeep of buildings and maintenance.</p> <p>If St Peter in Chains Infants and St Gildas Juniors school closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with an excellent public transport system and local schools with a 'Good' or 'Outstanding' Ofsted rating within a reasonable travelling distance.</p> |
| St Peter's and St gildas have a long history of catholic education in Crouch end. they have provided loving and caring environments of high standard with positive contributions to the local community. |
| <p>Response: The Council acknowledges the important contribution that both schools have made to the local community across the many generations of years they've been open but we also have to mitigate against the sharp fall in demand for school places at both schools. A school with a significant fall in pupil rolls will struggle to pay staff salaries and all the costs associated with delivering a full rich curriculum for pupils, including enrichment programmes and also upkeep of buildings and maintenance.</p> <p>If St Peter in Chains Infants and St Gildas Juniors school closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with excellent public transport.</p> |
| <p>Thank you for the background information provided. At present I am not supportive of the immediate closure option, for the following reasons:</p> <ul style="list-style-type: none"> - I believe the pupils currently on roll have a right to stay at the same school and complete their studies there. - The council should provide more details on how they will support families going through the transition in various terms, e.g. financially and psychologically. |
| Response: If St Peter in Chains Infants and St Gildas Juniors school close the proposal will be to transfer the pupils at the end of the school year to allow for a cleaner transition between schools. The welfare and educational provision made to all Haringey children is the council's top priority especially during a time 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. |
| The Schools have always had excellent OFSTED judgements and my children received an excellent education there: Academic, Spiritual and Moral. I believe the LA should give the schools more time to have a recruitment drive and secure |

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|--|
| its future. It is very sad that the LA is not doing more to support Catholic Education in North London. I voiced this some years ago when Coleridge Primary School was given permission to increase in size to a three form entry school. This was the beginning of the end for many of the Primary schools in the area. They were favoured by Haringey, I believe, at the expense of the other Voluntary Aided Schools. |
| Response: Several editions of the School Place Planning report and the school roll projections that underpin it have consistently shown both an over-supply of local primary school places and no significant change in demand in the foreseeable future. Moreover demand for Faith schools (Catholic and CofE) has fallen by a far greater proportion in Haringey in recent years compared to non-Faith settings. Since 2012 demand for Faith schools expressed as first place preferences (FPP) has fallen 43% from 826 to 467 whilst demand for non-Faith schools (FPP) has only fallen 7% from 2,313 to 2,142. Moreover pupil numbers have now fallen to an unsustainable level at both schools - the pupil roll at St Peter in Chains Infants and St Gildas Juniors school has fallen from 324 (2019) to 61 (7 th March 2025). |
| Love the school Should stay open. The area needs a Catholic school |
| Response: The council appreciate the role that both schools have played in the local community but has to recognise the sharp fall in demand for school places at both schools. If St Peter in Chains Infants and St Gildas Juniors school closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with excellent public transport. |
| I have done a tour of all the schools in the area and found this one to be the best so I was planning on enrolling my children here. It's a wonderful school with excellent teachers and a nurturing environment. It does not merit to be closed, in fact we were looking forward to their opening a nursery. |
| Response: Even if St Peter in Chains Infants and St Gildas Juniors school closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. And within 1 mile of St Peter in Chains Infants and St Gildas Juniors school there are 12 primary schools (including Infant and Junior) with Haringey is also a relatively compact London borough with excellent public transport. |
| I have two small children whom I am planning to send to this school next year and the year after that. There are no other Catholic schools in the area and we take our faith very seriously. We have visited this school and found it outstanding so we'd be most disappointed if it closed. It is definitely a pillar of its community and it would be a huge loss for the whole area if it ceased to exist. |
| Response: Even if St Peter in Chains Infants and St Gildas Juniors school closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with excellent public transport. |
| Whilst we understand the underlying reasons why this decision is being considered, we are sad to think that these schools will no longer be at the heart of the community they have served so well for over 100 years |



Response: The Council acknowledges the important contribution that both schools have made to the local community across the many generations of years they've been open but we also have to mitigate against the sharp fall in demand for school places at both schools. A school with a significant fall in pupil rolls will struggle to pay staff salaries and all the costs associated with delivering a full rich curriculum for pupils, including enrichment programmes and also upkeep of buildings and maintenance.

If St Peter in Chains Infants and St Gildas Juniors school closes Haringey will still have 9 other Catholic primary schools (including Infant and Junior schools) almost all of which currently have vacancies. Haringey is also a relatively compact London borough with an excellent public transport system and local schools with a 'Good' or 'Outstanding' Ofsted rating within a reasonable travelling distance.

STATUTORY NOTICE

PROPOSAL TO CLOSE ST PETER-IN-CHAINS RC INFANT SCHOOL AND ST GILDAS' CATHOLIC JUNIOR SCHOOL, OAKINGTON WAY, LONDON N8 9EP DFE NO. 309/3506 AND 309/3509

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 St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School, Oakington Road, London N8 9EP with effect from **31 August 2025**.

On the 22 April 2025, Council's Cabinet agreed to proceed to publishing this statutory proposal for closure because of the significant decrease in pupil numbers at the school. This decision followed an informal consultation on the proposals, which took place from 24 February to 24 March 2025.

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 St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School be taken, all children still attending will 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 4 June 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 in July 2025 Cabinet meeting (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://stpetersandstgildasconsultation.commonplace.is>. If you require a paper copy of this, please contact us via email at: schoolconsultation@haringey.gov.uk. 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



Jane Edwards
Director for Schools and Learning
7 MAY 2025

STATUTORY PROPOSAL TO CLOSE ST PETER-IN-CHAINS RC INFANT SCHOOL AND ST GILDAS' CATHOLIC JUNIOR SCHOOL

CONTACT DETAILS:

1. **The Proposer:**
Haringey Council, 5th Floor, 48 Station Road, London N22 7TY Website: www.haringey.gov.uk
2. **The Schools:**
St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School, Oakington road, London N8 9EP Telephone: [020 8348 1902](tel:02083481902) Email: admin@st-gildas.haringey.sch.uk
3. **School category:**
St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School are voluntary aided schools maintained by Haringey Local Authority.

