

Report for: 11 February 2025

Item number: 16

Title: Results of the pre-publication consultation on the future of Tiverton Primary School and publication of statutory notice

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

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

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

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

1. Describe the issue under consideration

- 1.1 The purpose of this paper is to report back to Council's Cabinet on the outcome of the six week pre-publication consultation on the options for the future of Tiverton Primary School and seek agreement to move to the next stage of the process, the publication of a statutory proposal to close the school.
- 1.2 The six-week pre-publication consultation ran from 6 November 2024 to 18 December 2024 and gathered views from stakeholders on options for the future of the school. We are asking Cabinet to now consider the feedback from this consultation before approving the publication of a formal statutory notice which will invite further comment from stakeholders. Details on all of the alternative options considered and not favoured is also provided at para. 5 below for the consideration of decision makers.
- 1.3 A summary of the representations received from the pre-publication consultation can be found at para 6.8 below. Officer responses to individual stakeholder representation is provided with this report in Appendix 1.

Reasons for decision

- 1.4 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.

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

2 Recommendation

2.1 It is recommended that Cabinet:

- a) Consider the feedback received from the pre-statutory consultation on options for the future of Tiverton Primary School.

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

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

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

- b) Note the reasons for not favouring any of the other options consulted on.
- c) Agree to the publication of a statutory notice to close Tiverton Primary School from September 2025. If agreed, there follows a four-week period of statutory consultation, which will be the final opportunity for people and organisations to express their views about the proposal.

3 Cabinet Member Introduction

- 3.1 Every child and young person, wherever they live in our borough, deserves an excellent education and, as a Council, we are committed to supporting our schools to continue to deliver high-quality teaching, learning and support across Haringey.
- 3.2 We have some of the best performing primary schools in the country and we are immensely proud of the outcomes for our children and young people. In 2023, 73.2% of Haringey Early Years pupils achieved GLD (Good Level of Development), which was ranked 7th highest in the country (from the 152 local authorities). This year this has increased to 73.5%. 82% of Haringey Year 1 pupils achieved the phonics standard in 2023, ranking them 17th in the country and this year it has improved to 83.8%. This is a credit to our children, families, and schools, and we will continue to work in partnership with all our schools to raise standards and attainment.
- 3.3 In recent years, as widely reported, Haringey, like many other London local authority (LA) areas, has been experiencing a significant decrease in pupil numbers, which has caused some schools to face serious and irreversible financial and sustainability pressures. The critical London wide factors of lower birth rates; the cap on rent benefits; families leaving the capital as a result of the housing crisis; Brexit and the Covid-19 pandemic have resulted in a reduction in demand for primary school places in the borough which is no fault of the Council or our schools.
- 3.4 School leaders and the Council in recent years have been working to mitigate the risks that arise from falling rolls where schools fall into financial deficit. Haringey officers have been working with schools locally to progress a number of approaches, with a focus on preventing the escalation of risk to those in scope for potential closure or amalgamation. The approaches used so far include measures to reduce costs such as restructuring school staffing levels, reducing the amount of available support staff, limiting extracurricular activity such as school trips, 'vertical grouping' by combining different year groups in some schools, formally reducing and capping reception and in-year classes, and for some schools the need to agree financial deficit recovery plans with the local authority. I would like to take this opportunity to thank everyone in Haringey's educational system for their often challenging work, as we have worked through these existing decisions and now start to explore the even more difficult options outlined in this paper.

- 3.5 The Council has a statutory duty to ensure there are sufficient high quality school places for our children, and that places are planned effectively. This financial pressure has a significant impact on our schools and threatens the stability and quality of our education system. We must continue to ensure that every single child has access to an excellent education that allows them to fulfil their potential and achieve their ambitions. This is why we must now begin to consider the difficult options outlined in this report for Tiverton Primary School.
- 3.6 Significant concerns have been raised about the school's long-term sustainability in terms of the risks to the school's financial viability and its ability to attract to new pupils. The latter is, in large part, due to a declining birth rate and the recent inspection outcome.
- 3.7 For these reasons and having undertaken a full pre-publication consultation to identify a best solution, I recommend to Cabinet that the Council now proceeds to publishing the relevant statutory notice on the proposal to close Tiverton Primary School. Alternative options have been considered which have not been deemed feasible in the context of falling rolls and the current financial challenges that Tiverton and other local schools are facing.
- 3.8 If the final decision is to progress with closure, we will ensure that all families of displaced pupils are well-supported via the in-year admissions process to transition to an alternative school. This will include a dedicated admissions officer being made available onsite to families to offer admissions support and discuss options. We know there are sufficient places at local schools rated by Ofsted as 'Good' Or 'Outstanding' which can accommodate all displaced pupils.
- 3.9 We also understand there are children on the SEND register attending Tiverton Primary that will need to be well supported, including 12 pupils with an Education, Health and Care Plan (EHCP). We have already held a focussed meeting attended by SEND colleagues for these families and by the time a final decision is made, all parent/carers of pupils with an EHCP will have undergone a review meeting to evaluate their child's progress at the school and to plan next steps, including the possibility of an alternative provision.
- 3.10 Our school's staff's wellbeing and future security is very important, and our school leaders and teachers are often the unsung heroes in our education system. Their hard work and professional commitment cannot be understated, and we know how much of a positive lasting impression they have on their students. If we decide to move to the next phase, we will ensure that all staff receive individualised support and be subject to the normal redeployment procedures. They will be added to the Council's redeployment register so that they can access details of vacancies available within the Council and schools. Other support would include access to the Employee Assistance Programme

for independent support and counselling and access to CV/statement writing/ interview technique on request.

