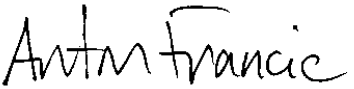




Haringey Council

Equality Impact Assessment

Name of Project	Proposal to change the Primary sibling oversubscription criterion for 2017/18	Cabinet meeting date If applicable	
Service area responsible	Education Services		
Name of completing officer	Carlo Kodsi Team Leader School Admissions Nick Shasha, School Place Planning Lead	Date EqIA created	16/10/2015
Approved by Director / Assistant Director	Anton Francic, Joint Interim Ad, Schools and Learning 	Date of approval	20/10/2015

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a 'Specific Duty' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Carlo Kodosi, Team Leader School Admissions	5.
2. Nick Shasha, School Place Planning Lead	6.
3. Eveleen Riordan, Interim Head of Education Services	7.
4. Ben Ritchie, Policy and Equalities Officer	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

The council are seeking to consult on a change to the Primary sibling oversubscription criterion for 2017/18. If implemented this change would apply to our primary community schools and to those free schools/academies who choose to follow our admissions arrangements.

The change in sibling criteria would mean that where any family who moved further than 0.5 miles away from the school after admission of a child, the sibling criterion wouldn't apply in determining the admission of any subsequent child(ren) in the family.

The aim of any criterion change would be to close down any renting of property to secure a school place advantage and arises from some strong pressure in (but not limited to) the N8 area. It is also to ensure that local places are available for local families. Where families haven't moved between admission of one child and another, the usual sibling criterion will remain.

Some local families of pre-school aged children, particularly in the N8 area have expressed concern that the current sibling criterion enables applicants to secure a exception school place for their first child and then move out of the local area, but continue to take priority over local families for any future applications for younger children in their family.

Currently for community and voluntary controlled (VC) primary schools priority for a school place is given to all siblings ⁽¹⁾ of children already attending the school. This means that those children with siblings may gain admission to a school over more local applicants even though they may live much further from the school as the result of a change of address after their first child has been offered a place at the school. The increase in population and the rising popularity of some Haringey schools including a significant number of schools located in the N8 area means there is a rising pressure for places at some of our schools from local families. High mobility also means that there are a minority of parents moving away from the local area after their first child has been admitted to a local school but subsequently gaining admission for their younger children under the current sibling admissions criterion, thereby reducing the number of places available for local applicants.

A particular challenge for the Council is families who opt to rent property close to oversubscribed schools in order to secure a place at the school and who then move away or revert to a permanent address elsewhere. This practice, while not unlawful per se and while it may be underpinned by genuine reasons for families renting temporary accommodation, can lead to a reduction in the number of places available to local families in subsequent years.

By reviewing the sibling priority oversubscription criterion, the Council will have the opportunity to seek views on how to strike the right balance between allowing younger siblings to follow their first born sibling into local schools, while at the same time guarding against families who chose to live in an area for a short period of time with the sole purpose of gaining access to a particular school.

¹ Children with a brother or sister already attending the school and who will still be attending on the date of admission regardless of their current address

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment

The School Admissions Code, states that personal information that does not directly relate to the application of the admissions criteria cannot be collected through the admissions process. These regulations are in place to ensure that unlawful discrimination cannot take place based on personal information.

Given the above, it is not possible to complete a full analysis of equalities data relating to the proposed admission arrangements for 2017.

Information below provides information on the current statutory school age population in Haringey schools.

Data Source (include link where published)

What does this data include?

Age as of January 2015

Year group	Primary Reception to Yr 6	Secondary Yrs 7-11	Grand Total
Reception	3,240		3,240
Year 1	3,172		3,172
Year 2	3,245		3,245
Year 3	3,196		3,196
Year 4	2,944		2,944
Year 5	2,947		2,947
Year 6	2,888		2,888
Year 7		2,361	2,361
Year 8		2,216	2,216
Year 9		2,211	2,211
Year 10		2,325	2,325

The table shows that there is no significant difference between age groups and the current trend of year on year increasing cohorts coming through the key stage one year groups.

Year 11		2,214	2,214
Grand Total	21,632	11,327	32,959

Gender as of January 2015

	Primary Reception to Yr 6	Secondary Yrs 7-11	Grand Total	Primary Reception to Yr 6	Secondary Yrs 7-11	Grand Total
Female	10,579	5,511	16,090	48.9%	48.7%	48.8%
Male	11,053	5,816	16,869	51.1%	51.3%	51.2%
Grand Total	21,632	11,327	32,959	100%	100.0%	100.0%

The table shows that within the school population there is a not a significant difference between the sexes; the percentage difference in the primary sector is 2.2% with slightly more boys. In the secondary sector the difference is slightly more pronounced at 2.4%.

