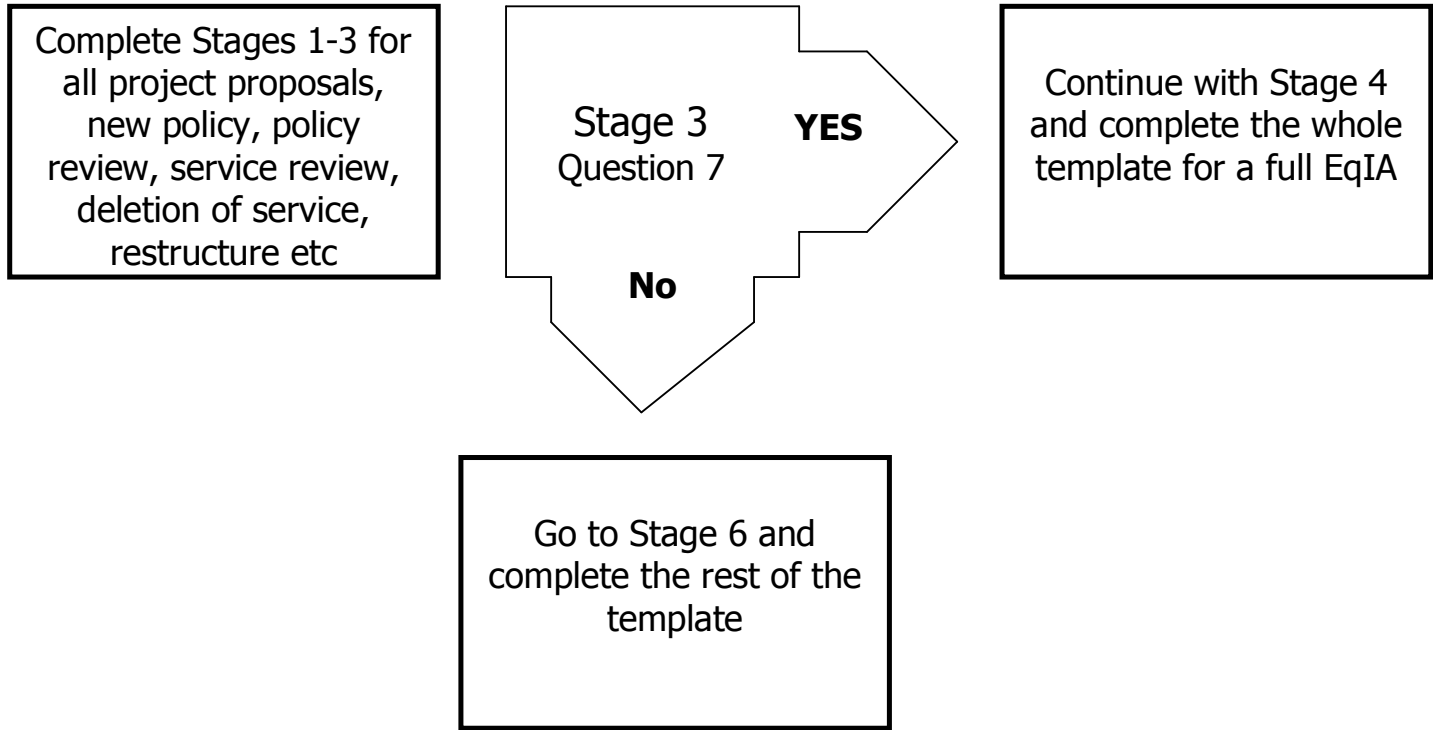


# Equality Impact Assessment Template

The Council has revised and simplified its Equality Impact Assessment process. There is now just one Template. Project Managers will need to complete **Stages 1-3** to determine whether a full EqIA is required and the need to complete the whole template.



## Equality Impact Assessment (EqIA) Template

In order to carry out this assessment, it is important that you have completed the EqIA E-learning Module and read the Corporate Guidelines on EqIAs. Please refer to these to assist you in completing this assessment.  
It will also help you to look at the EqIA Template with Guidance Notes to assist you in completing the EqIA.

Type of Project / Proposal:	Tick ✓	Type of Decision:	Tick ✓
Transformation		Cabinet	✓
Capital		Portfolio Holder	
Service Plan		Corporate Strategic Board	
Other		Other	
Title of Project:	<p>Permanent expansion of the following voluntary aided school: St John Fisher Catholic Primary School Melrose Road Pinner, HA5 5RA</p> <p>At its meeting on 13 March 2014, Harrow Cabinet is recommended to approve the statutory proposals to expand permanently the school by one form of entry (30 pupils), which will fill incrementally from the point of admission into the school.</p>		
Directorate / Service responsible:	Children & Families		
Name and job title of lead officer:	Adrian Parker, Head of Education Strategy and School Organisation Service		
Name & contact details of the other persons involved in the assessment:	Johanna Morgan, Education Lead Officer, School Organisation Chris Melly, Senior Professional, School Organisation Anne Lyons, Headteacher of St John Fisher Catholic Primary School		
Date of assessment:	21 February 2014		
<b>Stage 1: Overview</b>			
<b>1. What are you trying to do?</b>  (Explain proposals e.g. introduction of a new service or	It is proposed to permanently expand St John Fisher Catholic Primary School from 1 September 2015 to become a three form of entry school (90 places) from its current two forms of entry (60 places).		

policy, policy review, changing criteria, reduction / removal of service, restructure, deletion of posts etc)

Education school expansion statutory processes are being undertaken. In November 2013, Harrow Cabinet considered the outcome of the statutory consultation about the proposed expansion that was conducted during the autumn term and decided to publish statutory proposals to effect the expansion. On 13 March 2014, Harrow Cabinet will determine the statutory proposals.

The permanent expansion of St John Fisher Catholic Primary School is proposed as part of the Primary School Expansion Programme within Harrow Council's School Place Planning Strategy. Cabinet agreed its School Place Planning Strategy in February 2010 to meet the increasing demand for school places that is primarily birth rate driven. In July 2011, Cabinet agreed on a Primary School Expansion Programme as part of the School Place Planning Strategy. The strategy aims to secure sufficient primary school places through the creation of additional permanent places, supplemented by planned bulge classes and contingency bulge classes, opened if required. Part of the approach is to create additional places at voluntary aided schools.

**2. Who are the main people / Protected Characteristics that may be affected by your proposals? (✓ all that apply)**

Residents / Service Users	✓	Partners / Schools	✓	Stakeholders	✓
Staff	✓	Age	✓	Disability	✓
Gender Reassignment		Marriage and Civil Partnership		Pregnancy and Maternity	
Race		Religion or Belief		Sex	
Sexual Orientation		Other			

**3. Is the responsibility shared with another directorate, authority or organisation? If so:**

- Who are the partners?
- Who has the overall responsibility?
- How have they been involved in the assessment?

There is a statutory responsibility on the local authority to ensure sufficient school places in its area. Children & Families is the lead directorate, though the school expansion programme has to be delivered corporately with the involvement of officers from other directorates e.g. Environment and Enterprise, Finance, Performance, Legal.

The school expansion programme will be delivered in partnership between the local authority and schools.

**Stage 2: Evidence / Data Collation**

<p><b>4. What evidence / data have you reviewed to assess the potential impact of your proposals? Include the actual data, statistics reviewed in the section below. This can include census data, borough profile, profile of service users, workforce profiles, results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys; complaints etc. Where possible include data on the nine Protected Characteristics.</b></p> <p>(Where you have gaps (data is not available/being collated), you may need to include this as an action to address in your Improvement Action Plan at Stage 7)</p>	
Age (including carers of young/older people)	<p>The Greater London Authority (GLA) prepares the pupil projections for Harrow Council. The GLA uses a range of information and data to prepare the projections including the number of births, number of pupils in Harrow schools, migration to Harrow and new housing development. Across London the population is growing, and the main reason for this is increasing birth rate. The demand for Reception class places (for pupils reaching 5 years of age) in Harrow schools is increasing:</p> <ul style="list-style-type: none"> <li>• In January 2006 there were 2,224 Reception aged pupils in Harrow schools;</li> <li>• In January 2009 there were 2,571 Reception aged pupils in Harrow schools;</li> <li>• In January 2013 there were 2,879 Reception aged pupils in Harrow schools;</li> <li>• In January 2019 it is projected there will be 3,437 Reception aged pupils in Harrow schools.</li> </ul> <p>In September 2012 there were a total of 2,550 permanent Reception class places in Harrow's primary sector schools. In order to ensure sufficient school places to meet the predicted increased demand in the next few years there is a need to increase the number of permanent school places, in the primary sector initially and in the secondary sector in due course. Phase 1 of the primary school expansion programme was implemented in September 2013 with 8 schools in the borough permanently increasing their Reception intakes. Statutory processes for Phase 2 permanent expansions are under way to permanently expand a further 14 schools by September 2015. Phase 3 is being planned for permanent expansions from September 2016. Full information about the projected demand for school places and the planning to increase school places across Harrow can be viewed in the 21 November 2013 Cabinet papers (item 725 School Expansion Programme Appendix C) at <a href="http://www.harrow.gov.uk/www2/ieListDocuments.aspx?CId=249&amp;MId=61433&amp;Ver=4">http://www.harrow.gov.uk/www2/ieListDocuments.aspx?CId=249&amp;MId=61433&amp;Ver=4</a></p> <p>The Governing Body of St John Fisher Catholic Primary School looked at the data provided by the Local Authority giving details of applications to St John Fisher for the past two years. The school asked local parishes, particularly those without schools, for their Baptism figures and the number of children in their First Communion classes who do not attend a Catholic school. The school asked for information about the schools their primary age children do attend. This information indicates a need for additional primary Catholic places.</p> <p>See Appendix A of this EqIA for data about the profile of pupils attending the school.</p>
Disability (including carers of	An increase in children of school age can be expected to include increased numbers of children with

disabled people)	<p>disability and special educational needs. The total number of statements of special educational need in Harrow has increased by 93 (or 9%) between 2006 and 2011 calendar years. In addition, the percentage of children with a statement placed in a special school (Harrow, other local authority, independent or non-maintained) has increased from 35% to 43% during the same period. This represents continued pressure and demand for more special school places. On 18 July 2013, Harrow Cabinet approved the Special School SEN Placements Planning Framework for bringing forward proposals over the next 3-5 years to increase provision for children and young people with special educational needs.</p> <p>See Appendix A of this EqlA for data about the profile of pupils attending the school.</p> <p>See Appendix B of this EqlA for the profile of respondents to the statutory consultation.</p>		
Gender Reassignment	Not applicable in the context of the expansion of this school.		
Marriage / Civil Partnership	Not applicable in the context of the expansion of this school.		
Pregnancy and Maternity	Not applicable in the context of the expansion of this school.		
Race	<p>This is a voluntary aided school which draws pupils from its parish and other parishes in its local area. See Appendix A of this EqlA for data about the profile of pupils attending the school.</p> <p>See Appendix B of this EqlA for the profile of respondents to the statutory consultation.</p> <p>See Appendix C of this EqlA for the ethnic groups in the main wards from which children attend schools in the North West Primary Planning Area .</p>		
Religion and Belief	<p>This is a voluntary aided school which draws pupils from its local area and the pupil profile reflects the local population holding Catholic religious belief.</p> <p>See Appendix B of this EqlA for the profile of respondents to the statutory consultation.</p>		
Sex / Gender	<p>This is a voluntary aided school which draws pupils from its local area and the pupil profile reflects the local population holding Catholic religious belief. See Appendix A of this EqlA for data about the profile of pupils attending the school.</p>		
Sexual Orientation	Not applicable in the context of the expansion of this school.		
Socio Economic	Not applicable in the context of the expansion of this school.		
<b>5. What consultation have you undertaken on your proposals?</b>			
Who was consulted?	What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? (This may include further consultation with the affected groups, revising

			your proposals).															
<p>Statutory consultation was held with the school community and interested parties about the expansion proposal between 16 September and 18 October 2013.</p>	<p>Consultation information was widely distributed including to neighbouring Local Authorities, local MPs, Councillors, Union representatives, Diocesan Bodies, voluntary organisations, and Harrow Youth Parliament. Information was put on the Harrow Council website, together with a facility for online response to the consultations. The Council distributed letters to local residents to inform them of the consultation and to invite them to consultation meetings at the school. The school distributed information and response forms to its school community and parents, and arranged open consultation meetings for parents and residents to enable discussion about the proposal.</p>	<p>823 responses were received to the Phase 2 expansion consultations from respondents that included parents/carers, pupils, school staff, governors, residents and organisations. A number of comments were included with the responses given. The responses made to the first consultation question indicate broad agreement with Harrow Council's approach to creating additional school places in Harrow.</p> <p>A summary of the responses to the proposal to permanently expand St John Fisher Catholic Primary School is presented in the table:</p> <p><b>Q: Do you agree with the proposal to permanently expand St John Fisher School?</b></p> <table border="1" data-bbox="762 545 1379 639"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> <th>Not Sure</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Parents</td> <td>11</td> <td>32</td> <td>7</td> <td>50</td> </tr> <tr> <td>Residents</td> <td>1</td> <td>6</td> <td>2</td> <td>9</td> </tr> </tbody> </table> <p>The responses to the consultation received by Harrow Council about St John Fisher Catholic Primary School were forwarded to the Governing Body for consideration and are included in the table above and the information below. The level of response to the consultation was not high considering information was sent to all the parents of children attending the school and to 200 local addresses as well as to a range of organisations. A number of comments were made in the responses to the consultation. The overriding reason from residents was parking and traffic. Parents reasons were: Reduced playground space; Building works disruption; Changing nature of the school; Not enough Catholic children; Hall too small for whole school to meet; Sense of community damaged; School will become a victim of its own success; Not enough after school care provision; Less places for extra curricular activities; Health and Safety of our children could not be guaranteed; Year groups too large.</p> <p>The Governing Body gave careful consideration to the views in the consultations, from parents currently attending the school, residents, the parish and the Diocese of Westminster and every argument for and against was carefully discussed before a decision was made. The Governing Body decided to move forward with the expansion of the school. In coming to this decision the Governing Body considered a number of factors:</p> <ol style="list-style-type: none"> <li>1. <u>Meeting the Needs of the Catholic Community:</u> The Governing Body looked at the data provided by the Local Authority giving details of</li> </ol>		Yes	No	Not Sure	Total	Parents	11	32	7	50	Residents	1	6	2	9	<p>The Governing Body considered the outcomes of the statutory consultation and decided to publish statutory proposals to expand the school.</p> <p>Measures are being put in place by Harrow Council to address the traffic and congestion issues arising from the creation of additional school places. These measures include:</p> <ul style="list-style-type: none"> <li>• Transport Assessments at Phase 2 expansion schools and Transport Statements at additional special educational needs places provision. Mott MacDonald, an independent company, has been procured to complete this work by the end of February 2014.</li> <li>• Appointment of a Transport and Travel Planner Officer for the expansion projects to develop and implement effective travel strategies in conjunction with the schools.</li> <li>• There will be a communication strategy for the Phase 2 expansion projects to raise the profile of school travel planning. An additional Communications Officer has been engaged to give this work a high profile.</li> </ul>
	Yes	No	Not Sure	Total														
Parents	11	32	7	50														
Residents	1	6	2	9														

		<p>applications to St John Fisher for the past two years. We asked local parishes, particularly those without schools, for their Baptism figures and the number of children in their First Communion classes who do not attend a Catholic school. We asked for information about the schools their primary age children do attend. This information indicates a need for additional primary Catholic places.</p> <ol style="list-style-type: none"> <li>2. <u>Playspace</u>: Our play space has been increased on a number of occasions. Our new Reception building has the capacity to accommodate three classes and has its own dedicated play area for all our Reception pupils which is completely enclosed and set up for that age range. The mobile classroom will be demolished, thereby giving more play space and greater flexibility when designating areas for PE and games. We have timetabled playtimes for the past year which has been a great success. Parents should note that of the six Catholic primary schools in Harrow only St George's has more play space than us.</li> <li>3. <u>Traffic and Parking</u>: This is challenging for any school whatever its location. We work hard and will continue to do so in encouraging children and parents to walk to school. We will continue to work with the residents to implement solutions and will communicate regularly to ensure we are the best neighbours possible.</li> <li>4. <u>Building Process</u>: The Governing Body believe that we can manage the disruption caused during the building process, in such a way so as to not harm the efficient education of the current pupils. We are acutely aware that standards cannot be allowed to slip for any of our pupils and we will ensure they do not.</li> <li>5. <u>Staffing Structure</u>: We discussed some ways in which the staffing structure might develop. A benefit could be having more than one caretaker so that there is onsite security and safety at all times. Three classes in one year group might give the opportunity for increased staffing over and above the one teacher to thirty pupils. A middle management tier would give promotion opportunities to more staff and encourage them to remain at the school for longer before seeking senior leadership roles in other schools.</li> <li>6. <u>Out of School Care</u>: We discussed the need for increased childcare and the facilities needed to provide this. A bigger staff group provides more workers for childcare. An additional building would give possible areas for developing our childcare facilities.</li> </ol>	<p>The consultation responses have been sent to Mott MacDonald and the Transport and Travel Planner Officer for inclusion in their work.</p>
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		<p>7. <u>Retaining the School's Welcoming Environment</u>: We discussed how an increase in the school's capacity might impact on the welcoming environment provided to pupils and parents. Although this is difficult to gauge, we were able to draw on experience from the last major expansion when we increased from a one to two form entry school and it was felt that we successfully retained and developed the welcoming atmosphere at the school during this time.</p> <p>Whilst the Governing Body realise there are many hurdles to consider and overcome, the opportunity to increase the number of places for Harrow Catholic children cannot be ignored as it is unlikely to be offered again.</p>	
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<p>6. What other (local, regional, national research, reports, media) data sources that you have used to inform this assessment? List the Title of reports / documents and websites here.</p>	<p>The GLA School Roll Projections Service draws on a range of available national and regional data to inform its projections.</p> <p>A regional approach is an important aspect of meeting the needs of children and young people with special educational needs. Contacts are being developed with free school proposers, and with neighbouring local authorities through the West London Alliance, to inform work to meet the need.</p>
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**Stage 3: Assessing Potential Disproportionate Impact**

7. Based on the evidence you have considered so far, is there a risk that your proposals could potentially have a disproportionate adverse impact on any of the Protected Characteristics?

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes									
No	✓	✓	✓	✓	✓	✓	✓	✓	✓



**YES** - If there is a risk of disproportionate adverse Impact on any **ONE** of the Protected Characteristics, continue with the rest of the template.

- **Best Practice:** You may want to consider setting up a Working Group (including colleagues, partners, stakeholders, voluntary community sector organisations, service users and Unions) to develop the rest of the EqIA
- It will be useful to also collate further evidence (additional data, consultation with the relevant communities, stakeholder groups and service users directly affected by your proposals) to further assess the potential disproportionate impact identified and how this can be mitigated.

**NO** - If you have ticked 'No' to all of the above, then go to **Stage 6**

- Although the assessment may not have identified potential disproportionate impact, you may have identified actions which can be taken to advance equality of opportunity to make your proposals more inclusive. These actions should form your Improvement Action Plan at Stage 7

### Stage 4: Collating Additional data / Evidence

**8.** What additional data / evidence have you considered in relation to your proposals as a result of the analysis at Stage 3?

(include this evidence, including any data, statistics, titles of documents and website links here)

Note: Please go to Stage 6.

**9.** What further consultation have you undertaken on your proposals as a result of your analysis at Stage 3?

Who was consulted?	What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? (This may include further consultation with the affected groups, revising your proposals).
Note: Please go to Stage 6.			

### Stage 5: Assessing Impact and Analysis

**10.** What does your evidence tell you about the impact on different groups? Consider whether the evidence shows potential for differential impact, if so state whether this is an adverse or positive impact? How likely is this to happen? How you will mitigate/remove any adverse impact?

Protected Characteristic	Adverse ✓	Positive ✓	Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur.  Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 9	What measures can you take to mitigate the impact or advance equality of opportunity? E.g. further consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 7)
Age (including carers of young/older people)			Note: Please go to Stage 6.	
Disability (including carers of disabled people)				
Gender Reassignment				
Marriage and Civil Partnership				
Pregnancy and Maternity				

Race									
Religion or Belief									
Sex									
Sexual orientation									
<b>11. Cumulative Impact</b> – Considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on a particular Protected Characteristic?  If yes, which Protected Characteristics could be affected and what is the potential impact?					Yes		No		
					Note: Please go to Stage 6.				
<b>11a. Any Other Impact</b> – Considering what else is happening within the Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on individuals/service users socio economic, health or an impact on community cohesion?  If yes, what is the potential impact and how likely is to happen?					Yes		No		
					Note: Please go to Stage 6.				
<b>12.</b> Is there any evidence or concern that the potential adverse impact identified may result in a Protected Characteristic being disadvantaged? (Please refer to the Corporate Guidelines for guidance on the definitions of discrimination, harassment and victimisation and other prohibited conduct under the Equality Act) available on Harrow HUB/Equalities and Diversity/Policies and Legislation									
	Age (including	Disability (including	Gender Reassignment	Marriage and Civil	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation

	carers)	carers)		Partnership					
Yes									
No									

If you have answered "yes" to any of the above, set out what justification there may be for this in Q12a below - link this to the aims of the proposal and whether the disadvantage is proportionate to the need to meet these aims. (You are encouraged to seek legal advice, if you are concerned that the proposal may breach the equality legislation or you are unsure whether there is objective justification for the proposal)

If the analysis shows the potential for serious adverse impact or disadvantage (or potential discrimination) but you have identified a potential justification for this, this information must be presented to the decision maker for a final decision to be made on whether the disadvantage is proportionate to achieve the aims of the proposal.

- If there are adverse effects that are not justified and cannot be mitigated, you should not proceed with the proposal. **(select outcome 4)**
- If the analysis shows unlawful conduct under the equalities legislation, you should not proceed with the proposal. **(select outcome 4)**

### Stage 6: Decision

**13.** Please indicate which of the following statements best describes the outcome of your EqIA ( ✓ tick one box only)

<b>Outcome 1</b> – No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality are being addressed.	✓
<b>Outcome 2</b> – Minor adjustments to remove / mitigate adverse impact or advance equality have been identified by the EqIA. <i>List the actions you propose to take to address this in the Improvement Action Plan at Stage 7</i>	
<b>Outcome 3</b> – Continue with proposals despite having identified potential for adverse impact or missed opportunities to advance equality. In this case, the justification needs to be included in the EqIA and should be in line with the PSED to have 'due regard'. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the adverse impact and/or plans to monitor the impact. <b>(Explain this in 13a below)</b>	
<b>Outcome 4</b> – Stop and rethink: when there is potential for serious adverse impact or disadvantage to one or more protected groups. (You are encouraged to seek Legal Advice about the potential for unlawful conduct under equalities legislation)	

**13a.** If your EqIA is assessed as **outcome 3 or you have ticked 'yes' in Q12**, explain your justification with full reasoning to continue with your proposals.

### Stage 7: Improvement Action Plan

**14.** List below any actions you plan to take as a result of this Impact Assessment. This should include any actions identified throughout the EqIA.

Area of potential	How will you know	Target Date	Lead Officer	Date Action
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adverse impact e.g. Race, Disability	Action required to mitigate	this is achieved? E.g. Performance Measure / Target			included in Service / Team Plan
Age. Insufficient school places for children in Harrow.	Work has been undertaken to maximise funding from the Government to create additional school places. This has included applications to the Priority School Building Programme and the Targeted Basic Need Programme, as well as work to maximise the annual basic need allocations.	Delivery, affordability and value for money will be monitored by the corporate Programme Board. Key milestones will be reported with RAG ratings to monitor progress.	1 September 2015.	Catherine Doran, Corporate Director Children & Families, through the Programme Board.	1 September 2013
Disability. Insufficient education provision to meet the needs of children with special educational needs.	This area of potential adverse impact of the increased number of children in the borough has been considered. Harrow Cabinet agreed its Special School and SEN Placements Planning Framework in July 2013, and successful applications have been made to the Government's Targeted Basic Need Programme for funds to expand the places in Harrow's special schools and to create more additionally resourced provision places in Harrow's mainstream schools.	Completion of the projects to expand Harrow's special schools and to create units for more additionally resourced provision places in Harrow's mainstream schools.	1 September 2015.	Catherine Doran through the Programme Board.	1 March 2013
Residents / Service Users. Many concerns about the impacts of traffic congestion.	Measures are being put in place to address the traffic and congestion issues arising from the creation of additional school places. See Section 5 above. The consultation responses have been sent to Mott MacDonald and the Transport and Travel Planner Officer for inclusion in their work.	Traffic Assessments and School Travel Plans will be submitted as part of the Planning Applications.	18 June 2014.	Mark Sperring, Head of Capital Project Team.	November 2013.

## Stage 8 - Monitoring

The full impact of the proposals may only be known after they have been implemented. It is therefore important to ensure effective monitoring measures are in place to assess the impact.

<p><b>15.</b> How will you monitor the impact of the proposals once they have been implemented? What monitoring measures need to be introduced to ensure effective monitoring of your proposals? How often will you do this? <i>(Also Include in Improvement Action Plan at Stage 7)</i></p>	<p>The School Organisation Officer Group, comprised of representatives from relevant corporate departments, meets monthly and will monitor the impact of proposals and the continuing levels of need.</p>
<p><b>16.</b> How will the results of any monitoring be analysed, reported and publicised? <i>(Also Include in Improvement Action Plan at Stage 7)</i></p>	<p>Regular reports are presented to Cabinet on school organisation matters, including quarterly update reports on the school expansion programme. These reports are published on the Harrow Council website.</p> <p>The School Expansion Stakeholder Reference Group has been established and meets monthly. The School Expansion Stakeholder Reference Group is a cross party representative group to provide advice and guidance on the implementation of the school expansion programme. The meetings are minuted.</p> <p>The Programme Board of senior corporate officers and the constructor meets regularly to monitor the construction programme to ensure appropriate accommodation is provided at the schools for the additional pupils.</p>
<p><b>17.</b> Have you received any complaints or compliments about the proposals being assessed? If so, provide details.</p>	<p>A range of views and comments were received in support and opposed to the expansion proposal (see section 2 in Stage 5 above). 61% of consultation responses agreed with the approach to creating additional school places in Harrow.</p>

## Stage 9: Public Sector Equality Duty

**18.** How do your proposals contribute towards the Public Sector Equality Duty (PSED) which requires the Council to have due regard to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between different groups.

(Include all the positive actions of your proposals, for example literature will be available in large print, Braille and community languages, flexible working hours for parents/carers, IT equipment will be DDA compliant etc)

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited	Advance equality of opportunity between people from different groups	Foster good relations between people from different groups
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by the Equality Act 2010			
By acting to ensure all children in Harrow have access to a high quality school place, Harrow is promoting equality of opportunity for all children and young people.	By acting to ensure all children in Harrow have access to a high quality school place, Harrow is promoting equality of opportunity for all children and young people.	By acting to ensure all children in Harrow have access to a high quality school place, Harrow is promoting equality of opportunity for all children and young people.	By acting to ensure all children in Harrow have access to a high quality school place, Harrow is promoting equality of opportunity for all children and young people.
<b>Stage 10 - Organisational sign Off (to be completed by Chair of Departmental Equalities Task Group)</b>			
<b>The completed EqIA needs to be sent to the chair of your Departmental Equalities Task Group (DETG) to be signed off.</b>			
<b>19.</b> Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?	The corporate Equality Impact Assessment Quality Assurance Group.		
Signed: (Lead officer completing EqIA)	<i>Chris Melly</i>	Signed: (Chair of DETG)	<i>Richard Segalov</i>
Date:	20 <sup>th</sup> February 2014	Date:	21 <sup>st</sup> February 2014
Date EqIA presented at the EqIA Quality Assurance Group	3 <sup>rd</sup> February 2014 (Sample EqIAs presented to inform the EqIAs on all 15 of the Phase 2 expansion schools)	Signature of ETG Chair	

October 13 School Census	St. John Fisher Catholic Primary School
<b>AGE as at 31st August 2013</b>	
3	0.0%
4	14.2%
5	14.4%
6	15.3%
7	13.2%
8	14.2%
9	14.2%
10	14.4%
11	0.2%
<b>Grand Total</b>	<b>431</b>
<b>GENDER</b>	
Female	38%
Male	42%
<b>Grand Total</b>	<b>431</b>
<b>ETHNICITY</b>	
Indian	1.6%
Asian Other	10.9%
Black African	1.4%
Black Caribbean	3.0%
Black Other	0.2%
Mixed other	3.0%
Mixed White/Asian	4.2%
Mixed White Black African	0.7%
Mixed White Black Caribbean	2.6%
Any Other Ethnic minority	1.9%
Refused	0.2%
White British	38.7%
White Irish	9.7%
White Other	8.1%
Unknown	13.7%
<b>Grand Total</b>	<b>431</b>
<b>SEN</b>	
No SEN	79.4%
School Action	13.9%
School Action Plus	4.4%
Statement of SEN	2.3%
<b>Grand Total</b>	<b>431</b>

Source: Collect export: Final Oct 2013 Schools & academies.xls



### Monitoring information

When completing their responses to the statutory consultations from 16 September 2013 to 18 October 2013, respondents were invited to provide information about how they perceive their social identity to assist with monitoring the effectiveness of the consultation outreach. Anonymous information was requested under the following categories: disability; ethnic group; and religion. The following tables show the responses received under these categories.

<b>Respondents by Disability</b>	<b>Number</b>	<b>Percentage</b>
Not Disabled	709	85.11%
Yes, affecting mobility	19	2.28%
Yes, affecting hearing	4	0.48%
Yes, affecting vision	5	0.60%
Yes, a learning disability	0	0.00%
Yes, mental ill-health	2	0.24?%
Yes, another form of disability	3	0.36%
Not Stated	91	10.92%%

<b>Ethnic Group</b>	<b>Number</b>	<b>% of total response</b>
Asian Or Asian British	202	24.54%
Black or Black British	13	1.58%
Other Ethnic Group	12	1.46%
Mixed ethnic background	7	0.85%
White	234	28.43%
Did Not Specify	355	43.13%

<b>Respondents by Religion</b>	<b>Number</b>	<b>Percentage</b>
Buddhism	9	1.09%
Christianity	227	27.58%
Hinduism	208	25.27%
Islam	107	13.00%
Jainism	19	2.31%
Judaism	9	1.09%
Sikh	6	0.73%
Zoroastrian	0	0%
Other	24	2.92%
No Religion	61	7.41%
Not Stated	153	18.59%

**KS201EW - Ethnic group**

**North West Primary Planning Area**

**Appendix C**

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Population - All usual residents

Units - Persons

Date - 2011

**Main Wards for the North West Primary Planning Area**

(Over 40% of pupils in these Wards attend schools in the planning area)

Ethnic Group	Harrow Weald		Hatch End		Headstone North		Pinner		Pinner South	
	number	%	number	%	number	%	number	%	number	%
<b>All usual residents</b>	<b>11,376</b>	<b>100.0</b>	<b>10,693</b>	<b>100.0</b>	<b>10,093</b>	<b>100.0</b>	<b>10,026</b>	<b>100.0</b>	<b>10,411</b>	<b>100.0</b>
White: English/Welsh/Scottish/Northern Irish/British	4,633	40.7	5,114	47.8	3,949	39.1	5,192	51.8	5,370	51.6
White: Irish	608	5.3	271	2.5	302	3.0	320	3.2	265	2.5
White: Gypsy or Irish Traveller	2	0.0	3	0.0	1	0.0	4	0.0	5	0.0
White: Other White	637	5.6	670	6.3	530	5.3	697	7.0	549	5.3
Mixed/multiple ethnic groups: White and Black Caribbean	170	1.5	78	0.7	75	0.7	82	0.8	83	0.8
Mixed/multiple ethnic groups: White and Black African	50	0.4	30	0.3	26	0.3	45	0.4	31	0.3
Mixed/multiple ethnic groups: White and Asian	173	1.5	143	1.3	177	1.8	153	1.5	167	1.6
Mixed/multiple ethnic groups: Other Mixed	123	1.1	141	1.3	101	1.0	96	1.0	104	1.0
Asian/Asian British: Indian	2,120	18.6	2,580	24.1	2,684	26.6	1,739	17.3	1,975	19.0
Asian/Asian British: Pakistani	290	2.5	222	2.1	346	3.4	279	2.8	262	2.5
Asian/Asian British: Bangladeshi	79	0.7	28	0.3	34	0.3	52	0.5	46	0.4
Asian/Asian British: Chinese	84	0.7	71	0.7	136	1.3	98	1.0	132	1.3
Asian/Asian British: Other Asian	975	8.6	638	6.0	969	9.6	582	5.8	977	9.4
Black/African/Caribbean/Black British: African	476	4.2	229	2.1	196	1.9	256	2.6	154	1.5
Black/African/Caribbean/Black British: Caribbean	342	3.0	157	1.5	234	2.3	136	1.4	81	0.8
Black/African/Caribbean/Black British: Other Black	236	2.1	93	0.9	110	1.1	108	1.1	77	0.7
Other ethnic group: Arab	197	1.7	106	1.0	85	0.8	87	0.9	43	0.4
Other ethnic group: Any other ethnic group	181	1.6	119	1.1	138	1.4	100	1.0	90	0.9
<b>Main Ethnic Groups</b>										
White	5,880	51.7	6,058	56.7	4,782	47.4	6,213	62.0	6,189	59.4
Mixed/multiple ethnic groups	516	4.5	392	3.7	379	3.8	376	3.8	385	3.7
Asian/Asian British	3,548	31.2	3,539	33.1	4,169	41.3	2,750	27.4	3,392	32.6
Black/African/Caribbean/Black British	1,054	9.3	479	4.5	540	5.4	500	5.0	312	3.0
Other ethnic group	378	3.3	225	2.1	223	2.2	187	1.9	133	1.3

In order to protect against disclosure of personal information, records have been swapped between different geographic areas. Some counts will be affected, particularly small counts at the lowest geographies.