4. Background information

- 4.1 Following many years of borough-wide rising demand as a result of the growth in Haringey's population, the number of primary aged children joining Haringey primary schools has been in steady decline since 2014/15, a trend observed across London. School funding is primarily determined by the number of children on roll, and falling rolls equates to reduced funding to deliver education across the borough.
- 4.2 The Council has a statutory duty to ensure there are a sufficient number of school places for pupils and that places are planned effectively. Published Admission Numbers (PANs)⁴ reflect the maximum number of pupils schools can accommodate in each year group: this is derived from dividing the whole school PAN by the number of year groups within the school. Reductions to PANs have been implemented in recent years in schools across both the East and the West of the borough, however, they have not kept pace with falling numbers, leaving the surplus still above viable levels.
- 4.3 The Council monitors surplus reception places, a key measure of demand, and aims to maintain between 5 and 10% surplus across all Haringey primary schools. The reception vacancy rate in Haringey for entry to September 2024 following national offer day in March 2024 was 10.3% overall with some school planning areas⁵ carrying a higher surplus rate.
- 4.4 As shown in Table 1 below, planning area 3 (PA3) where Tiverton Primary School is located has seen a significant reduction in pupil numbers.

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

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

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

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

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

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

Declining demand

- 4.7 Demand for reception places depends upon a range of factors including parental perception of a schools in a given area, parental choice, birth rates, migration and the ability to afford to live in an area.
- 4.8 The reasons for Haringey's declining numbers are multifaceted, but include a combination of falling birth rates, changes to welfare benefits, the housing crisis, increases in the cost of living, the withdrawal of the right of entry and freedom of movement from EU nationals (Brexit) and as a result of families leaving London during the Covid-19 pandemic. Many of these factors remain outside the Council's control and are at no fault of the schools or their current leadership.
- 4.9 A report on [Managing falling school rolls in London](#) published by London Councils in January 2024 provides some wider context and independent analysis of the issue.

Tiverton Primary School

- 4.10 Tiverton is a substantive two-form entry (fe) community primary school maintained by the local authority. The school is located at Pulford Road, N15 6SP and sits within Planning Area 3 (PA3) which incorporates the following wards: Hermitage & Gardens, St Ann's, 50% of Harringay, 50% of Seven

Sisters and 40% of South Tottenham and includes the following primary schools: Chestnuts, Crowland, Seven Sisters, South Haringay, St Ann's CE, St John Vianney RC, St Mary's RC Infant, St Ignatius RC and West Green.

- 4.11 Tiverton Primary School amalgamated with the former Stamford Hill Primary School in September 2020 with the Stamford Hill site closing on 31 August 2020. The school is graded 'Requires Improvement' following an inspection by Ofsted in June 2023. Previously it had been graded as 'Good' at a full inspection in May 2018.
- 4.12 Due to a continued fall in demand for school places in PA3, Tiverton is currently operating as a 1fe primary school. Prior to 2020, the school had a published admission number (PAN) of 60. This was reduced to 30 from September 2020 to align with reduced demand.
- 4.13 Over several years, the pupil roll at Tiverton Primary School has significantly fallen. The 2019 January census recorded the school as having 307 pupils on roll and this has reduced in recent years owing to many of the factors mentioned above. The table below shows that by 2024 January census there were 245 pupils on roll. By October 2024 census this had reduced to 152 pupils on roll owing to the larger Year 6 cohort transferring to secondary school and further in-year movement.
- 4.14 Table 2 below shows the gradual decline in pupils on roll at Tiverton Primary School since 2019.

Table 2: Total number of pupils on roll (reception to year 6)

| School | School Net Capacity | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | Oct. 2024 |
|------------------|---------------------|------|------|------|------|------|------|-----------|
| Tiverton Primary | 420 | 307 | 310 | 327 | 297 | 271 | 245 | 152 |

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

- 4.15 As mentioned above, the fall in pupil numbers can be credited to a combination of factors, including falling birth rates and outward migration. Historically, mobility rates at Tiverton Primary have also been high. The number of families leaving tends to be balanced out by a similar number joining the school (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; uncertainly following Brexit with some European families leaving the local area; new housing developments and their cost and size.
- 4.16 The low level of admissions in recent years has had a considerable financial effect on the school, which has led to a substantial and growing year

financial deficit. Forecasts for the school and the locality from the GLA show numbers continuing to fall locally and across Haringey. As previously stated, school funding is primarily determined by the number of children on roll, and falling rolls equate to reduced funding. It is extremely difficult for a school to remain financially viable when pupil numbers are falling as most school funding is pupil-based in line with the School's National Funding Formula. Unused or vacant school places create an immediate cost pressure for a school through a reduced budget, which in turn can affect the overall sustainability and quality of education standards.

- 4.17 As regards to the applicants the school has received since 2018, there has been a considerable drop in expressed preferences overall. This, along with the significant drop in births in planning area 3 and across Haringey, make it unlikely that pupil numbers will recover at Tiverton Primary School. Table 3 below shows the falling number of applications that Tiverton has received each year since 2018.

Table 3: Preference table and Births

| Tiverton Primary school | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025* |
|---------------------------------------|------|------|------|------|------|------|------|-------|
| Total preferences | 59 | 56 | 64 | 57 | 46 | 51 | 44 | - |
| Births (equiv. year of entry) for PA3 | 670 | 725 | 644 | 630 | 608 | 619 | 647 | 482 |

*the application deadline for entry to September 2025 is 15 January 2025 and preference data is therefore not currently available at the time of writing this report

Note 1: For context Total preferences for Tiverton between 2012 and 2017 varied between 71 and 108

Note 2: GLA School roll projections for 2025 to 2030 vary between 353 to 369

Note 3: PA3 will offer 390 Reception places from 2025

- 4.18 Furthermore, many families have recently opted to leave the school since the launch of the consultation on the options for the future of the school. Currently only 132 pupils remain on roll at the school as of December 2024, which is a reduction of more than 50% from the 307 pupils recorded in the 2019 January census.

