

Report for: 12 November 2019

Title: Results of the consultation on the future of Stamford Hill Primary School and the proposed amalgamation with Tiverton Primary School



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

Lead Officer: Carlo Kodsi, Head of Admissions, Education and School Organisation Carlo.Kodsi@haringey.gov.uk Ext. 1823

Ward(s) affected: Place planning changes impact all schools, but with particular reference to Stamford Hill Ward

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

1. Describe the issue under consideration

- 1.1. To report to Cabinet on the outcome of a six-week formal consultation on the future of Stamford Hill Primary School.
- 1.2. Following an informal consultation and a report to the July 2019 Cabinet meeting, Council's Cabinet agreed to commence a formal consultation between 9 September and 21 October 2019 on the Council's preferred option of amalgamation.
- 1.3. Full consultation has now taken place over a period of more than 6 months to identify a best solution that can be delivered by September 2020. Officers continue to recommend to Council's Cabinet at para. 3 below that the overall best solution for the children of Stamford Hill Primary School is an amalgamation with Tiverton Primary School. Therefore, cabinet are asked to proceed to the publication of the appropriate Statutory Notice which includes a four-week representation period of statutory consultation which is published, and which is the final opportunity for people and organisations to express their views about the proposal.

2. Cabinet member introduction

- 2.1. Every child and young person, wherever they live in our borough, deserves an excellent education and, as a Council, we are committed to supporting our schools to continue to deliver high-quality teaching, learning and support across Haringey in a period where growing pressure on school budgets is being felt.
- 2.2. Following an 'inadequate' inspection judgement by Ofsted in November 2018, an Academy Order was made for Stamford Hill Primary by the Secretary of State for Education in December 2018. The Regional Schools Commissioner (RSC), on

behalf of the Department for Education, is currently seeking to identify an academy sponsor for the school. However, we do not believe that forced academisation is the right approach, and our preferred option is for a local solution that takes account of the wider needs of our schools' community.

- 2.3. The proposal will mean the closure of Stamford Hill Primary with the displaced pupils being accommodated by Tiverton Primary School, to create a single school operating from one site. The Council's preferred option would be pursued in parallel with the academisation currently sought by the RSC, as this will enable us to avoid delay in finding the best solution for current and future cohorts of pupils.
- 2.4. Significant concerns have been raised about the long-term sustainability of Stamford Hill Primary School in terms of the risks to its financial stability and its ability to attract pupils to the school. The latter is largely due to a flattening birth rate which is affecting many schools locally, and indeed schools across London. This means demand for school places has fallen in the borough and is now projected to remain broadly static until 2026/27 and possibly beyond.
- 2.5. For these reasons and having undertaken full consultation over a period of more than 6 months to identify a best solution, I recommend to Cabinet that the Council now proceeds to publishing the relevant Statutory Notice on the proposal to amalgamate Stamford Hill Primary School with Tiverton Primary School.

3. Recommendation

3.1. Cabinet are asked to **note**

- a) the summary of representations from the formal consultation at **Appendix 1**
- b) all material considerations listed at para 8.13
- c) the summary of benefits in support of amalgamation at para 8.14

3.2. Cabinet are asked to **agree**

to proceed to the publication of the appropriate Statutory Notice on the proposal to amalgamate Stamford Hill Primary School with Tiverton Primary School, which includes four-week representation period of statutory consultation which is published, and which is the final opportunity for people and organisations to express their views about the proposal.

4. Reasons for decision

- 4.1. There is significant concern over the long-term sustainability of Stamford Hill Primary School and, to a lesser extent, Tiverton Primary School, in terms of their falling rolls and the resultant risk to their financial stability. The former is a result of a flattening birth rate which means that local demand for school places has fallen and is projected to remain broadly static until 2026/27 and possibly beyond.
- 4.2. The Council has a duty of care to ensure children in its schools are able to receive a good education and to access the full curriculum. A school with a declining roll will be challenged to do this effectively because of inevitable financial pressures from reduced funding.
- 4.3. This report provides a summary of the representations received from the recent consultation at Appendix 1 together with representation from the informal

consultation at Appendix 2. Cabinet are asked to review the summary of representations and make an informed decision on the next steps based on all material considerations.

5. Alternative options considered

5.1. A number of options on the future of Stamford Hill Primary School were presented to local stakeholders as part of the informal consultation that initially took place between the 27 March and 8 May 2019. Stakeholders were informed of the reasons why these options were less desirable than the Council's preferred option of amalgamation.