IMPLEMENTATION:

The planned implementation date for the closures of St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior 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 St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior 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 schools' finances, which is expected to worsen if St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School were to remain open. The Infant school had a deficit closing balance of £121,440 by the end of March 2025. The Junior school has a projected surplus outturn at 31 March 25 of £45,324 compared to £87,098 on 31 March 2024, a percentage reduction of 48%.

We have consulted on options for the future of St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior 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 can receive a good education and 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 St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior 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 schools. As a result, closing the schools is the best option to avoid any further detriment to the children's education.

PUPIL NUMBERS AND ADMISSIONS

Despite extensive efforts to attract more families, St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School have not seen any improvement in the number of families applying to the schools. From October 2019 to October 2024, the total number of pupils enrolled at the schools decreased from 324 to 135 (see Figure 1 below).

By January 2025, school census data shows that the number of pupils enrolled at the schools had fallen further to 60 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 schools are not considered financially viable to continue to operate. Figure 1 below shows the total number of pupils enrolled at the schools between October 2019 and January 2025.

Figure 1: Total number of pupils on roll (reception to year 6)

| School | School Net Capacity | 2019 | 2020 | 2021 | 2022 | 2023 | 2024** | Jan. 2025 |
|---|---------------------|------|------|------|------|------|--------|-----------|
| St Peter-In-Chains RC Infants (R-Yr 2) | 180 / 90* | 119 | 89 | 75 | 73 | 64 | 43 | 16 |
| St Gildas' Catholic Junior (Yr 3- Yr 6) | 240 / 120* | 205 | 194 | 173 | 146 | 121 | 92 | 44 |

Source: 2019-2025 January school census (PLASC) data

*Total capacity is shown in line with the determined PANs – a lower figure for both schools is shown to indicate the reduction in PAN implemented from 2fe to 1fe from September 2019

**October 2024 census

Figure 2 below shows the gender split and the number of children with an Education, Health and Care (EHC) Plan enrolled at the school as of January 2025 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. Some have already transitioned to alternative provision.

Figure 2: Gender and SEN characteristics of pupils on roll by Year Group as of January 2025 school census

| January 2025 | Male | Female | SEN Support | EHCP |
|--------------|------|--------|-------------|------|
| Reception | 4 | 2 | 1 | - |

| | | | | |
|-------------------|-----------|-----------|-----------|----------|
| Year 1 | 1 | 5 | 2 | 1 |
| Year 2 | 2 | 2 | - | 2 |
| Year 3 | 5 | 5 | 1 | 2 |
| Year 4 | 8 | 10 | 7 | - |
| Year 5 | - | - | - | - |
| Year 6 | 6 | 10 | 6 | 1 |
| Total Roll | 26 | 34 | 17 | 6 |

DISPLACED PUPILS

As of January 2025 census, there were 60 pupils on roll in Reception to Year 6. Since the start of the Stage 1 informal consultation process in February 2025, some families have made in-year applications to transfer their children to other schools. As of April 2025, it is anticipated that the school roll is likely to be lower than that shown in Figure 2 above. As the closure of the schools will not affect the children in Year 6 as they will be transferring to secondary in September 2025, at most, 45 pupils are expected to be affected by a decision to close the schools in August 2025.

There are currently no nursery children attending the schools. There is adequate alternative nursery provision in the local area with 8 Haringey primary schools within 1 mile of St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School operating a nursery. There is a Haringey maintained nursery school (Coleridge Primary school) within 0.3 miles of the schools.

Figure 4 below shows the number of places available in Haringey schools within a 1-mile distance to St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School as of April 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 St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School is implemented.

Figure 4 - Local school vacancies in Haringey schools within a 1-mile walking distance to St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School from school roll return data as of March 2025

| SCHOOL | PLANNING AREA | Yr 0 | Yr1 | Yr 2 | Yr 3 | Yr 4 | Yr 5 | Yr 6 |
|--|---------------|------|-----|------|------|------|------|------|
| Coleridge (120 PAN) | 2 | 0 | 3 | 4 | 0 | 0 | 1 | 8 |
| North Harringay (60 PAN) | 5 | 0 | 18 | 5 | 1 | 10 | 10 | 4 |
| Rokesly Infant (R PAN = 60 Y1-6 = 90) | 2 | 4 | 38 | 0 | - | - | - | - |
| Rokesly Junior (90) | 2 | - | - | - | - | 10 | 15 | 6 |
| South Harringay Infant (60 PAN) | 3 | 0 | 6 | 0 | - | - | - | - |
| South Harringay Junior (60 PAN) | 3 | - | - | - | 1 | 1 | 2 | 18 |

| | | | | | | | | |
|---|-----|----|----|----|----|----|----|----|
| St Aidan's VC (30 PAN) | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 3 |
| St Mary's CofE (60 PAN) | 2 | 17 | 21 | 16 | 20 | 12 | 16 | 5 |
| Stroud Green (60 PAN) | 2 | 0 | 4 | 1 | 3 | 6 | 12 | 23 |
| Weston Park (30 PAN) | 2 | 0 | 0 | 1 | 2 | 0 | 2 | 6 |
| | | 22 | 90 | 57 | 53 | 42 | 58 | 75 |
| St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School | PA3 | 6 | 6 | 4 | 10 | 18 | - | 16 |
| | | 16 | 84 | 53 | 43 | 24 | 58 | 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 St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior 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 St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School would reduce the number of surplus primary school places in Planning Area (2) 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.