Tiverton Primary School – financial position

- 4.19 Under legislation, schools retain a high degree of autonomy when setting budgets unless they are in a deficit position. Schools are reminded of the need to forecast as accurately as possible so that decisions are taken in the light of accurate budget projections. Schools in deficit are required to complete deficit recovery plans to bring their budget back into balance by elimination of the deficit within three years.

- 4.20 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.
- 4.21 The Council has a responsibility to deliver best value, and continuous improvement through the efficient, effective and economic management of our school estate, whilst also ensuring that secure, sustainable and high-quality education is in place for the children and young people of Haringey now and into the future.
- 4.22 As well as the issue of falling rolls and a drop in preferences impacting Tiverton, the Council has had serious concerns stemming from the internal audit report issued to the school in June 2024, which provided an overall assurance rating of 'Limited Assurance'. There were serious weaknesses identified in key financial processes which placed the school at risk of longer term financial viability. The school has been under a licensed deficit scheme and has continued to struggle to bring its budget back into balance despite support with loans and regular budget monitoring meetings with the local authority Schools Finance team.
- 4.23 In October 2024, the governing body was issued with a warning notice stating that the Local Authority intended to exercise its intervention powers under section 60(1)(e) Education and Inspections Act 2006). An Interim Executive Board of Governors was established following the resignation of all members of the governing board on 7 October 2024.
- 4.24 The local authority Schools Finance team and the IEB are working in partnership to stabilise the school's financial deficit and to avoid any further shortfall. Ultimately, the cost of the deficit would fall on the Council's General Fund and would represent additional financial pressures for the Council. It is therefore essential to ensure there is appropriate financial governance for the remaining months the school remains open if a decision was to be made to proceed with the closure option contained in this report.

Tiverton Primary School - future sustainability

- 4.25 It has become increasingly clear that the school is no longer sustainable financially or organisationally, and that, after evaluation of a number of options, closure of the school should be considered and consulted on.
- 4.26 Amongst the considerations for proposing closure are:
- The pupil roll has fallen over the past five years resulting in reduced (per pupil) funding. This reduced funding has created significant deficit (-£703,686), and it is thought to be unlikely that the school will be able to reverse this trend and prevent this deficit growing over future years if it remains open.

- This funding position would have a detrimental impact on staffing and resources, which would limit the school's ability to continue to provide the high quality of education that the children in the school community need and deserve.
- The school would be hampered in its capacity to deliver a broad and balanced curriculum that it would be reasonable to expect of a primary school.
- Haringey has capacity in neighbouring schools to meet the needs of all displaced pupils transitioning from Tiverton to alternative schools.

4.27 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* (January 2023). This sets out a five-stage process as outlined at para. 6.16 below.

4.28 Council's Cabinet agreed on 15 October 2024 to start a pre-publication consultation on the options for the future of Tiverton Primary School. The Cabinet report to this and the minutes of the meeting can be found here: [Issue - items at meetings - Options for the future of Tiverton Primary School | Haringey Council](#).

4.29 This report seeks approval to move to the next stage of the process, the publication of a statutory notice to close the school. A final decision on whether to proceed with the closure of the school would be taken by the Council's Cabinet at the end of the representation period that follows the publication of proposal.

5. Alternative options considered and not favoured

5.1 The following options were considered and presented to stakeholders as part of the pre-publication consultation carried out in November and December 2024:

- no change i.e. continuation of current strategy for school improvement without any further action to address falling local rolls
- Federation
- amalgamation resulting in the closure of Tiverton Primary School with the displaced pupils being accommodated by another community school
- whether South Grove Primary⁶ as the nearest community school with the same type and characteristics as Tiverton Primary could be the best option for an amalgamation/merger
- Closure

No change and continuation of current strategy

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

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

Federation

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

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

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

| School | Financial position |
|-------------------|---------------------------|
| Tiverton Primary: | £-703,686 |
| Seven Sisters: | £-713,840 |

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

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

- 5.12 It is important to note that when a maintained school closes, any outstanding deficit falls to the Council to be written off. However, when two schools are

amalgamated, the newly formed school inherits the school deficit. Due to falling rolls in PA3, there is a risk that the school deficit balances could increase at a greater rate for both schools and have an impact on school funding and cause greater pressure on in-year budgets up to the point of a merger and beyond. This would ultimately result in increased financial liability for the Council as schools at risk move toward or increase their deficit position.

- 5.13 An amalgamation is also not considered a viable option as it is unlikely to lead to sufficiently stabilising numbers of pupils at the newly amalgamated school. Since June 2024 the vast majority of families leaving Tiverton Primary School have opted to transfer to other local schools near their home address. Our records show that most leavers (19 pupils) have transferred to Woodberry Down Community School in Hackney. A small number of families expressed an interest in South Grove and a significant number of pupils have successfully transferred to alternative Haringey schools.
- 5.14 Although the short distance (0.6 miles away from South Grove), which is a 13 minute walk between the two schools was one of the key reasons a merger was explored, based on the recent evidence of pupil movement, there is no guarantee that families would opt to transfer their child(ren) to South Grove. The trend so far points to pupils transferring elsewhere and we know there are sufficient places at other local schools to accommodate pupils.
- 5.15 The option of an amalgamation with South Grove is therefore rejected based on the reasons outlined above. To date, no other school has expressed an interest in an amalgamation with Tiverton Primary, and there are none located near enough with the sufficient places to accommodate all displaced pupils.