- A) **Keeping Stamford Hill open:** This option does not provide a long-term sustainable solution to falling local demand and leaves other local schools vulnerable because demand for school places are falling more widely in the locality.
- B) **Federation:** Federation is an option that focuses on improving educational delivery by allowing the governing body to use budget, resources and staff across a federation to improve the educational outcomes for all pupils. This option would need another school to federate with Stamford Hill Primary. Also, under a federation, schools would remain as separate organisations and this would not address the decline in numbers on roll at Stamford Hill (and other local schools) or the financial challenges that other schools are facing. This option is therefore less desirable than amalgamation.
- C) **Amalgamation with split site:** This would involve Tiverton Primary School having two permanent sites and would not be desirable because it would involve the overheads of permanently running two sites in a context of falling demand for school places.
- D) **Closure of Stamford Hill Primary with pupils moving to other local schools (including Tiverton Primary):** This would involve closing Stamford Hill Primary School and giving parent/carers the opportunity to apply for a school place at any other Haringey primary school (including Tiverton) and in other local authorities. This option provides a less outcome focused solution to those parents with children currently at Stamford Hill Primary and doesn't provide a mechanism for ensuring cohorts of children are, as far as reasonably possible, kept together, which is an outcome some parents expressed as part of the informal consultation.

6. Background information

6.1. Following many years of borough-wide rising demand as a result of the growth in Haringey's population, the Council is now in a position of needing to reduce capacity as a result of a flattening birth rates and a higher than projected increase in outward migration. This has contributed to an unacceptably high surplus of places in some

school place planning areas, especially in Planning Area 3¹ (PA3) where current projections show a consistent surplus of approximately one form of entry in this planning area up until 2026/27.

Ofsted and Directive Academy Order

- 6.2. The possibility of bringing together both Stamford Hill Primary and Tiverton Primary in an amalgamation had arisen against a backdrop of falling rolls in the local area and also following an ‘inadequate’ (serious weaknesses) Ofsted judgement of Stamford Hill Primary in November 2018. Following the outcome of the Ofsted inspection, the school was subject to a Directive Academy Order for the purposes of enabling it to be converted to an Academy.
- 6.3. The Regional Schools Commissioner (RSC), on behalf of the Department for Education is currently seeking to identify an Academy sponsor for the school. However, the preferred option is for a local solution that takes account of the wider needs of the local school community. Officers in the Local Authority have discussed with the RSC the possibility of an amalgamation of the two schools to address falling demand for school places and the RSC is content that such a process can be pursued alongside the DfE’s academisation process. If the amalgamation were to go ahead, the need for an academisation of Stamford Hill would fall away.
- 6.4. Preliminary discussions were held with Governors and senior leaders of both Stamford Hill and Tiverton Primary schools in the early months of 2019. As a result of these discussions, the Council reached an informed decision to commence with the informal consultation on the proposal to establish a new primary school through an amalgamation, such consultation to commence in March 2019.

Stamford Hill Primary School

- 6.5. Stamford Hill Primary School is a one-form entry school located on Berkeley Road, London, N15 6HD. As a one form entry school Stamford Hill Primary admits up to 30 pupils in the ‘relevant age group’.²
- 6.6. Table 1 below shows a decline in pupils on roll at Stamford Hill Primary in recent years, culminating in a 60% shortfall in pupil numbers by October 2019. The significant decline in pupil numbers from May (144) to October 2019 (85) can be attributed to a number of factors, including –
 - A larger Year 6 cohort transferring to secondary school in September 2019,
 - Complying with parental preference which meant that some families were offered places at Tiverton Primary and other local schools via the in-year admissions process.
 - Some families living in Enfield and other neighbouring boroughs seeking places at alternative schools in their local area.
 - A higher proportion of pupils leaving the school compared with the majority of other schools in the planning area i.e. there is a historically higher mobility rate at Stamford Hill Primary.

¹ Haringey has five Planning Areas (PAs) for the purpose of school place planning to enable to plan effectively to meet local demand. PAs provide a useful framework to compare admissions application data, pupil projections, school roll information and housing developments across the borough. Planning Area 3 (PA3) comprises the following wards – St Ann’s, Seven Sisters and the southern half of Harringay ward.

² This is the age group at which pupils are or will normally be admitted to the school e.g. reception or Year 7.

