

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Children’s Services
Service Area	Education
Service/policy/function being assessed	Proposed closure of St. Anne’s, Church of England, Primary School
Which borough (s) does the service/policy apply to	Wandsworth

1. Summary

After careful consideration, the governors of St. Anne’s, Church of England Primary School, have made the difficult decision to consult on a proposal to close the school in the Summer Term of 2025.

This proposal is primarily driven by the governors’ ambition to ensure the pupils at St. Anne’s receive the highest quality education. Following a restructure of classes and staffing in 2024, and with the falling pupil numbers impacting on Reception intake, the forecast for the long-term sustainability of St. Anne’s is a major financial concern for the governors at the school. The school is well led and has been financially secure to date. The continued decline in the number of applications means that the financial security of the school is at risk. This will impact on the quality of education the school will be able to deliver.

St. Anne’s, Church of England Primary School, is a voluntary aided, one-form entry, co-educational primary school, located in Wandsworth in the London Borough of Wandsworth. The Pupil Admission Number (PAN) for each year group is 30. The school is part of the educational provision of the Southwark Diocesan Board of Education and the London Borough of Wandsworth. The school is situated in St Ann’s Hill, London SW18 2RU.

In recent years, the school has not filled the 30 places it is able to admit each year. This academic year, starting September 2024, only 8 children took up Reception class places, 19 joined Reception the previous year. St. Anne’s has a capacity of 210 across all year groups of the school. Only 90 places are currently taken. The school has 120 places empty. This equates to 57% surplus places in Years Reception to 6, which is substantially above the Council’s average vacancy level of 15%.

We are committed, through this consultation stage, to listening to and acting on the views and concerns of those affected, and to providing the details and reassurance to mitigate the risk of any future changes. We understand that this proposal will inevitably impact on the children, parents and staff of the St. Anne’s school community but also acknowledge that no proposals will ever have universal support. These difficult decisions have been taken in the wider interest of all children and families in the school.

This EINA has found that the proposed closure of the school would affect current pupils at the school. To mitigate the impact on local applicants, governors have assured themselves there are sufficient places for all pupils within local schools. There are currently 485 vacant (Reception to Year 5 pupil) places in primary schools within 1 mile of the St. Anne’s cohorts home address. There are 64 children at St. Anne’s who would require a school place in September 2025.

This EINA has also found that the proposed closure of St. Anne’s would affect current staff at the school. Governors anticipate that staff redundancies will be minimal as affected staff will be supported to consider their options reflective of their individual circumstances. There are known local shortages for teachers, teaching assistants (TAs) and for learning support assistants (LSAs), which will provide new employment opportunities for any displaced staff. Governors will work with all Wandsworth school leaders and wider SDBE school leaders to identify and signpost these vacancies and support staff to apply and secure

interviews.

The proposals are subject to statutory consultation and this EINA will be updated with any additional findings from this.

2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
Age data	School census October 2024. Council Admissions data. School records.
Disability	School census October 2024. Council SEND Data
Sex	School census October 2024. School management information system.
Race/ethnicity	School census January 2024. National census 2011 data (via Data Wand)
Religion and belief	National census 2011 data (via Data Wand) and school management information records.

b. Who have you engaged and consulted with as part of your assessment?

<p>The proposal will be subject to two consultations: a 6-week pre-publication stakeholders’ consultation and a further four-week formal consultation following publication of statutory proposals.</p>	
Key stakeholders	Engagement and consultation
School pupils and families	<p>Notification of intention to consult on closure meeting 12 December</p> <p>Pre-Publication Consultation meeting 15 January 2025</p> <p>Two consultation periods to gather responses.</p>
School staff	<p>Notification of intention to consult on closure meeting 11 December</p> <p>Pre-Publication Consultation meeting 15 January 2025</p> <p>Two consultation periods to gather responses.</p>
Local community	Two consultation periods to gather responses.
All other school/admissions authorities in Wandsworth, governing bodies and academy	Two consultation periods to gather responses.

trusts.	
The Southwark Diocesan Board of Education and The Catholic Archdiocese of Southwark	Two consultation periods to gather responses.
Appropriate trade unions	Notification of intention to consult on closure meeting 11 December Consultation meeting 15 January 2025 Two consultation periods to gather responses.
All Wandsworth Councillors and MP's	Two consultation periods to gather responses.