Full and immediate closure

- 5.16 This is the option favoured in this report. The local authority has a statutory duty to ensure the efficient use of resources. Maintaining a school with a declining roll could not be considered efficient given that there are surplus places in other local schools. The DfE advises that school closure decisions should be taken when there is no demand for the school in the medium to long term and there are sufficient places elsewhere to accommodate displaced children.
- 5.17 There are sufficient primary school places in the local area that can provide a suitable alternative for displaced pupils. A high surplus of primary school places in the local area means that other alternatives can be offered for pupils at Tiverton that wish to go elsewhere.
- 5.18 All children presently attending Tiverton Primary and all applicants to Reception for September 2025 can be accommodated in alternative schools within a reasonable distance. On analysing in-year vacancy information of schools in and immediately bordering PA3 where Tiverton is located, there

are currently more than sufficient vacant places across all year groups (reception to Year 6) across 14 Haringey schools within 1 mile of the school.

Table 4 - Local school vacancies vs. Tiverton roll - roll return & vacancy data received from schools as of 6 December 2024

| SCHOOL | PLANNING AREA | METRIC | Year 0 | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 |
|---|---------------|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Chestnuts Primary School | PA3 | Vacancies | | | 3 | 1 | | | 2 |
| Crowland Primary School | PA3 | Vacancies | 9 | | | 10 | 4 | | 10 |
| Seven Sisters Primary School | PA3 | Vacancies | | 2 | 31 | 1 | | 29 | |
| South Haringay Infant School | PA3 | Vacancies | | 5 | | | | | |
| South Haringay Junior School | PA3 | Vacancies | | | | 1 | | 1 | 17 |
| St Ann's CE Primary School | PA3 | Vacancies | | 5 | 5 | 5 | 5 | | 10 |
| St Ignatius Catholic Primary School | PA3 | Vacancies | 2 | 13 | 7 | 6 | | | 9 |
| St John Vianney Catholic Primary School | PA3 | Vacancies | | | 1 | | 3 | 1 | 3 |
| St Mary's Priory Catholic Infant School | PA3 | Vacancies | 7 | | 2 | | | | |
| St Mary's Priory Catholic Junior School | PA3 | Vacancies | | | | 22 | 15 | 2 | 25 |
| West Green Primary School | PA3 | Vacancies | | | | | 1 | | |
| Earlsmead Primary School | PA4 | Vacancies | 11 | 9 | | | | 2 | 1 |
| Harris Primary Academy Philip Lane | PA5 | Vacancies | | | 1 | 5 | 4 | | 8 |
| North Haringay Primary School | PA5 | Vacancies | | 15 | 1 | | 6 | 11 | 3 |
| | | Total Vacancies | 29 | 49 | 51 | 51 | 38 | 46 | 88 |
| Tiverton Primary School | PA3 | Children on Roll | 18 | 18 | 11 | 14 | 19 | 23 | 29 |
| | | Remainder | 11 | 31 | 40 | 37 | 19 | 23 | 59 |

- 5.19 There will also be other schools in Hackney bordering PA3 which have vacancies within 1 mile of the school and families may wish to attend schools across a wider distance based on their home locations i.e. local schools nearer to their home address. Map 1 below shows the postcode location of all Tiverton pupils in Reception – Year 5. Pupils in Year 6 are not included as this cohort of pupils will be transferring to secondary school and therefore not impacted by the proposals set out in this report.
- 5.20 It is expected that schools in the local area and beyond will still be carrying a high number of vacancies at the end of the academic year 2024-25, which means that an alternative local school can be offered to any family that wants one.
- 5.21 All Haringey schools in the local area are judged by Ofsted to be 'Good' or 'Outstanding.' Pupils joining other local schools from Tiverton Primary will contribute towards the improved sustainability of the receiving schools as it

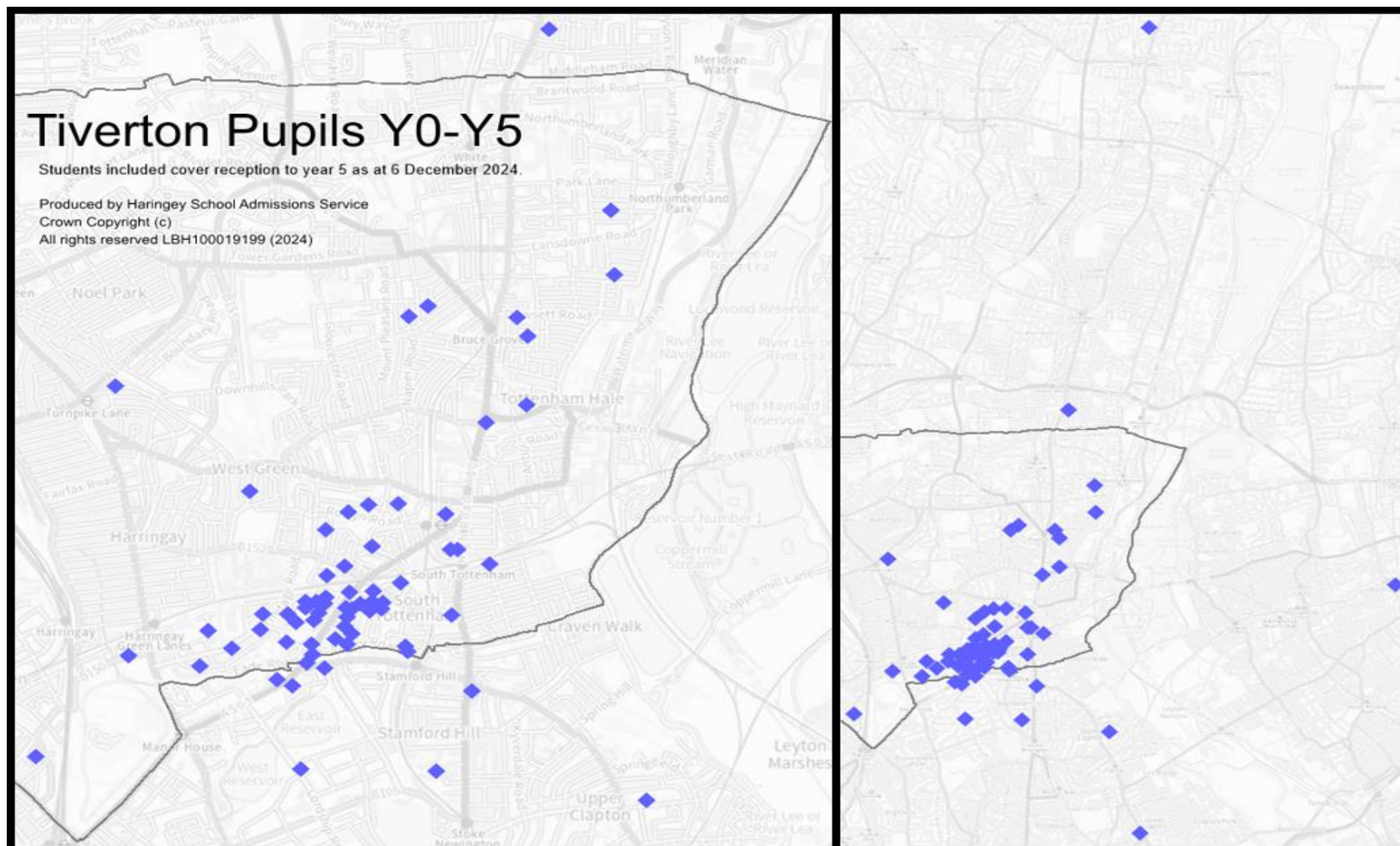
will lead to increased pupil numbers and, in turn, their financial income. A closure will therefore help support the sustainability and viability of other schools in PA3 by enabling neighbouring schools to increase their pupil numbers.

- 5.22 The Council is financially liable for any maintained school deficits and must decide each year whether to continue to fund a school in deficit. When a maintained school closes the Council is responsible for the debt carried by the school at the point of closure. If the Council does not take action to reduce the number of primary school places to align with the current and projected demand, it knowingly takes on increased financial burden and responsibility at a time when it is required to find substantial savings.

Resource and Risk implications

- 5.23 The Council aims to ensure that demand for school places is as closely matched to supply as possible. The closure of a school where there is considerable overcapacity supports this process.
- 5.24 Section 14 of the Education Act 1996 places a duty on local authorities to “*secure that sufficient schools for providing primary and secondary school education are available for their area*”. The authority is required to exercise these functions with a view to increasing opportunities for parental choice. The large level of existing and anticipated vacancies and the compact nature of Haringey’s geography mitigate considerably against any risk of there being insufficient places to house pupils affected by any closure.
- 5.25 Following the complete vacation of the Tiverton Primary School site, the Local Authority will consider the wider needs of our children, young people and school in determining a use of the site that keeps it in education use if that need can be demonstrated.
- 5.26 The freehold of the building belongs to the Council, who would ultimately decide what use the building would be put to, if closure were agreed. Planning constraints presently limit the use of the building for anything other than education or training purposes. Haringey Council’s clear preference would be for the building to remain in use as an educational or community facility. This includes but is not limited to SEND provision, alternative provision or future proofing for a possible return to a rise in pupil numbers in the next 7 to 20 years.

Map 1



6. Consultation process and next steps

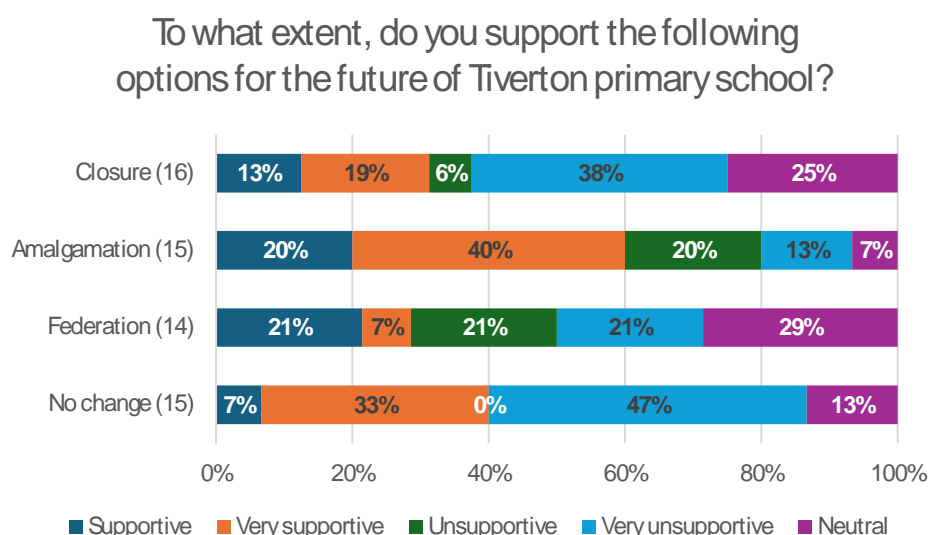
- 6.1 It is a statutory requirement for the proposer (in this case the LA) to consult any parties they think appropriate before publishing statutory proposals. The process includes a statutory element of consultation that lasts for 6 weeks to allow the widest possible opportunity for views/comments to be made by parents, carers, local residents and other stakeholders.
- 6.2 The pre-publication consultation ran from 06 November 2024 to 18 December 2024. The purpose of the consultation was for the LA to seek the views of and engage with those that could potentially be affected by proposals. Two public meetings were held at Tiverton Primary school and were well attended. Individuals and translators representing the main languages from the local community also attended - Albanian, Bengali, Portugues, Somali, Spanish, and Turkish.
- 6.3 The results of the initial consultation are given below from paragraph 6.8 - 6.15. Appendix 1 provides a more detailed breakdown and lists the individual written responses received during the consultation together with responses from LA Officers.
- 6.4 Consultation included:
- Letter to parent/carers and staff at Tiverton Primary schools;
 - Letter to all local schools within PA3 and across Haringey via the Schools Newsletter which is distributed to the headteacher and chair of governors of every school in the borough;
 - email to all Children's Centres in the borough;
 - email to all registered nurseries and child minders and any other early years providers;
 - email to all Councillors;
 - email to MPs whose constituencies are affected;
 - email to the diocesan authorities;
 - email to all residents' groups that the Council hold information for;
 - email to the trade unions;
 - email to neighbouring authorities;
 - publication of information in all libraries across the borough via posters and digital screens.
- 6.5 Stakeholders were given the opportunity to express their views in writing, via a questionnaire – both online via Commonplace and a hard copy, by email and post.
- 6.6 A consultation FAQ was also made available via Commonplace and two public meetings were held hosted by the school and attended by Haringey Education representatives. The purpose of the two events (morning and afternoon sessions) was to share key information and discuss the options

presented as part of the consultation. The sessions were well attended, and the minutes, including the Q&A at the end of the session can be found out at Appendix 2. The PowerPoint slide deck presented at the meeting can also be found at Appendix 2.

- 6.7 A separate consultation meeting for parents/carers with children with SEND at Tiverton Primary School was also held on 15 November 2024. There are no minutes for this meeting accompanying this report due to the sensitive and confidential nature of this meeting, however, SEND colleagues were present to provide individual support and advice to families.

Responses to the consultation

- 6.8 Some 20 written responses were received from the consultation. Respondents to the survey were asked “To what extent, do you support the following options for the future of Tiverton primary school?”

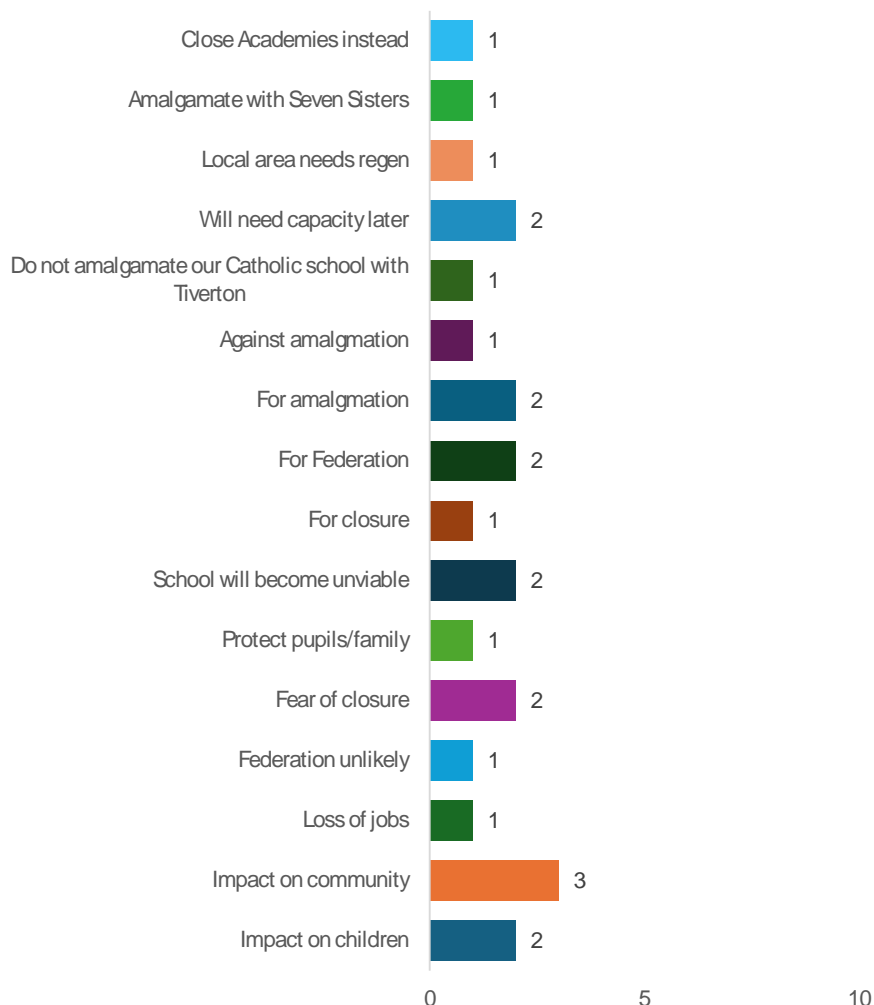


- **Closure:** A quarter of respondents to this question were neutral (25%) whilst 44% were very unsupportive (38%) or unsupportive (6%) of closure. Around a third (32%) were very supportive of closure (19%) or supportive (13%).
- **Amalgamation:** Two fifths (40%) of respondents were very supportive of amalgamation whilst a fifth each (20%) were either supportive or unsupportive. 7% were neutral.
- **Federation:** Around a third (29%) were neutral to the proposal of federation whilst 21% each were either supportive, unsupportive or very unsupportive of federation.
- **No change:** Almost half of respondents were very unsupportive of no change whilst a third (33%) were very supportive of no change. Some 13% were neutral.

- 6.9 In summary, there appears to have been a variety of opinions from respondents though the largest single respondent group (47%) was very

unsupportive of No change. Of the three options (closure, amalgamation or federation) the single largest respondent group was very supportive for amalgamation (40%).

Please provide reasons for your views below:



- 6.10 When respondents were asked for the reasons for their views a variety of different answers were provided. 3 respondents mentioned the potential impact on the local community whilst another 2 mentioned the impact on pupils. 2 respondents felt that Tiverton was becoming unviable, another respondent felt the Council should close academies instead and another that the local area around Tiverton school needed regeneration.
- 6.11 As part of the pre-publication consultation process, two public meetings (morning and evening) were held at Tiverton Primary on 11 November 2024. Approximately 50 people attended the morning public meeting and approximately 20 attended the evening. The number of parent/carers estimated to be at the meeting was 40 and 15, respectively.

- 6.12 The views expressed at the public meetings broadly reflected those of the written responses. A recurrent question posed by parent/carers related to whether places would be guaranteed for displaced pupils. It was made clear that places would be guaranteed to all families that wanted one if the option of closure was progressed. The minutes of the meetings, including the Q&A at the end of the session can be found at Appendix 2.
- 6.13 Appendix 1 para 5. lists the individual written responses received during the consultation together with responses from LA Officers for the consideration of decision makers.
- 6.14 As the main driver of school funding is pupil numbers there will continue be a significant concern about the long-term sustainability of Tiverton Primary School in terms of the risks to its financial stability and its ability to attract pupils to the school against a backdrop of falling demand which is projected to remain broadly static until 2029/30.
- 6.15 For these reasons and based on the balance of responses received, together with careful consideration of a number of other material factors such as falling rolls, the ability of local schools to be able to survive financially and the impact this will have on the quality of education delivered to pupils at Tiverton Primary School and other local schools, Council's Cabinet is asked to agree the recommendation to take the proposal forward to the next phase by publishing a statutory notice to close the school. This will trigger a 28-day representation period during which any person could object to or make comments on the proposal.
- 6.16 **Statutory Consultation process and next steps** – there are 5 main stages summarized in the table below, with indicative timescales:

| Stage | Description | Timescale | Comments |
|-------|------------------------|---|--|
| 1 | Statutory Consultation | No prescribed timescale but recommended to be a minimum of 6 weeks, taking into account and avoiding where possible school holiday periods. | <p>Consultation from 6 November to 18 December 2024 (six weeks). This will include publication of consultation material and public meetings.</p> <p>Following consultation, where Cabinet approval is given, the Council will be required to publish a Statutory Notice.</p> <p>Cabinet to be held on 11 February 2025</p> |

| | | | |
|---|---------------------------------|--|--|
| 2 | Publication of Statutory Notice | 1 day | <p>Propose to publish Statutory Notice on 24 February 2025</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 CofE and RC Dioceses and any other body or person that the Proposer considers appropriate.</p> |
| 3 | Representation Period | 4 weeks from date of publication of Statutory Notice | <p>Representation Period to end 24 March 2025</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 proposal or whose constituents may be affected by the proposal - 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 request for a copy of the full</p> |

| | | | |
|---|------------------|---|---|
| | | | Proposal must be sent out to the person requesting it within 1 week of receiving the request. |
| 4 | Cabinet 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 April/ May 2025.</p> |
| 5 | 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><u>September 2025</u></p> <p>Tiverton Primary School is closed from 31st August 2025. All pupils will move to alternative schools.</p> |

- 6.17 As shown above, the next stage is for the Council to agree to publish a statutory notice to close Tiverton Primary School. There follows a four-week period of consultation which is published, 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 gather all the responses and documentation, and the Council's Cabinet will then decide whether closure happens.
- 6.18 There are 2 key decision points where members will decide on how to proceed:
- The first decision is whether Cabinet now agrees to continue the process by publishing a statutory notice.
 - The second decision is whether at the end of the four-week representation period Council's Cabinet decide to close Tiverton Primary School.

Actions to be undertaken for the pupils, parents and carers affected

- 6.19 The local authority, as the body responsible for school admissions in Haringey, has had to plan for every eventuality to ensure that all children attending Tiverton Primary School have a place for September 2025. Support will be offered to parents, carers and pupils to manage the transition – should it be decided that the school should close – from Tiverton to other schools. A co-ordinated admissions process, led by the local authority's school admissions team will run to ensure that the parent/carer of each child on the roll of Tiverton will have access to an admissions application and be able to state preferences for alternative schools. A dedicated admissions officer will be allocated to work closely with families and school staff to ensure that every child is able to secure a school place for September 2025.
- 6.20 Similarly, children with special educational needs will be fully supported to make this transition with reviews of their Education, Health and Care Plans where appropriate. There is a high incidence of need at Tiverton Primary schools, with the pupils with an EHCP at Tiverton at 12 (9% from a total of 132 pupils). The percentage of pupils on FSM is 55% at Tiverton (May 2024 census, reception to year 6).
- 6.21 It should be noted that there are **14** Haringey schools within 1 mile of Tiverton, all within a reasonable travelling distance. All these schools currently have vacant school places across Reception to Year 6 to be able to accommodate displaced pupils.

Actions to be undertaken for the teachers and non-teaching staff affected

- 6.22 The LA informed staff at the earliest possible opportunity that there was a potential that the school would close in August 2025. The trade unions were

also involved at this stage. If we decide to move to the next phase, we will ensure that all staff receive individualised support and be subject to the normal redeployment procedures. They will be added to the Council's redeployment register so that they can access details of vacancies available within the Council and schools. Other support would include access to the Employee Assistance Programme for independent support and counselling and access to CV/statement writing/ interview technique on request.

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

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

- No change i.e. continuation of current strategy for school improvement without any further action to address falling local rolls
 1. Financial Impact: This option would require continued reliance on Council reserves to cover deficits further depleting the General Fund.
 2. Educational Impact: Without addressing the financial shortfall, schools would face cuts to teaching staff, resources, and programs, directly undermining the quality of education.
- Federation and Amalgamation
 1. Financial Impact: While federation/amalgamation could streamline costs, it does not address the fundamental issue of low pupil numbers at Tiverton Primary. The financial strain would extend to the federated schools, increasing their operational deficits.
 2. 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.
- Recommendation for School Closure

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

This decision will have financial consequences for the Council; however, it represents the most appropriate option to consider. The local authority will

need to cover the school's financial shortfall as well as manage the additional expenses linked to the closure. These expenses will encompass redundancy payments for employees, settlement costs for leased equipment, and costs associated with early contract termination.

Assistant Director of Legal and Governance

- 9.6 This report sets out proposals for the future of Tiverton Primary School, a primary school maintained by Haringey Council.
- 9.7 The Education and Inspections Act 2006 ("the Act"), as well as secondary legislation in the form of the School Organisation (Establishment and Discontinuance of Schools) Regulations 2013 ("the Regulations") contains a detailed process to be followed where an authority proposes to close discontinue or cease to maintain a school. In addition, the authority must adhere to statutory Guidance; the current Guidance issued in January 2023 is entitled "Opening and closing maintained schools" ("the Guidance"). The purpose of the legislation and guidance in the context of school closures is to ensure that surplus capacity is removed where necessary. All proposals to close a school must be made with regard to the factors outlined in the Guidance and follow the statutory process.
- 9.8 The Guidance provides illustrative reasons for closing a maintained school that include i. where there are surplus places elsewhere in the local area that can accommodate displaced pupils and there is no predicted demand for the school in the medium to long term; ii. it is to be amalgamated with another school or iii. where it is no longer considered viable. This report considers all 3 reasons but recommends closure of Tiverton on the first and third ground namely surplus places elsewhere in the local area and the schools financial predicament causing the Council to consider it to be no longer viable.
- 9.9 The statutory framework entails a two stage consultation process. With Cabinet approval Officers completed the stage 1 consultation. This report details the outcome and further consideration undertaken by Officers to consider the future of Tiverton Primary School in accordance with the statutory framework. Members are asked to approve the consultation progression to stage 2 that entails the publication of a statutory proposal containing prescribed information compliant with the Establishment and Discontinuance Regulations. If approved the statutory proposal must be published within 12 months of the initial consultation. The Regulations and Guidance also prescribe where and how the statutory proposal is to be published and the persons to be consulted and the timeframe for doing so.
- 9.10 Officers must ensure that the publication and consultation principles are adhered to.
- 9.11 The local authority is the sole decision maker on a school closure. In this instance the decision is to be made by Cabinet as indicated in the report.

Officers are reminded that the Schools Adjudicator will also be the decision maker in any case where the local authority does not make a decision within a period of 2 months of the end of the representation period. Where this happens, the local authority must, within a week of the end of that 2 month period, refer the case to the Schools Adjudicator.

- 9.12 Officers are advised to adhere to the decision making timeline at paragraph 6.15 of the report to reserve the decision making power concerning the future of Tiverton Primary School to the Council.
- 9.13 The report provides details of the stakeholders who would potentially be affected by the proposal. The Council proposes to deal with each group with propriety and fairly in compliance with its statutory and corporate duties and responsibilities.

Equalities Comment

- 9.14 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.

- 9.15 The report recommends that Cabinet agree to move to the next stage of the process, the publication of a statutory proposal to close the school which will trigger a 4 week representation period (formal consultation).
- 9.16 An Equalities Impact Assessment (EqIA) is attached at Appendix 3. This is an assessment of the potential impact of closure based on consideration of all the relevant available data. The EqIA has been updated following the pre-statutory consultation period to address the issues raised and will be further updated if Cabinet decide to proceed to the next phase of consultation.

- 9.17 **Service users (children at Tiverton Primary)** -- A comprehensive EqIA has identified some potential negative impacts on some children – aged 0 to 11 years old – at Tiverton. This decision may particularly impact children who are male, of Black African, Black Caribbean or any other white backgrounds as they are overrepresented in Tiverton primary school. Additionally, students at Tiverton may live in higher areas of deprivation and face particular socioeconomic disadvantages. In terms of pupil composition Tiverton Primary shares many similar characteristics with other Haringey primary schools located in Planning Area 3 and any negative impact can be mitigated with careful planning and the offer of alternative school places. Older Tiverton children (Years 4, 5 and 6) are overrepresented within the service user base, simply because the numbers of younger pupils (in Reception, Years 1, 2 and 3) at the school are low. There are sufficient places that exist at neighbouring schools to absorb displaced pupils. All surrounding schools are judged by Ofsted to be ‘good’ or ‘outstanding.’
- 9.18 **Children with Special Education Needs (SEN) or disabled children** – Whilst Tiverton Primary has a lower proportion of pupils with SEN than other primary schools in the borough, they are nevertheless a vulnerable group who could be particularly affected by this proposal, although this could be mitigated by good transition planning. The admission arrangements prioritise children with an EHCP or SEND needs before oversubscription criteria comes into force as well as giving priority to children with social and medical considerations that meet the criterion for an exceptional medical or social need.
- 9.19 **Teaching and non-teaching staff** -- The closure of Tiverton Primary School will inevitably negatively impact on teaching and support staff working at the school. Due to the predominance of female staff over male staff in Tiverton Primary School (and indeed in primary schools across the borough and the country), they are likely to be affected in greater numbers.
- 9.20 Additionally, Tiverton has an overrepresentation of Black and Asian staff compared to the Haringey average, and an older staff population. Therefore, staff who have these protected characteristics are overrepresented amongst those likely to be negatively impacted by the decision. In terms of mitigating the impact of these equality characteristics, the Council will endeavour to ensure all staff affected will receive individualised support and be subject to the normal redeployment procedures. They will be added to the Council's redeployment register so that they can access details of vacancies available within the Council and schools. Other support would include access to the Employee Assistance Programme for independent support and counselling and access to CV/statement writing/ interview technique on request.

10. Use of Appendices

Appendix 1 – analysis of consultation responses

Appendix 2 – Minutes of the public meetings held at Tiverton Primary
Appendix 3 – Equalities Impact Assessment (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 Organisation (Establishment and Discontinuance of Schools) Regulations 2013
13. School roll projections sourced from the GLA
14. School roll information, including admission information from data held within Education Services
15. Department for Education “Opening and Closing maintained schools “(January 2023)
16. Department for Education “Making significant changes (‘prescribed alterations’) to maintained schools” (January 2023).