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

Figure 5 below shows the current number of Catholic vacancies at other primary schools in Haringey.

| SCHOOL | PLANNING AREA | METRIC | Yr 0 | Yr 1 | Yr 2 | Yr 3 | Yr 4 | Yr 5 | Yr 6 |
|---------------------------------------|---------------|-----------|------|------|------|------|------|------|------|
| Our Lady of Muswell Catholic (60 PAN) | 1 | Vacancies | 13 | 6 | 3 | -4 | 1 | -3 | 1 |

| | | | | | | | | | |
|---|-----|------------------------|-----------|-----------|-----------|-----------|-----------|------------|-----------|
| St Francis de Sales Catholic Infant (60 PAN) | 4 | Vacancies | 2 | 15 | 6 | - | - | - | - |
| St Francis de Sales Catholic (60 PAN) | 4 | Vacancies | - | - | - | 5 | 4 | 17 | 9 |
| St Ignatius Catholic (30 from 2025) | 3 | Vacancies | 34 | 13 | 38 | 25 | 30 | 30 | 8 |
| St John Vianney Catholic (30 PAN) | 3 | Vacancies | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| St Martin of Porres Catholic (30 PAN) | 1 | Vacancies | 22 | 13 | 13 | 14 | 10 | 14 | 12 |
| St Mary's Priory Catholic Infant (30 PAN from 2025) | 3 | Vacancies | 6 | 30 | 1 | | | | |
| St Mary's Priory Catholic Junior (30 PAN from 2025) | 3 | Vacancies | | | | 24 | 14 | 32 | 26 |
| St Paul's Catholic (30 PAN) | 5 | Vacancies | 9 | 7 | 2 | 17 | -1 | 9 | 3 |
| | | Total Vacancies | 86 | 84 | 63 | 81 | 61 | 100 | 61 |
| St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School | PA3 | Children on Roll | 6 | 6 | 4 | 10 | 18 | - | 16 |
| | | Remainder | 80 | 78 | 59 | 71 | 43 | 100 | 45 |

TRAVEL

As of the January 2025 school census St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School have 60 pupils on roll. When analysed by postcode of home location 78% of these pupils (47 pupils) are resident in Haringey, 18% (11 pupils) in Islington. Two pupils are resident in other London boroughs.

By broad postcode area the data is as follows:

| Postcode | Pupil numbers | Postcode | Pupil numbers |
|----------|---------------|--------------|---------------|
| N4 | 16 | N19 | 6 |
| N8 | 27 | Other | 8 |
| N17 | 3 | Total | 60 |

As of April 2025, the actual number of pupils remaining at St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School is lower than that indicated above. Figures 4 and 5 show the considerable number of vacancies in the local planning area and in Catholic schools across Haringey.

Less than half (45%) of the 60 pupils in the January 2025 census were resident in the N8 postcode (the schools are located in N8 9EP). Of those Haringey primary schools with vacancies within 1 mile of St Peter-In-Chains RC Infant School and St Gildas' Catholic Junior School, the following are based in N8: 1. Coleridge (16 vacancies), 2. North Harringay (48 vacancies), 3. Rokesly Infant and Junior (73 vacancies), 4. St Mary's CE (107 vacancies), 5. Weston Park (11 vacancies).

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 4 June 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 in the **July 2025 Cabinet meeting** (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

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

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Appendix 4

Meeting at St Peter's and St Gildas' Catholic primary school on Wednesday 5th February 2025 6pm-7pm

Attendees: Circa 22 parents/carers along with school staff, representatives from the council and the Catholic Diocese (see below)

Headteacher: Peter O'Shannessy

Chair of Governors: Francis Booker

Diocese of Westminster Education Service: Peter Sweeney (Director of Education)

Local Authority: Jane Edwards (Assistant Director, Schools & Learning Service), Carlo Kodsi (Head of Admissions and School Organisation), Nick Shasha (School Place Planning Lead)

Question & Answer

Head teacher (Peter O'Shannessy): This is an issue that is impacting throughout London. We are a small school now but we will offer the best education possible. You will have a better understanding of what will happen next after tonight.

Peter Sweeney: Again, this is happening across London. Cabinet members of the Council will make a decision on the future of the school and it's important you respond to the consultation. Less pupils equals less funding. When a school falls below 80% occupancy it can be in trouble. Around a third of Diocese schools are at this level around 80%. We know the history of the school, but we are where we are in terms of demographic shifts. London Councils data is showing future low projections as well.

Jane Edwards: Describes the Cabinet process, tonight's meeting is informal. We want responses from people here today. I spoke to staff last night and the message I wanted to get across is that this is nobody's fault, it is circumstance. We are surprised by the scale of the decline in births, and this was something I witnessed in previous roles. I have shared my concerns with the school about the budget and future projections. The school did make an application to join a multi-academy trust. As soon as I realised this wasn't going to happen, I concluded that a school consultation on the future had to be launched. The National Funding Formula has changed how pupil funding works, it's now based on how many pupils are on roll at the school. Less pupils = less funds. One of the schools is already in deficit, the other school has a falling surplus. We will have more meetings coming up so there will be more opportunities to talk to us.

Carlo Kodsi: Intro about how we plan for school places and the local issues and have we done enough to tackle recent falls along with the timeline. Birth rates is the key issue. We have a legal duty to provide school places to all residents. School funding is on a per pupil basis. Smaller schools find it more difficult to meet needs.

Nick Shasha: Data – 80% determinant school places long term decline Birth rates are the lowest on record. This decline is happening across London, not unique to Haringey or this school.

Jane Edwards: We have done lots of things to reduce this oversupply, but we have got the point where we have to take further action. There aren't more children out there.



Parent/Carer: But some schools on the ladder are over-subscribed.

Jane Edwards: Very few are.

Carlo Kodsi: The cut-off distance is growing. Ofsted can have an impact.

Jane Edwards: Our Catholic schools have seen a significant reduction in rolls

Carlo Kodsi: We have supported schools on their governance and partnership modelling. Some schools are federated, have restructured their classes, capping of in year classes. It hasn't been enough.

Carlo Kodsi: Decline in faith places has been huge. Demand for faith places isn't where it was. New models of working have been developed. Amalgamations and Federations have been developed to share staff to reduce costs. We have quite a few schools working in partnership already. Schools are still not viable. We still have too much surplus capacity.

Jane Edwards: Catholic has reduced more than CofE . We have to do an equalities assessment as well. Timeline discussed. This is an informal meeting. If Cabinet agree on the consultation we will proceed to consultation. Jane goes through dates of schedule.

Carlo Kodsi: We will have a consultation page on our site called Commonplace where we collect your views and comments.