3. Analysis of need

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion

Protected group	Findings
Age	<p>The school provides places for young people aged 4 to 11.</p> <p>The school has 64 children in Years Reception to 5 who would be impacted by the closure of St. Anne's Primary School at the end of 24/25 academic year.</p> <p>Preparatory work suggests sufficiency of places in local schools with 485 vacant (Reception to Year 5 pupil) places in primary schools within 1 mile of the St. Anne's cohorts home address. There are 64 children at St. Anne's who would require a school place in September 2025.</p> <p>The school workforce is aged 26 to 63 with 50% of those staff falling within the age range 36 to 55.</p> <p>There have been no differential impacts identified in relation to age. All primary schools that children are transferring to are the same age range. In terms of the age range of staff, staff recruitment, redeployment and redundancy are not based on age.</p>
Disability	<p>6% of pupils at St. Anne's have an EHCP. School preferences will be discussed with these families at an early stage in the process.</p> <p>The school has a further 26% pupils who receive SEN support. The proportion of pupils with an EHCP is similar to the profile for all primary schools in Wandsworth which is 4%. For those receiving SEN support St Anne's is above the local average of 14 %.</p> <p>There are no staff with a registered disability at the school.</p> <p>There have been no differential impacts identified related to disability. All primary schools that children are transferring to are accessible for those with disabilities. For pupils with an EHCP or additional SEND need, every effort will be made to offer the school of choice. Redundancy and redeployment policy and practice would mean staff that were redeployed would have assurance the workplace would be accessible, and staff would not be differentially affected during the redundancy process according to their disability status.</p>
Sex	<p>According to the latest school census data the current profile of the school is 52% female and 48% male. This compares to the borough average for female pupils in primary schools which is 50% and male 50%.</p>
Gender reassignment	<p>When the GRA (Gender Recognition Act) was passed by Parliament, related government literature at the time estimated 6000 'visible' transgender people in the UK. These were people living fully in the opposite gender, who had come to statistical attention through applying for Passports in their changed status. This was therefore estimated to be 0.01% of the population or around one in 10,000 people. This was not broken down by sub national</p>

	<p>geography, but applying this proportion to Wandsworth, this would equate to around 32 transgender people in Wandsworth.</p> <p>Pupils in the age range served by the school are unlikely to be going through gender re-assignment.</p> <p>Staff who are undergoing gender reassignment would not be discriminated against in terms of redundancy or redeployment.</p>																								
Marriage and civil partnership	N/A																								
Pregnancy and maternity	N/A																								
Race/ethnicity	<p>In January 2024 the ethnic breakdown of pupils at St. Anne’s Primary School and all Wandsworth Primary Maintained schools and academies was as follows:</p> <table border="1" data-bbox="459 685 1474 1061"> <thead> <tr> <th></th> <th>St. Anne’s</th> <th>All Primary Schools</th> <th>Primary Schools in Wandsworth Town ward</th> </tr> </thead> <tbody> <tr> <td>Asian or Asian British</td> <td>12%</td> <td>16%</td> <td>7%</td> </tr> <tr> <td>Black or Black British</td> <td>32%</td> <td>16%</td> <td>21%</td> </tr> <tr> <td>White</td> <td>32%</td> <td>44%</td> <td>46%</td> </tr> <tr> <td>Mixed</td> <td>18%</td> <td>16%</td> <td>20%</td> </tr> <tr> <td>Other</td> <td>3%</td> <td>5%</td> <td>4%</td> </tr> </tbody> </table> <p>The school’s population and workforce are as diverse as the local population. Staff and pupils are likely to be transferred or redeployed to schools in the locality that are as diverse as St. Anne’s.</p> <p>The proposed closure of the school will not have a differential effect on different ethnicities, as race or ethnicity forms no part of the selection process.</p>		St. Anne’s	All Primary Schools	Primary Schools in Wandsworth Town ward	Asian or Asian British	12%	16%	7%	Black or Black British	32%	16%	21%	White	32%	44%	46%	Mixed	18%	16%	20%	Other	3%	5%	4%
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<p>Religion and belief, including non belief</p>	<p>St. Anne’s Primary is a Church of England Primary School. There are four Church of England primary schools within 1.8 miles of St. Anne’s with a total of 63 places not filled from Reception to Year 5.</p> <p>There are 8 Church of England primary schools in Wandsworth which makes up 13% of all primaries. The closure of St. Anne’s will have a small (11%) effect on the number of C of E places available in Wandsworth.</p>
<p>Sexual orientation</p>	<p>N/A</p>
<p>Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.</p>	<p>N/A</p>

