Consultation report: Proposed changes to the Admissions policy

2nd March 2016
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Executive Summary

This is the Archer Academy Trust’s report on the outcome of its consultation on proposed admissions arrangements for the Archer Academy for the academic year 2017-18.

The current admissions arrangements include an over-subscription criterion based on the distance that children live from the Archer Academy. The majority of places are allocated under this criterion. Over time, as the school has become more and more popular, the area in which Year 7 students live has reduced in size. Unless they are revised, by September 2017 the admission arrangements will no longer meet the Trust’s commitment to provide places for children across its three priority postcodes (N2, N3 and NW11).

The Trust recognised that, with only 150 places available, we would not be able to solve the Barnet-wide problem of a shortfall of secondary school places. Over 900 families named us on their form for September 2016 admissions, 567 of which lived within our priority postcodes. However carefully we review our admissions, we will never be able to give a place to everyone that wants one.

In autumn 2015, the Trust considered how it could balance the objectives of offering places to the children who live nearest to the school, whilst also offering a reasonable number of places to children living across the three postcodes. The Trust also wished to continue to build strong relationships with local primary schools and to enable groups of students to transition from primary to secondary school together. We designed the proposed admission arrangements to meet these objectives.

The proposed over-subscription criterion would still include one criterion based on the distance that the children live from the Archer Academy. However, a new proposed over-subscription criterion was to designate five primary schools as feeder schools, with five places allocated per permanent Year 6 form at each of the five primary schools. This would ring-fence 55 places in total for children at the five feeder schools. The feeder school places would be allocated to the children at each feeder school living nearest to the Archer Academy.

As the feeder schools were spread across the three priority postcodes, this would ensure that places were allocated to children living in each of the three postcodes. The Trust explained in the consultation information that it intended to choose feeder schools from those with admissions criteria in line with those of the Archer Academy i.e. without selection on the basis of faith, gender or academic ability, so as to avoid indirectly introducing such elements of selection into the Academy’s admission arrangements.

We consulted on these proposals from 1st December 2015 until 31st January 2016. We received 1,729 responses to the consultation survey. A detailed analysis of the responses is included in this report. Just under two-thirds of respondents were in favour overall of the proposed changes. Some of the responses (714) included qualitative comments on the proposals, as well as answers to the specific questions. We also received many letters and emails about the proposals, all of which have been considered carefully.

Whilst the majority of responses were in favour of the proposals, the consultation exercise highlighted some concerns about the choice of feeder schools in N2. In particular, some responses suggested that the Trust’s decision not to include Holy Trinity as a feeder school could disadvantage students of that school and was not fair.

The Trust had consulted on the proposal which it considered would balance effectively the various factors. It was open to considering alternatives which met its objectives and legal obligations. Having considered the issues raised in the consultation process and having taken into account the
equality implications of the options under consideration, we concluded that the proposed admission arrangements could be improved in one respect.

The Trust continues to believe that allocating 40 places to feeder schools in N3 and NW11 will ensure that students across the three priority postcodes can attend the school, with groups of students transitioning together and the Academy strengthening its relationship with the feeder schools. However, on reflection the Trust has concluded that it is not necessary to allocate 15 places to a feeder school in N2, because there will continue to be a significant number of students transitioning to the Academy from primary schools in N2 under the distance over-subscription criterion and these schools do not need to be formal feeder schools to continue to build their relationship with the Academy. This applies to Martin School (which was the proposed feeder school in N2) and equally to Holy Trinity School.

In addition, we have decided to include a requirement that children who are allocated a feeder school place must live in one of the priority postcodes. Whilst it is very likely that any child allocated a feeder school place would live in a priority postcode area, we are including this as an express requirement to ensure that the arrangements meets our objectives. The over-subscription criteria also include revised wording explaining how distance is calculated, which the Trust has included on the advice of the London Borough of Barnet.

As part of this process, the Trust reviewed its choice of four proposed feeder schools in N3 and NW11. We remain of the view that the appropriate feeder schools are Brookland Junior School (15 places), Hampstead Garden Suburb Junior School (15 places), Manorside Primary School (5 places) and Tudor Primary School (5 places). These are the four schools in N3 or NW11 (within 1.5 miles of the Academy) with the highest rates of transition to the Academy since it opened.

The four schools fitting this description do not in fact select on the basis of faith, gender or academic ability. It has therefore not been necessary for the Academy to distinguish between potential feeder schools on the basis of their admissions arrangements, and accordingly the question of whether it is appropriate for the Archer Academy to make such non-selective arrangements a condition of being a feeder school does not arise.

Having carried out this analysis, the Trust decided that the following oversubscription criteria will apply in respect of admissions to Year 7 in September 2017:

1. Children applying who are in the care of the Local Authority (‘looked after’ children) and children who were previously in the care of the Local Authority (as ‘looked after’ children) but ceased to be so because they were adopted, or became subject to a residency order, or special guardianship order immediately following having been ‘looked after’.
2. Children whose parents are Founders of the Archer Academy and who have been granted this provision by the Secretary of State for Education.
3. Children who will have siblings in the school at the time when they are admitted to the school.
4. Children of staff (teaching or support) of the school, provided they have been directly employed for a minimum of two years at the time at which the application for a place is made, or have been recruited to fill a post where there is a demonstrable skills shortage. (The definition of a direct employee is an employee holding a contract of employment with the school).

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1 Of the primary schools in the priority postcodes, these four have sent the highest number of students to the Academy and have also sent the highest number of students per primary school class. This is so, whether or not provisional numbers for 2016-17 are included. Of those schools, these four also have the highest “conversion rate”, measured by the proportion of their applicants who take up a place at the Academy.
5. Remaining places, out of 110, are offered to children in the priority catchment area which is postcode areas N2, N3 and NW11. Places will be offered to those children who live closest to the school, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home.

6. An additional planned 40 places are offered at Year 7 secondary transfer to children from the agreed feeder schools according to the following quotas: 15 places to Brookland Junior School, 15 places to Garden Suburb Junior School, 5 places to Manorside Primary School and 5 places to Tudor Primary School. The allocation will be offered to children from each of these schools, living in the priority catchment areas and closest to the Archer Academy, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home. If the quota of children from any one of these feeder schools is not reached the remaining places will be offered to children from the other three schools, living in the priority catchment areas, closest to the Archer Academy, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home. Any of the remaining places not taken up by children from the four feeder schools will be offered in accordance with paragraph 5 above, up to a maximum limit of 150 places.

7. After places have been filled under the first six criteria, any remaining places will be offered on a geographical basis with priority given to children who live closest to the school, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home.

Distance is measured between the address point for the child’s home, supplied by the Post Office, to the school’s main gate using the Council’s computerised geographical information system.

The full determined admissions policy, including notes on the oversubscription criteria, is available on the school’s website at [http://thearcheracademy.org.uk/Admissions/determined-admissions-policy-2017-18](http://thearcheracademy.org.uk/Admissions/determined-admissions-policy-2017-18)

These admission arrangements will be reviewed annually.
Background

The school’s founding commitment to the three priority postcodes

The Archer Academy was established in 2013 under the free schools initiative, providing 150 places per year group.

As part of the set-up process in 2012, the school’s founders were required to prove to the Department for Education (DfE) that there was sufficient demand for the school. Over 1,000 people completed a survey saying that they would send their children to the Archer Academy if it opened, and around 90% of them came from three postcodes: N2, N3 and NW11. The school would not have been given DfE approval without being able to prove this demand; furthermore, none of the three postcodes provided a sufficient number of responses to justify the demand individually.

The school’s founders therefore made a commitment from the outset to serve families from all three postcodes. N2, N3 and NW11 were nominated as ‘priority postcodes’ and given priority over other nearby postcodes (such as N6, N10 and N12) in the school’s admissions policy. The school’s two sites were identified over a year after DfE approval was given, and it is a matter of circumstance, not design, that the school is now located towards the eastern end of N2.

The current admissions policy

The consultation exercise asked for views on proposals to change the over-subscription criteria in the admissions policy for admissions in September 2017. The current over-subscription criteria, which have applied since the school opened in 2013, are as follows:

1. Children applying who are in the care of the Local Authority (‘looked after’ children) and children who were previously in the care of the Local Authority (as ‘looked after’ children) but ceased to be so because they were adopted, or became subject to a residency order, or special guardianship order immediately following having been ‘looked after’.
2. Children whose parents are Founders of the Archer Academy and who have been granted this provision by the Secretary of State for Education.
3. Children who will have siblings in the school at the time when they are admitted to the school.
4. Children of staff (teaching or support) of the school, provided they have been directly employed for a minimum of two years at the time at which the application for a place is made, or have been recruited to fill a post where there is a demonstrable skills shortage. (The definition of a direct employee is an employee holding a contract of employment with the school).
5. Children applying for places from addresses in the priority catchment area which is postcode areas N2, N3 and NW11. Places will be offered to those children who live closest to the school, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home.
6. After places have been filled under the first five criteria, any remaining places will be offered on a geographical basis measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home, with priority given to children who live closest to the school.

The full admissions policy, including notes on the oversubscription criteria, is available on the school’s website at http://thearcheracademy.org.uk/Admissions/admissions-policy.
Changes to our catchment in practice in the last four years

The Archer Academy Trust has committed to reviewing the admissions data and policy every year. The most recent review of the figures and trends indicated that, if the admissions policy was left as it was, the Archer Academy would fast become an N2 only school.

The admissions policy does not include a catchment area. However, the operation of the over-subscription criterion relating to distance (for children living in one of three priority postcodes) could be described as creating a catchment area, in practice, which changes each year depending on the profile of children who are offered a place at the school. The school has become more popular every year since opening, and the catchment has shrunk accordingly, going from over five miles in our first year to just over a mile for our current Year 7 intake. With demand for school places projected to grow, and the number of applications increasing year on year, it seemed likely that this trend would continue, and that children in NW11 and N3 would soon cease to be offered places.

Indeed, although this information was not available at the time the proposal was made, this prediction has been borne out by the admissions figures for September 2016, for which no children living in N3 or NW11 have been offered a first round place based on proximity.

The Trust’s review and the options considered

In our vision for the school, we explicitly aimed to support children at primary schools in the priority postcodes moving to secondary school together. It was clear that, without a change to our current admissions policy, the school would only serve families living in N2 (with a small number of exceptions where children were offered a place under over-subscription criteria 1-4, as set out above). The Trust therefore concluded at our Summer 2015 review that a change was necessary to preserve the founders’ vision and reflect the support the school received when being set up.

In order to assess the best way to achieve this, the Trust reviewed the School Admissions Code, looked at available research and good practice guidance and explored various options, such as feeder schools, random ballots, random ballots by postcode and fixed allocations by postcode.

Further consideration was also given to the operational impact of any changes and the need to provide a robust and effective Year 6 transition programme. The school’s headteacher had already indicated to the Trust that forming strong relationships with primary schools was a key part of ensuring a smooth transition and this input was also considered as part of the process.

The consultation proposals

Following the Autumn 2015 review, the Trust proposed that some places should continue to be offered on the basis of distance to children in the three priority postcodes (regardless of which primary school they attended) and that a fixed number of other places should be allocated to children in each of the three priority postcodes. The Trust here aimed to balance the objectives of offering places to the children who live nearest to the school, whilst also offering a reasonable number of places to children across the three postcodes.

The Trust also took into account the need to continue to build strong relationships with local primary schools and to enable groups of students to transition from primary to secondary school together. The school already has strong relationships with a number of schools across the priority postcodes, particularly where there is a history of a number of students from that primary school transitioning to the Archer Academy. Therefore, the Trust decided that the new criterion for
identifying places across the three priority postcodes should be based on the concept of feeder schools.

The Trust proposed that the number of feeder school places should be fixed at 55 (just over a third of the total places). This would leave 95 places for allocation using current over-subscription criteria 1-5. The Trust estimates that over time approximately one third of places would go to siblings of Archer Academy students. Taking into account the likely numbers of children allocated under the other criteria, this would mean approximately a quarter of places would go to children based solely on the distance from their home to the school. The Trust considered that these numbers would strike a fair balance between meeting the needs of the children living closest to the Archer Academy and also meeting our commitment to the wider community across the three priority postcodes.

The Trust further proposed that the places at each feeder school should be allocated to the children living closest to the Archer Academy, again balancing the objectives of providing a school for local children and offering places to children in all three postcodes.

The Trust proposed five feeder schools. The number of places proposed for each feeder school depended on its size, with five feeder places for each permanent Year 6 class at that primary school. The Trust considered that five was the minimum number of places per feeder school class which would meet the objectives i.e. five students per class is sufficient for the children to transition as a group and for the Archer Academy to build a meaningful relationship with all of the feeder primary schools.

The Trust did not propose more than five feeder places per Year 6 class at the feeder schools, because it wanted to offer feeder places to a range of primary schools across the three priority postcodes and it also wanted to offer some places to the children living nearest to the Archer Academy. The proposed figures aimed to balance all of those factors.

The Trust published proposals to nominate five feeder schools and to allocate 55 out of the 150 places available to children attending them, from September 2017 (shown in Table 1 below).

Table 1: Proposed feeder schools and allocations

<table>
<thead>
<tr>
<th>Proposed feeder school</th>
<th>Number of proposed places</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brookland Junior School</td>
<td>15</td>
</tr>
<tr>
<td>Hampstead Garden Suburb Junior School</td>
<td>15</td>
</tr>
<tr>
<td>Manorside Primary School</td>
<td>5</td>
</tr>
<tr>
<td>Martin Primary School</td>
<td>15</td>
</tr>
<tr>
<td>Tudor Primary School</td>
<td>5</td>
</tr>
</tbody>
</table>

These schools were chosen as they were (i) local (within 1.5 miles of the Archer Academy) (ii) based within (and offering a spread across) our priority postcodes and (iii) shared the Archer Academy’s non-denominational, non-selective and co-educational admissions criteria. In selecting the proposed feeder schools, the Trust also considered the number of children coming to the Academy from primary schools within the priority postcodes, the number of applications from students at each primary school for places at the Academy and the proportion of those applicants receiving an offer who took up that offer of a place at the Academy.