Table 1 - Stamford Hill Primary School Pupils on roll (Full School PAN 210 Pupils)

Pupils on Roll	2014	2015	2016	2017	2018	*May 2019	**October 2019
Stamford Hill	196	192	196	189	184	144	85
Shortfall	14	18	14	21	26	66	125
%	7%	9%	7%	10%	12%	31%	60%

*Pupils on roll from May census

**Current roll as at October 201

Tiverton Primary School

- 6.7. Tiverton Primary is a 2-form entry school located almost immediately opposite Stamford Hill Primary, on the other side of Seven Sisters Road. Similarly, Table 2 shows that Tiverton has also experienced a gradual decline in recent years, culminating in a 25% shortfall in pupil numbers by 2019.

Table 2 – Tiverton Primary School Pupils on roll (Full School PAN 420 Pupils)

Pupils on Roll**	2014	2015	2016	2017	2018	May 2019*	October 2019**
Tiverton	394	404	392	352	338	318	313
Shortfall	26	16	28	68	82	102	107
%	6%	4%	7%	16%	20%	24%	25%

*Pupils on roll from May census

** Current roll as at October 2019

Per pupil funding

- 6.8. A large portion of the funding received by schools is directly related to the number of pupils on roll at the school. Too many vacancies in schools mean that schools are very challenged in being able to balance their budgets.
- 6.9. The Council is concerned that continuing falling rolls in schools in PA3, especially at Stamford Hill and Tiverton Primary, will impact significantly upon the financial sustainability of local schools and, in turn, their potential ability to raise the standards of pupil achievement.

Pupil numbers (vacancies)

Stamford Hill

- 6.10. Table 3 below shows that there are currently vacancies across all year groups in Stamford Hill Primary with 85 pupils on roll as at October 2019. As a one form entry school, Stamford Hill has capacity to admit up to 210 pupils in the main school (Reception – Year 6).
- 6.11. The school is currently operating at less than 50% of its total capacity and at the beginning of September took the decision to close its year 2 class to run mixed-age groups in Year 1.

Table 3 – Pupils on roll at Stamford Hill Primary (R-Yr6)

Stamford Hill (PAN 30)	R	1	2	3	4	5	6
Numbers on roll	13	14	0	8	17	15	18
Vacancies	17	16	0	22	13	15	12

Current roll as at October 2019

Tiverton Primary School

- 6.12. Table 4 below shows that Tiverton Primary School also has vacancies across all year groups with 315 pupils on roll as at October 2019. As a two-form entry school, Tiverton Primary has a capacity to admit up to 420 pupils in the main school.

Table 4 – Pupils on roll at Tiverton Primary School (R-Yr6)

Tiverton (PAN 60)	R*	1*	2	3	4	5	6
Numbers on roll	30	31	60	44	42	52	54
Vacancies	30	29	0	16	18	8	6

Current roll as at October 2019

*The number of vacancies in the Reception and Yr. 1 classes is based on Tiverton having capacity as a 2-form entry school. Both classes have been capped at 30 following approval from the Office of the Schools Adjudicator for a reduction in PAN in 2018. The Council has also set the PAN at 30 for entry to Reception in September 2020 in the context of falling demand for school places in PA3.

- 6.13. More broadly, PA3 shows a significant number of vacancies across the school estate with Crowland, Seven Sisters, South Harringay, St Ignatius and St Mary's Priory all carrying up to or in excess of 30 vacancies each across the entire main school. This equates to 12.3% surplus vacancies cumulatively across all schools in PA3. The Department for Education (DfE) has previously recommended that Local Authorities maintain no more than 2 - 5% surplus capacity to ensure that pupils arriving in-year can be offered a school place, and to allow for movement between schools based on parental preference.
- 6.14. Surplus rolls at too high a level can affect the viability and sustainability of schools. If amalgamation were to go ahead and all displaced pupils at Stamford Hill transferred to Tiverton Primary or other local schools within PA3, then the local cumulative surplus of 12.3% across PA3 incorporating all year groups would be significantly reduced. The current estimate (based on October 2019 figures) is that the overall surplus would be reduced to approximately 7.1% which is more in line with the DfE recommendation.
- 6.15. The proposed amalgamation of Stamford Hill Primary School with the displaced pupils being accommodated by Tiverton Primary School would result in Tiverton and its site eventually operating as a viable two-form entry school. This is more aligned with the current level of projected demand in the area. It is predicted that Tiverton Primary School would satisfactorily fill two forms of entry as opposed to the current significant surplus created by three forms of entry across two individual schools.