Jane Edwards: We will get comments from stakeholders which will be taken into account. Cabinet will then make a decision on this evidence. Consultation and Statutory Notice. This does appear quick because we don't want to close the school in the middle of the academic year as it isn't helpful for pupils. My professional view is that a mid-year close is not helpful to children. It does make things untidy for teaching staff in terms of resignation date. I met with staff last night informally as a duty of care as they are our employees.

If we get to the stage of closing the school and we still have pupils here the council will appoint a dedicated Admissions Officer to help you to find another school place as quickly as possible. Some schools will be asked to go slightly over-number where it helps to keep families together.

Parent/Carer 1: If the school closes should we apply in-year as Reception applications are already done?

Jane Edwards: We have to apply the Admissions Code. It would be for an immediate start. In the Cabinet paper we have listed all the schools that currently have vacancies.

Carlo: OLM has places as well as Tetherdown. Place planning is very dynamic, so the mobility of pupils increases a lot.

Parent/Carer 2: In Rokesly some classes have taken beyond class sizes of 30.

Jane: I don't recognise that number. If you want to know about a particular school let us know. We are committed to helping the school provide the best education possible at the moment.

Parent/Carer 3: If the numbers radically change could the school be saved?



Jane Edwards: We have to go through the end of the year. The school will stay open until at least the end of the academic year.

Parent/Carer 4: I love this school, and I want to keep my child here as long as possible.

Parent/Carer 5: When were you worried about this school?

Jane Edwards: As soon as I arrived in 2023, I was worried about this school.

Parent/Carer 5: When classes were combined, we could see the school was in trouble as we had 2 Reception classes of 15. This school has been very popular historically.

Parent/Carer 5: You talked about a messy situation with regard to teachers.

Jane Edwards: We have to give them notice but we won't be able to give it to them until September which means they'll be employed until December. You have a very committed staff here. They are obviously upset about the proposal.

Parent/Carer 5: Chair of Governors: Could this school be sustainable if we lost the Catholic element?

Jane Edwards: It's difficult to say, we are expecting a further fall in places. We have schools that have reduced their PANs in these areas and still have spaces. It's parental preference.

Peter Sweeney: All schools have seen a fall in demand. The movement of children in-year last year was 300,000. Carlo: 96% of parents are getting one of their first 3 preferences.

Frances Booker (Chair of Governors): Managing the change, what will this look like? Some staff may still be on payroll without children to teach.

Parent/Carer 5: Last week our children were told not to say the school is closing. Will our Year 6 children cope well? It's a big deal for these kids.

Frances Booker: We want your children to have the best finish in this school that they can have. We are linking up with other local Catholic primary schools to fill in the gap. I don't want this to happen, and we will take care of the children and we will utilise any surplus staff to help year groups work together. We hoped the academy would be our lifeline, but it wasn't meant to be. We haven't given up and we won't give up on our children. Please be assured that we have talked about this. We are there for your children.

Peter Sweeney: Thank you for all coming tonight. None of us really want to be here. We closed a school which only had 50 pupils left. I have no doubt that Peter (Headteacher) and the team here will offer the best education possible.

Frances Booker: Next year will be the 110-year anniversary of the school and we will extend an invite to all previous pupils at the school. Peter Sweeney has seen the Sisters of the school earlier today to offer assistance.

Parent/Carer: Is there anything we can influence or help the school staff.

Jane Edwards: That's my job, to look after the staff. We have to help Peter (Head) to help the other staff. We know how much so many of them have given to this school.



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: Closure of St Peter in Chains Infant and St Gildas Junior school.

Service Area: Schools & Learning.

Officer Completing Assessment: Nick Shasha

Equalities Advisor: Guy Latham

Cabinet meeting date (if applicable):

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 be updated and amended accordingly.

2. Executive summary

Policy proposal: After careful consideration of all the available options for the future of St Peter in Chains Infant and St Gildas Junior school the recommended option is to proceed with publishing a statutory notice for closure. It is proposed that the school closes from 31 August 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 St Peter in Chains Infant and St Gildas Junior school 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. The main positive impacts are that children who move from St Peter in Chains Infant and St Gildas Junior school to any other Haringey primary school will be moving from a school with unsustainable numbers of pupils to one that has more pupils, greater sustainability and possibly a broader curriculum offer.

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 St Peter in Chains Infant and St Gildas Junior school 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 with parents, carers and teaching staff on 4th and 5th February 2025 as part of an informal information exchange designed to identify the main pressures and challenges and explain the consultation process.

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 the proposal and if not, why not. To this purpose a survey will be developed to ascertain views on the proposal for the closure of St Peter in Chains Infant and St Gildas Junior 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 St Peter in Chains Infant and St Gildas Junior school 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

| Stage | Description | Timescale |
|-------|--|--|
| 1 | Informal consultation on the proposals set out in this report | 4-week consultation (24 February 2025 – 21 March 2025) |
| 2 | Gathering stakeholder representation and drafting a report with recommendations to Cabinet | March 2025 – April 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. | 22 April 2025 Cabinet meeting (Representation period from 07 May – 4 June 2025) |

| | | |
|----------|--|--|
| 4 | Final decision to proceed or not with closure | June/July 2025 Cabinet meeting or Cabinet Member Signing |
| 5 | Implementation | Decision made in Stage 4 is implemented on the 31 August 2025 |

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

Analysis and key findings from the pre-publication consultation and representation periods can be found at Appendices 1 and 2.

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

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)

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?