The Trust recognised that, with only 150 places available, and only 55 feeder places proposed, we would not be able to solve the Barnet-wide problem of a shortfall of secondary school places. Over 900 families named us on their form for September 2016 admissions, 567 of which lived within our
priority postcodes. However carefully we review our admissions, we will never be able to give a place to everyone that wants one.

Nevertheless, our expectation was that by introducing the feeder schools, we would be able to offer at least some children from all three priority postcodes the opportunity to come to our school, as well as delivering a successful Year 6 transition programme for our students by forging stronger links with local primary schools.

The Trust therefore consulted on the following over-subscription criteria for admissions in September 2017:

**If there are more applicants than places, places will be offered in accordance with the following criteria in order of priority:**

1. Children applying who are in the care of the Local Authority (‘looked after’ children) and children who were previously in the care of the Local Authority (as ‘looked after’ children) but ceased to be so because they were adopted, or became subject to a residency order, or special guardianship order immediately following having been ‘looked after’.
2. Children whose parents are Founders of the Archer Academy and who have been granted this provision by the Secretary of State for Education.
3. Children who will have siblings in the school at the time when they are admitted to the school.
4. Children of staff (teaching or support) of the school, provided they have been directly employed for a minimum of two years at the time at which the application for a place is made, or have been recruited to fill a post where there is a demonstrable skills shortage. (The definition of a direct employee is an employee holding a contract of employment with the school).
5. Remaining places, out of 95, are offered to children in the priority catchment area which is postcode areas N2, N3 and NW11. Places will be offered to those children who live closest to the school, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the child’s home.
6. An additional planned 55 places are offered at Year 7 secondary transfer to children from the agreed feeder schools in the N2, N3 and NW11 postcodes according to the following quotas: 15 places to Brookland Junior School, 15 places to Garden Suburb Junior School, 15 places to Martin Primary School, 5 places to Manor side Primary School and 5 places to Tudor Primary School. The allocation will be offered to children from each of these schools based on the closest geographical distance measured in a straight line from the front gate of the Stanley Road campus to the front door of the child’s home. If the quota of children from any one of these feeder schools is not reached, the remaining places will be offered in accordance with paragraph 5 up to a maximum limit of 150 places.
7. After places have been filled under the first six criteria, any remaining places will be offered on a geographical basis measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the child’s home, with priority given to children who live closest to the school.

The distance between these points is calculated using a computerised geographical information system.

The notes accompanying the proposed over-subscription criteria can be found in the appendices to this report.
Methodology

The consultation was launched on 1st December 2015 and ran for two full months, until 31st January 2016.

A brief survey on the school’s website invited local stakeholders to provide their opinions on the principle of allocating places to feeder schools, the selection of the proposed feeder schools, the allocation of 5 places per form of entry to feeder schools and on the proposals as a whole. All questions used a five point Likert scale – from ‘strongly agree’ to ‘strongly disagree’. Respondents were also given the opportunity to provide any additional comments they had. The survey questions are included in the appendix to this report. The survey also asked for a range of personal data – name, address, school (where applicable) and responder type – that provided a range of covariates to help aid analysis.

A range of information on the proposed changes was produced and published on the website, including details of the proposed admissions policy, background to the proposals and a set of Frequently Asked Questions which aimed to provide clear answers to questions raised during the consultation. Further information – a presentation and notes from the public meeting held on 11th January 2016 – were subsequently added after the meeting.

A stakeholder list was compiled (see Appendix 1 for full details), comprising local politicians (Councillors and Member of Parliament), local schools and local authorities, and formal invitations to respond to the consultation were sent out. Local primary schools were also asked to inform their parents about the consultation and to make them aware of the opportunity to respond. Emails were also sent out by the school to parents and to the 853 people subscribed to receive updates from the school. Further promotion of the consultation was done through the school’s social media accounts – Facebook and Twitter – and in articles in the local press.

In order to help ensure parents and local school governors were fully informed about the proposals and able to come to an informed conclusion, we offered to produce tailored information for local primary schools for them to circulate to their parents. Information was subsequently requested and produced for Martin Primary School, Holy Trinity Primary School, Brookland Junior School and Hampstead Garden Suburb Junior School. Trust members also attended a meeting of the Brookland Governing Body and a meeting for parents to find out more about the proposals. The offer of a meeting for Holy Trinity parents was declined by their Chair of Governors.

A public meeting, which was widely publicised, was held at the school on 11th January as part of the consultation. The meeting was intended to give parents the opportunity to hear more about the proposals, the rationale behind them and how they would operate in practice and to allow stakeholders to ask Trust members questions about the proposed changes. The school’s headteacher and all six members of the Trust attended the meeting along with over 250 local stakeholders. Notes of the meeting and the presentation given by the Trust to attenders were placed on the website after the meeting for information to aid the consultation.

Local reaction

It quickly became clear that the issue was of considerable interest to the local community with strong opinion expressed on all sides. The consultation aroused significant attention and became a very high profile local issue with local parents mobilising both in support and in opposition.

Parents undertook leafleting and door to door canvassing and letters were sent to the local press, which resulted in requests from journalists for statements from the Trust – which were duly given.
Of more significance was the distribution of information which the Trust considered to be inaccurate and misleading about the nature of the proposals and their likely effect. A number of flyers and letters were distributed, some anonymously, suggesting that the proposals would, for example, have a detrimental impact on house prices and urging house owners to oppose the proposals.

The Trust attempted to correct inaccuracies and remain consistent in encouraging people to express their views, regardless of whether they supported or opposed the proposals. It emphasised that this was a genuine consultation exercise and not a done deal. It was made clear that a range of data would be used to arrive at a conclusion, including responses to the consultation, opinions expressed by key stakeholders, school admissions data, the Equalities Impact Assessment and operational insight from the school’s Senior Leadership Team.

Responses to the consultation

The consultation received an extremely high level of response: some 1,827 survey responses.

To clean the data, we used a combination of survey response information (IP addresses, home address/postcode and name) to identify and remove any duplicates and correct ‘dirty data’ – such as spelling mistakes. In total 98 responses were removed from the sample, leaving 1,729 survey responses which were considered.

Responses were broken down by a range of covariates to provide more detailed insight, including postcode, school and type of responder (e.g. parent, other community member, School Governor etc).

In addition to quantitative data, the survey also included a space for any comments and a significant proportion of respondents took the opportunity to provide their views in this way. In total 714 comments were received – over 41% of respondents – which is a very high proportion for surveys of this type and indicative of the level of interest the proposals attracted.

We also received a significant number of emails and letters expressing opinions on the proposals sent directly to the school. These were logged and included in the analysis of qualitative data.

Consultation response by Postcode

Almost 9 out of 10 responses (88.3%) came from the three priority postcodes, with the majority of these coming from N2 (38.4%) and NW11 (40.8%). A total of 202 responses (11.7%) were received from other postcodes, with around half (96) of these coming from neighbouring postcodes and the remainder (106) from those further afield.

The community mobilisation – of both those in support and those opposing the proposals – resulted in significant numbers of responses being received from individuals only very loosely connected to the school. Whilst all legitimate responses were considered, the Trust did note the number of responses from people a considerable distance from the school.
Table 2 - Response to consultation by postcode. n=1725 respondents specifying a postal address.

<table>
<thead>
<tr>
<th>Respondent postcode</th>
<th>Number of responses</th>
<th>Percentage of responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>1725</td>
<td>100%</td>
</tr>
<tr>
<td>NW11</td>
<td>703</td>
<td>40.8%</td>
</tr>
<tr>
<td>N2</td>
<td>662</td>
<td>38.4%</td>
</tr>
<tr>
<td>N3</td>
<td>158</td>
<td>9.2%</td>
</tr>
<tr>
<td>N12</td>
<td>33</td>
<td>1.9%</td>
</tr>
<tr>
<td>NW2</td>
<td>21</td>
<td>1.2%</td>
</tr>
<tr>
<td>NW4</td>
<td>16</td>
<td>0.9%</td>
</tr>
<tr>
<td>N10</td>
<td>14</td>
<td>0.8%</td>
</tr>
<tr>
<td>NW7</td>
<td>12</td>
<td>0.7%</td>
</tr>
<tr>
<td>Others</td>
<td>106</td>
<td>6.1%</td>
</tr>
</tbody>
</table>

Consultation response by school

In total 1,063 respondents identified themselves as being connected with a particular school or schools. Of these 887 responses (83.4%) were from the five proposed feeder schools, with 33 responses (3.1%) from existing Archer Academy parents. 70 responses (6.6%) were received from Holy Trinity, 22 (2.1%) from Eden Primary School, 18 (1.7%) from Tetherdown and 15 (1.4%) from Akiva. Responses from other schools were all fewer than 15 and amount to 30 (2.8%) in total.

Table 3 - Response to consultation by school. n=1063 of respondents identified with a school.

<table>
<thead>
<tr>
<th>School respondent identifies with</th>
<th>Number of responses</th>
<th>Percentage of responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Garden Suburb</td>
<td>492</td>
<td>46.3%</td>
</tr>
<tr>
<td>Brookland</td>
<td>273</td>
<td>25.7%</td>
</tr>
<tr>
<td>Martin</td>
<td>80</td>
<td>7.5%</td>
</tr>
<tr>
<td>Holy Trinity</td>
<td>70</td>
<td>6.6%</td>
</tr>
<tr>
<td>Manorside</td>
<td>35</td>
<td>3.3%</td>
</tr>
<tr>
<td>Archer Academy</td>
<td>33</td>
<td>3.1%</td>
</tr>
<tr>
<td>Eden</td>
<td>22</td>
<td>2.1%</td>
</tr>
<tr>
<td>Tetherdown</td>
<td>18</td>
<td>1.7%</td>
</tr>
<tr>
<td>Akiva</td>
<td>15</td>
<td>1.4%</td>
</tr>
<tr>
<td>Tudor</td>
<td>7</td>
<td>0.7%</td>
</tr>
<tr>
<td>Others</td>
<td>30</td>
<td>2.8%</td>
</tr>
<tr>
<td>Total</td>
<td>1063</td>
<td>101.1%*</td>
</tr>
</tbody>
</table>

* Total is more than 100 percent due to some of the respondents being attached to both a primary and a secondary school. The majority of these were Archer Academy parents.

Consultation response by respondent

We asked respondents whether they were a parent/carer, other community member, family member (other than parent or carer), a member of school staff, school governor or a local councillor. Space was also left for people to specify any other type of respondent.

In total 1729 people identified as a particular type of respondent. Almost nine out of ten respondents were either parents – 1053 or 60.9% of the total sample - or other community members – 499 or 28.9% of respondents. 108 other family members (6.2%) responded, along with
32 (1.9%) current or former members of school staff including teachers and headteachers and 31 (1.8%) current or former school governors, including Chairs of Governors. We also received survey responses from two local councillors, in addition to written responses received from five local ward councillors.

**Table 4- Consultation response by type. n=1729.**

<table>
<thead>
<tr>
<th>Responder type</th>
<th>Number of responses</th>
<th>Percentage of responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parent</td>
<td>1053</td>
<td>60.9%</td>
</tr>
<tr>
<td>Community member</td>
<td>499</td>
<td>28.9%</td>
</tr>
<tr>
<td>Family member</td>
<td>108</td>
<td>6.2%</td>
</tr>
<tr>
<td>School staff (inc. teacher and headteacher)*</td>
<td>32</td>
<td>1.9%</td>
</tr>
<tr>
<td>School Governor (inc. CoG)*</td>
<td>31</td>
<td>1.8%</td>
</tr>
<tr>
<td>Local Councillor</td>
<td>2</td>
<td>0.1%</td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
<td>0.3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1731</strong></td>
<td><strong>100.1%</strong></td>
</tr>
</tbody>
</table>

*Former or current
** Total is more than 100% as two respondents identified themselves as both a Governor and a member of school staff.

**Analysis**

Qualitative and quantitative responses to the consultation were collated and analysed. All 1,729 responses to the survey completed all four questions.

Each of the questions tended to elicit a strong opinion with the vast majority of respondents either strongly agreeing or strongly disagreeing with the question and far fewer respondents merely agreeing or disagreeing. Only a tiny number – 2.5 and 4.5 percent – neither agreed nor disagreed with any of the questions.

**Overall do you agree with the proposed admissions changes?**

The overall response to the proposed changes (survey Q4) was supported by 1,096 respondents (either strongly agree or agree) and opposed by 590 (disagree or strongly disagree), meaning that just under two-thirds of respondents were in favour overall of the proposed changes and around one-third opposed.
Responses to this question were disaggregated by a range of covariates to achieve a better understanding of differences of opinion.

**Response to overall proposals by postcode**

Significant differences can be seen in the responses from people in different postcodes with NW11 overwhelmingly supportive of the proposals – with over 90% supporting (81.6% strongly agreeing) and just 5.5% opposing the proposals. In N2 respondents were more likely to disagree or strongly disagree – though opinion was more mixed, with around two-thirds against (67.6%) and around one-third (29.6%) in favour. In the other priority postcode, N3, where the number of respondents was significantly lower, around two-thirds were supportive (63.9% agree or strongly agree) and one-third opposing (34.8% disagree or strongly disagree).

<table>
<thead>
<tr>
<th></th>
<th>NW11</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>703</td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
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<td></td>
</tr>
<tr>
<td>Agree</td>
<td>68</td>
<td></td>
</tr>
<tr>
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<td></td>
</tr>
<tr>
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<td>9</td>
<td></td>
</tr>
<tr>
<td>Strongly disagree</td>
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<table>
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</tr>
<tr>
<td>Strongly agree</td>
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<td></td>
</tr>
<tr>
<td>Agree</td>
<td>58</td>
<td></td>
</tr>
<tr>
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</tr>
<tr>
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<td>54</td>
<td></td>
</tr>
<tr>
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<table>
<thead>
<tr>
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<tr>
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</tr>
<tr>
<td>Strongly agree</td>
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<td></td>
</tr>
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<td>Agree</td>
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<td></td>
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<td></td>
</tr>
<tr>
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<td>11</td>
<td></td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>44</td>
<td></td>
</tr>
</tbody>
</table>

**Response to overall proposals by parents and other community members**

We see similar differences emerge when looking at responses to the overall proposals from parents and from other community members. Parents were more than twice as likely to support the proposals than to oppose them (69.3% agree or strongly agree and 27.4% disagree or strongly disagree). The response from other community members was more even with 46.1% agreeing or strongly agreeing and 52.5% disagreeing or strongly disagreeing.