Data gaps

Data gap(s)	How will this be addressed?
N/A	N/A

4. Impact

Protected group	Positive	Negative
<p>Age</p>	<p>In line with the national School Admissions Code, school places are allocated using published admissions criteria. The proposed changes relate to children and young people of statutory primary school age. Admissions to schools are a function that operates within a statutory framework. Wandsworth is the admission authority for community schools and there are arrangements and criteria for the admission of pupils to nursery, primary mainstream schools.</p> <p>There are sufficient places in good local school across the year groups to accommodate the St. Anne’s cohort with 100% offered a school within 1 mile. .</p>	<p>Any school closure resulting in the need for a child to change school will be disruptive to their education. However, to mitigate this impact we will work with staff on a transition plan for children as they move to a new school and think about the positive learning opportunities.</p> <p>The closure may affect siblings of pupils attending St. Anne’s if they intended to attend the same school. Governors, working in consultation with the council would ensure that appropriate provisions are in place for any displaced pupils.</p> <p>Parental preference and family circumstances such as siblings will be considered when offering school places to minimise the impact on families wherever possible.</p> <p>To mitigate the impact on local applicants, the governors, on reviewing vacancy data provided by the council have assured themselves that there are sufficient places in the local area for current pupils and future projected pupil numbers.</p> <p>Parents would also have a right of appeal to an independent appeal panel.</p> <p>The proposals are subject to statutory consultation.</p>
<p>Disability</p>	<p>Children and young people with special educational needs and/or disability are given priority in the admissions criteria or attend specialist provision. The process for securing educational provision for children with an EHCP is managed through the Special educational needs assessment service and all schools are required to admit a child if the EHCP names them.</p>	<p>6% of pupils at St. Anne’s have an EHCP and one child is under assessment. School preferences will be discussed with these families in the early stages of the process.</p> <p>The school has a further 26% pupils who receive SEN support. The proportion of pupils with an EHCP is similar to the profile for all primary schools in Wandsworth which is 4%. For those receiving SEN support St</p>

		<p>Anne's is above the local average of 14 %.</p> <p>Transition for these pupils will be managed carefully to ensure the new school is fully informed of pupils' needs.</p>
Sex	<p>As above, children are allocated school places in line with the Admissions Code. The proposed changes are not sex specific.</p> <p>Places are allocated without reference to sex.</p>	None identified
Gender reassignment	n/a	
Marriage and civil partnership	n/a	
Pregnancy and maternity	n/a	
Race/ethnicity	<p>The admission criteria, in accordance with the national Admissions Code and equalities legislation, are used to allocate school places without reference to ethnicity or race.</p> <p>The school's population and workforce are as diverse as the local population. Staff and pupils are likely to be transferred or redeployed to schools in the locality that are as diverse as St. Anne's.</p> <p>The proposed closure of the school will not have a differential effect on different ethnicities, as race or ethnicity forms no part of the selection process.</p> <p>Redundancy and redeployment policy and process will ensure staff are not discriminated against.</p>	<p>The proposed closure of the school would affect current pupils at the school. As BME pupils are overrepresented in the pupil population this could potentially negatively affect BME pupils.</p> <p>To mitigate the impact on local applicants, the council has also assured itself that there are sufficient places in the local area for current pupils and future projected pupil numbers. There are sufficient places in good local school across the year groups to accommodate the 64 pupils needing a place in a school for September 2025.</p> <p>Parents would also have a right of appeal to an independent appeal panel.</p>

<p>Religion and belief, including non belief</p>	<p>St. Anne’s Primary is a Church of England Primary School. There are four Church of England primary schools within 1.8 miles of St. Anne’s with a total of 128 places not filled from Reception to Year 5.</p> <p>There are 8 Church of England primary schools in Wandsworth which makes up 16% of all primaries. The closure of St. Anne’s will have a small (11%) effect on the number of C of E places available in Wandsworth.</p>	<p>To mitigate against the impact on local applicants, the governing body, in consultation with the council and the SDBE, has assured itself that there are sufficient places in faith-based schools in the local area for current pupils and future projected pupil numbers.</p> <p>Parents would also have a right of appeal to an independent appeal panel.</p>
<p>Sexual orientation</p>	<p>N/A</p>	

5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
<p>Work with the parents/carers/SENCO to consider alternative school place and secure placement in line with parental preference for children with an EHCP if decision is taken to close.</p>	<p>Deborah Johnson</p>	<p>July 25</p>

6. Further Consultation (optional section – complete as appropriate)

Consultation planned	Date of consultation
<p>6 week Pre-Publication Consultation</p>	<p>6 January to 14 February 2025</p>
<p>4-week statutory representations (‘formal consultation’) - if the Governors decide to proceed following pre-publication consultation</p>	<p>10 March to 4 April 2025</p>