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

PLASC School Census data as at October 2024

Service users (Primary children by Age and sex at St Peter in Chains Infants (R-Y2) and St Gildas schools (Y3-Y6)

| Year group | Male | Female | Grand Total |
|--------------------|-------------------|-------------------|-------------|
| Reception | 5 | 4 | 9 |
| Year 1 | 1 | 5 | 6 |
| Year 2 | 2 | 2 | 4 |
| Year 3 | 7 | 5 | 12 |
| Year 4 | 8 | 10 | 18 |
| Year 5 | - | - | - |
| Year 6 | 6 | 10 | 16 |
| Grand Total | 29 (44.6%) | 36 (55.4%) | 65 |

Source: School Census May 2024

PLASC School Census data as at October 2024

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

| Year group | Male | Female | Grand Total |
|------------|-------|--------|-------------|
| Reception | 1,419 | 1,255 | 2,674 |
| Year 1 | 1,403 | 1,243 | 2,646 |
| Year 2 | 1,416 | 1,279 | 2,695 |
| Year 3 | 1,348 | 1,333 | 2,681 |
| Year 4 | 1,431 | 1,382 | 2,813 |
| Year 5 | 1,397 | 1,395 | 2,792 |
| Year 6 | 1,400 | 1,333 | 2,733 |

| | | | |
|--------------------|----------------------|----------------------|----------------------|
| Grand Total | 9,814 (51.6%) | 9,220 (48.4%) | 19,034 (100%) |
|--------------------|----------------------|----------------------|----------------------|

Source: School Census October 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 St Peter in Chains RC Infants and St Gildas RC Junior Schools shows a comparable distribution to all Haringey schools. There is a current surplus of vacancies across Planning area 2 where St Peter in Chains RC Infants and St Gildas RC Junior Schools are located. Haringey uses 5 primary planning areas across Haringey for primary school planning. Should St Peter in Chains RC Infants and St Gildas RC Junior Schools 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 St Peter in Chains Infants and St Gildas Junior Schools – Teaching staff

| | 25 to 34 | 35 to 44 | 45 to 54 | 55 to 64 | 65+ | Total |
|-------------------|-----------------|-----------------|-----------------|-----------------|------------|--------------|
| SP Infants | - | 1 | 2 | 3 | - | 6 |
| SG Juniors | - | 2 | 1 | - | - | 3 |
| Total | - | 3 | 3 | 3 | - | 9 |

Age profile of St Peter in Chains Infants and St Gildas Junior Schools – Support staff

| | 25 to 34 | 35 to 44 | 45 to 54 | 55 to 64 | 65+ | Total |
|-------------------|-----------------|-----------------|-----------------|-----------------|------------|--------------|
| SP Infants | 1 | - | 4 | 3 | - | 8 |
| SG Juniors | - | 1 | - | 4 | 1 | 6 |
| Total | 1 | 1 | 4 | 7 | 1 | 14 |

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 St Peter in Chains RC Infants and St Gildas RC Junior Schools may be 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 St Peter in Chains RC Infants and St Gildas RC Junior Schools 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 children at across the combined schools (in Years 3, 4 and 6) than younger children (in Reception, Years 1 and 2). Therefore, these older children maybe disproportionately impacted by any closure simply because they are more pupils in these age groups. Pupils at St Peter in Chains RC Infants and St Gildas RC Junior Schools 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

| Age range | Cohort size | Disabled under the Equality Act | | | Not disabled under the Equality Act | | |
|-----------|-------------|---------------------------------|-------------------------------------|--|-------------------------------------|---|---|
| | | 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 | No long-term physical or mental health conditions |

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

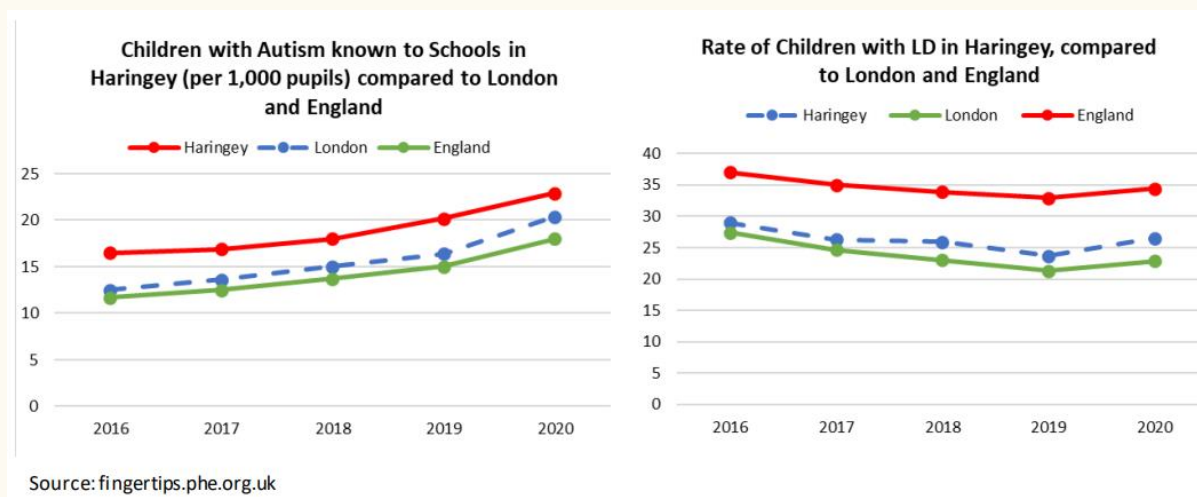
³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18-plus)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://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>

| | | | | | | | |
|------------------|--------|----|----|----|-----|--|-----|
| | | | | | | day-to-day activities are not limited | |
| 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)



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 |
| St Peter in Chains RC Infant School | 2 (10%) | 3 (16%) | 14 (74%) | 19 |
| St Gildas RC Junior School | 3 (7%) | 15 (33%) | 28 (61%) | 46 |

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 St Peter in Chains RC Infant School some 10% of pupils have an EHCP (higher than the borough average) and 16% have SEN support (also higher than the borough average). At St Gildas RC Junior School the percentage of pupils with an EHCP is 7% (very similar to the borough average) and with SEN support 33% (much higher than the borough average). To some extent the variances between these percentages maybe related to the very small sample sizes at both schools.

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 St Peter in Chains RC Infants and St Gildas RC Junior Schools for teaching staff

| School | Disabled | Not declared | Not disabled | Total |
|--|-----------------|---------------------|---------------------|--------------|
| St Peter in Chains RC Infant School | - | - | 6 | 6 |
| St Gildas RC Junior School | - | - | 3 | 3 |

Disability status at St Peter in Chains RC Infants and St Gildas RC Junior Schools for support staff

| School | Disabled | Not declared | Not disabled | Total |
|--|-----------------|---------------------|---------------------|--------------|
| St Peter in Chains RC Infant School | - | - | 8 | 8 |
| St Gildas RC Junior School | - | - | 6 | 6 |

The data above shows the disability status of staff at St Peter in Chains RC Infants and St Gildas RC Junior Schools. It suggests there are no disabled staff at either 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 a decision is taken to close St Peter in Chains RC Infants and St Gildas RC Junior Schools, 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.