Modelling based on a proposed amalgamation from September 2020

6.16. Table 5 below shows the theoretical impact on pupil numbers based on the proposed closure of Stamford Hill with the displaced pupils being accommodated by Tiverton Primary School (one site) from September 2020.

Table 5 - theoretical modelling based on a proposed amalgamation from September 2020, using 2019 data as a baseline for predicted 2020 data

	Pupils expected to be on roll as at September 2020								
	Capacity	R*	Y1	Y2	Y3	Y4	Y5	Y6	Pupil* roll
Stamford Hill	210	30 or fewer	13	14	0	8	17	15	97
Tiverton	420	30 or fewer	30	31	60	44	42	52	289
Amalgamated school	420	60 or fewer	43	45	60	52	59	67	386
+ / - admission number (60)		0	17	15	0	8	1	-7	34

*First place preference data for entry in September 2020 will be available in January 2020 and will give an indication of how many places will be offered to Reception pupils.

** Total pupil numbers based on all year groups and an expected full reception class

6.17. The table above shows a hypothetical model whereby an amalgamated school is established from September 2020 through an amalgamation between Stamford Hill and Tiverton Primary schools. This does not include a temporary split-site scenario in operation from September 2020 (i.e. using both the Tiverton and Stamford Hill sites for a period of time), although further modelling is in progress to see if and how this might be achieved and to allow for onsite provision at Stamford Hill to continue where needed.

6.18. Based on this theoretical model for 2020, the current Year 6 cohort leaving in July 2020 at Stamford Hill will have already transferred to secondary school (the current year 6 leaving in July 2020). Year 1 pupil data for 2020 in the table above is based on pupils who started Reception in September 2019 in both schools and would therefore progress to Year 1 in the following September (2020).

6.19. The modelling in the table above also includes the caveat that there would be no mobility or churn between now and September 2020 i.e. no pupils leaving or joining the schools in this interim period. Of course, we know that this won't be the case, but for the purposes of modelling we have assumed no mobility rather than attempt to estimate what that mobility might be.

6.20. Although the in-year application process³ remains open, we are not anticipating a huge number of pupils joining Tiverton and Stamford Hill Primary (or other local

³ In-year applications are applications for a school place at any time outside the normal admissions round. For example, applicants wishing to transfer from one school to another or arriving from other parts of the country or overseas.

schools within PA3) between September 2019 and September 2020, or indeed significantly beyond this date.

- 6.21. Historically, mobility rates at both Tiverton and Stamford Hill Primary schools have been high. The number of families leaving tends to be balanced out by a similar number joining these schools (net mobility). Amongst factors affecting school mobility in this planning area are - flux associated with people moving in/out of nearby private sector rented housing; churn in social housing (especially where property has been rented out by leaseholders to families); rises in property and rental prices which may displace some families; uncertainty surrounding Brexit with some European families leaving the local area; new housing developments and their cost and size.
- 6.22. Currently you will see from table 5 above that the overall admission number in the main school would be 386 out of a possible 420 pupils. The school therefore currently has the capacity to absorb the vast majority of pupils from Stamford Hill Primary. Any enlargement and/or significant alteration of Tiverton Primary School is, therefore, not likely to be required. The Council is committed to working closely with the school to maximise its available space so it can continue to ensure the successful learning of all pupils and that no disruption is caused as a result of any potential amalgamation. A programme of capital works may be required to accommodate any additional pupils; however, it is expected that a small minority of families from Stamford Hill are likely to transfer to alternative schools leaving even more capacity within the current structure.
- 6.23. If amalgamation were to go ahead, an admissions process enabling families to apply to alternative schools would be implemented prior to the establishment of the new school in September. It is expected that schools in the local area will still be carrying a high number of vacancies at this time which means that an alternative local school can be offered to any family that wants one. All Haringey schools in the area are judged by Ofsted to be 'Good' or 'Outstanding.'
- 6.24. Pupils joining other local schools from Stamford Hill Primary will contribute towards the improved sustainability of the receiving schools as they will be able to increase their pupil numbers and, in turn, their financial income.
- 6.25. Following the complete vacation of the Stamford Hill site, the Local Authority will consider the wider needs of our children, young people and school in determining a use of the site that keeps it in education use if that need can be demonstrated. This includes but is not limited to SEND provision, alternative provision and future proofing for an inevitable return to a rise in pupil numbers in the next 7 to 20 years.