Disability as of January 2015

	Pupils with statements or EHC plans			
	Primary Reception to Yr 6	Primary Reception to Yr 6 (%)	Secondary Yrs 7-11	Secondary Yrs 7-11 (%)
Haringey	400	1.7%	383	3.0%
London	12,310	1.7%	10,150	2.1%
England	61,970	1.4%	58,100	1.8%

The data indicates that Primary children in Haringey with a SEN statement or EHC plans are in line with the London average (both 1.7%) though at a slightly higher percentage than the England average (1.4%). The percentage of Secondary school children with statements or EHC plans is higher in Haringey (3.0%) than in England (1.8%) or London (2.1%).

	Pupils with SEN support			
	Primary Reception to Yr 6	Primary Reception to Yr 6 (%)	Secondary Yrs 7-11	Secondary Yrs 7-11 (%)
Haringey	3,012	12.8%	2,662	20.8%
London	96,570	13.2%	64,500	13.3%
England	587,635	13%	369,035	12.4%

The proportion of Primary school children in Haringey with SEN support (12.8%) is marginally lower than across England (13%) and London (13.2%). At Secondary level there are large differences with 20.8% of Haringey children receiving SEN support compared to 12.4% across England and 13.3% across London.

Ethnic composition of Primary and Secondary pupils, Haringey and England as at January 2015

	Haringey (%)		England (%)	
	Primary	Secondary	Primary	Secondary
Any other White background	25.6%	26.3%	5.8%	4.4%
White British	20%	18.9%	68.9%	72.1%
White Irish	1.1%	0.8%	0.3%	0.3%
Gypsy/Roma	0.4%	0.3%	0.4%	0.2%
Traveller of Irish heritage	0.2%	0.1%	0.1%	0.0%
Black Caribbean	8.5%	9.6%	1.2%	1.4%
Black African	16.7%	15%	3.7%	3.3%
White and Black Caribbean	3.1%	3.3%	1.5%	1.3%
White and Black African	1.4%	1.7%	0.7%	0.5%
Bangladeshi	2.7%	3.0%	1.7%	1.6%

The table shows that there are significant differences in the ethnic composition of both the primary and secondary cohorts at Haringey primary and secondary schools compared to England averages.

The most significant differences are a far smaller proportion of White British pupils compared to England (20% and 18.9% compared to 68.9% and 72.1%) and a far higher proportion of Any Other White background pupils (25.6% and 26.3% compared to 5.8% and 4.4%). Haringey also has a far larger proportion of Black Caribbean and Black African pupils compared to the England average.

Although Haringey's proportion of Bangladeshi pupils is higher than the England average, the proportion of Pakistani and Indian pupils is lower than the England

Indian	1.0%	1.3%	2.8%	2.8%	average. There is not any major variation of ethnic groups between Haringey's primary and secondary school indicating the school population is indicative of the borough population.
Pakistani	0.8%	1.0%	4.3%	3.9%	
White and Asian	2.0%	1.0%	1.3%	1.0%	
Chinese	1.2%	0.5%	0.4%	0.4%	
Any Other Black background	2.0%	2.0%	0.7%	0.6%	
Any Other Asian Background	1.6%	1.0%	1.8%	1.6%	
Any Other ethnic group	6.5%	6.9%	1.8%	1.5%	
Any Other Mixed Background	3.9%	4.8%	2.0%	1.6%	
Unclassified	1.2%	2.6%	0.7%	1.3%	
Religion or belief	<p>Religion or belief is not covered by the PLASC school census. The best alternative proxy is Census 2011 data on religion by age. Data on the age groups 0-4 and 5-7 have been combined to provide an approximation of the likely religious or belief profile of Reception aged children.</p> <p>The notional number is based upon the known sample size of Reception aged pupils in Haringey (3,240) multiplied through the distribution of religion or belief from the 2011 Census. It is a synthetic estimate.</p>				
		Percentage (%)	<i>Notional Number</i>		
Christian		39.7%	1,288		

	No religion	20.9%	676		
	Religion not stated	12.3%	397		
	Muslim	19.3%	625		
	Jewish	5.6%	183		
	Hindu	1.0%	32		
	Buddhist	0.8%	25		
	Sikh	0.3%	9		
	Other religion	0.2%	6		
	Total	100%	3,240		

Identification of schools/areas likely to be affected by this policy

Preferences per space available (First preferences)

PA	PAN	School	2011	2012	2013	2014	2015
1	90	<i>Rhodes Avenue Primary School</i>	1.22	1.47	1.38	1.49	1.63
1	30	<i>Eden Primary</i>	0.00	1.03	1.80	1.27	1.40
1	90	<i>Coldfall Primary School</i>	1.32	1.22	1.01	1.30	1.29
1	60	Bounds Green School	0.90	1.15	0.95	0.95	1.22
1	60	<i>Muswell Hill Primary</i>	1.28	1.40	1.12	1.53	1.20

Although the proposed change in sibling criteria policy will cover all community and VC primary schools in Haringey it is only those schools where places are over-subscribed that the policy will come into effect. Although the number of school applications per school change from year to year it is helpful to clarify where in the borough our over-subscribed schools tend to be located.