There is no equality impact for disabled staff at St Peter in Chains RC Infants and St Gildas RC Junior Schools as the above data indicates no staff with disabilities.

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://ons.gov.uk/people-and-population/population-and-demography/ethnicity-and-religion/ethnicity)

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%)

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

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

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.

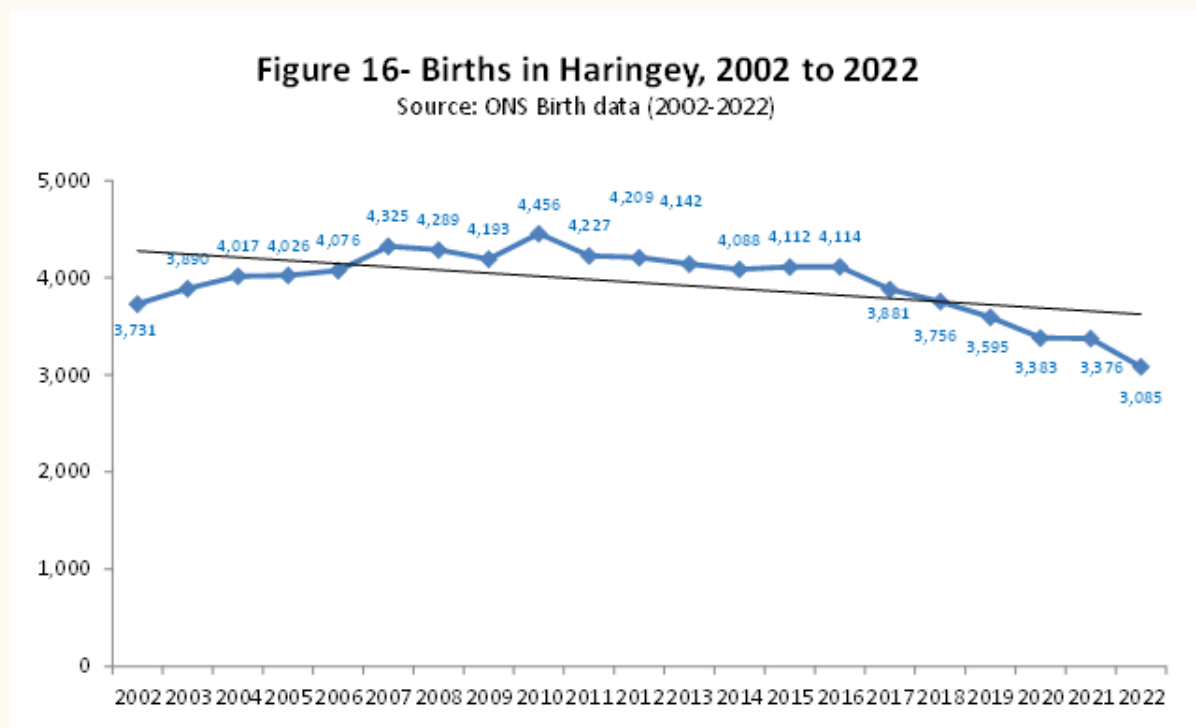
What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

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 leave.

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

Borough Profile – 2021 Census data ¹²

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

¹² Source: 2021 Census

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/Norther 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 St Peter in Chains RC Infant and St Gildas RC Infant **pupil population** as at 2024:

| | Haringey average | St Peter in Chains RC Infant | St Gildas RC Junior |
|--|------------------|------------------------------|---------------------|
| | | | |

| | | | |
|-------------------------------------|--------------|------|------|
| Any other ethnic group | 7.8% | 6% | - |
| Asian - Any other Asian background | 1.7% | - | 9% |
| Asian - Bangladeshi | 2.0% | - | - |
| Asian – Indian | 1.1% | - | - |
| Asian - Pakistani | 0.8% | - | - |
| Black - Any other Black background | 2.3% | 6% | 2% |
| Black - Black African | 12.0% | 6% | - |
| Black - Black Caribbean | 4.7% | 6% | 2% |
| Chinese | 1.0% | - | - |
| Mixed - Any other Mixed background | 6.2% | 13% | 11% |
| Mixed - White and Asian | 2.9% | - | 2% |
| Mixed - White and Black African | 1.7% | - | 2% |
| Mixed - White and Black Caribbean | 2.8% | 6% | 4% |
| White - Any other White background | 27.1% | 19% | 29% |
| White - Gypsy/Roma | 0.4% | - | - |
| White – Irish | 0.7% | 13% | 13% |
| White - Traveller of Irish heritage | 0.2% | - | - |
| White - White British | 20.9% | 19% | 22% |
| Unclassified | 1.8% | - | - |
| Information not obtained | 0.9% | - | - |
| Refused | 0.9% | 6% | 2% |
| Grand Total | 100% | 100% | 100% |

Source: May 2024 School Census (Haringey) and October 2024 School Census (School level)

The data demonstrates the significant diversity of school-age children at St Peter in Chains RC Infants and St Gildas RC Junior schools. Comparisons to the Haringey average aren't particularly helpful given the very small sample size of pupil cohorts at both St Peter in Chains RC Infants and St Gildas RC Junior schools.

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

| | St Peter in Chains RC Infants | St Gildas RC Juniors |
|--------------------|-------------------------------|----------------------|
| Asian | 1 | - |
| Black | - | - |
| Mixed | - | - |
| Other | - | - |
| White | 3 | 3 |
| Prefer not to say | - | - |
| Not declared | 2 | - |
| Grand Total | 6 | 3 |

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 | St Peter in Chains RC Infants | St Gildas RC Juniors |
|--------------------|---------------------|-------------------------------|----------------------|
| Asian | 10% | 1 | - |
| Black | 24% | - | 1 |
| Mixed | 5% | 1 | - |
| Other | 3% | - | - |
| White | 43% | 6 | 5 |
| Prefer not to say | | - | - |
| Not declared | | - | - |
| Grand Total | 100% (3,164) | 8 | 6 |

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 St Peter in Chains RC Infants and St Gildas RC Junior Schools along with ethnicity data for all Haringey school staff and support staff.

The data shows that there are more White teaching staff at St Peter in Chains RC Infants and St Gildas RC Junior Schools than across Haringey as a whole though the exceptionally small data samples at both schools (6 and 3 respectively) may be a factor in these variances.

The data also shows that there are a higher proportion of White support staff across St Peter in Chains RC Infants and St Gildas RC Junior Schools than compared to the Haringey average though again the exceptionally small data samples at both schools (8 and 6 respectively) may be a factor in these variances.

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 St Peter in Chains RC Infants and St Gildas RC Junior Schools who will have to change schools, and amongst this cohort there is an overrepresentation of children from the White Irish background. Pupils at St Peter in Chains RC Infants and St Gildas RC Junior Schools 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 White teachers and support staff at St Peter in Chains RC Infants and St Gildas RC Junior Schools 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.

Capacity at Catholic primary schools in Haringey vs. current cohorts at St Peter in Chains RC Infants and St Gildas RC Junior Schools:

| | R | 1 | 2 | 3 | 4 | 5 | 6 |
|--|----|----|----|----|----|-----|----|
| Catholic vacancies by year group in Haringey Catholic schools | 83 | 84 | 60 | 82 | 61 | 102 | 58 |
| Pupil numbers by year group at St Peter in Chains Infant and St Gildas Junior school | 9 | 6 | 4 | 12 | 18 | 0 | 13 |
| <i>difference</i> | 74 | 78 | 56 | 70 | 43 | 102 | 45 |

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.

Capacity at Catholic primary schools in Haringey vs. current cohorts at St Peter in Chains RC Infants and St Gildas RC Junior 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 there is ample places available at alternative Catholic primary schools (see table above) and non-faith schools within Haringey. Pupils at St Peter in Chains RC Infants and St Gildas RC Junior Schools 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?

¹³ Source: 2021 Census

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 October 2024

Service users (Primary children by Age and sex at St Peter in Chains RC Infants school)

| Year group | Male | Female | Grand Total |
|--------------------|----------|-----------|-------------|
| Reception | 5 | 4 | 9 |
| Year 1 | 1 | 5 | 6 |
| Year 2 | 2 | 2 | 4 |
| Grand Total | 8 | 11 | 19 |

Service users (Primary children by Age and sex at St Gildas RC Junior school)

| Year group | Male | Female | Grand Total |
|--------------------|-----------|-----------|-------------|
| Year 3 | 7 | 5 | 12 |
| Year 4 | 8 | 10 | 18 |
| Year 5 | 0 | 0 | 0 |
| Year 6 | 6 | 10 | 16 |
| Grand Total | 21 | 25 | 46 |

Source: School Census October 2024

There are slightly more male than female pupils in Haringey primary schools, though not at St Peter in Chains RC Infants and St Gildas RC Junior Schools which has a small female bias though the sample size is very small.

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 St Peter in Chains RC Infants School – Headcount

| | Male | Female | Total |
|--------------------------|----------|-----------|-----------|
| Teachers | 2 | 4 | 6 |
| Support staff | 1 | 7 | 8 |
| All staff – Total | 3 | 11 | 14 |

Staff at St Gildas RC Junior school – Headcount

| | Male | Female | Total |
|--------------------------|----------|----------|----------|
| Teachers | 1 | 2 | 3 |
| Support staff | - | 4 | 4 |
| All staff – Total | 1 | 6 | 7 |

Data for St Peter in Chains RC Infants and St Gildas RC Junior Schools is limited to teachers and support staff only.

There are more female teachers and support staff at both St Peter in Chains RC Infants and St Gildas RC Junior Schools 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 St Peter in Chains RC Infants and St Gildas RC Junior Schools' staff, there is an overrepresentation of females 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 St Peter in Chains RC Infants and St Gildas RC Junior Schools' pupils, there is a small overrepresentation of females 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% |

¹⁴ Source: ONS Integrated Household Survey

| | | |
|--------------|----------------|-------------|
| 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 St Peter in Chains RC Infants school

| | Total |
|-----------------------|-----------|
| Heterosexual/Straight | 5 |
| Not declared | 8 |
| Prefer not to say | 1 |
| Total | 14 |

Sexual orientation of staff at St Gildas RC Junior school

| | Total |
|-----------------------|----------|
| Heterosexual/Straight | 2 |
| Bisexual | 1 |
| Not declared | 6 |
| Prefer not to say | - |
| Total | 9 |

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

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

¹⁵ [ONS Claimant Count](#)

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](#)

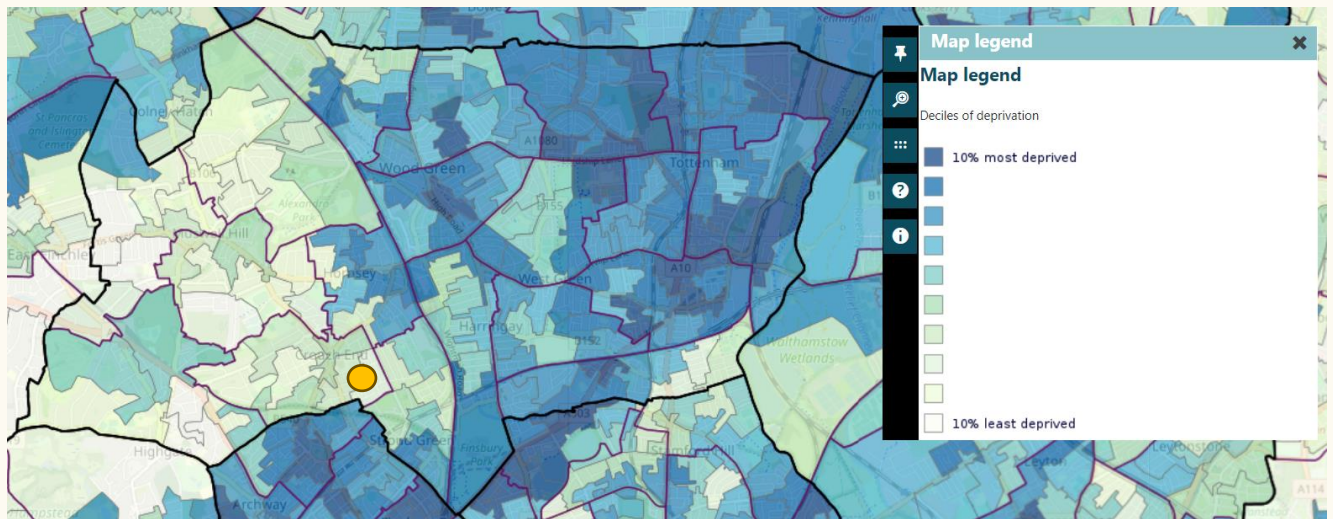
¹⁹ [LG Inform - qualifications](#)