<table>
<thead>
<tr>
<th></th>
<th>Parent</th>
<th>1052</th>
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<tbody>
<tr>
<td>Strongly agree</td>
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<td></td>
</tr>
<tr>
<td>Agree</td>
<td>114</td>
<td></td>
</tr>
<tr>
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<td></td>
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<tr>
<td>Disagree</td>
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<td></td>
</tr>
<tr>
<td>Strongly disagree</td>
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<td></td>
</tr>
<tr>
<td>Community member</td>
<td>499</td>
<td></td>
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<tr>
<td>------------------</td>
<td>-----</td>
<td></td>
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<tr>
<td>Strongly agree</td>
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<td></td>
</tr>
<tr>
<td>Agree</td>
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<td></td>
</tr>
<tr>
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<tr>
<td>Disagree</td>
<td>33</td>
<td></td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>229</td>
<td></td>
</tr>
</tbody>
</table>

Response to overall proposals by school

Responses by people who identified themselves as connected to a particular school varied considerably both in the number of responses and in the opinion. Garden Suburb School accounts for almost half of the total school responses (46.3%) and over one in four of the total number of survey responses (28.5%) and was overwhelmingly supportive of the proposals – with 94.7% agreeing or strongly agreeing. Similarly, strong levels of support for the proposals can be seen in three other proposed feeder schools – Brookland (88.4% agree or strongly agree), Manorside and Tudor (both 100% agree or strongly agree).

Martin was the exception among proposed feeder schools with just over one in four (26.3%) supporting the proposals and over two thirds (71.1%) opposing them.

Holy Trinity, which had a significantly higher number of responses than any other primary school not proposed as a feeder school, was overwhelmingly opposed to the proposals with 97.1% of respondents disagreeing or strongly disagreeing – 94.3% of them strongly disagreeing.

Responses from people connected to other schools were generally opposed to the proposals with two-thirds (66.6%) strongly disagreeing and only 12.1% strongly agreeing.

<table>
<thead>
<tr>
<th>Garden Suburb</th>
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</tr>
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<tbody>
<tr>
<td>Strongly agree</td>
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</tr>
<tr>
<td>Agree</td>
<td>46</td>
</tr>
<tr>
<td>Disagree</td>
<td>5</td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
<td>12</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>9</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Brookland</th>
<th>268</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
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</tr>
<tr>
<td>Agree</td>
<td>40</td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
<td>11</td>
</tr>
<tr>
<td>Disagree</td>
<td>10</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>10</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Martin</th>
<th>76</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>14</td>
</tr>
<tr>
<td>Agree</td>
<td>6</td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
<td>2</td>
</tr>
<tr>
<td>Disagree</td>
<td>3</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>51</td>
</tr>
</tbody>
</table>
Do you agree with the principle of allocating places to local feeder schools?

In general respondents were in favour of the idea of allocating places to local feeder schools with around seven out of ten respondents (70.7%) agreeing or strongly agreeing with the idea and just over one in four (26.9%) being opposed to the idea.

Proposals to select local primary schools with similar admissions criteria to the Archer Academy as feeder schools and to allocate 5 places for every Year 6 class

Two-thirds of respondents supported the idea of selecting local primary schools with similar admissions criteria to the Archer Academy as feeder schools, compared to 29% that opposed the idea. The response to the proposal to allocate five places for every permanent Year 6 class to each feeder school received a broadly similar level of support with just under two-thirds (64%) agreeing or strongly agreeing and around one-third (31.5%) disagreeing or strongly disagreeing.
Qualitative data

A number of points were raised by respondents to the consultation – both in the additional comments section of the survey and submitted directly in emails and letters. This qualitative data was collated and reviewed. Some distinct themes and issues emerged from the analysis of the qualitative data, which were considered in detail by the Trust. These included:

**Priority postcodes**

- Some respondents suggested it was inappropriate for places allocated to feeder schools to be given to families outside the priority postcodes (for example if a child goes to school in N3 but lives in N12). Feeder school places should only be allocated to those living in the priority postcodes.
- Whether the school should continue to honour its stated commitment to serve the three priority postcodes of N2, NW11 and N3 divided opinion. Some felt strongly that this was a fundamental part of the school’s founding vision whereas others felt that the school should only serve those who lived closest to the school (N2).
- A number of respondents pointed out that the establishment of the school had been supported by families in all three postcodes and yet NW11 and N3 are increasingly missing out. They suggested that something must be done to address this.
Timing

- Some respondents suggested that the timing of the proposed changes – to come into effect for 2017 admissions - would not give people enough time to act for their children in current Year 5 and that any changes made to the admissions criteria should be phased in over a period of years in order to give people more chance to respond to the changes.
- Other respondents were concerned that if action is not taken immediately then those outside N2 will no longer be able to get in. Many pointed out that Garden Suburb Junior School has seen the numbers of children able to secure places reduce dramatically and unless this is addressed straight away they will be completely excluded.
- Without the school yet being at full capacity (‘steady state’) some suggested it was premature to make decisions about future admissions.

Feeder schools selection and allocations

- It was suggested by a small number of respondents that the selection of feeder schools was based solely on the nepotism of the founders and their desire to prioritise their friends and families.
- Others suggested that the exclusion of faith schools was discriminatory and unfair. Related to this, some respondents stated that those attending a faith school may not be religious or even of that faith, and were therefore being penalised unfairly.
- The Archer Academy’s founding vision of being a non-denominational, non-academically selective and mixed sex school, was questioned as a basis for selecting feeder schools. Some respondents suggested the proposals were inconsistent with our stated commitment to be ‘non selective’, whilst others stated that other schools not chosen as feeder schools (including faith schools) shared our educational vision and ethos.
- A number of comments related specifically to Holy Trinity School and the fact that it would be unfair for students that live so close to the Archer Academy to be unable to attend. Some respondents suggested that the proposals were intended to exclude Holy Trinity School students.
- The number of feeder school places allocated divided opinion with some suggesting five per form of entry was too high and others that it was too low.
- Some respondents pointed out that Manorside and Martin primary schools both have feeder school status with other secondary schools.
- A number of respondents supported the stated ambition to forge strong links with local primary schools in order to aid the secondary school transition process and agreed that establishing feeder schools would enable this.
- Some expressed concern about the risk of people in feeder schools moving closer to the Archer Academy to secure places under the changes proposed.

Provision of school places in Barnet

- Some respondents commented that oversubscription at primary school level is an acute problem across Barnet – particularly the south of the Borough which the Archer Academy serves – and this may be exacerbated by the introduction of feeder schools.
- Some expressed concern that if a proposed feeder school is oversubscribed it would have the effect of doubly penalising those who were unable to gain a place at the primary school of their choice and have less chance of securing a place at secondary school level as well. Children would therefore face further disadvantage to getting into their preferred
secondary - if families are unable to secure a place at a feeder school they may end up missing out twice.

- Some respondents commented that there is a general lack of comprehensive secondary provision locally and the Archer Academy simply cannot meet the entirety of demand or even come close to doing so. This led some to conclude that since there is not enough provision locally we should not try to serve an area beyond the immediate vicinity (i.e. N2).

**Sibling places**

- Some expressed concern that the proportion of places likely to be allocated to siblings may mean that there are very few places available for anyone not at a feeder school – i.e. places offered on the basis of proximity. It was suggested that siblings should only be offered places if they are resident in our priority postcodes.
- Whether sibling places from proposed feeder schools should be additional to the feeder allocations divided opinion with some expressing support for the idea and others suggesting it would excessively reduce the chances of those not in feeder schools gaining a place.
- Some questioned the basis of our modelling of places likely to be taken with sibling places in future years\(^2\). They suggested that the number of siblings was likely to be much higher and that this would mean there were far fewer proximity places available than the one quarter of places the Trust has estimated.

**Community engagement and support**

- A number of comments mentioned Stanley Road as being a community asset which should benefit the local community and reference was made to the planning conditions relating to the sale of the land. These stated that the site should be protected for community benefit in perpetuity under a Deed of Dedication.
- Some respondents suggested that N2 land had been ‘stolen’ for the benefit of those outside the area and that the proposals would exclude local families. They argued that the acquisition of Stanley Road Fields for the Archer Academy meant they were now deprived of the opportunity to create another local school as there was no more land available.
- It was suggested by some respondents in N2 that support from the local community would never have been given had people known that feeder schools would be introduced.

**Other issues**

- Some respondents stated that not enough information was provided in order for them to make an informed decision about the proposals.
- It was suggested that rather than focusing attention on the stated ambition to establish a sixth form for existing students, the Trust should expand the school to be more able to meet local demand for places.
- A small number of respondents questioned the prioritisation of places to the children of staff with more than two years’ service and to Founders’ children in our oversubscription criteria.

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\(^2\) Our published estimate stated that around one third of places would go to siblings, with one quarter of places continuing to be made on the basis of proximity.
We also received notification from the London Borough of Barnet that following advice, they had made changes to the wording of the note on measuring distances of local maintained schools’ admissions policy. They suggested we may want to consider adopting the revised wording, which states:

\[
\text{Distance is measured between the address point for the child’s home, supplied by the Post Office, to the school’s main gate using the Council’s computerised geographical information system.}
\]

The Trust recognised that those who opposed the proposed changes were more likely to wish to explain the reasons for their opposition than those merely confirming their support for the proposals, since the Trust had communicated its rationale for the proposed changes. The comments received were therefore regarded principally as qualitative data and the Trust carefully considered the points raised, rather than interpreting it as quantitative data. That said, the strength of opinion from comments raised more frequently was taken into account.

**The legal framework**

The Trust is required by the funding agreement to comply with admissions law and the Admissions Code, as it applies to maintained schools (with the only exception that the Secretary of State has granted permission for the Trust to offer places under its oversubscription criteria to children whose parents are founders of the Archer Academy).

The Trust has taken into account the Admissions Code. Paragraph 1.8 provides that “Oversubscription criteria must be reasonable, clear, objective, procedurally fair, and comply with relevant legislation, including equalities legislation. Admission authorities must ensure that their arrangements will not disadvantage unfairly, either directly or indirectly, a child from a particular social or racial group, or a child with a disability or special educational needs”. The Admissions Code recognises that admissions policies can take into account previous schools attended, if they are named feeder schools. Paragraph 1.15 states that “The selection of a feeder school or schools as an oversubscription criterion must be transparent and made on reasonable grounds”.

The Equality Act 2010 prohibits direct discrimination against those in most protected groups and prohibits indirect discrimination against those in protected groups unless it is a proportionate means of achieving a legitimate aim. The Trust is also required to comply with the public sector equalities duty in section 149 of the Equality Act 2010. The Trust was conscious of the importance of adhering to all relevant equalities legislation and guidance, and indeed our own aspirations to equality and inclusion are fundamental to the school’s vision and ethos – quite aside from issues of regulatory compliance.

Recognising the importance of ensuring our Equalities Impact Assessment (EIA) was carried out to a high standard and in an impartial and thorough way, the Trust decided to appoint an external expert to undertake the EIA. An experienced equalities expert and Head of Equalities at a local authority which received an ‘excellence’ rating from the Local Government Association for its approach to equalities was duly appointed by the Trust to carry out the EIA. Analysis of the equalities impact of the proposed changes was carried out along with an assessment of three other scenarios to inform the Trust’s decision making. The approach sought to identify the likely equalities
impact of a variety of possible options – including doing nothing – and to determine the most appropriate way forward, in keeping with the school’s vision and ethos. The full Equalities Impact Assessment is included in the Appendices to this document.

The Trust’s consideration of the consultation responses

The Trust met several times following the conclusion of the consultation to consider the available data and discuss the issues raised. A range of inputs were considered in order to inform the Trust’s decision making, which included but were not limited to:

- Consultation responses – quantitative and qualitative data from the survey and other submissions,
- admissions data from 2013-14 to 2016-17,
- operational advice from the school’s Senior Leadership Team,
- legal advice,
- the Equalities Impact Assessment,
- modelling work carried out on four possible scenarios,
- web analytics reports and
- relevant information produced by the Office of the Schools Adjudicator and the Sutton Trust on school admissions.

The Trust carefully considered the issues raised in the consultation as well as reflecting on the options available and most appropriate way forward. As set out in more detail below, in light of the consultation responses the Trust has decided to make some changes to its proposals for the admissions policy for 2017-18.

General observations

The considerable level of local interest in the consultation and high emotions in evidence demonstrated that people care about the school and many naturally are keen to safeguard their children’s interests in attending it. Whilst the way some opinions were expressed was on occasion quite personal and aggressive, we recognise that it was symptomatic of the fact that people care. Such high levels of engagement and the huge response to the consultation are a positive reflection of the school’s position in the local community.

Prior to the consultation the school had tended to receive almost universal support from the local community. The Trust recognises that the consultation has been a difficult time for everyone with the stakes perceived to be very high and significant numbers of people likely to be disappointed whatever the outcome. We recognise that this consultation has been damaging to the confidence and trust which the school has built up since it was first proposed and, going forward, the Trust – in association with our Governing Body and our staff and students – are keen to ensure we restore our strong relationships with those who feel dissatisfaction over the consultation and the decisions we have taken.

However, we stand by our commitment to serve the school’s long-term best interests and ensure the protection of our founding vision and ethos and strategic goals. Whilst we seek consensus and reconciliation, with such significant demand locally we recognise it is inevitable that some will
always be disappointed. Our responsibility and duty remains to serve the best interests of our students and to deliver positive educational outcomes for children.

