

APPENDIX 7b EQUALITY IMPACT ASSESSMENT

Open text responses to the 2022 School Admission arrangements consultation

1) Catchment areas within Haringey are notoriously small and there is a widely known issue with abuse of the application process by temporarily moving into catchment to obtain a school place before moving out of the area to a permanent home. Once an eldest child has a place within a school any younger siblings are then prioritised over local children even if they live several miles out of the catchment. This is obviously detrimental to families living in the area and damages the community feel to local schools. Although schools are aware of this issue I think more needs to be done to prevent abuse. If a child has obtained their place at a school due to distance there should be a system in place for removing that placement if the child later moves out of the area. Given that catchment areas are so small it could be appropriate for example to withdraw a place if the child moves and is no longer within reasonable walking distance of the school. The sibling priority should also be amended so that siblings are only given priority if the applicant and older sibling remain living within a certain "reasonable distance" of the school. There could be complications where children spend time with separated parents at different addresses but the system could be based on a main residence basis. There is always heavy traffic in Haringey at school opening and closing times which suggests that many children are not currently within walking distance of their school. Given the small catchment areas this suggests the problem of children travelling a long way is quite significant.

2) I am the owner of XXXX, a small business offering wraparound care exclusively to pupils at XXXX.

I am writing to propose that criterion number 5 in the 'admission criteria when oversubscribed for reception and junior admissions' be amended and extended.

I propose that:

"Children whose parent is a member of staff who has been employed at the school for two or more years at the time of application or has been recruited to fill a vacancy for which there is a demonstrable skill shortage."

be extended to include *"children whose parent is a member of staff who has been employed at the school **or at a wraparound childcare service exclusively offered at that school...etc.**"*

XXXX has worked successfully in partnership with XXXX since XXXX. We employ XX local people and we run affordable breakfast, after-school and holiday clubs for XXX children. We give priority places to single parents who want to return to work, education or training, and to families in need. Every year, we offer work experience to local secondary school pupils and currently have a local apprentice. The majority of XXXX staff are fully qualified: many trained with us. Most have been employed by the company for more than 10 years. We are rated 'outstanding' by Ofsted and our staff are our greatest asset.

However, the very nature of wraparound childcare means that XXX staff are unable to use similar services at other schools because they finish work past after-school club closing times. They cannot work for XXXX and get their own children to another school on time in the mornings, or use another school's breakfast club, because they need to be at work early enough to care for XXXX parents' children and walk them to school.

Unless criterion number 5 be extended as I propose, my staff have no option but to quit their jobs if they choose to have children of their own and do not live in XXXX catchment area.

I understand that the existing admission criteria when oversubscribed regarding school staff came about following an approach from headteachers who were repeatedly losing staff – usually women – who were unable to get their own children into the school in which they worked. I also understand that admissions made under these criteria are very low – less than one per cent.

Nearly XXXX families rely on us to provide a high quality, safe and essential wraparound service, and our staff are just as much part of the school community as teachers and other school staff. Unless this criterion is extended to include them, XXXX and XXXX parents will automatically lose the services of XXXX experienced, well-trained and valued staff when their children become of nursery and school age.

3) It is essential that managed moves are tracked by LB Haringey in order to ensure that early intervention and support can be put in place for young people at risk of exclusion from mainstream. Many young people who are permanently excluded or transfer to an AP setting have previously attended up to 3 mainstream schools via managed moves. Tracking these moves will allow us to identify where support and early intervention is required, signpost to other services and hopefully minimise the risk of PEX.