The table highlights those schools (in **bold** and *italics*) that have had more first place

1	30	St James' CofE Primary School	0.93	1.00	1.27	1.70	1.17	preferences than places in each of the last five years. The majority of these schools are in Planning Areas ² 1 and 2.
1	60	Tetherdown Primary School	1.68	1.65	1.58	1.12	1.00	
1	30	St Martin of Porres RC Primary School	1.07	1.60	1.30	1.47	1.00	
1	60	Our Lady of Muswell RC	0.68	0.80	0.83	0.53	0.55	
2	120	Coleridge Primary School	1.68	1.52	1.49	1.67	1.72	
2	30	Weston Park Primary School	1.67	1.63	1.53	1.90	1.57	
2	30	St Aidan's Voluntary Controlled School	1.93	1.80	1.30	1.97	1.33	
2	60	St Michael's CofE VA School (N6)	1.55	1.37	1.48	1.28	1.17	
PA	PAN	School	2011	2012	2013	2014	2015	
2	60	St Peter-in-Chains RC Infant School	0.90	0.97	0.77	0.97	1.10	
2	90	Rokesly Infant School	0.86	0.84	0.66	0.78	1.01	
2	60	St Mary's CofE Infant School	1.03	1.02	0.83	0.85	0.90	
2	60	Campsbourne Infant School	0.72	0.78	0.97	0.90	0.82	
2	56	Highgate Primary School	0.71	0.68	0.68	0.64	0.73	
2	60	Stroud Green Primary School	0.50	0.57	0.40	0.65	0.70	
3	60	Chestnuts Primary School	1.70	1.17	1.27	1.28	1.20	
3	30	St John Vianney RC Primary School	1.63	1.40	1.57	1.50	1.13	

² The borough is divided into five planning areas for the purposes of planning for school places. Further details on planning areas can be found at www.haringey.gov/schoolplaceplanning

3	60	South Harringay Infant School	1.07	1.30	1.07	1.37	1.10		
3	30	St Ann's CofE Primary School	0.70	0.73	1.10	0.73	1.07		
3	60	St Mary's RC Infant School	0.85	1.02	1.10	0.90	1.02		
3	30	Stamford Hill Primary School	0.77	0.80	0.63	0.63	0.80		
3	30	West Green Primary School	0.73	0.77	0.57	0.63	0.73		
3	60	Crowland Primary School	0.57	0.65	0.42	0.53	0.72		
3	60	Seven Sisters Primary School	0.77	0.67	0.85	0.65	0.58		
3	60	St Ignatius RC Primary School	0.72	0.75	0.88	0.25	0.57		
3	60	Tiverton Primary School	0.62	0.78	0.88	0.77	0.47		
4	60	Lea Valley Primary School	1.37	1.52	1.65	1.47	1.13		
4	60	Earlsmead Primary School	0.95	1.10	0.77	1.27	1.05		
4	58	Lancasterian Primary School	1.02	1.34	1.09	1.05	0.97		
4	30	Holy Trinity CE Primary School	0.83	0.97	0.73	0.80	0.90		
4	60	Devonshire Hill Primary School	0.62	0.90	0.82	0.82	0.87		
4	90	St Francis de Sales RC Infant School	1.09	1.12	1.04	1.01	0.84		
4	30	Ferry Lane Primary School	0.77	1.07	0.87	0.87	0.83		
4	90	Risley Avenue Primary School	0.57	0.72	0.56	0.90	0.80		
4	90	Mulberry Primary School	0.78	0.96	0.86	0.77	0.80		