The Trust recognises that overall, despite opposition from a vocal and significant minority, a majority of respondents supported our proposals and our intention to address specific challenges arising from the significant demand for places. In particular, it was encouraging that parents (who play such an important part supporting the Academy) were significantly more supportive of the proposals than other community members.

It is perhaps unsurprising that those who stand to (or perceive that they stand to) gain or lose from the proposed changes are so vociferous in their opinion. For example:

- Support among people connected with Garden Suburb Junior School was particularly strong. This is one of the proposed feeder schools and it has already seen a decline in transitioning pupil numbers under the distance criterion as a result of the Academy’s increasing popularity. Support among people connected to another proposed feeder school (Brookland Junior School) and from NW11 in general was also particularly strong, although to a slightly lesser extent.

By the same token, there was very strident opposition to the proposals among people connected to local faith schools (and Holy Trinity, in N2, in particular), who considered that they might be disadvantaged by the introduction of non-faith feeder schools. In total 115 responses were received from those connected with local faith schools, with 93% of these (107 responses) ‘strongly disagreeing’ with the proposals.

- We noted that within N2 generally, opinion was divided – with a majority opposing the proposals – and this is reflected too in the views of those from the proposed feeder school in N2, Martin Primary School. It is the Trust’s view that N2 respondents – including many from Martin and Holy Trinity Schools – are fearful that the proposed changes would mean they would be unlikely to gain places at the Archer Academy in future.

Priority postcodes

Some respondents suggested it was inappropriate for places allocated to feeder schools to be given to families outside the priority postcodes (for example if a child goes to school in N3 but lives in N12). Feeder school places should only be allocated to those living in the priority postcodes.

We recognise and accept the point raised about the allocation of feeder school places to priority postcode families and we see no justification for feeder school places to be allocated to those outside our priority postcodes. Whilst it is very likely that any child allocated a feeder school place would live in a priority postcode area, we are including this as an express requirement to ensure that the arrangements meet our objectives.

Whether the school should continue to honour its stated commitment to serve the three priority postcodes of N2, NW11 and N3 divided opinion. Some felt strongly that this was a fundamental part of the school’s founding vision whereas others felt that the school should only serve those who lived closest to the school (N2). A number of respondents pointed out that the establishment of the school had been supported by families in all three postcodes and yet NW11 and N3 are increasingly missing out. They suggested that something must be done to address this.
Whilst some have questioned our continued commitment to the three priority postcodes, we are clear that the school was established on the basis of support across N2, NW11 and N3 and we are committed to reflecting that. It was the basis upon which a proposal was submitted to the Department for Education and received approval to open. Whilst we recognise the implications of this, namely that some children who live closer to the school may miss out to those who live further away, this has been the case from the outset and children within our priority postcodes have been given preference over those outside the priority postcodes who live nearer.

Our commitment to priority postcodes has been explicit since before the school was established and before our site was acquired. The Trust therefore remains committed to serving N2, N3 and NW11.

Timing

Some respondents suggested that the timing of the proposed changes – to come into effect for 2017 admissions - would not give people enough time to act for their children in current year 5 and that any changes made to the admissions criteria should be phased in over a period of years in order to give people more chance to respond to the changes.

Other respondents were concerned that if action is not taken immediately then those outside N2 will no longer be able to get in. Many pointed out that Garden Suburb Junior School has seen the numbers of children able to secure places reduce dramatically and unless this is addressed straight away they will be completely excluded.

Without the school yet being at full capacity (‘steady state’) some suggested it was premature to make decisions about future admissions.

We have some sympathy with the view that the timing of the changes poses some challenges to parents. To some extent we are restricted to the statutory timeframe surrounding school admissions – and we have to work within the mandatory timetable set out in the School Admissions Code. However, we also recognise that the situation for those in NW11 and N3 is critical and that they are already unable to secure proximity places. If we do not take immediate action to address this, the likelihood is that the school will effectively serve N2 only in the next couple of years. We believe that with four years’ admissions data and an extremely clear trend towards a shrinking catchment area, we are sufficiently clear about the direction of travel. We therefore do not accept the argument that it is premature to make decisions about future admissions arrangements at this time.

Feeder schools selection and allocations

It was suggested by a small number of respondents that the selection of feeder schools was based solely because of the nepotism of the founders and their desire to prioritise their friends and families.

The accusation that the basis of selecting feeder schools was simply nepotism, designed to benefit the founders’ family and friends, is as unfounded as it is offensive and we reject it absolutely and without limitation. It betrays a complete failure to understand the altruistic ethos of the Archer Academy. Fortunately, it is wholly at odds in this regard with the great majority of responses to consultation.
Some responses suggested that the proposals were discriminatory and unfair by excluding faith schools. Related to this, some respondents stated that those attending a faith school may not be religious or even of that faith, and were therefore being penalised unfairly. The Archer Academy’s founding vision of being a non-denominational, non-academically selective and mixed sex school, was questioned as a basis for selecting feeder schools. Some respondents suggested the proposals were inconsistent with our stated commitment to be ‘non selective’, whilst others stated that other schools not chosen as feeder schools (including faith schools) shared our educational vision and ethos.

As can be seen below, this issue no longer affects the choice of feeder schools for 2017-18, which has now been made on the basis of the rates of transition from the schools in question to the Archer Academy in previous years.

Nevertheless, given the vigorous debate on this subject, we consider it important to make clear the rationale for the Trust’s original proposals in this regard. The rationale was to avoid any distortion of the admissions criteria for children who wish to attend the Archer Academy. If (for example) a number of places were reserved for those at a feeder school and observance of a faith (or being a particular gender, or attaining a specified academic standard) were a pre-requisite for attending that feeder school, then the effect would be to make that that observance (or gender or academic standard) compulsory for that number of students at the Archer Academy. This would undermine the founding aim of the Archer Academy, which was to provide secondary education in our locality without selection of that kind.

Once that is understood, it can be seen that the proposals were inherently non-discriminatory. None of the proposed admissions criteria operates either for, or against, those of any faith or gender or academic standard.

Having considered the issues raised in the consultation process and having taken into account the equality implications of the options under consideration, we concluded that the proposed admission arrangements could be improved in one respect. The Trust continues to believe that allocating 40 places to feeder schools in N3 and NW11 will ensure that students across the three priority postcodes can attend the school, with groups of students transitioning together and the Academy strengthening its relationship with the feeder schools. However, on reflection the Trust has concluded that it is not necessary to allocate 15 places to a feeder school in N2, because there will continue to be a significant number of students transitioning to the Academy from primary schools in N2 under the distance over-subscription criterion and these schools do not need to be formal feeder schools to continue to build their relationship with the Academy. This applies to Martin School (which was the proposed feeder school in N2) and equally to Holy Trinity School.

As part of this process, the Trust reviewed the four proposed feeder schools in N3 and NW11, which are Brookland Junior School (15 places), Hampstead Garden Suburb Junior School (15 places), Manorside Primary School (5 places) and Tudor Primary School (5 places). These are the four schools in N3 or NW11 (within 1.5 miles of the Academy) with
the highest rates of transition to the Academy since it opened\(^3\). The four schools fitting this description do not in fact select on the basis of faith, gender or academic ability. It has therefore not been necessary for the Academy to distinguish between potential feeder schools on the basis of their admissions arrangements and accordingly the concerns raised in some of the consultation responses do not arise.

A number of comments related specifically to Holy Trinity School and the fact that it would be unfair for students that live so close to the Archer Academy to be unable to attend. Some respondents suggested that the proposals were intended to exclude Holy Trinity School students.

The consultation proposals were not intended to exclude Holy Trinity School students. The rationale for the consultation proposals is set out above, together with the changes that have been made to those proposals in light of the consultation responses. The Trust is confident that the admissions policy will strike a fair balance and meet the objectives of offering places to the children who live nearest to the school, whilst also offering a reasonable number of places to children living across the three postcodes.

The number of feeder school places allocated divided opinion with some suggesting five per form of entry was too high and others that it was too low.

We recognise that opinion was divided on how many places should be allocated to feeder schools – many of those who would gain from increased numbers supported larger allocations and many of those outside of NW11 and N3 opposed this. Our rationale was based on our ability to maintain strong and productive relationships with a number of local schools in order to provide a positive and smooth transition process. We remain of the view that five per form of entry is an appropriate number in order to achieve this goal, whilst maintaining places for local children that do not go to the proposed feeder schools.

Some respondents pointed out that Manorside and Martin primary schools both already have feeder school status with other secondary schools.

We acknowledge that both Manorside and Martin schools receive an allocation of feeder school places from the Compton of 7 places each. However, we do not consider this a material factor given their size and levels of demand.

A number of respondents supported the stated ambition to forge strong links with local primary schools in order to aid the secondary school transition process and agreed that establishing feeder schools would enable this.

We welcome the support expressed for our desire to forge strong links with local schools in order to aid the smooth secondary transition for our students. This is a particular strength of the Archer Academy and one in which we invest heavily as a means of improving the

\(^3\) Of the primary schools in the priority postcodes, these four have sent the highest number of students to the Academy and have also sent the highest number of students per primary school class. This is so, whether or not provisional numbers for 2016-17 are included. Of those schools, these four also have the highest “conversion rate”, measured by the proportion of applicants giving the Archer Academy a high ranking and accepting a place if offered.
outcomes for children. This remains incredibly important to the Trust as an objective and we see our admissions policy as a key lever to help us achieve this.

Some expressed concern about the risk of people in feeder schools moving closer to the Archer Academy to secure places under the changes proposed.

We understand the concerns raised about risks relating to people moving into the area to secure places and the pressure on primary school provision – including but not limited to the proposed feeder schools. It is a significant problem in the Borough and one which we are mindful of and keen to do what we can to address. However, we are clear that it is an issue that we alone cannot tackle and that the levers we have at our disposal are quite limited. We remain committed to working with local primary and secondary schools and Barnet Council to ensure that school provision in the area meets local demands and needs, is of a consistently high standard and enables every child to realise their potential.

Provision of school places in Barnet

Some respondents commented that oversubscription at primary school level is an acute problem across Barnet – particularly the South of the Borough which the Archer Academy serves – and this may be exacerbated by the introduction of feeder schools. Some respondents commented that there is a general lack of comprehensive secondary provision locally and the Archer Academy simply cannot meet the entirety of demand or even come close to doing so. This led some to conclude that since there is not enough provision locally we should not try to serve an area beyond the immediate vicinity (i.e. N2).

Points raised about the shortage of comprehensive secondary provision in and around East Finchley and across Barnet are well known to the Trust and are the main reason why the founders sought to establish the Archer Academy in the first place. The 150 places the school can offer each year were never going to address the shortage locally and we have always been clear about that. It is a continuing source of frustration that the long-standing shortages of local provision have not been addressed. The Trust welcomes those comments indicating that suggested respondents would be taking this matter up with their elected representatives and with the local authority. Despite these shortages we do not believe this is a reason to abandon our commitment to serve the three postcodes that supported the school’s establishment.

Some expressed concern that if a proposed feeder school is oversubscribed it would have the effect of doubly penalising those who were unable to gain a place at the primary school of their choice and have less chance of securing a place at secondary school level as well. Children would therefore face further disadvantage in getting into their preferred secondary – if families are unable to secure a place at a feeder school they may end up missing out twice.

Unfairness of this kind is unavoidable when, as presently in the London Borough of Barnet, there is a shortage of suitable secondary school places. Our proposal makes that unfairness neither worse nor better overall. It may relieve unfairness of that kind for some families in N3 and NW11 whilst unfortunately it may perpetuate that unfairness for a small number of others elsewhere. In our view the policy is justified by the need to make good the founders’ commitment to the priority postcodes.
Sibling places

Some expressed concern that the proportion of places likely to be allocated to siblings may mean that there are very few places available for anyone not at a feeder school – i.e. places offered on the basis of proximity. It was suggested that siblings should only be offered places if they are resident in our priority postcodes.

We recognise that sibling places was a key issue for many people in the consultation as there is no certainty and the figures are likely to fluctuate year on year. It is also the biggest determining factor in the availability of proximity places making it a pivotal factor in overall availability of places. In light of data presently available, we consider that the importance to families of sibling places is such that we should not confine sibling places to those residing in the priority postcodes. However, we shall continue to monitor data closely and to keep this criterion under review.

Whether sibling places from proposed feeder schools should be additional to the feeder allocations divided opinion with some expressing support for the idea and others suggesting it would excessively reduce the chances of those not in feeder schools gaining a place.

Similarly, the effect of offering places to siblings of those admitted from feeder schools will require close monitoring. At present we do not consider that there is a sound basis for introducing a further complication to the admissions criteria.

Some questioned the basis of our modelling of places likely to be taken with sibling places in future years. They suggested that the number of siblings was likely to be much higher and that this would mean there were far fewer proximity places available than the one quarter of places the Trust has estimated.

The Trust carefully considered the points made relating to sibling places, and whether we had underestimated the proportion of sibling places that we can expect. We examined the figures presented by those who claimed the likely figure was much higher than our estimates and concluded that the figures they had used were selective and partial. Our modelling used the average for over-subscribed Barnet secondary schools, which we believe to be a sensible figure.

The 2016-17 data – which became available after our modelling had been done – was in line with our forecasts and gives us some reassurance that our estimates are robust. By contrast the figures presented to us as evidence of our under-estimating were taken from secondary schools with the highest proportion of siblings in the whole borough.

Community engagement and support

A number of comments mentioned Stanley Road as being a community asset which should benefit the local community and reference was made to the planning conditions relating to the sale of the land. These stated that the site should be protected for community benefit in perpetuity under a Deed of Dedication. Some respondents suggested that N2 land had been ‘stolen’ for the benefit of

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4 Our published estimate stated that around one third of places would go to siblings, with one quarter of places continuing to be made on the basis of proximity.
those outside the area and that the proposals would exclude local families. They argued that the acquisition of Stanley Road Fields for the Archer Academy meant they were now deprived of the opportunity to create another local school as there was no more land available.

The Trust agrees with the references to Stanley Road as a community asset and we are conscious of our responsibilities as custodians of this asset for community use – a responsibility we take very seriously. The school has leveraged in significant additional resources to upgrade the facilities available – including a fully disabled access climbing wall and a 3G football pitch. These facilities are being used by local groups and clubs and we are wholly committed to ensuring they remain accessible and available. The school has protected the site from housing development – which the council had been actively pursuing – that would have significantly added to the pressures on school provision locally.

The Trust wishes to make clear that the Council received a capital receipt for the purchase of the land – nothing was ‘stolen’. Establishing a Deed of Dedication to ensuring that community benefit of the site was sustained in perpetuity was suggested by the founders and we remain committed to ensuring the site provides benefit to the community. Even if the community benefit were restricted to the provision of school places – rather than high quality sports and recreational facilities – we do not believe it is justified for the value of a community asset to be restricted to those who live in its immediate environs. Community benefit should extend far wider, certainly to those in our priority postcodes.

As far as the availability of sites for other schools goes, we recognise the huge pressures on land for schools in the area – perhaps more than most, having had to find not one but two sites for the Archer Academy. However, we know there is land in East Finchley and the surrounding area which could be providing school places for the local community. The school’s founders are willing to support any group of parents that seriously wish to consider setting up a free school in the area and sharing our expertise and experience of the process. Whilst site premises are a major issue they are not insurmountable, nor should that put off a determined group of parents from seeking to set up a school.

It was suggested by some respondents in N2 that support from the local community would never have been given had people known that feeder schools would be introduced.

We do not accept that the consultation responses support this view. Almost three-quarters of respondents – over 1,000 people – have said they strongly support the principle of establishing local feeder schools. We also feel we have been entirely clear about our intention to serve all three priority postcodes, to review our admissions policy each year and to take action to address any risk posed to this. The Trust’s approach in bringing forward these proposed changes is wholly consistent with our stated aims and public commitments.

Other issues

Some respondents stated that not enough information was provided in order for them to make an informed decision about the proposals.
Every effort was made to provide clear and accessible information about the proposals and the rationale behind them. We have sought to be transparent and open about our decision-making and to ensure that everyone has the opportunity to listen and respond. We produced information which we published alongside the survey and, during the course of the consultation, produced further information – based on issues to have emerged and questions asked – to inform stakeholders. A public meeting was held and we attended a variety of other meetings and produced bespoke information for local schools (when requested) – all of which were designed to ensure people had access to relevant and understandable information.

Nonetheless it is clear that some people did not access this information or feel adequately informed. In examining our website analytics, we found that whilst the consultation survey was visited 2,611 times in January, the proposed admissions policy and criteria were visited only 684 times and the background information to the proposals just 454 times. The Trust considers that some of the information distributed by third parties was inaccurate and may have contributed to confusion among some respondents.

*It was suggested that rather than focusing attention on the stated ambition to establish a sixth form for existing students, the Trust should expand the school to be more able to meet local demand for places.*

The suggestion that the Archer Academy should be expanded rather than focusing on establishing a sixth form, is not something the Trust feels is sensible. The school was established by deliberate design to accommodate 150 new students per year. The founders deliberately sought to establish the school at the optimal size to afford economies of scale that would enable a broad and balanced curriculum to be delivered whilst keeping the school sufficiently personal and intimate to support individual learning plans for every student. We remain committed to this and the building at Stanley Road has been designed to accommodate this scale – with class sizes of 25. Establishing a sixth form college for our students is something we are committed to and have been actively pursuing for the past 12 months.

*A small number of respondents questioned the prioritisation of places to the children of staff with more than two years’ service and to Founders’ children in our oversubscription criteria*

We stand by our decision to prioritise the children of staff with at least two years’ service and the children of Founders who have been granted permission by the Secretary of State, neither of which are changes to the current policy. In the instance of the children of staff criteria, we regard this as a commonly used criterion to attract and retain high quality staff.
Decision

The Trust carefully considered all of the consultation responses and reviewed whether or not the consultation proposal was the best way to meet the objectives of:

1. ensuring that a fair number of students living in each of the three priority postcodes are admitted to the Archer Academy, taking into account the Trust’s commitment to those postcodes;
2. introducing formal feeder schools, to build on the existing strong relationships with local schools which have a history of students transitioning to the Archer Academy;
3. ensuring that at least five students per Year 6 form at each feeder school transition to the Archer Academy, to enable them to transition as a group; and
4. complying with the Trust’s legal obligations.

The Trust undertook an equalities impact assessment of the current admissions policy (option 1) and also the consultation proposal (option 2). In addition, to test the Trust’s analysis and in light of the consultation responses, the Trust also analysed the implications of two further options:

- option 3 – this would change the current distance criteria so that a fixed proportion of places allocated under this over-subscription criterion went to each of the three priority postcodes. The third option was modelled using the following proportions: 50% (N2) 30% (NW11), 20% (N3); and
- option 4 – this is a variation of option 2 in light of the consultation response and further consideration of the needs of each priority postcode area. Under this option, the admissions policy would ring-fence 40 (out of 150) places for children attending one of four feeder schools in N3 and NW11. In contrast to option 2, there would not be a feeder school located in N2, where the Trust considers that sufficient students would be allocated places in any event under the distance criterion. As with option 2, there would be five places per Year 6 class at each feeder school and places would be allocated to those students at each feeder school living nearest to the Archer Academy and within the priority postcodes.

Having reviewed the modelling and equality implications of each option, the Trust has decided that the admissions policy for September 2017 admissions to Year 7 will follow the approach in option 4 for the following reasons:

- The Trust consulted on the proposal (option 2) which it considered at the time would balance effectively the various factors. It was open to considering alternatives which met its objectives and legal obligations. Having considered the issues raised in the consultation process and having taken into account the equality implications of the options under consideration, we concluded that the proposed admission arrangements could be improved in one respect.
- The Trust considers that allocating places to feeder schools in N3 and NW11 will ensure that students across the three priority postcodes can attend the school, with groups of students transitioning together and the Academy strengthening its relationship with the feeder schools.
- However, the Trust has considered carefully the responses to the consultation exercise and its equality impact assessment. It has decided to vary the consultation proposal by removing the feeder school for N2. This would reduce the total number of feeder school places from 55 to 40. As demonstrated by the analysis in the equalities impact assessment,
the introduction of a formal feeder school in N2 would not have affected the overall number of children in N2 attending the Academy. There are already two schools in N2 which send a significant number of children to the Archer Academy and with whom we have a good relationship, and where groups of children transition together. This applies to Martin School (which was the proposed feeder school in N2) and equally to Holy Trinity School. Therefore, introducing a feeder school in N2 unnecessarily complicated the admissions criteria for the children who live closest to the Archer Academy without assisting us to meet the objectives that apply particularly in N3 and NW11.

- The Trust has taken into account the contents of the equality impact assessment dated February 2016. In particular, we note that any of the options under consideration could advantage different social groups or groups protected under the Equality Act 2010 relative to each other. In terms of impact on race, there is little to choose between the four options. All may slightly favour white candidates, although this would bring the Academy’s ethnic profile more into line with that of the communities which it serves. In terms of social groups, whilst all options may be less favourable for candidates from areas with a higher level of deprivation, option 4 appears to be the most equitable in this regard. Under all four options it is expected that there will be fewer places for students coming from faith schools than in 2016. The anticipated impact is greatest under option 2. Option 4 would have a very slightly greater impact than option 3. The difference between option 4 and option 1 is predicted to be 7 places in 2017 for those coming from faith schools and predicted to reduce to 5 places by 2020. However, those advantaged by this will not necessarily be of no faith; and those disadvantaged will not necessarily be of any or any specific faith. If, overall, option 4 brings a slight potential disadvantage to those of Christian faith, in the Trust’s view this is outweighed by the aims of balancing geographical proximity against the need to serve the priority postcodes and of bringing to many of the Academy’s students (of any faith or none) the educational and pastoral benefits of a feeder school arrangement.

The Trust notes that a number of consultation responses raised concerns about the equality implications of the Trust selecting feeder schools for the consultation proposal that were not faith schools. The Trust’s intention, as explained above, was to avoid introducing discriminatory criteria into the Archer Academy’s admission process. The Trust agrees with the consultation responses which emphasised that many families observe a religion or belief without attending a faith school, and also that many children attending a faith school do not practise that particular faith. In addition, the Trust was confident that a number of students at faith primary schools would secure places at the Archer Academy under the distance criterion even if some places were allocated by reference to feeder schools. In practice, this is no longer a live issue:

- if there were any scope for children attending a faith school in N2 to be disadvantaged by the introduction of Martin School as the feeder school in N2, that is no longer a potential issue because the Trust is no longer introducing a feeder school in N2.

- As for N3 and NW11, the Trust has reviewed its four proposed feeder schools in these postcodes, which are Brookland Junior School (15 places), Hampstead Garden Suburb Junior School (15 places), Manorside Primary School (5 places) and Tudor Primary School (5 places). The schools in question are the four schools in N3 or NW11 (within 1.5 miles of the school) with the highest rate of transition to the Academy (determined as set out above).
In addition to removing the feeder school in N2, we have decided to include a requirement that children who are allocated a feeder school place must live in one of the priority postcodes. Whilst it is very likely that any child allocated a feeder school place would live in a priority postcode area, we are including this as an express requirement to ensure that the arrangements meets our objectives.

The over-subscription criteria also include revised wording explaining how distance is calculated, which the Trust has included on the advice of the London Borough of Barnet.

**Determined over-subscription criteria**

1. **Children applying who are in the care of the Local Authority (‘looked after’ children) and children who were previously in the care of the Local Authority (as ‘looked after’ children) but ceased to be so because they were adopted, or became subject to a residency order, or special guardianship order immediately following having been ‘looked after’**.

2. **Children whose parents are Founders of the Archer Academy and who have been granted this provision by the Secretary of State for Education**.

3. **Children who will have siblings in the school at the time when they are admitted to the school**.

4. **Children of staff (teaching or support) of the school, provided they have been directly employed for a minimum of two years at the time at which the application for a place is made, or have been recruited to fill a post where there is a demonstrable skills shortage. (The definition of a direct employee is an employee holding a contract of employment with the school)**.

5. **Remaining places, out of 110, are offered to children in the priority catchment area which is postcode areas N2, N3 and NW11. Places will be offered to those children who live closest to the school, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home**.

6. **An additional planned 40 places are offered at Year 7 secondary transfer to children from the agreed feeder schools according to the following quotas: 15 places to Brookland Junior School, 15 places to Garden Suburb Junior School, 5 places to Manorside Primary School and 5 places to Tudor Primary School. The allocation will be offered to children from each of these schools, living in the priority catchment areas and closest to the Archer Academy, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home. If the quota of children from any one of these feeder schools is not reached the remaining places will be offered to children from the other three schools, living in the priority catchment areas, closest to the Archer Academy, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home. Any of the remaining places not taken up by children from the four feeder schools will be offered in accordance with paragraph 5 above, up to a maximum limit of 150 places.**

7. **After places have been filled under the first six criteria, any remaining places will be offered on a geographical basis with priority given to children who live closest to the school, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the applicant’s home**.

Distance is measured between the address point for the child’s home, supplied by the Post Office, to the school’s main gate using the Council’s computerised geographical information system.
Next steps

The admission arrangements for 2017-18 have now been finalised and are available on the Academy’s website at http://thearcheracademy.org.uk/Admissions/determined-admissions-policy-2017-18. They will be reviewed annually.
The Archer Academy’s database of 853 contacts were emailed with the following:

Dear Friend,
As you may be aware, the Archer Academy was created in response to a severe lack of non-selective, non-denominational co-educational schooling in N2, N3 and NW11. The Archer Academy Trust, which is responsible for setting our admissions criteria, carries out an annual review of our admissions policy, including analysing the data and speaking to our stakeholders, to ensure that the school continues to serve the community for which it was set up.

Over the last three years, demand for our school has grown at a rapid pace, which is putting our ability to serve children living in our three priority postcodes at risk. Indeed, with more than 800 applications for our 150 places for our current Year 7 intake, it is clear that we cannot provide places for everyone who wants them. What we can do, however, is consider how best to ensure that children in all three of our priority postcodes have the opportunity to come to our school. In light of this situation, and following this year’s review, the Trust has concluded that a change to the current policy is needed, and is proposing that this change takes place for admissions to Year 7 in September 2017 and beyond. At this stage, no final decision has been made; we are explaining our proposal to the community and asking for feedback through a public consultation, which is taking place between 1st December 2015 and 31st January 2016.

We are fully aware that different parts of our community may have very different views on the proposal and, as always, are keen to make sure that we listen to, and communicate with, our community. So if you have an opinion that you would like to share with us, whatever it may be, do please make sure you take part in the consultation.

All you need to do is complete a short survey, which you can find on our website here: [http://thearcheracademy.org.uk/proposed-changes](http://thearcheracademy.org.uk/proposed-changes) Please also read the details of the proposed arrangements, the explanation of the reasons behind the change, and the answers to some frequently asked questions, which you’ll find within the same Consultation section of the website; it’s important to understand how the change would work and why we are proposing to make it, which is more detail than I can include here.

We will also be holding a public meeting to discuss the proposed change at 7pm on 11th January 2016 at our Stanley Road campus, and are encouraging all members of our local community to come along, ask any questions they may have and share their opinions with us. Do join us then, if you can.

We remain, as we began, a school whose aim is to serve our local community; whilst we know we cannot provide places for everyone, we strive to be as fair as we can to families in all three of the postcodes who have supported us from the beginning. Please help us understand what our community thinks about our proposal, by completing our consultation survey.

Best wishes

Avis Johns
Chair of Governors, on behalf of the Archer Academy Trust
### Local stakeholder list

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<thead>
<tr>
<th>Name</th>
<th>Role</th>
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<tr>
<td>Councillor Dean Cohen</td>
<td>Councillor, Golders Green Ward</td>
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<td>Councillor Melvin Cohen</td>
<td>Councillor, Golders Green Ward</td>
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<td>Councillor Eva Greenspan</td>
<td>Councillor, Finchley Church End Ward</td>
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<td>Councillor Rohit Grover</td>
<td>Councillor, Garden Suburb Ward</td>
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<td>Councillor Ross Houston</td>
<td>Councillor, West Finchley Ward</td>
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<td>Councillor John Marshall</td>
<td>Councillor, Garden Suburb Ward</td>
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<td>Councillor Kath McGuirk</td>
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<td>Councillor Arjun Mittra</td>
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<td>Councillor Alison Moore</td>
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<td>Councillor Graham Old</td>
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<td>Councillor Alon Or-bach</td>
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<td>Councillor Daniel Rozenberg</td>
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<td>Councillor Graham Old</td>
<td>Councillor, Finchley Church End Ward</td>
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<tr>
<td>Councillor Reuben Thompstone</td>
<td>Councillor, Golders Green and Chair Children, Education, Libraries &amp; Safeguarding Committee</td>
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<td>Councillor Jim Tierney</td>
<td>Councillor, West Finchley Ward</td>
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<tr>
<td>Eveleen Riordan</td>
<td>Place Planning Project Manager, London Borough of Haringey</td>
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<tr>
<td>Val White</td>
<td>Assistant Director of Children’s Services, London Borough of Barnet</td>
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<tr>
<td>Mike Freer MP</td>
<td>Member of Parliament for Golders Green and Finchley</td>
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Email sent to local stakeholders

Email subject: A proposed change to our admissions arrangements

Dear friend,

As I’m sure you are aware, the Archer Academy was created in response to a severe lack of non-selective, non-denominational co-educational schooling in N2, N3 and NW11. The Archer Academy Trust, which is responsible for setting our admissions policy, has committed to an annual review of the data around admissions, and the policy itself, to ensure that the school continues to serve the community for which it was set up.

Following this year’s review, the Trust has concluded that a change to the current policy is needed, and is proposing that this change takes place for admissions to Year 7 in September 2017. The proposal is subject to a public consultation, which is taking place between 1st December 2015 and 31st January 2016, to allow all members of our wider community to ask questions about the proposal and share their views.

The consultation takes the form of a short survey, which you can find on our website here: http://thearcheracademy.org.uk/proposed-changes. We would very much welcome your input and that of your local networks, so do please share the news of this consultation with anyone who you think would be keen to contribute. The proposed arrangements, along with an explanation of the reasons behind the change, and the answers to some frequently asked questions, are attached to this email.

We will also be holding a public meeting to discuss the proposed change at 7pm on 11th January 2016 at our Stanley Road campus, and are encouraging all members of our local community to come along, ask any questions they may have and share their opinions with us. Do please join us then if you can.

With best wishes

Avis Johns
Chair of Governors, on behalf of the Archer Academy Trust
Schools consulted over proposed changes

Akiva School
Brookland Junior School
Chalgrove Community Primary School
Coldfall Primary School
Coppetts Wood Primary School
Eden Primary School
Frith Manor Primary School
Garden Suburb Junior School
Hampstead Parochial C of E School
Highgate Primary School
Holy Trinity Primary School
Manorside Primary School
Martin Primary School
Moss Hall Junior School
Our Lady of Muswell Primary School
Our Lady’s Catholic Primary School
St James’ C of E Primary School
St Mary’s CofE Primary School
St Michael’s CE Primary School
Summerside Primary School
Tetherdown Primary School
St Theresa’s Catholic Primary School
Tudor Primary School
Email to consulted schools

Dear Headteacher,

As I’m sure you are aware, the Archer Academy was created in response to a severe lack of non-selective, non-denominational co-educational schooling in N2, N3 and NW11. The Archer Academy Trust, which is responsible for setting our admissions policy, has committed to an annual review of the data around admissions, and the policy itself, to ensure that the school continues to serve the community for which it was set up.

Following this year’s review, the Trust has concluded that a change to the current policy is needed, and is proposing that this change takes place for admissions to Year 7 in September 2017. The proposal is subject to a public consultation, which lasts from 1st December 2015 until 31st January 2016, to allow all members of our wider community to ask questions about the proposal and share their views.

Clearly, as a leader of a local school, you are likely to have a particular interest in the outcome of the proposal. And we are, of course, keen to hear the views of parents in the different schools in our local area. I would therefore encourage you to share your views with us, and to share the news of the consultation with your parent community.

In order to take part in the consultation, individuals simply need to complete a short survey, which will be live on our website from Tuesday 1st December here: http://thearcheracademy.org.uk/proposed-changes. The proposed arrangements, along with an explanation of the reasons behind the change, and the answers to some frequently asked questions, are attached to this email.

We will also be holding a public meeting to discuss the proposed change at 7pm on 11th January 2016 at our Stanley Road campus, and are encouraging all members of our local community to come along, ask any questions they may have and share their opinions with us. Do please join us then if you can.

In the meantime, if you have any questions, please contact me via info@thearcheracademy.org.uk.

With best wishes

Lucy Harrison
Headteacher, the Archer Academy
Appendix 2 Consultation information published on the Archer Academy website and the consultation survey

Proposed admissions arrangements for admission to Year 7 in September 2017

The Archer Academy’s admissions limit will be 150 places to Year 7 in 2017-18.

Over-subscription criteria

If there are more applicants than places, places will be offered in accordance with the following criteria in order of priority:

Children applying who are in the care of the Local Authority (‘looked after’ children) and children who were previously in the care of the Local Authority (as ‘looked after’ children) but ceased to be so because they were adopted, or became subject to a residency order, or special guardianship order immediately following having been ‘looked after’.

Children whose parents are founders of the Archer Academy and who have been granted this provision by the Secretary of State for Education.

Children who will have siblings in the school at the time when they are admitted to the school.

Children of staff (teaching or support) of the school, provided they have been directly employed for a minimum of two years at the time at which the application for a place is made, or have been recruited to fill a post where there is a demonstrable skills shortage. (The definition of a direct employee is an employee holding a contract of employment with the school).

Remaining places, out of 95, are offered to children in the priority catchment area which is postcode areas N2, N3 and NW11. Places will be offered to those children who live closest to the school, based on measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the child’s home.

An additional planned 55 places are offered at Year 7 secondary transfer to children from the agreed feeder schools in the N2, N3 and NW11 postcodes according to the following quotas: 15 places to Brookland Junior School, 15 places to Garden Suburb Junior School, 15 places to Martin Primary School, 5 places to Manorside Primary School and 5 places to Tudor Primary School. The allocation will be offered to children from each of these schools based on the closest geographical distance measured in a straight line from the front gate of the Stanley Road campus to the front door of the child’s home. If the quota of children from any one of these feeder schools is not reached, the remaining places will be offered in accordance with paragraph 5 up to a maximum limit of 150 places.

After places have been filled under the first six criteria, any remaining places will be offered on a geographical basis measuring distance in a straight line from the front gate of the Stanley Road campus to the front door of the child’s home, with priority given to children who live closest to the school.

The distance between these points is calculated using a computerised geographical information system.
Notes

Sibling priority

“Siblings” mean two or more children who have at least one parent in common and who reside in the same home as one another. Where a child has been legally adopted, he or she will be regarded as the sibling of any other children with the same legal guardian, all of whom reside in the same household.

Multiple-birth and same-year siblings

Where applications are received from twins, triplets or same-year siblings the following procedure will be followed: if one child is selected for a place, the Archer Academy will admit over the published admission number (PAN) in order to support the family.

This will only apply where one sibling would be within the PAN and the other sibling(s) would be above the PAN (ie where the 150th place is offered to a same-year sibling).

Founders’ children

The founders of the Archer Academy are the 11 individuals who have played a major role in establishing the school, undertaking activities during the application and pre-opening stages, and will continue to play a significant role in the running of the school after opening. Approval has been given from the Secretary of State for Education for this provision. A list of relevant founders is available on request.

Distance from the home to the school

The distance from home to the Archer Academy is the straight-line distance measured from the front door of the child’s residence to the front gate of the Stanley Road campus.

A child’s permanent address is the place of normal residence during term time. Where parental responsibility is shared, the address of the parent/guardian who receives the Child Benefit allowance for the child will be taken as the permanent address.

Proof of residence can be requested at any time throughout the admissions process. If false or misleading information is used to gain entry to the school, the offer of a place will be withdrawn and an appeal offered.

Tiebreaker

In the event of two or more applicants tying when any of the admission criteria is applied, positions will be determined by random allocation. This may include when two or more applicants are from the same block of flats or the same address, or if the distance between the home and school is exactly the same.

Method of random allocation

After places have been allocated under criteria 1 to 7, the remaining applications will be put into rank order by random allocation, using a computer programme. Places will be offered strictly in accordance with the rank order.
Other admissions (in-year or casual admissions)

Applications for vacancies that arise outside the normal annual admission round for Year 7 will be considered at any time during the year. Information and application forms may be obtained from the school. Where there is more than one application for a vacant place, the offer of a place will be determined in accordance with the over-subscription criteria set out above.

This admissions policy will be reviewed annually by the Archer Academy Trust and where necessary adjustments made.

Why the Archer Academy Trust is proposing a change to our admissions arrangements

The Archer Academy was established in 2013 under the free schools initiative, providing 150 places per year group, with an admissions policy that gave priority to children from three local postcodes N2, NW11 and N3.

As part of the set-up process, the Department for Education required evidence of local demand for our school. We demonstrated this by asking people if they would fill out a survey saying that they would send their children to the Archer Academy if it opened. When the responses came back, around 90% came from within the N2, N3 and NW11 postcodes, which is why these postcodes were prioritised in the admissions policy.

The Archer Academy Trust reviews the admissions data and policy every year. The number of applications to the school has increased and the catchment area has reduced in three consecutive years. With demand for school places projected to grow, it is likely that this trend will continue.

In our vision for the school, we explicitly aimed to support children at our local primary schools, in the priority postcodes, to move to secondary school together. A continuing increase in demand for places will put at risk our aim of serving N2, N3 and NW11 children by shrinking the catchment area to levels that will exclude significant areas from gaining places. We have therefore concluded that a change is necessary to preserve the founders’ vision and reflect the support the school received when being set up.

To address this, the Trust have reviewed the School Admissions Code, looked at available research and good practice guidance and explored various options, such as: feeder schools; random ballots; random ballots by postcode and fixed allocations by postcode. Further consideration was also given to the operational impact of any changes and the need to provide a robust and effective Year 6 transition programme.

As a result of this review, the Trust now proposes to allocate 55 out of the 150 places available to children attending local primary schools in the area, from September 2017.

<table>
<thead>
<tr>
<th>School</th>
<th>Places</th>
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<tbody>
<tr>
<td>Brookland Junior School</td>
<td>15</td>
</tr>
<tr>
<td>Hampstead Garden Suburb Junior School</td>
<td>15</td>
</tr>
<tr>
<td>Manorside Primary School</td>
<td>5</td>
</tr>
<tr>
<td>Martin Primary School</td>
<td>15</td>
</tr>
<tr>
<td>Tudor Primary School</td>
<td>5</td>
</tr>
</tbody>
</table>
We have allocated 5 places per Year 6 class in each primary school. These schools have been chosen as they are (i) local (within 1.5 miles of the Archer Academy) (ii) based within (and offering a spread across) our priority postcodes and (iii) reflect the Archer Academy’s non-denominational, non-selective and co-educational schooling ethos.

This approach is intended to ensure we continue to serve children in N2, NW11 and N3 and deliver a successful Year 6 transition programme for our students by forging stronger links with local primary schools.

You can take part in the consultation here and view our proposed admissions arrangements here.

You can also read the answers to some frequently asked questions about our admissions consultation here.

Admissions consultation: Your questions answered

The Archer Academy Trust is proposing a change to its admissions arrangements. As part of the proposal process, we are carrying out a public consultation between 1st December 2015 and 31st January 2016. If adopted, the proposed policy would commence for Year 7 admissions in September 2017.

This page aims to answer some of the questions people may have about the changes we are proposing. We will also be holding a public meeting at the Archer Academy’s Stanley Road campus on 11th January 2016 at 7pm, to allow members of the community to ask questions and share their views about the proposed changes.

You can take part in the consultation here.

What is being proposed and why?

The Archer Academy was created under the free schools initiative to address a lack of non-denominational, non-selective and co-educational secondary schooling within N2, N3 and NW11. These three ‘priority postcodes’ were selected on the basis of the demand which we had to prove to the Department for Education, and are currently given priority over other postcodes in our admissions policy. So, from the outset, our commitment to a ‘local school for local children’ has incorporated N2, N3 and NW11.

Over the last three years, demand for our school has grown at a rapid pace, which is putting our ability to serve children living in all three of our priority postcodes at risk. With over 800 applications for 150 places for September 2015, it is clear that we cannot give a place to everyone who wants one; and we believe that action is necessary if we are to continue to serve the whole community for whom the school was set up.

We are therefore proposing to change our admissions policy to ensure that children in all three priority postcodes have the opportunity to come to the Archer Academy, by allocating a number of places to five feeder schools based across these priority postcodes.

How would it work?

We would allocate 55 out of the 150 places available each year to children attending the chosen feeder schools, on the basis of 5 places for each Year 6 class. They are: Martin Primary School (15 places); Brookland Junior School (15 places); Garden Suburb Junior School (15 places); Manorside Primary School (5 places) and Tudor Primary School (5 places).
As with our current admissions policy, and in accordance with the National Admissions Code, priority would be given to children under the following criteria: children with special educational needs (SEN); children who are, or have been, in the care of a local authority (looked-after children); children of the founders of the school; siblings of children already at the school; children of staff that have been directly employed by the school for at least two years.

After these places have been allocated, the number of places remaining from a total of 95 would be offered on the basis of proximity to children within N2, N3 and NW11. The remaining 55 places would then be allocated to children at the feeder schools (who have not already been allocated a place under the previous criteria) as set out above.

How have you chosen the feeder schools?

The feeder schools have been chosen as they are all: (i) local (within 1.5 miles of the Archer Academy) (ii) based within (and offering a spread across) our priority postcodes and (iii) reflect the Archer Academy’s non-denominational, non-selective and co-educational schooling ethos.

How would the feeder school places be allocated to the children at those schools?

Feeder school places would be allocated to children at those schools on the basis of proximity. So, for example, the 15 children at Garden Suburb Junior School living closest to the Archer Academy, who haven’t already been given a place under the other admissions criteria, would be allocated these places.

What would happen if not all the feeder school places were allocated at a particular school?

If there were more feeder school places available than children who require them, any remaining places would be allocated according to the other admissions criteria.

What would this mean for children who are not at one of the feeder schools?

Children at other local schools could still be offered one of the 95 places which are allocated under the other admissions criteria. So, for example, if they are looked-after children, or siblings, or live close to the school in one of the priority postcodes, they could be allocated one of the 95 places available.

How long do I have to make comments or ask questions about the proposal?

We are holding a two month public consultation, and inviting all members of the community to have their say by completing our survey here. It starts on 1st December 2015 and ends on 31st January 2016 at 12 noon. We will also be holding a public meeting at the Archer Academy’s Stanley Road campus on 11th January 2016 at 7pm, to allow members of the community to ask questions and share their views about the proposed changes.

What will happen at the end of the consultation?

At the end of the consultation, the Archer Academy Trust will make a final decision, with due regard to the views and comments received. The decision will be communicated by the end of March 2016.

If the changes to the admissions policy go ahead, when would this happen?
The changes would be implemented into the admissions policy for admission to Year 7 in September 2017, for which applications will be made in September and October 2016.

What about the future?

The Archer Academy Trust is committed to reviewing its admissions data and policy every year to ensure that it serves the community for whom it was set up, and will continue to do so.

**Proposed changes to the Archer Academy’s admissions arrangements for September 2017**

As part of our ongoing commitment to serving the community for whom our school was set up, the Archer Academy Trust is proposing to change the admissions arrangements for the academic year 2017/18 (applications in Autumn 2016).

As required by the School Admissions Code, and reinforced by our own wish to be transparent and accountable to the community, we are consulting on these arrangements, and invite you to comment using the survey below. The consultation will run between 1st December 2015 and 31st January 2016.

You can read an explanation of the proposed changes and the rationale behind them [here](#) and view our proposed admissions arrangements [here](#).

You can also find the answers to some frequently asked questions about the consultation [here](#)

We will be holding a public meeting at the Archer Academy’s Stanley Road campus on 11th January 2016 at 7pm, to allow members of the community to ask questions and share their views about the proposed changes.

**Archer Academy admissions consultation Survey**

Please note: Only responses which are fully completed with the respondent's name and address will be accepted, to help eliminate multiple responses and to assess the level of local interest in our proposal.

**Your details**

Title:

First name:

Surname:

Address and postcode:

School/ organisation (if applicable): < not mandatory>
Are you a: < not mandatory>

[ ] Community member
[ ] Chair of governors
[ ] Family member (other than parent)
[ ] Local councillor
[ ] Headteacher
[ ] Parent
[ ] School governor
[ ] School staff member
[ ] Other - please specify below

Do you agree with the principle of allocating places to local feeder schools?

[ ] Strongly agree [ ] Agree [ ] Neither agree nor disagree [ ] Disagree [ ] Strongly disagree

Do you agree with the selection of local primary schools with a similar ethos to the Archer Academy as the feeder schools?

[ ] Strongly agree [ ] Agree [ ] Neither agree nor disagree [ ] Disagree [ ] Strongly disagree

Do you agree with the proposal to allocate 5 places for every Year 6 class at the feeder schools?

[ ] Strongly agree [ ] Agree [ ] Neither agree nor disagree [ ] Disagree [ ] Strongly disagree

Overall, do you agree with the proposed admissions change?

[ ] Strongly agree [ ] Agree [ ] Neither agree nor disagree [ ] Disagree [ ] Strongly disagree

Please use this space to comment further, if you wish <not mandatory>

Thank you for taking part in the consultation
Appendix 3 Flyers posted by those who opposed the consultation proposals

**ARCHER CONSULTATION FINAL DAYS – NEW PROPOSAL MAY HAVE AN EFFECT ON THE VALUE OF YOUR HOME**

Dear Neighbours,

We know there has been a lot of correspondence recently about the impact of the Archer Academy’s new proposals. These proposals may affect all of us, whether we have school age children or not.

Without trying to bombard you with too much information, the current situation is that the Archer Academy was set up as a school to service the N2, N3 and NW11 postcodes but parents from NW11 and N3 are concerned that, due to the school being in N2, they may not get their children into the school in the coming years.

Many of these parents are petitioning the school and as a result the Trust which runs the school is looking at different way for running admissions. Under the new proposals, the school will be serviced by five feeder schools, which means that children living in the roads around Cherry Tree Woods (who are not at Martin’s) will struggle to get into the Archer or Fortismere. **This may well have an effect on all of our property prices.** If the current proposed policy takes effect, essentially children living as far away as Golders Green or North Finchley will get a place at our local secondary school but our children won’t.

Please, please log on to the following link and fill out the questionnaire so that we can try and get the trust to agree to a fairer arrangement which won’t split our community, which is what is happening at the moment and is so very sad. The response doesn’t take long but needs to be done **by 31 January** [http://thearcheracademy.org.uk/proposal-changes](http://thearcheracademy.org.uk/proposal-changes).

**Objections:**

The Archer Academy is in N2 – on both campuses. Key parts of the Archer vision – according to the school’s website – are providing education to local children and engaging with the community yet the proposals would see the Archer offer over 80% of feeder places to schools outside the N2 postcode.

According to the Governor’s report, there were 451 applicants for 2015-2016 places, split by postcode as follows: N2 - 202 - 45%; N3 - 168 - 37%; NW11 - 81 - 18%. The biggest need is coming from N2 – and yet the proposed priority is for NW11, the smallest postcode by applicant numbers.

Currently kids living in our roads have the option of Archer & Fortismere; the proposed changes may rule them out of both as there will be an increase to Fortismere applications which are based on distance.

Given the Archer’s apparent emphasis on community, the changes are a snub to the community in which the Archer sits; there should be more emphasis on the local community, rather than increasing the risk of parents driving children in from the outer reaches of the catchment areas of the feeder schools. As the proposals stand, the likelihood is that a very small number of children from our roads will have access to their local school in N2.
Dear Parents and Carers,

The Archer Academy is proposing to change its admission criteria to introduce feeder schools. What will this mean for Martin Primary School children?

A much smaller number of places will be allocated based on distance from the Archer Academy.

Children who go to feeder schools in other postcodes (N3 and NW11) and live further away from the Archer Academy will be guaranteed places. As a result, 40 fewer places will be available to our children.

Martin Primary School will be a feeder school but only have a guaranteed 15 places per year.

As a school founded on the principle “local schools for local children” the Archer Academy should not exclude children from East Finchley.

Whatever your view is, it is important that your voice is heard. Go to http://thearcheracademy.org.uk/proposed-changes in order to participate in the consultation.

The consultation ends on Midday (Noon), 31st January 2016.

By a group of concerned Martin Primary school parents.
Appendix 4 Letters sent by the Trust to local schools

Letter sent to Archer Academy parents

Dear Parent/Carer

As I’m sure you are aware, the Archer Academy was created in response to a severe lack of non-selective, non-denominational, co-educational schooling in N2, N3 and NW11. The Archer Academy Trust, which is responsible for setting our admissions policy, has committed to an annual review of the data around admissions, and the policy itself, to ensure that the school continues to serve the community for which it was set up.

Following this year’s review, the Trust has concluded that a change to the current policy is needed, and is proposing that this change takes place for admissions to Year 7 in September 2017. The proposal is subject to a public consultation, which lasts from 1st December 2015 until 31st January 2016, to allow all members of our wider community to ask questions about the proposal and share their views.

The consultation takes the form of a short survey, which will be live on our website from Tuesday 1st December here: http://thearcheracademy.org.uk/proposed-changes; we would very much welcome your views as a parent at the school. The proposed arrangements, along with an explanation of the reasons behind the change, and the answers to some frequently asked questions, are attached to this email.

We will also be holding a public meeting to discuss the proposed change at 7pm on 11th January 2016 at our Stanley Road campus, and are encouraging all members of our community to come along, ask any questions they may have and share their opinions with us. Do please join us then if you can.

With best wishes

Lucy Harrison

Headteacher
8th December 2015

Dear Holy Trinity Parent,

We are aware that there is concern within your school community about the proposed change to our admissions arrangements. We are also aware, through some of the responses that we have already received, that there is a degree of misunderstanding about how the proposed arrangements would work in practice.

As a result, we are concerned that this may be causing unnecessary worry about the impact the proposed change could have on Holy Trinity families. We are therefore writing to explain the arrangements and their potential impact in more detail, with particular reference to your circumstances, and to answer some of the specific points that have been raised.

We remain, as we began, a school whose aim is to serve our local community; but local to us has never just meant N2. We made a commitment to serve families living in N2, N3 and NW11 who were affected by the lack of school places, having been supported by the community in all three postcodes during our application.

Now, as the demand for our school has grown, it has become increasingly challenging to fulfil this commitment to families across these three priority postcodes; put simply, with 150 places available, we cannot give a place to everyone who wants one.

We continue to believe that it is only fair that children in all three postcodes have the opportunity to benefit from the school whose creation they supported. We do not make this proposal lightly; but it is, in our view, and based on the evidence, the best and fairest way to deliver on this commitment.

It’s important to note that we are proposing that only 55 out of the 150 places would be feeder school places; the initial 95 places would be allocated under our other admissions criteria, which includes proximity to the school (within priority postcodes).

So, if the proposed change went ahead, Holy Trinity children could still be allocated one of the initial 95 places, depending on their circumstances, location and ranking of their preferences. And indeed, our analysis of this year’s data indicates that, when preferences are taken into account, the numbers of Holy Trinity children who would have been offered a place are the same under the old and new criteria, as you can see from the examples within the attached sheet.

We are fortunate to have a number of former Holy Trinity students at the Archer Academy and hope this will continue in the years ahead. Given the proximity with which many Holy Trinity families live to our school, we anticipate this will be the case.

I hope that this letter and the attached information will give you some reassurance; however, I would also like to invite you to attend a general public meeting which is taking place on 11th January at the Archer Academy. Members of the Archer Academy Trust, which is responsible for admissions, as well as Lucy Harrison, our headteacher, will be present in order to listen to your concerns and answer your questions in person.
Finally, I’d like to stress that this is not a decision that has been taken, but a proposal on which we are consulting. We are keen to hear opinions from across our community, whatever they may be, and so would urge you to share your views with us, both at our public meeting and by completing our consultation survey.

Best wishes

Avis Johns
Chair of Governors, on behalf of the Archer Academy Trust

What would the proposed change mean for Holy Trinity families?

Background

The Archer Academy was created under the free schools initiative to address a lack of non-denominational, non-selective and co-educational secondary schooling within N2, NW11 and N3. These three ‘priority postcodes’ were selected on the basis of the demand which we had to prove to the Department for Education, and are currently given priority over other postcodes in our admissions policy.

Over the last three years, demand for our school has grown at a rapid pace, which is putting our ability to serve children living in all three priority postcodes at risk. We believe that action is necessary if we are to continue to serve the whole community for whom the school was set up.

We are therefore proposing to change our admissions policy to ensure that children in all three priority postcodes have the opportunity to come to the Archer Academy, by allocating places to five feeder schools based across these priority postcodes.

How would the change work in practice?

We would allocate 95 places for Year 7 on the same basis as our current admissions criteria, and the remaining 55 to children attending the chosen feeder schools, on the basis of 5 places for each Year 6 class. They are: Martin Primary School (15 places); Brookland Junior School (15 places); Garden Suburb Junior School (15 places); Manorside Primary School (5 places) and Tudor Primary School (5 places).

So, as with our current admissions policy, priority would be given to children under the following criteria: children with special educational needs (SEN); children who are, or have been, in the care of a local authority (looked-after children); children of the founders of the school; siblings of children already at the school; children of staff that have been directly employed by the school for at least two years.

After these places have been allocated, the number of places remaining from a total of 95 would be offered on the basis of proximity to children within N2, N3 and NW11. The remaining 55 places would then be allocated to children at the feeder schools (who have not already been allocated a place under the previous criteria) as set out above.
So does this mean children at Holy Trinity wouldn’t be eligible for a place?

No. Children at Holy Trinity could be offered one of the 95 places available under the general admissions criteria. So, for example, if they are looked-after children, or siblings, or live close to the school (in one of the priority postcodes), they could be allocated one of the 95 places available.

To give you some real figures, if the proposed admissions criteria had been in place for our current Year 7 intake, 9 children from Holy Trinity would have lived near enough to be offered one of the 95 non-feeder school places in the first round.

However, these figures don’t take into account the preferences that parents make when completing their applications. Our figures indicate that, if preferences were taken into account, 17 Holy Trinity families would have been offered a first round place for the current Year 7 if the new criteria had been in place.

The result is actually the same under the current admissions arrangements: out of 21 families who applied for a September 2015 place, 17 lived close enough to be offered a place. In fact, 11 of them put other schools as a higher preference, and so only 6 were actually offered places in the first round.

Of course, these figures are based on what has happened up to now; we are aware that the situation may change in the years ahead. But we can say that children at Holy Trinity would have the opportunity to come to the Archer Academy if they lived in close enough proximity to be offered one of the 95 places.

But why are you prioritising a further away school like Garden Suburb over your closest neighbour?

Because, when we applied to set up the school, we were supported by over 1,000 people, 90% of whom came from across N2, N3 and NW11, not just from N2. We would not have been given the go ahead by the DfE without this level of support, and we feel we have a duty to offer children from all three postcodes the opportunity to come to our school. From the outset, the sense of a ‘local school for local children’ has included children living in N3 and NW11, not just those who live on the doorstep in N2.

