

Title: Staff children Admissions survey

Report

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1.1 Introduction

Haringey Council consults on admission arrangements for its community and voluntary controlled (VC), nursery, infant, junior, primary, secondary and sixth form settings every year. Following the results from that survey Education Services decided to conduct a brief survey of community school primary and secondary Heads concerning the issue of giving preference in school admissions to the children of staff members.

- 1.2** Admission Arrangements links to Priority 1 of Haringey’s Corporate Plan – enable every child and young person to have the best start in life, with high quality education.
- 1.3** As this report is an appendix itself all data tables and charts are embedded into this document rather than in a separate document.
- 1.4** This paper seeks to provide an analysis of responses to the consultation in order to inform robust decision making.

2. Results – Question 1

- 2.1** The survey received 23 responses from 39 Head teachers, a response rate of 59%.
- 2.2** The first question (answered by all respondents) asked: “Which of the following statements most closely aligns with your position on giving preference to admissions at your school to children of staff? Five answers were offered and respondents were asked to tick one answer only.
- 2.3** The most popular response was “giving preference to ALL permanent staff including non-teaching staff” (48% or 11 respondents).

Some 26% (6 respondents) answered “giving preference to admissions at my school to children of teachers ONLY” whilst 9% (2 respondents) answered “giving preference to children of teachers AND teaching assistants”.

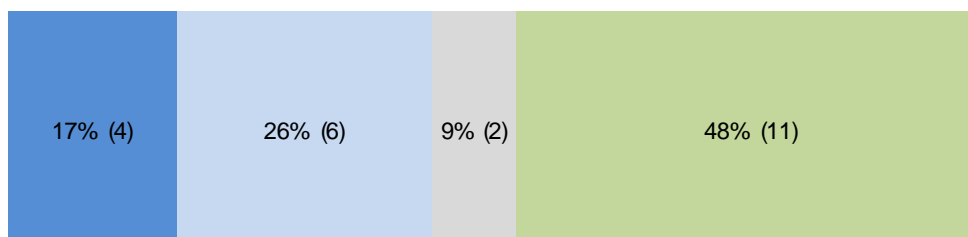
17% (4 respondents) answered that they would “retain the current admissions criteria which do NOT give preference to children of staff.

Therefore over 80% of respondents (19 respondents) favour giving preference (in some form) to children of staff.

Question 1: Which of the following statements most closely aligns with your position on giving preference to admissions at your school to children of staff?

Source: Haringey Education Services 2017

- Retain current admissions criteria which do NOT give preference to children of staff - 17% (4)
- Give preference to admissions at my school to: children of teachers ONLY - 26% (6)
- :to children of teachers AND teaching assistants - 9% (2)
- :to children of teachers, teaching assistants AND other ancillary teaching staff 0% (-)
- :to children of ALL permanent staff (including non-teaching staff) - 48% (11)



3. Results – Question 2

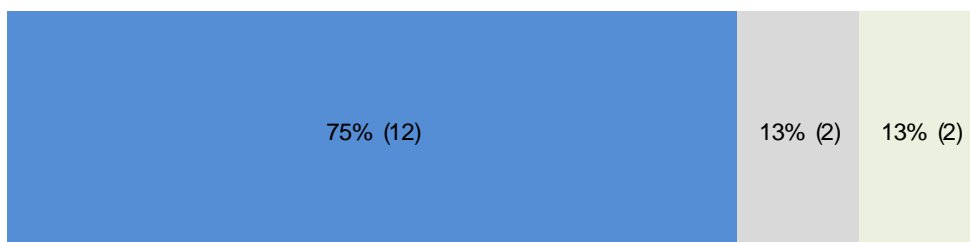
- 3.1 The second question asked: “Which of the following, if any, do you feel should be applicable in implementing this policy?” Four answers were offered and respondents were asked to tick all that apply.
- 3.2 Some 16 respondents (70%) answered this question while 7 respondents did not (30%).
- 3.3 Of the 16 respondents, 12 (75%) answered “giving priority to a specific number of children per form of entry (e.g. 1 place for each year of entry in any year).
- 3.4 Two respondents each (13%) answered “apply this policy to secondary schools ONLY where there is difficulty in recruiting to certain subject areas” and “apply policy only in specific circumstances”.
- 3.5 No respondents answered “giving priority only to teachers of specialist subjects that are hard to recruit for such as STEM (Science, technology, engineering and maths subjects)
- 3.6 The following additional comments were recorded for question 2:
- a) *I don't think the subject matters - all staff are important*
 - b) *Whilst I'm not particularly in favour of this policy change if we were to take that route we should limit the numbers to 1 per year group or form of entry*
 - c) *I believe that staff should have demonstrated a certain level of commitment - hence they should have been working at the school for a minimum of two years prior to being eligible for a place for their child(ren),*
 - d) *recruitment and retention of staff would be one area*
 - e) *I would give preference to staff children in all cases. I see this as a much needed*