7. Consultation – informal pre-consultation and consultation

- 7.1. An informal six-week consultation took place between 27 March and 8 May 2019. Parents, staff and members of the community at Stamford Hill and Tiverton Primary Schools were invited to two public meetings to discuss options for the future of Stamford Hill Primary School. The meetings were held at the respective schools and were both well attended.
- 7.2. This was followed by a six-week consultation on the proposal to amalgamate Stamford Hill with Tiverton Primary School which took place between 9 September and 21 October 2019. A further two public meetings were held as part of this six-week consultation. Individuals and translators representing the 4 main languages

from the local community attended all public meetings held - Polish, Portuguese, Spanish and Turkish.

- 7.3. Prior to the start of these consultations, Officers held a series of preparatory meetings with Stamford Hill and Tiverton Primary Schools to discuss the background and process for the consultation. These included separate meetings with the Headteacher and Chair of Governors.
- 7.4. The following formal meetings mentioned above were held as part of the pre-consultation and consultation, to give the opportunity to ask questions and make views known:

<u>Pre-consultation (informal)</u>	
Wednesday 3 April 2019 at 6pm at Stamford Hill	Parents/carers/staff and local community
Thursday 25 April 2019 at 9.15am at Tiverton	Parents/carers/staff and local community
<u>Consultation (formal)</u>	
Monday 16 th September 2019 at 1pm at Stamford Hill	Parents/carers/staff and local community
Monday 7 th October at 9.15am at Tiverton	Parents/carers/staff and local community
16 th October 2019 at 4pm at Stamford Hill Primary	Staff and Trade Unions representatives

- 7.5. Details of the outcomes of the six-week consultation are given at Appendix 1.
- 7.6. Consideration of representation from the informal consultation are attached at Appendix 2 with more detailed statistical analysis of responses at Appendix 3.
- 7.7. The recent six week consultation included:
- letters to parents and staff at both Stamford Hill and Tiverton Primary schools;
 - a questionnaire response sheet issued to all parents, staff and Governors of Stamford Hill and Tiverton Primary schools. This document was also made available on the Council's website and in local libraries for inviting comments, with the option of responding via an online survey.
 - Leaflets distributed to all Haringey primary and secondary schools, nurseries, children centres and libraries in Haringey.
 - A consultation FAQs document
 - emails sent to all local Haringey primary and secondary schools, nurseries, children centres, MPs, trade unions, the diocese and neighbouring authorities
 - Two public meetings held at both schools. The issues surrounding the potential amalgamation were discussed and those present were able to ask questions and express views.
 - A meeting held with staff and trade union representatives at Stamford Hill Primary school.
- 7.8. The consultation survey, FAQs and minutes from the public meetings were translated into the 4 main languages (Polish, Portuguese, Spanish and Turkish) and uploaded to the Council's consultation webpage.

Responses to the consultation – Consideration of Representation

- 7.9. A statistical summary of the responses to this most recent consultation and Officer's response to the points not in favour of the proposal are shown at Appendix 1.
- 7.10. A total of 13 responses were received from the consultation. Officer's response to the points raised by individuals not in favour of the proposal can be found at para 5 of Appendix 1.
- 7.11. The representation received make several points which have previously been raised at the informal consultation stage with local stakeholders, and which Cabinet have considered sensitively, taking into account all issues and implications of a decision to amalgamate Stamford Hill Primary School with Tiverton Primary School.
- 7.12. As the main driver of school funding is pupil numbers there continues to be a significant concern about the long-term sustainability of Stamford Hill Primary School in terms of the risks to its financial stability and its ability to attract pupils to the school against a backdrop of falling demand which is projected to remain broadly static until 2026/27. As set out above the school is now at low levels in terms of pupil numbers and it currently operating at less than 50% of its capacity.
- 7.13. For these reasons together with careful consideration of a number of other material factors listed in 8.14 below, Council's Cabinet is asked to continue to take the proposal forward to the next phase by agreeing to publish a Statutory Notice on an amalgamation between Stamford Hill Primary and Tiverton Primary School.
- 7.14. In considering whether to take to the proposal forward by agreeing to publish a Statutory Notice, Cabinet are asked to consider a number of factors, including:
- views gathered from all stakeholders as part of the informal pre-consultation and consultation;
 - the impact on the quality of education delivered to pupils attending Tiverton and Stamford Hill Primary Schools and other local schools;
 - the need for school places against a backdrop of falling rolls;
 - Stamford Hill Primary's ability to survive financially with very low pupil numbers;
 - the ability of local schools to be able to survive financially;
 - how pupils will be able to be accommodated at Tiverton Primary School if the amalgamation were to go ahead;
 - the need to ensure that cohorts of children are, as far as reasonably possible, kept together including the opportunity for pupils and parent/carers to maintain friendship groups and for siblings to attend the same school.