PA	PAN	School	2011	2012	2013	2014	2015
4	90	Welbourne Primary School	0.74	0.61	0.74	0.76	0.76
4	60	Bruce Grove Primary School	0.97	0.88	0.67	0.77	0.68
4	60	St Paul's & All Hallows CofE Infant	1.05	0.92	0.63	0.68	0.67
4	60	Harris Primary Aca. Coleraine Park	0.37	0.38	0.48	0.47	0.42
4	60	Harris AcademyTottenham	0.00	0.00	0.00	0.02	0.15
4	60	Brook House Primary School	0.00	0.00	0.15	0.17	0.10
5	56	Belmont Infant School	1.46	1.91	1.57	1.63	1.82
5	30	St Paul's RC Primary School	0.67	1.13	1.17	1.40	1.47
5	60	North Harringay Primary School	0.83	1.08	0.93	1.07	1.05
5	60	The Willow	0.73	0.92	1.12	1.28	0.93
5	90	Lordship Lane Primary School	0.67	0.51	0.91	0.87	0.91
5	60	Noel Park Primary School	0.87	0.90	1.05	0.83	0.88
5	60	Alexandra Primary School	0.62	0.70	0.50	0.57	0.87
5	60	Harris Primary Academy Philip Lane	0.87	0.80	0.78	0.88	0.85
5	30	St Michael's CE Primary (N22)	0.50	0.83	0.67	0.70	0.80
5	60	Earlham Primary School	0.62	0.78	0.53	0.67	0.52
5	60	Trinity Primary Academy School	0.47	0.48	0.52	0.40	0.45

**Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:
Positive and negative impacts identified will need to form part of your action plan.**

	Positive	Negative	Details	None – why?
Sex				
Gender Reassignment				
Age	<p>Policy will impact on children approaching Reception-age (4 years old).</p> <p>Could result in some children without older siblings getting a place at a local school due to more places being available.</p>	<p>Policy will impact on children approaching Reception-age (4 years old).</p> <p>Could result in some children of this age not getting a place at the same school as a sibling but other children living closer to the school gaining a place.</p>		
Disability				<p>No impact – exceptional social or medical criteria would still apply meaning children with a disability would be considered outside of the proposed policy.</p> <p>Disabled children and those without an Education Health and Care Plan or statement of special educational needs are also covered by the Fair Access Protocol. The Fair Access Protocol ensures that a school place will be found quickly for such who require a place outside of the normal</p>

				admission round.
Race & Ethnicity		<p>One group potentially disadvantaged by the policy are those in private rented sector housing who may have limited stability of tenure – a high proportion of private rented sector tenants are BME.</p> <p>If families are forced to move due to tenancy ending, they may have to send younger children to a different school as a result of moving away from the school that older children attend.</p>		
Sexual Orientation				
Religion or Belief (or No Belief)				<p>No impact – proposed policy would impact children of all faiths equally.</p> <p>Faith schools set own admissions criteria.</p>
Pregnancy & Maternity				
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
	<p>Actions to mitigate the potential negative impacts of this criterion change will be developed after analysing the results of the consultation survey.</p> <p>Results from the consultation will be used to help gauge the impact of the proposed changes on particular groups and also develop mitigating actions/measures. There may be potential to allow for exceptions to the sibling criteria if it is felt that the policy unfairly discriminates a particular group or protected characteristic.</p> <p>We will consult with all parents likely to be affected by any criterion change in those parts of the borough where over-subscribed schools are found (see section 4 above for a list of these schools).</p>

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
<p>Where changes are proposed to admission arrangements, the admission authority must first publicly consult on those arrangements. Consultation must be for a minimum of 6 weeks and must take place between 1 October and 31 January in the year before those arrangements are to apply.</p> <p>This consultation period allows parents, other schools, religious authorities and the local community to raise any concerns about proposed admission arrangements.</p> <p>Admission authorities must consult with:</p> <ul style="list-style-type: none"> a) parents of children between the ages of two and eighteen; b) other persons in the relevant area who in the opinion of the admission authority have an interest in the proposed 	

arrangements;

- c) all other admission authorities within the relevant area (except that primary schools need not consult secondary schools);
- d) whichever of the governing body and the local authority who are not the admission authority;
- e) any adjoining neighbouring local authorities where the admission authority is the local authority; and
- f) in the case of faith schools, the body or person representing the religion or religious denomination.

To ensure as wide a consultation as possible we intend to provide details of the proposed admission arrangements in the following ways:

- through the Schools Bulletin which is distributed to the head teacher and chair of governors of every school in the borough
- to all children's centres in the borough
- to all registered nurseries and child minders and any other early years providers
- on the Council's online primary and secondary admissions page
- via information in all libraries across the borough
- to all councillors
- to both MPs with constituencies in Haringey
- to the diocesan authorities
- to all residents' groups that the Council hold information for
- to all women's groups that the Council hold information for
- other groups, bodies, parents and carers as appropriate

<p>This report will ask for approval from the Cabinet Lead member to consult on our proposed admission arrangements, including the proposed change to the primary sibling oversubscription criterion, such consultation to take place between 6 November 2015 and 18 December 2015 inclusive.</p>	
---	--

Stage 8 - Final impact analysis

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director

Date of review

Review approved by Director / Assistant Director

Date of review

Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy.