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| <b>Item No.</b><br>12.             | <b>Classification:</b><br>Open | <b>Date:</b><br>13 July 2021  | <b>Meeting Name:</b><br>Cabinet |
| <b>Report title:</b>               |                                | St John's Walworth Church of England Primary School   |                                 |
| <b>Ward(s) or groups affected:</b> |                                | North Walworth  |                                 |
| <b>Cabinet Member:</b>             |                                | Councillor Jasmine Ali, Deputy Leader and Cabinet Member for Children, Young People and Education |                                 |

**FOREWORD – COUNCILLOR JASMINE ALI, DEPUTY LEADER AND CABINET MEMBER FOR CHILDREN, YOUNG PEOPLE AND EDUCATION**

Schools are the heart of our communities in Southwark so it is with great sadness that I ask Cabinet to approve the attached proposal to close St John's Walworth Church of England Primary School.

This follows the decision by the governing body of St John's to consult on the school closure on the basis of the significant falling pupil rolls placing irreversible pressure on the school budget. This combined with a requires improvement Ofsted judgment makes the improvements required more challenging.

Pupil falling rolls is a serious issue for primary schools right across London. There are a number of reasons for this. A gradual fall in children entering reception was confirmed in 2018 as a trend. Contributing factors include; fall in birth rate, the uncertainty brought about by Brexit causing some families to leave the UK, and more recently, the global pandemic demonstrating to more families how they can work in London while living further afield.

Like many other London boroughs, we went to the schools adjudicator to bring down pupil admission numbers for a number of primary schools to help manage the fall in rolls. We have and continue to actively encourage schools to work together through partnerships, mergers and federations and to open buildings up, where possible, for wider community use.

The council is working with all schools to be able to provide the high quality and standards we have come to expect in Southwark. We continue to explore every avenue to avoid such drastic action as a school closure.

In recent years the council has invested £200m in a school development and expansion programme which has brought much needed improvement to the quality of the educational experience and outcomes of so many pupils in Southwark. Schools will always remain the heart of our communities and pupil numbers may begin to rise again in the foreseeable future. Therefore, we need to maintain the schools estate and our investment in improvements for when the birth rate picks up and the demographic shift from London to other places comes back round again.

In the case of St John's, once the school governors had made the final decision to close the Southwark Diocesan Board of Education and Local Authority respected that decision.

On a positive note we have capacity in neighbouring schools to meet the needs of all pupils transitioning from St John's to other schools. We have helped all 51 pupils into an alternative school place at neighbouring good or outstanding schools.

The sheer volume of work to roll back an educational establishment has been immense. Not least for the emotional turmoil that it has had on all involved. I would like to thank Head Teacher Mr Velada -Billson, Deputy Head Teacher, Nicola Bishop, Southwark Education Director, Nina Dohel and the St John's Chair of Governors, Usha Singh for all that they have done to support staff, families and pupils.

They have worked tirelessly in making sure that the school staff, pupils and their families were held and supported through this - incredibly sad closure. St John's has been an integral part of life for so many local people including many local councillors in Southwark for so many generations and will missed by us all.

This is a difficult time for all our schools and the council is committed to supporting them to navigate their way through this difficult time until the demand for school places increase again. This includes the establishment of a member officer group so that we can do all we can to maintain our educational estate. We hope that the Diocese will work with us to repurpose the school for education and training purposes

## **RECOMMENDATION**

1. That Cabinet approves the governing body proposals for the closure of St John's Walworth Church of England Primary School from the 1 September 2021.

## **BACKGROUND INFORMATION**

2. St John's Walworth Church of England Primary School is a one form of entry (1FE) primary school, on Larcom Street, SE17 1NQ – a map showing its location and neighbouring schools in the locality attached as **Appendix 1**.
3. In recent years, the school has found it difficult to fill the 30 places it is able to admit each year. This academic year, starting September 2020, 18 children took up Reception class places, 11 joined Reception the previous year. Only ten families applied to Reception for 2021 – all were supported by the local authority and have received alternative school places. St John's Walworth has a capacity of 210 across all year groups of the school. As at September 2020, 144 places were filled with 66 places vacant resulting in a 33% vacancy level across Years Reception to 6 –which is above the average vacancy level of 19% in Southwark. This low level of admissions has had a considerable financial impact on the school over the years, which has led to a substantial and growing in year financial deficit.
4. School funding is driven by pupil numbers, the more pupils a school has on roll, the more funding it receives. Unused/vacant school places create an immediate cost for schools through reduced budgets, which in turn can affect the overall sustainability and quality of education standards at the school. The local authority confirmed at the beginning of this year that the school received another low number of applicants for September 2021 this, along with an identified drop in births in the immediate locality, made it unlikely that pupil numbers would recover any time soon.

5. After significant consideration, the governing body of St John's Walworth Church of England Primary School reached the view at its meeting of 19 January 2021 that the school was no longer financially sustainable and could not guarantee a good quality of education into the future. Several reasons contributing to this position were stated which include those set out below:
  - *The pupil roll has fallen consistently over the past five years resulting in reduced (pupil led) funding.*
  - *This reduced funding over the past five years has created significant debt, it was thought to be unlikely that the school would be able to balance its budget in year or reverse the growing debt*
  - *The circumstances have made it inevitable that the school will incur further debt if it remains open*
  - *The funding position would have a detrimental impact on staffing and resources, which would limit the school's ability to continue to move from requires improvement to good and 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 the broad and balanced curriculum that it would be reasonable to expect of a primary school.*
6. Following its decision, the governing body held a series of informal, information sessions during February, with parents of children at the school, staff and key stakeholders to explain the situation that the school was in and, that a formal process to consult on proposal for closure was to begin. The local authority (LA) and the Southwark Diocesan Board of Education (SDBE) has supported the governing body at each stage of this process.
7. In line with the Department for Education's (DFE) guidance: "*Opening and closing maintained schools, Statutory guidance for proposers and decision-makers, November 2019*", the decision makers for the closure of a state funded school (whether this is a community, foundation or voluntary aided school) is the Council. St John's Walworth, Church of England primary school is the Proposer, Southwark Council is the decision-making body. In respect of the council's constitution, the decision to close is to be taken by the council's cabinet.
8. The governing body as Proposer followed the statutory process outlined in the guidance above for closing a maintained school prior to the cabinet being required to make a decision of whether the school should close, There are five stages to this process, which are covered in detail from paragraphs 9 to 12 of this report.

## **KEY ISSUES FOR CONSIDERATION**

### **The procedure for the consideration of a school closure**

9. The **five stages** to a school closure consideration outlined in the guidance and mentioned in paragraph 7 are set out below:
  - *Stage 1 - Statutory Consultation with interested parties;*
  - *Stage 2: Publication of proposals;*
  - *Stage 3: Representation from publication;*

- *Stage 4: Cabinet decision, and finally,*
  - *Stage 5: Implementation of proposals, if agreed.*
10. The governing body undertook Stage 1 – Statutory Consultation with interested parties details of which are provided in paragraphs 13 to 25. The School’s governing body then met on 17 May 2021 to consider the results and feedback of the consultation. As a result, the governing body voted unanimously to move to Stage 2 and Stage 3 of the process, to publish formal closure proposals and to invite formal comment on these proposals from stakeholders. These stages of the process ran from the 7 June 2021 to 5 July 2021. These proposals are set out in Appendix 5 of the report and should be considered by the cabinet in making this decision.
11. Stage 4 involved the writing of this report following the governing body’s proposal to close, taking into account, any representations that were made during the pre-publication consultation and the publication of the statutory proposals in June. Stage 5 – should the cabinet agree to the closure of the school, would be the formal process of the school closing on the 1 September 2021
12. The timetable outlined above is given in tabular format below

| <b>Stage</b>  | <b>Dates</b>   |
|---|--|
| Stage 1: Statutory Consultation with interested parties | 15th March 2021 to 14th May 2021 <i>(COMPLETE)</i>           |
| Stage 2: Publication                                    | 7th June 2021 <i>(COMPLETE)</i>                              |
| Stage 3: Representation                                 | 7 <sup>th</sup> June 2021 to 5th July 2021 <i>(COMPLETE)</i> |
| Stage 4: Cabinet decision                               | 13 <sup>th</sup> July 2021                                   |
| Stage 5: Implementation                                 | 1 <sup>st</sup> September 2021                               |

### **Results of the pre-publication consultation (Stage 1)**

13. It is a statutory requirement for the Proposer (in this case the school’s governing body) to consult any parties they think appropriate before publishing statutory proposals. A large number of events to consult all stakeholders on the proposals were undertaken, and have been outlined in **Appendix 6**.
14. The process included a statutory element of consultation that lasted for 8 weeks (6 of which were during term time) to allow the widest possible opportunity for views/comments to be made by parents, carers, local residents and other stakeholders. The purpose of the consultation was for Governors to seek the views of and engage with those that could potentially be affected by the proposed closure of St John’s Walworth Primary Church of England School. It was also an opportunity for interested parties to suggest other options for consideration on the proposed closure of St John’s Walworth Primary Church of England School in September 2021.
15. In addition to this, the governing body sought the views of:
- *All schools/admission authorities in Southwark, governing bodies and academy trusts (via the Headteacher and the Chair of Governors).*

- *Neighbouring Councils (Lambeth, Tower Hamlets, Lewisham, Croydon, Wandsworth, and Westminster)*
- *All Southwark Councillors and MPs*
- *The SDBE and the Catholic Diocese*
- *Appropriate trade Unions.*

16. Consultation was undertaken by:

- *Placing a note on the school website containing the consultation documents.*
- *Setting up a website that allowed people to answer the consultation questions.*
- *Setting up an email address to allow for parents, carers and stakeholders to feed back on the pre-consultation proposals.*
- *Distribution of a paper form for stakeholders to respond to.*
- *An email to all of the five, additional stakeholder groups listed above was sent by the LA, on behalf of the governing body*
- *Three consultation meetings for parents, carers, community and stakeholders were held via Zoom in March, April and May 2021.*
- *Extensive consultation with staff, and their professional associations/trade unions was undertaken.*

17. The results of the initial consultation are outlined in paragraphs 19 to 23 of this report.

18. At the conclusion of the statutory consultation outlined above, the Governing body reviewed the feedback they received. No substantive objections were raised by stakeholders, nor were any viable alternative proposals put forward. The school's, Governors met on the 17<sup>th</sup> May 2021 and after careful consideration of the feedback and comments received, agreed to publish formal closure notices – stage 2 of the process.

### **Responses to issues raised in the initial consultation**

19. **No** representations were received from neighbouring councils, councillors, the SDBE or the Catholic Diocese. Three Southwark Councillors attended one of the consultation meetings. The trade unions had a number of operational queries, and liaised extensively with the school's Human Resources (HR) advisors. **No** trade unions formally objected to the school closure.

20. **One** representation was received from a stakeholder via the bespoke email, which stated "*As members of the community of Walworth, we wish to express our great concern at hearing of the possible closure of St John's school. We hope that the future of the school will be saved by improved reports and positive marketing. We have had many family members attend St John's and gone on to have a great further education. We would like to do anything possible in support to keep the school open*". This comment did not advance an alternative proposal, nor did it address the reasons for closure. **No** representations on paper were received from parents, carers and stakeholders via the paper forms or the online form. Feedback from the parent and carer meetings was mainly centred around facilities for pupil transfer and ensuring children have a school place for September 2021.

21. **Four** responses were received from the website that was set up (one was subsequently deleted). Of the four, two stated that “they were not affected by the proposals” and two stated that they were “unsure”. No objections were received in the online form. The responses from the online form all came from governors at other schools. Suggestions received from the 4 responses were:

- *Moving to become a 0.5FE school*
- *A partnership or merger with another school*
- *Ensuring places were made available at other local C of E schools.*

22. In terms of the suggestions received, the following observations can be made.

Moving to 0.5FE: Moving to 0.5FE would not substantively address the debt at the school – indeed a 0.5FE school would require a heavy subsidy from the local authority and would not allow for the breadth of curriculum that a 1 or 2FE school would provide. Where 0.5FE schools exist, they tend to be in rural areas where alternative schools are some distance away, and where expense difficulties would be encountered for pupils to be transported or accommodated elsewhere. This is clearly not the case at St John’s Walworth Church of England Primary school.

A partnership or merger with another school: A potential merger with another local school or joining the C of E MAT was considered unlikely because of the size of budget deficit St John’s Walworth Church of England Primary School is carrying; this deficit would have to be taken on by any school that St John’s Walworth Church of England Primary School merged with. There are no suitable local Church of England schools we could merge with St John’s Walworth Church of England Primary school was not in a position to apply to join the SDBE Multi-Academy trust (MAT) due to its financial situation and falling roll.

Ensuring places were made available at other local C of E schools: Places exist in local Church of England schools, and indeed, a number of children have already been allocated to these schools. Not all children attended St John’s Walworth on religious grounds, and indeed, the LA answered a similar question in the Q & A distributed with the consultation. This asked “Q. *Would practising Christians be given priority for available places at Church of England schools?*” The answer was that this would depend on the proportion of foundation places (those reserved for practising Christians) that are left unfilled at the time of entry, as well as the other criteria that the schools apply to admit foundation pupils, in accordance to their existing admissions criteria, and with regard to the DfE Admissions Code. No child who wanted a C of E place in a local school has been refused such a place.

23. During the Stage 1 consultation, a petition was set up on Change.Org by a local resident (it has not been determined whether the person was a parent or carer of a child at the school). The petition garnered 369 “signatures” and is located here: <https://www.change.org/p/boris-johnson-save-st-john-s-primary-school-walworth>

24. In respect of the petition on “Change.Org”, it appears on examination that many of the respondents are not actually parents of children at the school, and the general tenor of the response is that “it would be a shame to close the school”

rather than actually offering any other alternatives or perspectives. A print out of the responses where people have left a reason for opposing closure from this site is attached as an appendix (**See Appendix 2**).

### **Publication of the notices and representation (Stages 2 and 3) and responses to issues raised in the post publication consultation**

25. Governors of the school, proceeded to the next, formal stages of the process from the 7 June 2021 to the 5 of July 2021. Formal notices (**Appendix 4**) were published and displayed at the school, placed on the school website and in the local press, inviting comment on the Statutory proposal (**Appendix 5**) – this completed stage 3 of the statutory process.
26. As at the 1 July 2021, no representations, objections or observations were received at Stage 3 by the local authority or the school.

### **Cabinet decision (Stage 4)**

27. Although the consultation on the proposal has been conducted by the governing body, In line with the statutory guidance, the decision maker is the cabinet of the council. As such, cabinet is able to:
  - *Agree the closure proposal as outlined in the report*
  - *Agree the closure proposal with modifications*
  - *Refuse the closure proposal.*
28. If cabinet does not take a decision on the school closure within 2 months of the expiry of the formal notice (i.e. by the 5 September 2021), the matter would then referred to the Office of the Schools Adjudicator (OSA) for final decision. The following bodies have the right to have the decision referred to the to the Schools Adjudicator, independent of the local authority after the cabinet decision is taken.
  - *The Diocesan Board of Education of any C of E Diocese in the relevant area*
  - *The Bishop of any Roman Catholic Church in the relevant area*
  - *The governing body or any foundation of the foundation or voluntary school specified in the proposals.*

### **Formal closure of the school (Stage 5)**

29. If cabinet agrees to the St John's Walworth Church of England primary school governing body's proposals to close, this will be effective from 1 September 2021.

### **Actions undertaken for the pupils, parents and carers affected**

30. The local authority, as the body responsible for school admissions in Southwark, has had to plan for every eventuality to ensure that all children attending St John's Walworth, Church of England Primary School have an alternative school place for September 2021. The local authority provided a great deal of support to parents, carers and can confirm that every child on the roll of St John's Walworth Church of England Primary School, now has an alternative school place secured for September 2021.

31. The local authority's school admissions team established and led a coordinated admissions process, to ensure that the parent/carer of each child on the roll of St John's Walworth had access to an admissions application and was able to state a preference of an alternative school from September 2021, should the school close. A dedicated admissions officer was made available to work closely with families and school staff alongside the formal, consultation process that the governing body followed, to ensure that every child was able to receive a provisional offer of an alternative school place for September 2021 (the timetable followed is attached as **Appendix 3**). Children with an Educational and Health Care Plan (EHCP) were fully supported with their transition by their SEND caseworker and families have been offered financial support for school uniforms.
32. It should be noted that, there are **14** Southwark schools within 0.6 miles of St John's Walworth; all within a reasonable walking distance. At the beginning of the year, these 14 schools had around 1,100 vacant school places across Reception to Year 6. The three, Church of England schools had 250 vacancies across Year R to 5 which could have accommodated the children displaced by a closure.
33. A table of where the pupils have provisionally been allocated to, should the school close is shown as **Appendix 8** - the headline figures were that:
  - 90% of pupils were found other schools in Southwark
  - 10% of pupils requested schools in other LAs – mainly Lambeth
  - 41% of pupils were accommodated in Church of England primary schools
  - A further 17% in Roman Catholic primary schools
  - All families that required a place for their child was able to be offered one, however, not all specific preferences made were able to be met if schools were oversubscribed.

### **Actions undertaken for the teachers and non-teaching staff affected**

34. The situation at the start of the process was that the governing body, informed their staff at the earliest possible opportunity that there was a potential that the school would close in September 2021. The trade unions were also involved at this stage.
35. Staff consultation events, led by the school's governing body, are noted in **Appendix 6**, amongst the other consultation events for stakeholders

### **Community impact statement**

36. The Public Sector Equality Duty, at section 149 of the Equality Act, requires public bodies to consider all individuals when carrying out their day-to-day work, in shaping policy, delivering services and in relation to their own employees.
37. Public bodies need to have due regard when carrying out their activities to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between people with protected characteristics and those with none. The Council's "Approach to Equality" commits the Council to ensuring



equality is an integral part of our day-to-day business. “Protected characteristics” are the grounds upon which discrimination is unlawful.

38. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender and sexual orientation. In this case, the characteristics covering gender reassignment, marriage and civil partnership, pregnancy and maternity, and sexual orientation are unlikely to be issues to consider in terms of place planning. In terms of age, disability, race, religion or belief.
39. An Equality and Health Impact Assessment has been completed and is attached at **Appendix 7**. The statutory guidance requires the cabinet to consider the impact of this proposal on local integration and community cohesion objectives when they are taking a decision on the Governor proposals. Given that most children are remaining within the locality it is not felt that there will be any discernible impact on integration and community cohesion.
40. With regard to the Ministry of Housing, Communities & Local Government “Integrated Communities Action Plan” – the guidance issued by the Government lists (under “Education and Young People”) a list of actions that schools and local authorities should reference, if needed. None of the 16 issues raised as part of the plan are appropriate to this proposal.

### **Resource and risk implications**

41. 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.
42. 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 Southwark’s geography mitigate considerably against any risk of there being insufficient places to house pupils affected by the closure.
43. The freehold of the building belongs to the SDBE, who would ultimately decide what use the building will be put to, if closure were agreed. Planning constraints presently limit the use of the building for anything other than education or training purposes. Southwark Council’s clear preference would certainly be for the building to remain in use as an educational or community facility and will work with the SDBE to effect this.

### **Legal implications**

44. Please see the comments below from the Director of Law and Governance.

### **Financial implications**

45. The Dedicated Schools Grant (DSG) Schools Block, which is awarded to fund education provision, is primarily calculated using pupil numbers and pupil

characteristics. Consequently, there is expected to be minimal impact on the amount of the grant as a consequence of the closure. With a similar amount of income spread over a smaller number of schools, there will be a positive impact on the financial position of schools. This will be seen in those schools which accept pupils formerly attending St John's Walworth.

46. St John's Walworth primary ended the 2020/21 financial year in a deficit position of £227k. This is forecast to rise significantly by the end of August 2021 until the closure of the school. The closure will also incur costs such as redundancies, site security, uniforms for children transferring to other schools, archiving/disposal etc. and is estimated at around £470k.

### **Human Resource implications**

47. The governing body of St John's Walworth, Church of England Primary School is the employer of all staff at the school, and will follow formal staff redundancy processes in consultation with trade unions and staff as per the school's adopted Restructure and Re-organisation HR policy and procedure. This may or may not result in staff redundancies.

### **Consultation**

48. Consultation in this proposal has been extensive and has involved all possible stakeholders, and is outlined in paragraphs 13 to 25.

## **SUPPLEMENTARY ADVICE FROM OTHER OFFICERS**

### **Director of Law and Governance**

49. The cabinet is being asked to approve proposals to close St John's Church of England Primary School Walworth, which is a voluntary aided school maintained by the council. A school closure is an executive decision of the council, which has been reserved in the council's constitution to be made by the cabinet. A decision to close the school therefore has to be made by the cabinet and in accordance with sections 15 and 16 and schedule 2 of the Education and Inspections Act 2006 , and the School Organisation (Establishment and Discontinuance of Schools) (England) Regulations 2013. The cabinet must also have regard to the statutory guidance "*Opening and closing maintained schools*" issued by the Department for Education in November 2019 when making a decision to close a maintained school.
50. The 2006 Act prescribes that one of the following decisions has to be made in relation to the proposals:
  - (a) *reject the proposals*
  - (b) *approve the proposals without modification*
  - (c) *approve the proposals with such modifications as the cabinet thinks desirable after any relevant consultation.*
51. The cabinet is being asked to make this decision following the publication of proposals by the school's governing body for the closure of the school. These proposals have been set out in a statutory notice and follow a period of statutory consultation required to take place prior to the proposals being published.

52. This consultation has to have been with anyone who appeared to the governing body to be appropriate. Recommended consultees are set out in the statutory guidance. Details of this consultation are set out in the report, together with the results. The cabinet should conscientiously take account of the outcomes of the consultation in taking this decision.
53. The proposals were published by the school's governing body on 7<sup>th</sup> June 2021. Any person may send objections or comments to these proposals to the council within four weeks of the date of publication of the proposals. Any objections or comments will need to be provided to the cabinet and conscientiously taken into account when making its decision.
54. The cabinet decision in relation to these proposals has to be made within two months of the close of the representation period of the publication of the statutory proposals, or the decision has to be referred to the Schools Adjudicator to make. If the decision is made to approve the proposals to close the school, the 2006 Act requires these to be implemented by the governing body and the council.
55. The statutory guidance referred to above sets out considerations that should be made by the council when deciding on proposals including:
- *The information in the proposals set out in Appendix 5*
  - *Being satisfied that the governing body has carried out the statutory process satisfactorily*
  - *Giving due regard to all responses received during the representation period*
  - *Being satisfied there are sufficient surplus places elsewhere in the local area to accommodate displaced pupils and the likely supply and future demand for places in the medium and long term*
  - *The overall quality of alternative places in the area balanced with the need to reduce excessive capacity*
  - *The local context in which the proposals are being made, taking account the nature of the area, the age of the children involved and any alternative options for reducing excess surplus capacity*
  - *The impact of any proposal on local integration and community cohesion objectives*
  - *Will the decision unreasonably extend journey times or increase travel costs or result in too many children being prevented from being able to travel sustainably*
  - *The effect on the balance of denominational provision in the area including the pupils currently on roll and the medium and long term need for places*
  - *Is the school a focal point for family and community activity providing extended services for a range of users? If so provision should be made for the pupils and their families to access similar services through their new schools or other means.*
56. The cabinet needs to apply the public sector equality duty in section 149 Equality Act 2010 in making this decision, which requires it to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; (c) foster good relations between persons who

share a relevant protected characteristic and persons who do not share it. The relevant protected characteristics are referred to in the community impact paragraphs above. An equalities impact analysis has been produced and needs to be considered by the cabinet in making this decision.

57. The cabinet also needs to have regard to the council's statutory duty under section 14 Education Act 1996 to secure that sufficient schools for providing primary and secondary education are available for their area. The schools available for an area shall not be regarded as sufficient for these purposes unless they are sufficient in number, character and equipment to provide for all pupils the opportunity of appropriate education. "Appropriate education" means education which offers such variety of instruction and training as may be desirable in view of—(a) the pupils' different ages, abilities and aptitudes, and (b) the different periods for which they may be expected to remain at school, including practical instruction and training appropriate to their different needs.

### **Strategic Director of Finance (CAS20/12TJ202122)**

58. The strategic director of finance and governance notes the proposal to close St John's Walworth Church of England Primary School. Maintained schools receive the majority of their funding via the Dedicated Schools Grant, which is broadly distributed on a per-pupil basis. As a result, falling rolls over a period of time can result in significantly reduced grant income, which can impact the ability of a school to balance its budget. In the case of St John's Walworth Church of England Primary School, the financial strain due to falling rolls is compounded by an OFSTED rating – requires improvement- which impacts on its ability to attract pupils and to make required improvements. Schools in financial difficulty contribute to wider financial stresses within the maintained schools estate and so it is important that the financial position of all schools are reviewed regularly to ensure they are living within their means.
59. Section 22 of the Schools and Standards Framework Act (SSFA) 1998 sets out the Local Authority's responsibilities with respect to the funding of schools and includes a duty to defray all the expenses of maintaining a school.
60. When a maintained school closes, any outstanding deficit falls to the council to be written off. Whilst the financial management of maintained schools is delegated to their governing bodies, ultimate responsibility lies with the local authority and it is incumbent upon officers and members to ensure robust governance and controls are in place, both with respect to falling rolls and financial deficits, to limit any further exposure to financial risk arising from schools in deficit.

## BACKGROUND DOCUMENTS

| Background Papers  | Held At   | Contact                        |
|--|---|--------------------------------|
| Making significant changes ('prescribed alterations') to maintained schools - Statutory guidance for proposers and decision-makers October 2018  | Children's and Adults' Services, 160 Tooley Street, London, SE1 2QH | Ric Euteneuer<br>020 7525 5018 |
| <b>Link (please copy and paste into browser):</b><br><a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/756572/Maintained_schools_prescribed_alterations_guidance.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/756572/Maintained_schools_prescribed_alterations_guidance.pdf</a> |   |                                |
| School Admissions Code - Statutory guidance for admission authorities, governing bodies, local authorities, schools adjudicators and admission appeals panels. December 2014 – DfE   | Children's and Adults' Services, 160 Tooley Street, London, SE1 2QH | Ric Euteneuer<br>020 7525 5018 |
| <b>Link (please copy and paste into browser):</b><br><a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/389388/School_Admissions_Code_2014_-_19_Dec.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/389388/School_Admissions_Code_2014_-_19_Dec.pdf</a>                             |   |                                |
| Integrated Communities Government Action Plan  | Children's and Adults' Services, 160 Tooley Street, London, SE1 2QH | Ric Euteneuer<br>020 7525 5018 |
| <b>Link (please copy and paste into browser):</b><br><a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/778045/Integrated_Communities_Strategy_Govt_Action_Plan.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/778045/Integrated_Communities_Strategy_Govt_Action_Plan.pdf</a>     |   |                                |
| The Essential Guide to the Public Sector Equality Duty – EHRC July 2014  | Children's and Adults' Services, 160 Tooley Street, London, SE1 2QH | Ric Euteneuer<br>020 7525 5018 |
| <b>Link (please copy and paste into browser):</b><br><a href="https://www.equalityhumanrights.com/sites/default/files/psed_essential_guide_-_guidance_for_english_public_bodies.pdf">https://www.equalityhumanrights.com/sites/default/files/psed_essential_guide_-_guidance_for_english_public_bodies.pdf</a>   |   |                                |

## APPENDICES

| Number     | Title   |
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| Appendix 1 | Map showing the location of St John's Walworth School                               |
| Appendix 2 | Results of Change.Org petition  |
| Appendix 3 | Reallocation of places at St John's Walworth Primary School – actions and timetable |
| Appendix 4 | Statutory Notice for Closure  |
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| Appendix 7 | Equality and Health Impact Assessment   |
| Appendix 8 | Allocation of pupils to Alternative Primary Schools                                 |

## AUDIT TRAIL

|   |   |                          |
|---|---|--------------------------|
| <b>Cabinet Member</b>   | Councillor Jasmine Ali, Deputy Leader and Cabinet Member for Children, Young People and Education |                          |
| <b>Lead Officer</b>   | David Quirke-Thornton, Strategic Director of Children's & Adults' Services                        |                          |
| <b>Report Author</b>  | Ric Euteneuer, Principal Strategy Officer (School Place Planning)                                 |                          |
| <b>Version</b>  | Final   |                          |
| <b>Dated</b>  | 7 June 2021   |                          |
| <b>Key Decision?</b>  | Yes   |                          |
| <b>CONSULTATION WITH OTHER OFFICERS/DIRECTORATES/CABINET MEMBER</b> |   |                          |
| <b>Officer Title</b>  | <b>Comments Sought</b>  | <b>Comments Included</b> |
| Director of Law and Governance                                      | Yes   | Yes                      |
| Strategic Director of Finance & Governance                          | Yes   | Yes                      |
| <b>Cabinet Member</b>   | No  | No                       |
| <b>Date final report sent to Constitutional Team</b>                |   | 30 June 2021             |

LOCATION OF ST JOHN'S WALWORTH CHURCH OF ENGLAND PRIMARY SCHOOL

APPENDIX 1



## Results of Change.Org petition

## APPENDIX 2

The unedited, petition text – from the Change.org website states the following.

*Save St. John's primary school Walworth - St. John's primary school walworth started this petition to Boris Johnson (Prime Minister)*

*Please help us save St. John's primary school walworth our children are currently in the process of losing their primary school due to financial difficulties the school is facing our school is in huge debt and due to the pandemic not securing local intake of pupils for September 2021 and the board of governors along with our head master are in consultation the only way to come out of this is immediate closure of the school in July 2021 us the parents of St. John's walworth are truly gutted and emotions affected by this as well as the staff, the teachers but most of all our children and the community which St. John's has been a valued part of we have until September to transition our children to new primary schools which our children are anxious nervous but most of all scared of leaving their friends and teachers that they've built such a special bond and made the most fantastic memories with. school should be the best time of their lives and our children have lost such a valuable amount of time since our headmaster mr Bilson had taken over the school the impact he has had started to really turn the school around and he hasn't had time to advertise admission or new intakes for 2021 due to a pandemic for the last year so admissions are low but mr Bilson gained back the respect of the community the trust in us parents and the respect from our children to go and make our school strife and us the family of St. John's started to see the difference so please spare 5 minutes to sign and share this petition as we know we are not expecting miracles but to simply for us the parents, the teachers the staff and our community to simply have a voice as this is out of our control St. John's walworth primary school has been in our generations for years our grandparents went to this school ,our parents went to this school our children went to this school and our children's children it's simply all we know I'm asking everyone that can possibly take 5 minutes to sign this patition and help save St. John's walworth primary*

There were 369 positive responses to the petition, as at the 26<sup>th</sup> April 2020. People who signed the petition were also encouraged to say why they supported it. These comments – again, unedited - are given below.

*"This school and church have been going since before any one of us ,besides I went there as did my mum and my children . Fantastic little school x"*

*"This school is an important part of the local community and has been for a long long time"*

*"I have wonderful memories of my time at St John's, would be such shame to see it close. A great school serving its community"*

*"Because I like to help as much as possible"*

*"Signing because no school should ever close"*

*"I went to this school and loved it. Its part of the community and would be a severe loss to lose it ♥"*

*"My Mother and I both went there. It has always been a marvellous school for education, kindness and compassion. A truly great infant and junior school serving all the local community"*

*"I first attended there from the age of four and a half in 1956"*

*"For the community"*



*"It was my old school my history my families old school and a place I regard as my fundamental learning it's a vital part of walworth"*

*"I used to go there and its a very good school needs to stay"*

*"This was my school and was the best school in the area. My sister was married in the church too"*

*"It would such a loss to the local community if the school closed"*

*"This is a very good school top notch in the primary league table. Please save"*

*"It's will be a shame to see a 150 year old school shut down. As a parent whose older children and nieces (over 25years) and youngest who just started the school would want it still going and do plead with the authority to reconsider the decision. As a parent am willing to do all I for this school"*

*"we need this school to stay open for the kids and familys.dont close"*

*"The school is needed in the area"*

*"My daughter got a brilliant education at this lovely school. It should be helped to stay open for generations to come"*

*"My Millie is autistic and doesn't adapt great to change. She's progressed so much in such a short period of time and I'm gutted the school is closing. I really hope this petition gets us heard #SaveOurSchool"*

*"My little cousin attends this school and would be devastated to leave a great school"*

*"This was my old school"*

*"I transferred to this school for my last to years of primary school and i wish i had more years there. A wonderfull school it cant go"*

*No kids should be losing there school*

*My grandson goes there and we are devastated that we have to move him. He loves going to this school, it took him so long to settle and now we don't know what the future holds for him and all the other children .*

*"This is a good school, is part of Walworths heritage, which has been eroded by developers. A school such as this will be essential for the new communities coming to live in the vast number of flats being built surrounding the school"*

*"My brother and sister went here"*

*"St. John's has been around for generations! Would be a shame to see it close"*

*"This school shutting will have an all round effect on our children and our local community"*

*"This school is so good very good excellent"*

*"I'm signing because this school is one of the best in the district would be a shame to close it"*

*"This school and church have been going since before any one of us ,besides I went there as did my mum and my children . Fantastic little school x"*

**Coordinated admissions process for children attending  
St John's Walworth Primary School – actions and timetable**

**APPENDIX 3**

**Co-ordinated admissions timetable, St John's Walworth (SJW) Primary school**

| Date   | Action  | Lead   |
|--|---|--|
| 15 <sup>th</sup> March                                 | <ul style="list-style-type: none"> <li>This timetable of the coordinated admissions process to be sent to each family, school and local authority (LA) admissions officer contact details will also be provided.</li> <li>Parent/carers able to speak with admissions officers directly from this date about schools and/or the process</li> </ul>  | Governing body (GB) to send out to all.<br><br>LA and school admissions officers |
| 22 <sup>nd</sup> March                                 | <ul style="list-style-type: none"> <li>Each family will receive a list of all schools within approximately, a one mile radius of SJW by status (voluntary aided, academy, community) with current numbers of vacancies to help make realistic preferences.</li> <li>Compile details of each child at SJW: <i>year group, email/phone contact of parent/carer etc.</i> Details will be maintained confidentially throughout the process and school preferences added.</li> </ul> | LA and School admissions officers to lead  |
| 15 <sup>th</sup> March – 16 <sup>th</sup> April        | <ul style="list-style-type: none"> <li>An application form, list of school vacancies and all documents required to run the coordination process to be finalised.</li> </ul>   | LA admissions officer to lead  |
| 16 <sup>th</sup> April                                 | <ul style="list-style-type: none"> <li>An application form and list of school vacancies to be sent to each family with a child at SJW. NB. Children with an EHCP will be supported with their transition through a separate process led by the Special Educational Needs team.</li> </ul>   | LA admissions officer to lead  |
| 19 <sup>th</sup> to 30 <sup>th</sup> April (two weeks) | <ul style="list-style-type: none"> <li>Application window for each family to apply for up to <b>TWO</b> schools of preference within the Southwark.</li> </ul>  | LA admissions officer to lead  |
| 30 <sup>th</sup> April                                 | <ul style="list-style-type: none"> <li>All schools within Southwark that have been named as a preference (including own admission authority schools) to be asked to freeze in-year admissions up until the May half term and not to make any new offers during this period.</li> </ul>  | LA admissions officer and schools to lead.                                       |
| 4 <sup>th</sup> – 7 <sup>th</sup> May                  | <ul style="list-style-type: none"> <li>LA to send schools a list of children whose parents have made preferences for their school.</li> </ul>   | LA admissions officer to lead  |
| 10 <sup>th</sup> – 14 <sup>th</sup> May                | <ul style="list-style-type: none"> <li>Ranking of applications against oversubscription criteria, carried out by schools/GBs and returned to LA.</li> </ul>   | LA admissions/own admission authority  |
| 17 <sup>th</sup> – 22 <sup>nd</sup> May                | <ul style="list-style-type: none"> <li>LA to calculate fair and efficient allocation of offers in order to factor in both oversubscription criteria and parental preference</li> </ul>  | LA admissions officer to lead  |
| 24 <sup>th</sup> May (offer day)                       | <ul style="list-style-type: none"> <li>Initial offers of a school place made to each family and confirmed with schools (week before half term).</li> </ul>  | LA admissions officer to lead.   |
| 31 <sup>st</sup> May                                   | <ul style="list-style-type: none"> <li>All schools within Southwark can start to accept in-year applications directly once more.</li> </ul>   | Schools  |
| 31 <sup>st</sup> May to 31 July                        | <ul style="list-style-type: none"> <li>Families to confirm acceptance of offers by 7<sup>th</sup> June.</li> <li>Any changes to preferences, second applications etc to be made.</li> </ul>   | LA admissions officer to lead.   |

**Holiday dates to note:**

|  |                             |
|--|-----------------------------|
| <b>1<sup>st</sup> April to 16<sup>th</sup> April</b> | <b>Easter holiday</b>       |
| <b>3<sup>rd</sup> May</b>                            | <b>May Day Bank Holiday</b> |
| <b>31<sup>st</sup> May to 4<sup>th</sup> June</b>    | <b>Half term break</b>      |



## Statutory Notice

**Closure of St John's Walworth Church of England Primary School,  
Larcom Street, Walworth, London, SE17 1NQ**

Notice is given in accordance with section 15 of the Education and Inspections Act 2006 (as amended by the Education Act 2011) and the School Organisation (Establishment and Discontinuance of Schools) Regulations 2013 that the Governing body of St John's Walworth Church of England Primary School, Larcom Street, Walworth, London, SE17 1NQ, in consultation with the London Borough of Southwark and the Southwark Diocesan Board of Education (SDBE), has published proposals to discontinue St John's Walworth Church of England Primary School with effect from 1<sup>st</sup> September 2021.

Should the decision to close St John's Walworth Church of England Primary School be taken, all children attending St John's Walworth Church of England Primary School would be offered places at alternative schools in line with parental preferences and/or within the area for September 2021. The School currently has 94 children on roll.

The Governors of St John's Walworth Church of England Primary School are publishing the proposals. Southwark Council will decide whether to implement the proposals and close St John's Walworth Primary School.

The proposals are not related to any other school organisation proposals that have been or are about to be published.

This notice is an extract of the complete proposals. A copy of the complete proposals can be viewed on the school website at <https://www.stjohnswalworthprimary.co.uk/>, a paper copy of the proposal can be requested via email to: [ric.euteneuer@southwark.gov.uk](mailto:ric.euteneuer@southwark.gov.uk).

Within four weeks from the date of publication of this proposal, any person may object to or make comments on the proposal by emailing them to [ric.euteneuer@southwark.gov.uk](mailto:ric.euteneuer@southwark.gov.uk). Or in writing to:

Ric Euteneuer, Principal Strategy officer (School Place Planning)  
Education Access and Statutory Services  
Children's and Adults' Services  
Southwark Council, 160 Tooley Street  
London SE1 2QH

Responses must be received by 5pm on July 5<sup>th</sup> 2021.

Signed

Usha Singh, Chair of Governors  
7<sup>th</sup> June 2021

### Explanatory Notes

Southwark Council will need to take the decision on whether or not to close St John's Walworth Church of England Primary school within two months of the end of the representation period (i.e. by 5<sup>th</sup> September 2021). If the Council fails to take the decision within this time, it will pass all relevant material to the Office of the Schools Adjudicator (OSA), which will itself take the decision.

## APPENDIX 5

### Statutory Proposal - To close St John's Walworth, Church of England Primary School

The Governing body of St John's Walworth Church of England Primary School of Larcom Street, Walworth, London, SE17 1NQ, a voluntary aided school, publishes these proposals under section 15(2) of the Education and Inspections Act 2006 to close St John's Walworth Church of England Primary School with effect from 1<sup>st</sup> September 2021.

| Category   | Information  |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
|--|--|------|---|---|---|---|----|---|---|-------|---|---|---|---|---|---|----|------|---|---|---|---|---|---|----|
| <b>1. Contact details</b>  |  |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| a. School contact details and category   | <p>St John's Walworth Voluntary Aided Church of England Primary School, Larcom Street, Walworth, London SE17 1NQ. St John's Walworth Church of England Primary School schools phone number is 0207 703 4920, and email is <a href="mailto:office@stjohnswalworth.southwark.sch.uk">office@stjohnswalworth.southwark.sch.uk</a></p> <p>St John's Walworth school is a Voluntary Aided Church of England Primary School</p>  |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| b. Local Authority contact details   | The London Borough of Southwark, 160 Tooley Street, LONDON, SE1 2QH. Phone number is 020 7525 5000   |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| <b>2. Implementation</b>   |  |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| The date on which it is proposed to close the school or, where it is proposed that the closure be implemented in stages, the dates of and information about each stage.  | St John's Walworth Church of England Primary school is proposed to be closed from the 1 <sup>st</sup> September 2021 onwards.  |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| <b>3. Reason for closure</b>   |  |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| A statement explaining the reason why closure of the school is considered necessary.   | <p>The closure of St John's Walworth Church of England Primary school is considered necessary because it is no longer financially sustainable. The pupil roll has fallen consistently over the past five years resulting in reduced funding which the school receives based on pupil numbers. From the start of the next academic year, the funding gap due to falling pupil numbers is anticipated to be approximately £350 000, incurring further debt every year thereafter, due to the number of vacant places if the school remains open.</p> <p>The Governing body believe that, were St John's Walworth school to remain open, a new reduced staffing model would be required from September 2021, which would not enable children to continue receiving the high quality education they deserve and need.</p>  |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| <b>4. Pupil Numbers and Admissions</b>   |  |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| The numbers (distinguishing between compulsory and non-compulsory school age pupils), age range, sex, and special educational needs of pupils (distinguishing between boarding and day pupils) for whom provision is currently made at the school. | <p>There is no pre-school/nursery at St John's Walworth Church of England Primary school and therefore, there are no non-compulsory school age pupils. St John's Walworth school does not include any boarding pupils. There are 94 pupils on roll (as at 26/05/21), 4 children have an EHCP and a further 14 are supported with SEND action plus. A breakdown of children on roll by age group is shown in the table below:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>R</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> <th>6</th> </tr> </thead> <tbody> <tr> <td>Girls</td> <td>9</td> <td>3</td> <td>3</td> <td>7</td> <td>4</td> <td>6</td> <td>15</td> </tr> <tr> <td>Boys</td> <td>5</td> <td>3</td> <td>9</td> <td>6</td> <td>7</td> <td>6</td> <td>10</td> </tr> </tbody> </table> | Year | R | 1 | 2 | 3 | 4  | 5 | 6 | Girls | 9 | 3 | 3 | 7 | 4 | 6 | 15 | Boys | 5 | 3 | 9 | 6 | 7 | 6 | 10 |
| Year   | R  | 1    | 2 | 3 | 4 | 5 | 6  |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| Girls  | 9  | 3    | 3 | 7 | 4 | 6 | 15 |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| Boys   | 5  | 3    | 9 | 6 | 7 | 6 | 10 |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| <b>5 to 7. Displaced pupils</b>  |  |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |
| 5. A statement and supporting evidence about the need for school places in the area including whether there is sufficient capacity to accommodate displaced pupils.  | <p>Demand for reception places in the area has reduced dramatically in the last 5 years, the local authority took action in 2018/19 to reduce this excess by formally reducing the published admission number at twelve schools. This school is situated in the local authority planning area Borough, Bankside and Walworth which comprises 19 other schools, demand has decreased substantially, due to consistently falling birth rates and a variety of socio-</p>   |      |   |   |   |   |    |   |   |       |   |   |   |   |   |   |    |      |   |   |   |   |   |   |    |

| Category  | Information   |      |      |      |      |      |        |     |     |     |     |        |     |     |     |     |           |     |     |     |     |   |     |     |     |     |
|---|---|------|------|------|------|------|--------|-----|-----|-----|-----|--------|-----|-----|-----|-----|-----------|-----|-----|-----|-----|---|-----|-----|-----|-----|
| <p>6. Details of the schools or further education colleges at which pupils at the school to be discontinued will be offered places, including</p> <p>(a) any interim arrangements</p> <p>(b) the provision that is to be made for those pupils who receive educational provision recognised by the local authority as reserved for children with special educational needs; and</p> <p>(c) in the case of special schools, the alternative provision made by local authorities other than the local authority which maintain the school.</p> <p>7. Details of any other measures proposed to be taken to increase the number of school or further education college places available in consequence of the proposed discontinuance.</p> | <p>economic factors that have led to fewer families living in the area in these 19 schools.</p> <p>The table below shows reception year figures, capacity, vacancies and a percentage of vacancies. Ofsted and the DfE recommend between 5-10% vacancy levels to allow for parental preferences to be accommodated – the vacancy rate in this planning area is significantly higher, currently at 30%.</p> <table border="1" data-bbox="644 456 1353 611"> <thead> <tr> <th>Year</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Places</td> <td>945</td> <td>945</td> <td>810</td> <td>810</td> </tr> <tr> <td>Uptake</td> <td>719</td> <td>659</td> <td>612</td> <td>615</td> </tr> <tr> <td>Vacancies</td> <td>226</td> <td>286</td> <td>198</td> <td>195</td> </tr> <tr> <td>%</td> <td>24%</td> <td>30%</td> <td>30%</td> <td>30%</td> </tr> </tbody> </table> <p>The local authority has confirmed that there are over 1000 vacancies across years R to 6 at 14 other primary schools within 0.6 miles of St John's Walworth Church of England Primary school, which indicates there is sufficient capacity to accommodate displaced pupils, subject to parental preferences made through an admissions process.</p> <p>A coordinated admissions process has been delivered by the local authority for all families with a child on roll at St John's Walworth Church of England Primary school to enable them to apply for an alternative school of preference for September 2021. Places have been confirmed for 88 of the 94 on roll and final arrangements to secure places for the remaining six children are underway. Parents also have the option to apply to schools which are further away as there are some families travel from outside of the immediate area to enable their children to attend St John's Walworth. The School Admissions Team at the Local Authority can provide information and contact details for schools; they can be contacted at the following email address:<br/> <a href="mailto:schooladmissions@southwark.gov.uk">schooladmissions@southwark.gov.uk</a></p> <p>6a) there are no interim arrangements required</p> <p>6b) there is no SEND specialist reserved provision at this school - this section does not apply. There are five children with EHCPs – transition arrangements for these children into alternative schools are being managed by caseworkers on the local authority's Special Educational Needs and Disability (SEND) team to ensure appropriate placements are made.</p> <p>6c) St John's Walworth Church of England Primary school is not a special school, this does not apply</p> <p>7. There is no need for additional places to be provided in order to accommodate the children displaced by the closure of St John's Walworth Church of England Primary school, as there are currently, over 1000 spare places within half a mile of the school available across year groups to accommodate displaced pupils.</p> | Year | 2017 | 2018 | 2019 | 2020 | Places | 945 | 945 | 810 | 810 | Uptake | 719 | 659 | 612 | 615 | Vacancies | 226 | 286 | 198 | 195 | % | 24% | 30% | 30% | 30% |
| Year  | 2017  | 2018 | 2019 | 2020 |      |      |        |     |     |     |     |        |     |     |     |     |           |     |     |     |     |   |     |     |     |     |
| Places  | 945   | 945  | 810  | 810  |      |      |        |     |     |     |     |        |     |     |     |     |           |     |     |     |     |   |     |     |     |     |
| Uptake  | 719   | 659  | 612  | 615  |      |      |        |     |     |     |     |        |     |     |     |     |           |     |     |     |     |   |     |     |     |     |
| Vacancies   | 226   | 286  | 198  | 195  |      |      |        |     |     |     |     |        |     |     |     |     |           |     |     |     |     |   |     |     |     |     |
| %   | 24%   | 30%  | 30%  | 30%  |      |      |        |     |     |     |     |        |     |     |     |     |           |     |     |     |     |   |     |     |     |     |
| <p><b>8. Impact on the community</b></p>  | <p>A statement and supporting</p>   |      |      |      |      |      |        |     |     |     |     |        |     |     |     |     |           |     |     |     |     |   |     |     |     |     |
|   | <p>The decision to propose closure of St John's Walworth Church</p>   |      |      |      |      |      |        |     |     |     |     |        |     |     |     |     |           |     |     |     |     |   |     |     |     |     |

| Category   | Information   |
|--|---|
| evidence about the impact on the community of the closure of the school and any measures proposed to mitigate any adverse impact.  | <p>of England Primary school has been taken to protect the education of children attending the school, and ensure that, should the school close they can have a managed transition to other local schools. Southwark Council and the Southwark Diocesan Board of Education are working in partnership with the school as they move through this statutory process.</p> <p>The Governors of St John’s Walworth Church of England Primary school as well as Southwark Council/Southwark Diocesan Board of Education acknowledge that the closure of the school will have an impact on the community, and be deeply felt by many families/local residents due to the significant, community links and emotional ties developed and held by generations at St John’s Walworth Church of England Primary school. However, given the significant level of capacity at high quality schools in the locality and across Southwark as a whole, families will be able to access alternative school places in the community. The closure of St John’s Walworth school may enable some of the surrounding schools with low rolls to strengthen their intake and as a result, to become more financially viable.</p> <p>No mitigation will be required because of the availability of alternative school places at other schools in the local community.</p> |
| <b>9. Rural primary schools</b>  |   |
| Where proposals relate to a rural primary school designated as such by an order made for the purposes of section 15, a statement that the local authority or the governing body (as the case may be) considered section 15(4). | St John’s Walworth Church of England Primary is not in an area that has been classified as “rural”, nor has it been designated as such by an order made for the purposes of section 15.   |
| <b>10. Balance of denominational provision</b>   |   |
| Where the school has a religious character, a statement about the impact of the proposed closure on the balance of denominational provision in the area and the impact on parental choice.                                     | <p>The demand for places in denominational schools has decreased substantially across Southwark. The number of vacancies in Voluntary Aided, Church of England schools has increased commensurately – from a 9% vacancy rate in 2016 to 19% in 2020.</p> <p>The number of preferences expressed per place through the coordinated admissions process each year in Voluntary Aided, Church of England schools have fallen by 11%. The proportion of Voluntary Aided, Church of England primary places would reduce by 0.2% (because of this proposed closure). In terms of a balance between RC and C of E places, these would remain as they are presently - 54:46, as an RC school has just reduced its published admission number as well.</p> <p>Reducing provision in this area will mean that the remaining Voluntary Aided Church of England schools will potentially stay viable and ensure a future for this group of schools within the educational landscape in Southwark.</p>  |
| <b>11. Maintained nursery schools</b>  |   |
| Where proposals relate to the discontinuance of a maintained nursery school, a statement setting out   | St John’s Walworth Church of England School is a 4-11 primary school and includes no nursery provision, this section does not apply   |

| Category   | Information  |
|--|--|
| <p>(a)the local authority's assessment of the quality and quantity of the alternative provision compared to the school proposed to be discontinued and the proposed arrangements to ensure the expertise and specialism continues to be available; and</p> <p>(b)the accessibility and convenience of replacement provision for local parents.</p>   | <p>St John's Walworth Church of England School is a 4-11 primary school and includes no nursery provision, this section does not apply</p>   |
| <b>12. Sixth form provision</b>  |  |
| <p>Where the school proposed to be discontinued provides sixth form education, the effect for 16 to 19 year olds in the area that the closure will have in respect of</p> <p>(a)their educational or training achievements;</p> <p>(b)their participation in education or training; and</p> <p>(c)the range of educational or training opportunities available to them.</p>                | <p>St John's Walworth Church of England School is a 4-11 primary school, it does not include sixth form provision, this section does not apply.</p>  |
| <b>13. Special Educational Needs Provision</b>   |  |
| <p>Where existing provision that is recognised by the local authority as reserved for pupils with special educational needs is being discontinued, a statement as to how the local authority or the governing body (as the case may be) believe the proposals are likely to lead to improvements in the standard, quality and/or range of the educational provision for these children</p> | <p>There is no special educational needs provision reserved for SEND pupils at St John's Walworth Church of England school, no specialist provision is proposed for discontinuation.</p>   |
| <b>14-15 Travel</b>  |  |
| <p>14. Details of length and journeys to alternative provision.</p>  | <p>All children on roll at the school could be offered a place within 0.6 miles of their existing school – there are 14 schools with more than 1,000 places, across year groups R to 6 available within this area. Every parent however, is able to make a preference for an alternative school inside or outside this area.</p> <p>The commuting distance of children, currently attending St John's Walworth Church of England school is not likely to be substantively affected as they transition into alternative schools. It is therefore not expected that journeys to and from alternative schools provided will be lengthier than at present due to availability but longer journeys may occur as a result of parental preference of schools outside of the local area.</p> |
| <p>15. The proposed</p>  | <p>As outlined above, the pupils displaced by the school closure</p>   |

| Category  | Information  |
|---|--|
| arrangements for travel of displaced pupils to other schools including how the proposed arrangements will mitigate against increased car use. | may not be unduly inconvenienced by lengthier travel, as there is plenty of provision within walking distance of St John's Walworth Church of England Primary School. This would help to mitigate against any increase in car use, as no more car journeys will be necessary than at present.  |
| <b>Making objections to or comments on these proposals</b>  | <p>Within four weeks from the date of publication of these proposals, by 5 pm on 5<sup>th</sup> July 2021 any person may object to or make comments on the proposals or, request a paper copy of the proposal by emailing</p> <p><a href="mailto:ric.euteneuer@southwark.gov.uk">ric.euteneuer@southwark.gov.uk</a></p> <p>or by post to:</p> <p>Ric Euteneuer, Principal Strategy officer (School Place Planning)<br/> Education Access and Statutory Services<br/> Children's Services<br/> Southwark Council<br/> 160 Tooley Street<br/> London SE1 2QH</p> |

Signed



Usha Singh  
Chair of Governors, St John's Walworth primary school

7<sup>th</sup> June 2021



## Consultation activities on closure proposals **APPENDIX 6**

| <b>Date</b> | <b>Activity</b>   | <b>Attendees</b>                      |
|-------------|---|---------------------------------------|
| 19/01/2021  | Extraordinary Full Governing body meeting   | Governors                             |
| 28/01/2021  | Extraordinary Full Governing body meeting - LA and Southwark Diocesan Board of Education (SDBE) | Governors, Diocese                    |
| 01/02/2021  | Governing Body Meeting Resource Panel   | Governors                             |
| 03/02/2021  | Extraordinary Full Governing Body meeting   | Governors                             |
| 04/02/2021  | Extraordinary Full Governing Body meeting - LA and SDBE   | Governors, Diocese, LA staff          |
| 09/01/2021  | Action Group Meeting – 1  | Governors, Diocese, LA staff          |
| 10/02/2021  | Action Group Meeting - 2  | Governors, Diocese, LA staff          |
| 11/02/2021  | Trade Union Update - Director of Education (am)   | LA staff, trade unions                |
| 11/02/2021  | Staff Meeting - Meeting – Chair of Governors - Visit SJW to inform staff                        | Governors, staff                      |
| 12/02/2021  | Staff meetings - LA, SDBE and Chair of Governors visit SJW to speak to staff                    | Governors, staff, Diocese             |
| 16/02/2021  | Action Group Meeting - 3  | Governors, Diocese, LA staff          |
| 23/02/2021  | Reception and Year 1 Parent Meeting via Zoom  | Governors, Parents                    |
| 23/02/2021  | Year 2 Parent Meeting via Zoom  | Governors, Parents                    |
| 23/02/2021  | Year 3 Parent Meeting via Zoom  | Governors, Parents                    |
| 23/02/2021  | Year 4 Parent Meeting via Zoom  | Governors, Parents                    |
| 23/02/2021  | Action Group Meeting - 4  | Governors, Diocese, LA staff          |
| 24/02/2021  | Year 5 Parent Meeting via Zoom  | Governors, Parents                    |
| 24/02/2021  | Year 6 Parent Meeting via Zoom  | Governors, Parents                    |
| 02/03/2021  | Year 6 Parent Meeting via Zoom  | Governors, Parents                    |
| 02/03/2021  | Action Group Meeting - 5  | Governors, Diocese, LA staff          |
| 08/03/2021  | Extraordinary Full Governing Body meeting   | Governors                             |
| 09/03/2021  | Action Group Meeting - 6  | Governors, Diocese, LA staff          |
| 12/03/2021  | Meeting with HR and Chair of Governors  | Governors, LA staff                   |
| 16/03/2021  | Public Consultation Meeting - 1   | Governors, Parents, Diocese, LA staff |
| 16/03/2021  | Action Group Meeting - 7  | Governors, Diocese, LA staff          |
| 18/03/2021  | Meeting with HR and Chair of Governors  | Governors, Unions                     |
| 18/03/2021  | TU meeting with the Chair of Governors  | Governors, Unions                     |
| 23/03/2021  | Action Group Meeting -8   | Governors, Diocese, LA staff          |
| 29/03/2021  | Extraordinary Full Governing Body meeting   |                                       |
| 30/03/2021  | Action Group Meeting – 9  | Governors, Diocese, LA staff          |
| 30/03/2021  | Staff surgeries dates   | LA staff, school staff                |

| <b>Date</b> | <b>Activity</b>                           | <b>Attendees</b>                            |
|-------------|---|---|
| 06/04/2021  | Action Group Meeting – 9                  | Governors,<br>Diocese, LA staff             |
| 20/04/2021  | Action Group Meeting – 10                 | Governors,<br>Diocese, LA staff             |
| 27/04/2021  | Public Consultation Meeting – 2           | Governors,<br>Parents, Diocese,<br>LA staff |
|             | Action Group Meeting – 11                 | Governors,<br>Diocese, LA staff             |
| 04/05/2021  | Action Group Meeting – 12                 | Governors,<br>Diocese, LA staff             |
| 11/05/2021  | Public Consultation Meeting – 3           | Governors,<br>Parents, Diocese,<br>LA staff |
|             | Action Group Meeting – 13                 | Governors,<br>Diocese, LA staff             |
| 17/05/2021  | Extraordinary Full Governing Body meeting | Governors,<br>Diocese, LA staff             |
| 20/05/2021  | Meeting with Union & Chair of Governors   | Governors, Unions                           |

APPENDIX 7

EQUALITY AND HEALTH IMPACT ASSESSMENT



**Equality & health analysis for  
the proposed closure of St  
John's Walworth, Church of  
England Primary School**

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## Guidance notes

### Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for

equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health & wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

**Section 1: Equality analysis details**

---

|  |   |
|--|---|
| <b>Proposed decision to which this equality analysis relates</b> | Closure of St John's Walworth CE Primary School |
|--|---|

|                                       |   |                 |                       |             |  |
|---------------------------------------|---|-----------------|-----------------------|-------------|--|
| <b>Equality analysis author</b>       | Ric Euteneuer, Principal Strategy Officer |                 |                       |             |  |
| <b>Strategic Director:</b>            | David Quirke-Thornton, Strategic Director |                 |                       |             |  |
| <b>Department</b>                     | Children's & Adults' Services             | <b>Division</b> | Education             |             |  |
| <b>Period analysis undertaken</b>     | May to June 2021                          |                 |                       |             |  |
| <b>Date of review (if applicable)</b> | Not applicable                            |                 |                       |             |  |
| <b>Sign-off</b>                       | Nina Dohel                                | <b>Position</b> | Director of Education | <b>Date</b> |  |

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## Section 2: Brief description of policy/decision/business plan

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### 1.1 Brief description of decision

The decision of whether to close of St John's Walworth Church of England Primary School from the 1st September 2021 onwards

## Section 3: Overview of service users and key stakeholders consulted

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### 2. Service users and stakeholders

|  |  |
|--|--|
| <b>Key users of the department or service</b>              | School pupils<br>School staff<br>School teaching staff<br>Local community  |
| <b>Key stakeholders were/are involved in this decision</b> | School pupils<br>School staff<br>School teaching staff<br>Local community<br>All other schools/admission authorities in Southwark, governing bodies and academy trusts<br>Neighbouring Councils (Lambeth, Tower Hamlets, Lewisham, Croydon, Wandsworth, and Westminster)<br>All Southwark Councillors and MPs<br>The SDBE and the Catholic Diocese<br>Appropriate trade Unions |

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## Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated, it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

|   |          |          |          |          |  |          |              |  |
|---|----------|----------|----------|----------|--|----------|--------------|--|
| <b>Age</b> - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).  |          |          |          |          |  |          |              |  |
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>  |          |          |          |          | <b>Potential health impacts (positive and negative)</b>            |          |              |  |
| There have been no differential impacts identified related 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.  |          |          |          |          | There are no differential health impacts identified related to age |          |              |  |
| <b>Equality information on which above analysis is based</b>  |          |          |          |          | <b>Health data on which above analysis is based</b>                |          |              |  |
| The schools roll at the start of term consisted of 144 pupils, with less pupils in the lower year groups than higher year groups. This could have been an issue if there had been fewer vacancies in these year groups – the situation on the ground was that there were over 1000 vacancies in R to 6 across all age groups, so age did not play a part in selection alternative provision for pupils. |          |          |          |          |  |          |              |  |
| <b>R</b>  | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b>   | <b>6</b> | <b>Total</b> |  |
| 18  | 10       | 20       | 23       | 18       | 29   | 26       | 144          |  |
| <b>Mitigating actions to be taken</b>   |          |          |          |          |  |          |              |  |
| <b>None required</b>  |          |          |          |          | <b>None required</b>   |          |              |  |

|   |  |  |  |  |   |  |  |  |
|---|--|--|--|--|---|--|--|--|
| <b>Disability</b> - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.  |  |  |  |  |   |  |  |  |
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>  |  |  |  |  | <b>Potential health impacts (positive and negative)</b>                         |  |  |  |
| There have been no differential impacts identified related to disability – all primary schools that children are transferring to are disabled accessible, and most children have been offered a school of choice. The same would go to staff with a disability – the redundancy and redeployment policy and practice would mean that were staff redeployed, the workplace would be disabled accessible; in terms of staff redundancy policy, staff would not be differentially affected according to their disability status. |  |  |  |  | There have been no differential health impacts identified related to disability |  |  |  |
| <b>Equality information on which above</b>  |  |  |  |  | <b>Health data on which above</b>   |  |  |  |



|   |                          |
|---|--------------------------|
| <b>analysis is based</b>  | <b>analysis is based</b> |
| <a href="https://www.gov.uk/government/statistics/disability-prevalence-estimates-200203-to-201112-apr-to-mar">https://www.gov.uk/government/statistics/disability-prevalence-estimates-200203-to-201112-apr-to-mar</a>   |                          |
| <p>This states that the Office for Disability Issues has updated Department for Work and Pensions estimates, which show there are 11.6 million disabled people in Great Britain, of whom 5.7 million are adults of working age. 5.1 million are over state pension age and 0.8 million are children. 1.2 million residents of London were estimated to be disabled.</p> <p>This gives the latest disability prevalence within the UK. This was not broken down below sub regional geography, but this would equate to around 14.4% of the population, of whom 6.7% would be children of school age – or around 1,570 primary (4-11) and 950 secondary (11-19) aged children across Southwark. This does not include children being educated at special schools – totalling around 400 children. These figures derive from the School’s Census 2019, which is the latest contextual information available. If disability includes children who have Special Educational Needs, then there are 5 children at the school with Education and Healthcare Plans (EHCP) and a further 14 who are “SEND Plus”. All of these children have been supported throughout the transfer process and will continue to be supported at their new school from hereon in, or when they transfer there in September 2021.</p> |                          |
| <b>Mitigating actions to be taken</b>   |                          |
| None required   |                          |

|  |  |
|--|--|
| <b>Gender reassignment</b> - The process of transitioning from one gender to another.  |  |
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>   | <b>Potential health impacts (positive and negative)</b>  |
| Children are unlikely to be undergoing gender re-assignment. Staff who were undergoing gender reassignment would not be discriminated in terms of redundancy or redeployment   | This will not have a disproportionate affect on staff or pupils undergoing gender reassignment |
| <b>Equality information on which above analysis is based.</b>  | <b>Health data on which above analysis is based</b>  |
| When the GRA (Gender Recognition Act - giving birth certificate change, marriage, was passed by Parliament, related government literature at the time estimated 6,000 "visible" transsexual people in the UK. These were people living fully in "opposite gender" role, pre and post-ops, who had come to statistical attention through applying for Passports in their changed status, or being referred to or having passed through gender clinics and the NHS. 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 geography, but, applying this proportion to Southwark, this would equate to around 30 “transgender” people in Southwark, across a range of ages. |  |
| <b>Mitigating actions to be taken</b>  |  |
| None required  |  |

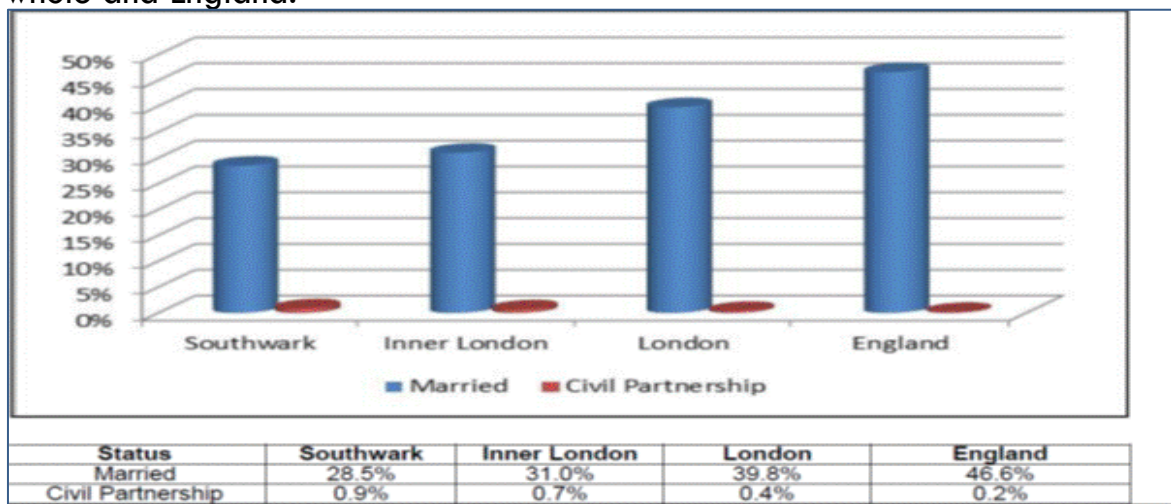
**Marriage and civil partnership** – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.)**

|  |   |
|--|---|
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b> | <b>Potential health impacts (positive and negative)</b> |
|--|---|

|  |  |
|--|--|
| Marriage and civil partnership would only affect the parents, carers, Marital or civil partnership status, and does not form part of the closure or redundancy process | No differential health impact on marital status has been identified. |
|--|--|

|  |   |
|--|---|
| <b>Equality information on which above analysis is based</b> | <b>Health data on which above analysis is based</b> |
|--|---|

Data extracted from the Census 2011 shows that comparative data for Southwark, inner London, the whole of London and England at Census time; Southwark has a slightly lower percentage of residents who are married than Inner London, and lower than that as London as a whole, as well as England. For Civil partnerships, Southwark is higher than Inner London, London as a whole and England.



**Mitigating actions to be taken**

None required

**Pregnancy and maternity** - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

|  |   |
|--|---|
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b> | <b>Potential health impacts (positive and negative)</b> |
|--|---|

|   |  |
|---|--|
| Pregnancy and maternity status would not affect pupils, and would only affect the parents, carers, and teaching/non-teaching staff at the school. | No differential health impact on marital status has been identified. |
|---|--|

Marital or civil partnership status, and does not form part of the closure or redundancy process

|  |                                   |
|--|-----------------------------------|
| <b>Equality information on which above</b> | <b>Health data on which above</b> |
|--|-----------------------------------|

| <b>analysis is based</b>  |           | <b>analysis is based</b> |         |
|---|-----------|--------------------------|---------|
| Southwark's birth rate has declined in 2013 and 2014, but the last comparative statistics published by ONS for London and England showed that Southwark has a slightly lower level of births per 1000 women, and less births per woman than England and London. |           |                          |         |
| 2012 - ONS  | Southwark | London                   | England |
| Live births   | 5,030     | 134,186                  | 694,241 |
| General Fertility Rate (GFR)*   | 62.7      | 67.0                     | 64.9    |
| Total Fertility Rate (TFR)**  | 1.72      | 1.84                     | 1.94    |
| * number of live births per 1,000 women aged 15-44  |           |                          |         |
| ** number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year in question throughout their childbearing lifespan  |           |                          |         |
| <b>Mitigating actions to be taken</b>   |           |                          |         |
| None required   |           |                          |         |

|  |   |
|--|---|
| <b>Race</b> - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others  |   |
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>   | <b>Potential health impacts (positive and negative)</b>                   |
| The school population and workforce are as diverse as the local population. Staff and pupils will most likely be transferred or redeployed to schools in the locality that are as diverse as St John's Walworth Church of England Primary School, so there will be no negative impact in terms of race.  | There have been no differential health impacts identified related to race |
| <b>Equality information on which above analysis is based</b>   | <b>Health data on which above analysis is based</b>                       |
| The ethnicity data overleaf comprises the ethnic breakdown of <ul style="list-style-type: none"> <li>a) The school and the borough primary schools by Census 2021</li> <li>b) The (old) ward East Walworth at 5-14 age group and total population</li> <li>c) Southwark at 5-14 age group and total population</li> <li>d) London at 5-14 age group and total population</li> <li>e) England at 5-14 age group and total population</li> </ul> <p>The latter three are derived from the 2011 Census, which is the latest detailed ethnic breakdowns available.</p> <p>41% of the school's pupil population have English as an additional language, which is around twice the national average, but not atypical for Southwark or inner London. The surrounding schools have much the same race and language breakdown.</p> |   |

| Ethnic Group  | SW 4-10 % | Southwark Primary 4-11 | East Walworth 5-14% | East Walworth 0-90+ % | Southwark 5-14% | Southwark 0-90+ % | London 5-14% | London 0-90+% | England 5-14% | England 0-90% |
|---|-----------|------------------------|---------------------|-----------------------|-----------------|-------------------|--------------|---------------|---------------|---------------|
| All usual residents                                     | 100.0     | 100.0                  | 100.0               | 100.0                 | 100.0           | 100.0             | 100.0        | 100.0         | 100.0         | 100.0         |
| Non-White   | 89.5      | 58.5                   | 75.1                | 51.8                  | 66.6            | 45.8              | 53.0         | 40.2          | 19.6          | 14.6          |
| White   | 10.5      | 41.5                   | 24.9                | 48.2                  | 33.4            | 54.2              | 47.0         | 59.8          | 80.4          | 85.4          |
| White: English/Welsh/Scottish/Northern Irish/British    | 9.9       | 28.2                   | 18.0                | 33.1                  | 27.7            | 39.7              | 38.3         | 44.9          | 77.0          | 79.8          |
| White: Irish  | -         | 0.6                    | 0.7                 | 2.2                   | 0.5             | 2.2               | 0.7          | 2.2           | 0.3           | 1.0           |
| White: Gypsy or Irish Traveller                         | -         | 0.2                    | 0.1                 | 0.1                   | 0.1             | 0.1               | 0.2          | 0.1           | 0.2           | 0.1           |
| White: Other White                                      | 0.6       | 12.5                   | 6.1                 | 12.8                  | 5.0             | 12.3              | 7.8          | 12.6          | 3.0           | 4.6           |
| Mixed/multiple ethnic groups                            | 10.2      | 16.4                   | 12.2                | 6.7                   | 12.4            | 6.2               | 9.5          | 5.0           | 4.5           | 2.2           |
| Mixed/multiple ethnic groups: White and Black Caribbean | 4.0       | 4.1                    | 6.2                 | 2.4                   | 4.8             | 2.0               | 3.3          | 1.5           | 1.8           | 0.8           |
| Mixed/multiple ethnic groups: White and Black African   | 1.1       | 2.6                    | 2.6                 | 1.1                   | 3.0             | 1.3               | 1.5          | 0.8           | 0.6           | 0.3           |
| Mixed/multiple ethnic groups: White and Asian           | 1.1       | 1.9                    | 0.8                 | 1.1                   | 1.4             | 1.0               | 2.1          | 1.2           | 1.2           | 0.6           |
| Mixed/multiple ethnic groups: Other Mixed               | 4.0       | 7.8                    | 2.6                 | 2.1                   | 3.1             | 1.9               | 2.5          | 1.5           | 0.9           | 0.5           |
| Asian/Asian British                                     | 1.8       | 8.5                    | 7.7                 | 10.3                  | 7.2             | 9.5               | 19.7         | 18.4          | 9.3           | 7.7           |
| Asian/Asian British: Indian                             | 0.0       | 0.9                    | 0.2                 | 1.3                   | 0.8             | 2.0               | 5.3          | 6.6           | 2.4           | 2.6           |
| Asian/Asian British: Pakistani                          | 1.2       | 0.9                    | 0.5                 | 0.4                   | 0.5             | 0.6               | 3.6          | 2.7           | 3.3           | 2.1           |
| Asian/Asian British: Bangladeshi                        | 0.0       | 2.7                    | 3.1                 | 2.6                   | 2.4             | 1.4               | 4.6          | 2.7           | 1.4           | 0.8           |
| Asian/Asian British: Chinese                            | 0.6       | 1.9                    | 1.7                 | 3.1                   | 1.4             | 2.8               | 0.8          | 1.5           | 0.5           | 0.7           |
| Asian/Asian British: Other Asian                        | 0.0       | 2.1                    | 2.2                 | 2.9                   | 2.2             | 2.7               | 5.4          | 4.9           | 1.7           | 1.5           |
| Black/African/Caribbean/Black British                   | 77.1      | 61.1                   | 52.3                | 34.9                  | 43.7            | 30.1              | 19.8         | 16.7          | 4.7           | 4.4           |
| Black/African/Caribbean/Black British: African          | 56.1      | 35.1                   | 30.2                | 19.9                  | 25.6            | 16.4              | 10.8         | 7.0           | 2.6           | 1.8           |
| Black/African/Caribbean/Black British: Caribbean        | 8.8       | 8.9                    | 6.3                 | 5.4                   | 7.4             | 6.2               | 4.9          | 4.2           | 1.1           | 1.1           |
| Black/African/Caribbean/Black British: Other Black      | 9.9       | 7.8                    | 15.8                | 5.2                   | 10.7            | 4.2               | 4.1          | 2.1           | 0.9           | 0.5           |
| Other ethnic group                                      | 2.3       | 9.3                    | 2.9                 | 4.4                   | 3.3             | 3.3               | 4.0          | 3.4           | 1.1           | 1.0           |

The school's population is more diverse than that of the Southwark pupil population as a whole, as well as at ward and Southwark level overall, both at school age and across all age groups. 89.5% of pupils attending the school are non-white. The largest single group across all ethnicities are Black African, comprising over half the pupils at the school (56.1%), nearly double the local population, and 21% higher than Southwark schools' population Black African population. As this is a Christian-denominated school, one would expect less children of a non-Christian background, which would imply that there could potentially be less children of Asian origin – and indeed this is the case - 1.8% of pupils are of Asian origin, compared to 8.5% in Southwark primary schools, and 7.2% of children living in the borough. On the basis that most of the “receiving schools” have similar language, race and ethnicity profile to St John's Walworth, there have not been any particular consequences for children with these protected characteristics identified as a consequence of the school closing. There is no specific provision currently made which will no longer be available, and no disproportionate impact on any group having to travel further as a result of the closure, as most children have been reaccommodated locally.

The closure of the school will not have a differential effect on different ethnicities, as race or ethnicity forms no part of the selection process for places and the schools that lie in the vicinity of St John's Walworth are generally of a similar ethnic make up as St John's Walworth Church of England Primary School itself.

Unfortunately, as there is no ethnic breakdown of staff available, it has not proved possible to benchmark the school against the ethnic breakdown of the borough, but anecdotally, we are aware that the school is as diverse as the community it serves, and the closure of the school will not alter this, given that schools in the locality are as diverse as St John's Walworth Church of England Primary School.

**Mitigating actions to be taken**

None required

**Religion and belief** - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

|  |   |
|--|---|
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b> | <b>Potential health impacts (positive and negative)</b> |
|--|---|

The closure of St John's Walworth will not alter the balance of denominational education in terms of the balance between Roman Catholic and C of E Education – this will remain 54:46 in terms of places offered to applicants, as a Catholic school in Peckham is reducing its PAN by 1FE.

There have been no differential health impacts identified related to religion or belief

A low number of pupils chose St John's Walworth on a religious basis or preference, so the effect on this would be minimal. Such children who requested a place at a Church of England school have been accommodated; this has also included non-denominational schools and at a local Roman Catholic School

|  |   |
|--|---|
| <b>Equality information on which above analysis is based</b> | <b>Health data on which above analysis is based</b> |
|--|---|

The division of places by school denomination is as follows. The closure of St John's Walworth Church of England Primary School. will have a small (0.7%) effect on the number of C of E places available in Southwark. Overall, denominational places will fall by 0.8%.

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| School type       | Places Jan 21 | Places Jan 22 |
|-------------------|---------------|---------------|
| Community Schools | 50.0%         | 48.9%         |
| Foundation School | 2.1%          | 2.0%          |
| Academies         | 16.4%         | 16.5%         |
| VA Schools        | 24.6%         | 23.8%         |
| RC VA Schools     | 13.1%         | 13.1%         |
| CE VA Schools     | 11.4%         | 10.7%         |
| Free Schools      | 23.4%         | 25.4%         |

In terms of projected numbers, the projected numbers will remain similar to last year, with an easing of demand at denominational and C of E level. Numbers overall are projected to decline, so the demand will decrease proportionately.

| School type       | Pupils Jan 21 | Pupils Jan 22 |
|-------------------|---------------|---------------|
| Community Schools | 50.8%         | 49.8%         |
| Foundation School | 3.6%          | 3.5%          |
| Academies         | 13.8%         | 13.8%         |
| VA Schools        | 24.9%         | 24.7%         |
| RC VA Schools     | 13.4%         | 13.3%         |
| CE VA Schools     | 11.5%         | 11.4%         |
| Free Schools      | 7.0%          | 8.1%          |

**Mitigating actions to be taken**

None required

|   |  |
|---|--|
| <b>Sex - A man or a woman.</b>  |  |
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>  | <b>Potential health impacts (positive and negative)</b>                  |
| There will be zero impact on the gender balance as a result of the school closure, as all our primary schools are mixed gender, and the closure will not affect that balance.   | There have been no differential health impacts identified related to sex |
| <b>Equality information on which above analysis is based</b>  | <b>Health data on which above analysis is based</b>                      |
| Equality information on which above analysis is based The proportion of boys and girls in primary schools are split 50%:50% by gender (Source: Pupil Census return 2020), which matches the prevalence in the local population (Source ONS Census 2011) |  |
| <b>Mitigating actions to be taken</b>   |  |
| None required   |  |

|   |   |
|---|---|
| <b>Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</b>  |   |
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>  | <b>Potential health impacts (positive and negative)</b>                                 |
| There will be minimal impact on sexual orientation as a result of the school closure, as all our primary schools are mixed gender, and the closure will not affect that balance.  | There have been no differential health impacts identified related to sexual orientation |
| <b>Equality information on which above analysis is based</b>  | <b>Health data on which above analysis is based</b>                                     |
| The Integrated Household Survey undertaken in 2010 revealed that almost three-quarters of a million UK adults say they are gay, lesbian or bisexual - equivalent to 1.5% of the population. This was not broken down by sub national geography, but applying this proportion to the number of residents in Southwark, this would equate to around 4,000 LGBTQ inhabitants in the borough. |   |
| <b>Mitigating actions to be taken</b>   |   |
| None required   |   |

|   |   |
|---|---|
| <b>Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.</b> |   |
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>  | <b>Potential health impacts (positive and negative)</b>   |
| There will be minimal impact on the local Socio-economic disadvantage as a result of the school closure, as all our primary schools are mixed gender, and the closure will not affect that balance. The schools in the locality of St John's Walworth Church of England Primary School. are of a similar socio economic make up as St John's Walworth Church of England Primary School itself, so the closing of the school will not alter this in itself.      | There have been no differential health impacts identified related to religion or belief Socio-economic disadvantage |

| As regards the school's staff, we would expect staff to find work in other Southwark schools of a similar type to St John's Walworth Church of England Primary School..   |   |           |        |           |        |         |       |       |       |       |       |
|---|---|-----------|--------|-----------|--------|---------|-------|-------|-------|-------|-------|
| <b>Equality information on which above analysis is based</b>  | <b>Health data on which above analysis is based</b> |           |        |           |        |         |       |       |       |       |       |
| The only measure for us that is freely available to compare socio-economic disadvantage is eligibility for free school meals (FSM), which is widely used as a proxy for deprivation across education.   |   |           |        |           |        |         |       |       |       |       |       |
| As can be seen, Southwark is higher than the national and London average, and St John's Walworth Church of England Primary School is higher than Southwark's.   |   |           |        |           |        |         |       |       |       |       |       |
| <table border="1"> <thead> <tr> <th>Area</th> <th>SJW</th> <th>Southwark</th> <th>London</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>FSM %</td> <td>25.9%</td> <td>22.7%</td> <td>21.1%</td> <td>19.7%</td> </tr> </tbody> </table>   |   | Area      | SJW    | Southwark | London | England | FSM % | 25.9% | 22.7% | 21.1% | 19.7% |
| Area  | SJW   | Southwark | London | England   |        |         |       |       |       |       |       |
| FSM %   | 25.9%   | 22.7%     | 21.1%  | 19.7%     |        |         |       |       |       |       |       |
| The schools in the locality where the children will potentially attend are of a similar or lower level of socio-economic disadvantage to St John's Walworth Church of England Primary School, so the transfer of children (or indeed staff) to a different location will not have a discernable effect on this. |   |           |        |           |        |         |       |       |       |       |       |
| <b>Mitigating actions to be taken</b>   |   |           |        |           |        |         |       |       |       |       |       |
| None required   |   |           |        |           |        |         |       |       |       |       |       |

|   |
|---|
| <p><b>Human Rights</b></p> <p>There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol</p>  |
| <p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>   |
| <p>The legislation has been updated to take account of the UK's agreement to the HRA They are now</p> <ul style="list-style-type: none"> <li>•Article 2: Right to life</li> <li>•Article 3: Freedom from torture and inhuman or degrading treatment</li> <li>•Article 4: Freedom from slavery and forced labour</li> <li>•Article 5: Right to liberty and security</li> <li>•Article 6: Right to a fair trial</li> <li>•Article 7: No punishment without law</li> <li>•Article 8: Respect for your private and family life, home and correspondence</li> <li>•Article 9: Freedom of thought, belief and religion</li> <li>•Article 10: Freedom of expression</li> <li>•Article 11: Freedom of assembly and association</li> <li>•Article 12: Right to marry and start a family</li> <li>•Article 14: Protection from discrimination in respect of these rights and freedoms</li> <li>•Protocol 1, Article 1: Right to peaceful enjoyment of your property</li> <li>•Protocol 1, Article 2: Right to education</li> <li>•Protocol 1, Article 3: Right to participate in free elections</li> <li>•Protocol 13, Article 1: Abolition of the death penalty</li> </ul> <p>Articles 1 and 13 of the ECHR do not feature in the Act. This is because, by creating the Human Rights Act, the UK has fulfilled these rights. For example, Article 1 says that states must secure the rights of the Convention in their own</p> |

jurisdiction. The Human Rights Act is the main way of doing this for the UK. Article 13 makes sure that if people's rights are violated they are able to access effective remedy. This means they can take their case to court to seek a judgment. The Human Rights Act is designed to make sure this happens. The closure of St John's Walworth Church of England Primary School could potentially affect Protocol 1, Article 2: Right to education, but the fact that the LA has sought and obtained alternative school places for all pupils displaced by this action means that this does not apply

**Information on which above analysis is based**

The website below gives guidance to the 16 articles and individual details for each <http://www.equalityhumanrights.com/your-rights/human-rights/what-are-human-rights/human-rights-act>

**Mitigating actions to be taken**

None required



## Section 5: Further actions and objectives

| 5. Further actions   |                      |        |           |
|--|----------------------|--------|-----------|
| Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis. |                      |        |           |
| Number   | Description of issue | Action | Timeframe |
| No equality issues have been identified, so <b>no</b> mitigations are required   |                      |        |           |

| 5. Equality objectives (for business plans)   |              |                                |         |        |
|---|--------------|--------------------------------|---------|--------|
| Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan. |              |                                |         |        |
| Objective and measure   | Lead officer | Current performance (baseline) | Targets |        |
|   |              |                                | Year 1  | Year 2 |
| Not applicable, as this is not a business plan  |              |                                |         |        |

| 5. Health objectives (for business plans)   |              |                                |         |        |
|---|--------------|--------------------------------|---------|--------|
| Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan. |              |                                |         |        |
| Objective and measure   | Lead officer | Current performance (baseline) | Targets |        |
|   |              |                                | Year 1  | Year 2 |
| Not applicable, as this is not a business plan  |              |                                |         |        |

## APPENDIX 8

### Alternatives schools allocated to children on the roll (as at January 2021) at St John's Walworth Church of England primary school

#### Southwark Primary Schools (90%)

| School               | Number | School                 | Number    |
|----------------------|--------|------------------------|-----------|
| Boutcher CE          | 2      | Oliver Goldsmiths      | 1         |
| Brunswick Park       | 3      | Riverside              | 1         |
| Camelot              | 2      | Robert Browning        | 5         |
| Cathedral CE         | 1      | St Anthony's           | 2         |
| Charlotte Sharman    | 1      | St George's CE         | 1         |
| Crampton             | 5      | St James CE            | 1         |
| Dog Kennel Hill      | 1      | St James The Great RC  | 2         |
| English Martyrs RC   | 9      | St Joseph's RC         | 4         |
| Galleywall           | 2      | St Jude's CE           | 7         |
| Globe                | 1      | St Paul's CE           | 4         |
| Harris East Dulwich  | 1      | St Peter's CE          | 17        |
| John Ruskin          | 4      | Surrey Square          | 5         |
| St Mary Magdalene CE | 1      | Victory                | 4         |
| Michael Faraday      | 4      | <b>Southwark Total</b> | <b>90</b> |

#### Non Southwark Primary Schools (10%)

| School                         | No. | School                          | No        |
|--------------------------------|-----|---------------------------------|-----------|
| Archbishop Sumner CE (Lambeth) | 1   | Oasis Johanna (Lambeth)         | 1         |
| Christ Church CE (Lambeth)     | 1   | St Philips Howard CE (Herts)    | 1         |
| Christ Church CE (Kent)        | 1   | St Saviour's CE(Lambeth)        | 1         |
| Henry Fawcett (Lambeth)        | 1   | St John The Divine CE (Lambeth) | 2         |
| New Horizons Chatham (Kent)    | 1   | <b>Outborough Total</b>         | <b>10</b> |

#### Breakdown of pupils destinations by school type

| School Type                      | Number | Percentage |
|----------------------------------|--------|------------|
| C of E Total (Southwark)         | 34     | 34%        |
| C of E Total All                 | 41     | 41%        |
| RC Total (Southwark)             | 17     | 17%        |
| RC Total All                     | 17     | 17%        |
| (Southwark) Denominational total | 51     | 50%        |
| All denomination total           | 58     | 57%        |
| Non-denominational schools       | 43     | 43%        |