Summary of benefits in support of amalgamation

- 7.15. The following is a summary of the benefits asserted by the LA in support of an amalgamation:
- Amalgamation can provide a foundation for sustainable long-term development and improvement as an increase in pupil numbers will result in additional revenue for the new primary school.
 - A two-form entry school rather than three forms across two schools is more aligned with the current level of projected demand in PA3 and will financially benefit local schools by assisting them to fill closer to their PAN.

- The new school established through an amalgamation will continue to have strong links with its local community and keep its individual identity.
- Tiverton Primary School is rated Good by “Ofsted” and strong leadership using strategic leadership and management structures will allow school-based leaders to focus on teaching, learning and raising standards further.
- Continuing support from the Haringey Education Partnership on all school improvement or school organisation issues.

8. Statutory consultation and next steps

8.1. **Statutory Consultation process and next steps** – there are 4 main stages summarized in the table below, with indicative timescales:

Stage	Description	Timescale	Comments
1	Publication of Statutory Notice	1 day	<p>Propose to publish Statutory Notice on 20 November 2019.</p> <p>Publication of the Statutory Notice commences the statutory Representation Period.</p> <p>Within 1 week of date of publication, the Proposer must send a copy of the full proposal to the governing body, Secretary of State, the CoE and RC Dioceses and any other body or person that the Proposer considers appropriate.</p>
2	Representation Period	4 weeks from date of publication of Statutory Notice	<p>Representation Period to end 18th December 2019</p> <p>Formal consultation of statutory and other stakeholders:</p> <ul style="list-style-type: none"> - Governing body - Pupils at the school - Parents of pupils at the school - Teachers and staff at the school - Any LA likely to be affected, including neighboring authorities where there may be significant cross border movement of pupils - Governing bodies, teachers and staff of any other school that might be affected, including any feeder schools and schools to which pupils may be dispersed - Parents of pupils at any other school that might be affected, including any feeder schools and schools to which pupils may be dispersed - Trades Unions - MP’s whose constituencies include the school that is the subject of the

			<p>proposal or whose constituents may be affected by the proposal</p> <ul style="list-style-type: none"> - Any other interested organization/person that the proposer considers appropriate. <p>During the Representation Period, any person or organization can submit comments to the LA on the proposal to be taken into account by the Decision Maker. Any requests for a copy of the full Proposal must be sent out to the person requesting it within 1 week of receiving the request.</p>
3	Decision	LA should decide within 2 months, otherwise it must be referred to the Schools Adjudicator	<p>Key Decision</p> <p>Formal report to Cabinet setting out summary of representations received and any responses made, risks and opportunities, Officer recommendations and decisions available to Cabinet (approve without modification, approve with modifications, approve (with or without modification) subject to conditions as specified in the Establishment and Discontinuance Regulations, or reject)</p> <p>The timescales for publication of the Notice and conclusion of the Representation Period will identify the 2-month decision making period.</p> <p>The decision is proposed to be taken at Cabinet on 23 January 2020.</p>
4	Implementation	<p>No prescribed timescale however the date of implementation must be specified in the published notice and is subject to any modifications imposed by the Decision Maker.</p> <p>Consideration should be given in the Proposal for phased implementation plan for closure and impact upon pupils taking or due to take statutory examinations during the phases of implementation.</p>	<p>It is proposed to phase the implementation of the closure as follows:</p> <p><u>January 2020 – July 2020</u> No changes: All existing year groups to continue at Stamford Hill Primary School</p> <p><u>September 2020</u> Stamford Hill Primary School is closed from 31st August 2020.</p> <p>All pupils from Stamford Hill Primary School will move to Tiverton Primary School or an educational provision may be delivered across two sites (split site) for an interim period.</p>

- 8.2. As shown above, the next stage in the amalgamation process will be for the Council to agree to publish a Statutory Notice to close Stamford Hill Primary School in November 2019 and to establish a new primary school through an amalgamation with Tiverton Primary School from 1 September 2020.
- 8.3. Following publication of the Statutory Notice there will follow a four-week representation period of statutory consultation which is published, and which is the final opportunity for people and organisations to express their views about the proposals. At the end of the representation period the Council will gather together all the responses and documentation and the Council's Cabinet will then determine the Statutory Notice and decide whether or not Stamford Hill Primary will close and be amalgamated with Tiverton Primary School.
- 8.4. The key decision at this stage for members is to consider and make a determination on whether Cabinet now agrees to continue with the proposal and proceeds by publishing the Statutory Notice.

9. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Comments of the Assistant Director of Corporate Governance and legal implications

- 9.1. The Assistant Director of Corporate Governance has been consulted in the preparation of this Report.
- 9.2. Section 15 and 16 of the Education and Inspection Act 2006 requires the Council to publish and consult on proposals to discontinue (close) a maintained school. Regulations 11 and 12 of The School Organisation (Establishment and Discontinuance of Schools) Regulations 2013 sets out the information to be contained in the proposals and the publication requirements. The Council must also have regard to the statutory guidance issued by the DFE "Opening and Closing Maintained Schools 2018" which includes guidance on the publication of proposals for consultation..
- 9.3. The recommendations are within the legal powers of the Council.

Comments of the Chief Finance Officer and financial implications

- 9.4. The Council must also continue to parallel plan as an Academy Order was made in December 2018, the Council is still under a duty (section 5B of the Academies Act 2010) to take all reasonable steps to facilitate the conversion of Stamford Hill Primary School into an Academy. In the event the Department for Education notifies the Council that the Secretary of State is minded to enter into Academy arrangements with a specified person (i.e. has selected what is considered to be a suitable academy sponsor for the school) then the Council will be under a duty to take all reasonable steps to facilitate the making of Academy arrangements with the sponsor.
- 9.5. The proposal to establish a new primary school through an amalgamation between Stamford Hill and Tiverton Primary Schools in September 2020 is due to significant financial risk to the Council.
- 9.6. Stamford Hill Primary's closing balance as at 31 March 2018 reported a deficit of £120,218, reducing to £46,354 as at 31 March 2019.

- 9.7. Tiverton Primary reported a surplus of £167,558 as at 31 March 2018 and closed with a deficit of £190,887 as at 31 March 2019.
- 9.8. If Council's Cabinet were to proceed with an amalgamation then the new primary school would need to review their current cost of delivery model, ensuring that it is delivered against a balanced budget. This would entail the development of a single staffing structure for the new school.
- 9.9. Stamford Hill and Tiverton Primary schools are both currently facing a gradual decline in pupil numbers which would have a significant financial implication for both schools over future years. The proposed amalgamation should bring greater financial stability by bringing together resources, synergy and value for money in delivery provision under one senior leadership structure.
- 9.10. There are a number of factors that should be considered if Council's Cabinet were to agree to proceed with an amalgamation following the prescribed statutory consultation and representation periods:

A) Funding implications

- One Dedicated School Budget from the date of amalgamation
- Currently both schools are funded for lump sum funding of £170,000 each under current soft National Funding Formula. This will therefore mean a reduction in Lump Sum funding as a result of amalgamation. However, the new school will retain the equivalent of 85% of the predecessor school's lump sums for the financial year of the amalgamation. This is subject to change if there are any alterations in the National Funding Formula for 2020/21.

B) Split site funding

- Additional funding of £60,000 (based on current DSG formula) for split sites *if* provision is delivered over two sites.

C) Combined Structure

- Both schools should prepare a combined budget before and after the amalgamation to identify any redundant costs that can be eliminated to achieve the desired savings over the longer term.
- Operational staff teams should be reviewed as part of the combined structure to calculate the actual cost of the new structure.

D) Cash Flow Advance (Loan)

- Stamford Hill Primary school are currently due to repay Haringey Council any outstanding cash advance upon conversion.
- At the time of conversion on the 31 August 2020, the cash advance will be not be transferred to the new school as the loan will be offset by the Council.

E) Financial Controls and Deficit

- Stamford Hill Primary school should deliver a balanced budget at the time of conversion, to avoid any transfer of financial burden going forward.
- Tiverton Primary School should review their current structure and complete a corporate finance approved deficit recovery plan that shows they have a sustainable position for the longer term.
- The current deficit as at 31 March 2019 for Stamford Hill Primary School was £46,354. We envisage there will be no significant changes on 31 August 2020 at the time of amalgamation and the deficit will be offset by the Council.

- 9.11. Haringey Council will need to put measures in place to ensure the financial budget is well controlled during any potential amalgamation process and any long-term financial commitments are avoided or require approval by the Council.

Equalities Comments

- 9.12. An Equalities Impact Assessment (EqIA) is attached at Appendix 4. This is an assessment of the potential impact of the proposed closure of Stamford Hill Primary School, with the displaced pupils being accommodated by Tiverton Primary School schools based on consideration of all the relevant data. The EqIA has been updated following the informal consultation and consultation to address the issues raised and will be further updated if Cabinet decide to publish a Statutory Notice and proceed to a 4-week representation period.
- 9.13. **Service users (children at Stamford Hill)** - A comprehensive EqIA has not identified any negative impact on any of the specified Equality characteristics / protected groups which include Sex, Gender Reassignment, Age, Disability, Race & Ethnicity, Sexual Orientation, Religion or Belief (or No Belief), Pregnancy & Maternity and Marriage and Civil Partnership. In terms of pupil composition Stamford Hill shares many similar characteristics with other Haringey primary schools located in PA3 and sufficient places exist at Tiverton Primary School and other neighbouring schools to absorb displaced pupils. Moreover, all surrounding schools are judged by Ofsted to be 'good' or 'outstanding' and are able to support all children to ensure a high standard of learning.
- 9.14. **SEN** - Whilst Stamford Hill has a very low proportion of pupils with SEN, they nevertheless are a vulnerable group who could be particularly affected by closure although this could be mitigated by good transition planning. Any children with special education need and disabilities (SEND) entitled to free transport if they can't walk to school because of their SEND or mobility problem will continue to receive free school transport.
- 9.15. **Staffing implications** - The key equality characteristic that has emerged from the EqIA is Sex. The closure of Stamford Hill will inevitably impact on staff working at the school. Due to the predominance of female staff over male staff in Stamford Hill Primary school (and indeed in primary schools across the country), they are likely to be affected in greater numbers. Linked to this equality characteristic is another, Pregnancy & Maternity.
- 9.16. In terms of mitigating the impact on both of these equality characteristics, the Council will endeavour to ensure all staff affected by the proposal to close Stamford Hill primary school will be given access to redeployment options and given support to find alternative roles within Haringey, if necessary. There are currently only two permanent members of teaching staff at Stamford Hill who will have access to this support as the remaining are employed as agency workers on a short-term basis. There are 14 non-teaching support staff employed by the Council that will also be supported in this way.
- 9.17. It is likely that many staff will also be anxious about changes if an amalgamation were to go ahead. Professional HR support has been made available to support these staff members to help them deal with the changes and find a way to manage and continue with their role.

- 9.18. The LA has discussed with both schools' Governing Bodies and leadership teams the recruitment and redeployment process that will operate if amalgamation were to go ahead and what impact this might have for the staff affected, including any potential redundancy package on offer. These discussions have initially been held with the existing Governing Bodies and with staff and trade unions representatives as part of the recent consultation. In the event of the process moving to the statutory four-week representation period, further discussions and meetings would be held with a combined temporary Governing Body and trade unions representatives.

10. Use of Appendices

1. Appendix 1 – Responses to the consultation and consideration of representation
2. Appendix 2 – Responses to pre-consultation and consideration of representation
3. Appendix 3 – Detailed statistical analysis and raw data from pre-consultation
4. Appendix 4 - EqIA

11. Local Government (Access to Information) Act 1985

This report contains no exempt information.

Background

1. Cabinet report March 2019 agreeing to commence pre-consultation
2. Cabinet report July 2019 agreeing to commence a six-week consultation
3. The Schools Standards and Framework Act 1998.
4. The Education Act 2002.
5. The Education and Inspections Act 2006.
6. Education and Skills Act 2008.
7. The School Admissions Code (December 2014).
8. The School Admissions (Admission Arrangements and Co-ordination of Admission Arrangements) (England) (Amendment) Regulations 2014
9. The School Admissions (Infant Class Sizes) (England) Regulations 2012.
10. The School Admissions (Appeals Arrangements) (England) Regulations 2012.
11. The Education Act 2011.
12. The School Admissions Appeals Code (2012).
13. The School Governance (Federations) (England) Regulations 2012.
14. The School Organisation (Establishment and Discontinuance of Schools) Regulations 2013
15. School roll projections sourced from the GLA
16. School roll information, including admission information from data held within Education Services
17. National College for Teaching and Leadership "The governance of federations" (August 2014)
18. Department for Education "Opening and Closing maintained schools" (November 2018)
19. Department for Education "Making significant changes ('prescribed alterations') to maintained schools" (October 2018).