perk- save staff child minding fees, gain staff loyalty and commitment to the school their child attends. Recruitment is now an issue full stop.

Question 2: Which of the following, if any, do you feel should be applicable in implementing this policy?

Source: Haringey Education Services 2017

- Giving priority to a specific number of children per form of entry (e.g. 1 place in each FE in any year) - 75% (12)
- Giving priority only to teachers of specialist subjects that are hard to recruit for such as STEM - 0% (-)
- Apply this policy to secondary schools ONLY where there is difficulty in recruiting to certain subject areas - 13% (2)
- Apply this policy to secondary schools ONLY where there is difficulty in recruiting to certain subject areas - 13% (2)



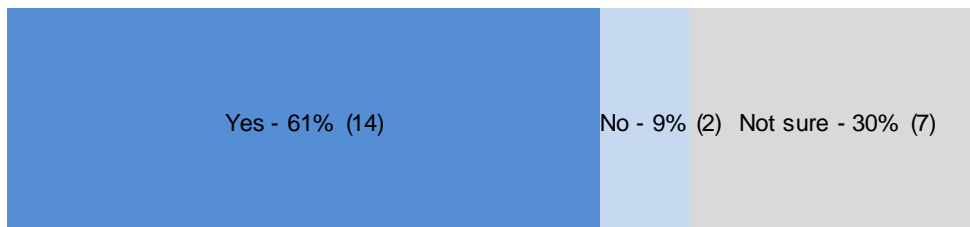
4. Results – Question 3

4.1 The third question (answered by all respondents) asked: “Do you think the introduction of a policy that gives staff children priority for school places will aid in the recruitment of staff?” Three answers were offered and respondents were asked to tick one answer only.

4.2 Some 14 respondents (61%) answered Yes whilst 2 (9%) answered No and 7 (30%) answered Not Sure.

Question 3: Do you think the introduction of a policy that gives staff children priority for school places will aid in the recruitment of staff?

Source: Haringey Education Services 2017



4.3 The following additional comments were recorded for question 3:

- a) *But it may enable staff at my school to manage child care arrangements more succinctly; the school would benefit from the teacher being able to be at school for a longer proportion of the working day.*
- b) *....for oversubscribed schools in particular.*
- c) *Especially in the early years*
- d) *it would depend on the school and how popular it is*
- e) *Staff's children in their school often generates problems*

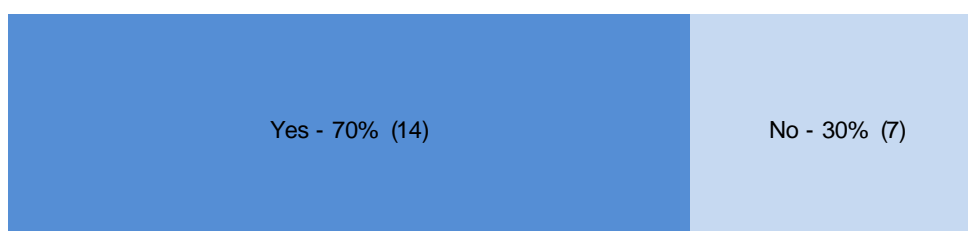
5. Results – Question 4

5.1 The fourth question (answered by all respondents) asked: “Are you aware of any staff members at your current school who would benefit from this policy?” Two answers were offered and respondents were asked to tick one answer only and add additional comments if they wished.

5.2 Some 14 respondents (70%) answered Yes whilst 7 (30%) answered No.

Question 4: Are you aware of any staff members at your current school who would benefit from this policy?

Source: Haringey Education Services 2017



5.3 The following additional comments were recorded for question 4:

- a) *Not currently, but we have used the criteria to admit the sibling of a member of our office staff as the office staff member is the main carer.*
- b) *And staff children have always attended the school*