²⁰ [LG Inform – level one](#)

²¹ [State of the Borough](#) (p.21)

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

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

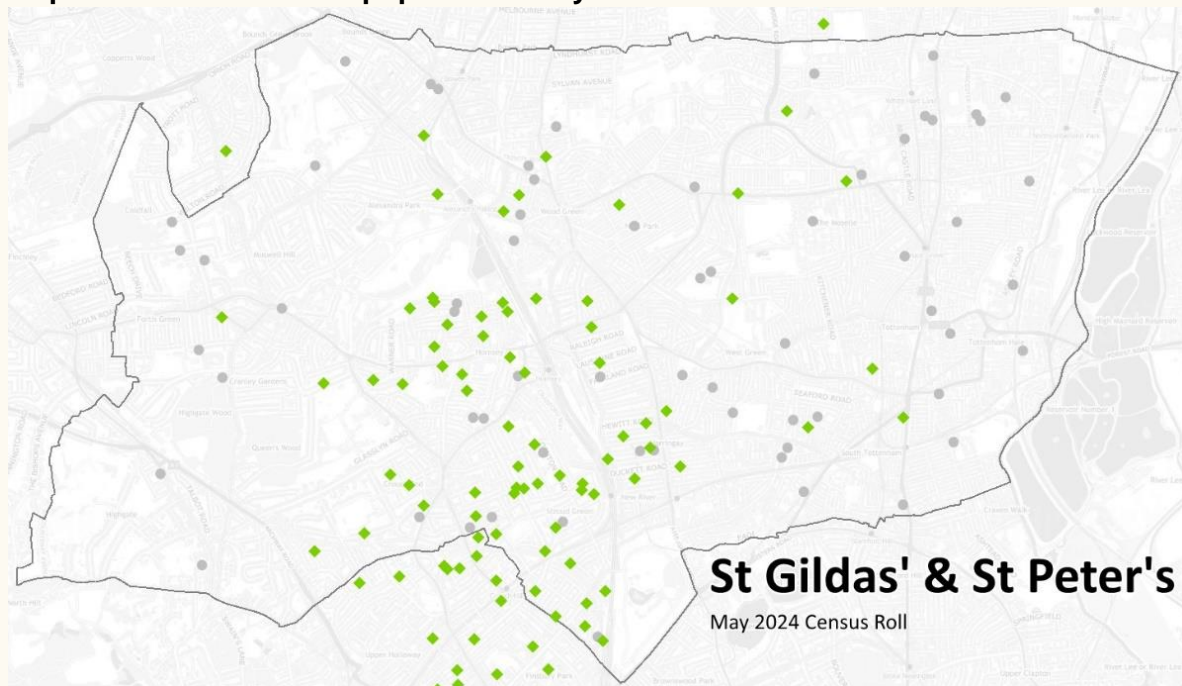
What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Deprivation data of Planning Area 2 – see above map with location of St Peter in Chains RC Infants and St Gildas RC Junior Schools represented by a yellow circle.

Educational attainment data from St Peter in Chains RC Infants and St Gildas RC Junior schools.

Home locations of St Peter in Chains RC Infants and St Gildas RC Junior Schools' pupils.

Map 1 Home locations of pupils as at May 2024 School census roll



The proposal includes reducing the number of surplus places in Planning area 2 where St Peter in Chains RC Infants and St Gildas RC Junior Schools are 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 St Peter in Chains RC Infants and St Gildas RC Junior Schools, in high areas of deprivation. However, Map 1 above shows that pupils are distributed across the borough and the school itself is located in a part of Haringey that is relatively less deprived than the rest of the borough (indicated by the light gradation in the Indices of Deprivation map (IMD) above).

In terms of pupil composition St Peter in Chains RC Infants and St Gildas RC Junior Schools share many similar characteristics with other Haringey primary schools located in Planning Area 2 and sufficient places exist at neighbouring schools to absorb displaced pupils. Moreover, all surrounding schools are judged by Ofsted to be 'good' or 'outstanding' thus ensuring there may be a positive impact of pupils moving to other schools as the educational provision will be improved certainly by virtue of attending a school with a likely broader curriculum mix, more staff and greater financial sustainability.

5. Key Impacts Summary

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

The closure of St Peter in Chains RC Infants and St Gildas RC Junior Schools 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 St Peter in Chains RC Infants and St Gildas RC Junior Schools though the IMD map suggests the school is not located in a particularly deprived part of the borough.

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 St Peter in Chains RC Infants and St Gildas RC Junior schools 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 St Peter in Chains RC Infants and St Gildas RC Junior

schools 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 St Peter in Chains RC Infants and St Gildas RC Junior schools 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 all pupils and those with a White Irish background at St Peter in Chains RC Infants and St Gildas RC Junior schools 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 St Peter in Chains RC Infants and St Gildas RC Junior schools 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

There were 20 individual responses to the survey question “Please provide reasons for your views below”. Appendix 1 para 1.4. lists the individual written responses received during the consultation together with responses from LA Officers for the consideration of decision makers. Officer responses include a number of mitigations that have already been addressed as part of this EQIA, namely sufficient vacancies in local schools and individualised support for displaced families and staff.

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)
Schools and Learning

Jane Edwards, Director for

Date

10 June 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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