So, since we cannot just give a place to everyone who applies, we have to find a way of making it as fair as possible. If our admissions policy stays as it is, it’s clear that children living in NW11 and N3 will increasingly miss out. By introducing some feeder school places, from across the priority postcodes, we are continuing to give children in our neighbouring schools the opportunity to come to our school, but also ensuring that that opportunity extends to some of those who live further away.

But even if you have to choose some schools from each postcode, why Martin Primary and not Holy Trinity, for example?

There are several reasons behind our choice of feeder schools. They are all within, and offering a spread across our priority postcodes, and are within 1.5 miles of our school (which given the distance that some London children travel to school is relatively near). They also share our ethos: that is, non-denominational, non-selective and co-educational schooling.
So given that we were unable to include every school within our priority postcodes, we had to find a way to make it as fair and reasonable as possible. Choosing schools with a similar ethos seemed the most appropriate way to do so.

**Isn’t there a better way of trying to be fair?**

Before setting out on this consultation, the Archer Academy Trust looked into a wide range of alternative options, all with the same aim; to ensure that children from all three priority postcodes had the opportunity to come to our school. For example, we could have allocated a fixed number of children from each postcode, or we could have introduced a random ballot system.

In every different scenario, some families would benefit and others would be disappointed; we are acutely aware that with over 800 applications for 150 places, we cannot please everyone. Having looked at the data, and what other schools in a similar position (such as the Compton) have done, we felt that allocating some places to feeder schools was the fairest option.

**So, is this a done deal?**

No. As we have clearly said throughout our communications around the consultation, we are currently proposing this change and are consulting with the local community about it. The consultation is running for two months and we are actively seeking the views of our community; we are holding a public meeting in January and look forward to hearing your views.

We do believe that this is the fairest way to ensure that children from all three priority postcodes have the opportunity to come to our school, but we are not proposing it lightly, and we would not make a change of this nature without first listening to the views of the whole community for whom our school was created.

At the end of the consultation, the Archer Academy Trust will analyse the responses, both quantitative and qualitative, in order to make a decision about whether to proceed with the change. We will then publish our decision, and the reasons behind it, on our website.
Letter to Martin Primary School

8th December 2015

Dear Martin Primary Parent,

We are aware that there is concern within your school community about the proposed change to our admissions arrangements. We are also aware, through some of the responses that we have already received, that there is a degree of misunderstanding about how the proposed arrangements would work in practice.

As a result, we are concerned that this may be causing unnecessary worry about the impact the proposed change could have on Martin Primary families. We are therefore writing to explain the arrangements and their potential impact in more detail, with particular reference to your circumstances, and to answer some of the specific points that have been raised.

We remain, as we began, a school whose aim is to serve our local community; but local to us has never just meant N2. We made a commitment to serve families living in N2, N3 and NW11 who were affected by the lack of school places, having been supported by the community in all three postcodes during our application.

Now, as the demand for our school has grown, it has become increasingly challenging to fulfil this commitment to families across these three priority postcodes; put simply, with 150 places available, we cannot give a place to everyone who wants one.

We continue to believe that it is only fair that children in all three postcodes have the opportunity to benefit from the school whose creation they supported. We do not make this proposal lightly; but it is, in our view, and based on the evidence, the best and fairest way to deliver on this commitment.

It’s also important to note that we are proposing that only 55 out of the 150 places would be feeder school places; the initial 95 places would be allocated under our other admissions criteria, which includes proximity to the school (within priority postcodes). So, if the proposed change went ahead, Martin Primary children could have the opportunity to be allocated one of the initial 95 places, depending on their circumstances, location and ranking of their preferences, or one of the 15 feeder places that we are proposing to allocate to your school.

Finally, I’d like to stress that this is not a decision that has been taken, but a proposal on which we are consulting. We are keen to hear opinions from across our community, whatever they may be, and so would urge you to share your views with us, both at our public meeting on January 11th 2016 at the Archer Academy, and by completing our consultation survey.

Best wishes

Avis Johns
Chair of Governors, on behalf of the Archer Academy Trust
What would the proposed change mean for Martin Primary families?

Background

The Archer Academy was created under the free schools initiative to address a lack of non-denominational, non-selective and co-educational secondary schooling within N2, NW11 and N3. These three ‘priority postcodes’ were selected on the basis of the demand which we had to prove to the Department for Education, and are currently given priority over other postcodes in our admissions policy.

Over the last three years, demand for our school has grown at a rapid pace, which is putting our ability to serve children living in all three priority postcodes at risk. We believe that action is necessary if we are to continue to serve the whole community for whom the school was set up.

We are therefore proposing to change our admissions policy to ensure that children in all three priority postcodes have the opportunity to come to the Archer Academy, by allocating places to five feeder schools based across these priority postcodes.

How would the change work in practice?

We would allocate 95 places for Year 7 on the same basis as our current admissions criteria, and the remaining 55 to children attending the chosen feeder schools, on the basis of 5 places for each Year 6 class. They are: Martin Primary School (15 places); Brookland Junior School (15 places); Garden Suburb Junior School (15 places); Manorside Primary School (5 places) and Tudor Primary School (5 places).

So, as with our current admissions policy, priority would be given to children under the following criteria: children with special educational needs (SEN); children who are, or have been, in the care of a local authority (looked-after children); children of the founders of the school; siblings of children already at the school; children of staff that have been directly employed by the school for at least two years.

After these places have been allocated, the number of places remaining from a total of 95 would be offered on the basis of proximity to children within N2, N3 and NW11. The remaining 55 places would then be allocated to children at the feeder schools (who have not already been allocated a place under the previous criteria) as set out above.

So what does this mean for children at Martin Primary?

Given the proximity of Martin Primary to the Archer Academy, the proposed change is likely to have less of an impact on them than on other schools within our priority postcodes. Under the new criteria, Martin Primary children would have two opportunities to be allocated a place at our school; either by being allocated one of the 95 places under our more general admissions criteria, or by being given one of our feeder school places.

But why are you prioritising a further away school like Garden Suburb over closer schools?

Because, when we applied to set up the school, we were supported by over 1,000 people, 90% of whom came from across N2, N3 and NW11, not just from N2. We would not have been given the go ahead by the DfE without this level of support, and we feel we have a duty to offer children from all three postcodes the opportunity to come to our school. From the outset, the sense of a ‘local
school for local children’ has included children living in N3 and NW11, not just those who live on the doorstep in N2.

So, since we cannot just give a place to everyone who applies, we have to find a way of making it as fair as possible. If our admissions policy stays as it is, it’s clear that children living in NW11 and N3 will increasingly miss out. By introducing some feeder school places, from across the priority postcodes, we are continuing to give children in our neighbouring schools the opportunity to come to our school, but also ensuring that that opportunity extends to some of those who live further away.

**Isn’t there a better way of trying to be fair?**

Before setting out on this consultation, the Archer Academy Trust looked into a wide range of alternative options, all with the same aim; to ensure that children from all three priority postcodes had the opportunity to come to our school. For example, we could have allocated a fixed number of children from each postcode, or we could have introduced a random ballot system.

In every different scenario, some families would benefit and others would be disappointed; we are acutely aware that with over 800 applications for 150 places, we cannot please everyone. Having looked at the data, and what other schools in a similar position (such as the Compton) have done, we felt that allocating some places to feeder schools was the fairest option.

**So, is this a done deal?**

No. As we have clearly said throughout our communications around the consultation, we are currently proposing this change and are consulting with the local community about it. The consultation is running for two months and we are actively seeking the views of our community. We are also holding a public meeting at 7pm on 11th January 2016 at the Archer Academy to allow people to have their say and ask their questions in person.

We do believe that this is the fairest way to ensure that children from all three priority postcodes have the opportunity to come to our school, but we are not proposing it lightly, and we would not make a change of this nature without first listening to the views of the whole community for whom our school was created.

At the end of the consultation, the Archer Academy Trust will analyse the responses, both quantitative and qualitative, in order to make a decision about whether to proceed with the change. We will then publish our decision, and the reasons behind it, on our website.
What would the proposed change to the Archer Academy’s admissions mean for Brookland Junior School families?

Background

The Archer Academy was created under the free schools initiative to address a lack of non-denominational, non-selective and co-educational secondary schooling within N2, NW11 and N3. These three ‘priority postcodes’ were selected on the basis of the demand which we had to prove to the Department for Education, and are currently given priority over other postcodes in our admissions policy.

Over the last three years, demand for our school has grown at a rapid pace. For our current Year 7, we received over 800 applications for 150 places and we do not expect this figure to reduce in the future. It’s clear that we cannot meet the entirety of demand for places, and that means children in NW11 and N3 are increasingly likely to miss out.

We therefore believe that action is necessary if we are to continue to serve the whole community for whom the school was set up. So we are proposing to change our admissions policy to ensure that children in all three priority postcodes have the opportunity to come to the Archer Academy, by allocating places to five feeder schools based across these postcodes.

How would the change work in practice?

We propose to allocate 95 places for Year 7 on the same basis as our current admissions criteria, and the remaining 55 to children attending the chosen feeder schools, on the basis of 5 places for each Year 6 class. They are: Martin Primary School (15 places); Brookland Junior School (15 places); Garden Suburb Junior School (15 places); Manorside Primary School (5 places) and Tudor Primary School (5 places).

So, as with our current admissions policy, priority would be given to children under the following criteria: children with a statement of special educational needs (SEN); children who are, or have been, in the care of a local authority (looked-after children); children of the founders of the school; siblings of children already at the school; children of staff that have been directly employed by the school for at least two years.

After these places have been allocated, the number of places remaining from a total of 95 would be offered on the basis of proximity to children within N2, N3 and NW11. The remaining 55 places would then be allocated to children at the feeder schools (who have not already been allocated a place under the previous criteria) as set out above.

So what does this mean for children at Brookland Junior School?

Depending on their circumstances, Brookland children might be allocated one of the first 95 places; for example, if they had a sibling at the school, or lived within close enough proximity (within the priority postcodes).
Then, once the first 95 places have been allocated, 15 further places would be specifically allocated to Brookland children, based on their proximity to the Archer Academy.

**Is this a done deal?**

No. We are currently consulting with the local community about the proposed change. The consultation is running for two months and we are actively seeking the views of local stakeholders, such as yourselves. We are also holding a public meeting at 7pm on 11th January 2016 at the Archer Academy to allow people to have their say and ask their questions in person.

At the end of the consultation, the Archer Academy Trust will analyse the responses, both quantitative and qualitative, in order to make a decision about whether to proceed with the change. We will then publish our decision, and the reasons behind it, on our website.

**What will happen once the decision has been made?**

If we decide to go ahead with the proposed change, it will be implemented for September 2017 admissions (for which applications are made in the autumn of 2016). However if, after listening to the community, we conclude that we cannot implement the change, the admissions criteria will stay as they are, without any places being allocated to feeder schools.

**What do I need to do to share my views with the Archer Academy Trust?**

The consultation is running until 31st January 2016, to give everyone plenty of time to consider our proposal and have their say. You can take part in it by completing our short survey here: [http://thearcheracademy.org.uk/proposed-changes](http://thearcheracademy.org.uk/proposed-changes)

You could also come to the public meeting on 11th January if you would like the opportunity to ask further questions or make your views more widely heard; we are hoping to hear opinions from all parts of our community, including parents at Brookland Junior School.

Written on behalf of the Archer Academy Trust, December 2015
What would the proposed change to the Archer Academy’s admissions mean for Garden Suburb Junior School families?

Background

The Archer Academy was created under the free schools initiative to address a lack of non-denominational, non-selective and co-educational secondary schooling within N2, NW11 and N3. These three ‘priority postcodes’ were selected on the basis of the demand which we had to prove to the Department for Education, and are currently given priority over other postcodes in our admissions policy.

Over the last three years, demand for our school has grown at a rapid pace. For our current Year 7, we received over 800 applications for 150 places and we do not expect this figure to reduce in the future. It’s clear that we cannot meet the entirety of demand for places, and that means children in NW11 and N3 are increasingly likely to miss out.

We therefore believe that action is necessary if we are to continue to serve the whole community for whom the school was set up. So we are proposing to change our admissions policy to ensure that children in all three priority postcodes have the opportunity to come to the Archer Academy, by allocating places to five feeder schools based across these postcodes.

How would the change work in practice?

We propose to allocate 95 places for Year 7 on the same basis as our current admissions criteria, and the remaining 55 to children attending the chosen feeder schools, on the basis of 5 places for each Year 6 class. They are: Martin Primary School (15 places); Brookland Junior School (15 places); Garden Suburb Junior School (15 places); Manorside Primary School (5 places) and Tudor Primary School (5 places).

So, as with our current admissions policy, priority would be given to children under the following criteria: children with a statement of special educational needs (SEN); children who are, or have been, in the care of a local authority (looked-after children); children of the founders of the school; siblings of children already at the school; children of staff that have been directly employed by the school for at least two years.

After these places have been allocated, the number of places remaining from a total of 95 would be offered on the basis of proximity to children within N2, N3 and NW11. The remaining 55 places would then be allocated to children at the feeder schools (who have not already been allocated a place under the previous criteria) as set out above.

So what does this mean for children at Garden Suburb Junior School?

Depending on their circumstances, Garden Suburb children might be allocated one of the first 95 places; for example, if they had a sibling at the school, or lived within close enough proximity (within the priority postcodes).
Then, once the first 95 places have been allocated, 15 further places would be specifically allocated to Garden Suburb children, based on their proximity to the Archer Academy.

**Is this a done deal?**

No. We are currently consulting with the local community about the proposed change. The consultation is running for two months and we are actively seeking the views of local stakeholders, such as yourselves. We are also holding a public meeting at 7pm on 11th January 2016 at the Archer Academy to allow people to have their say and ask their questions in person.

At the end of the consultation, the Archer Academy Trust will analyse the responses, both quantitative and qualitative, in order to make a decision about whether to proceed with the change. We will then publish our decision, and the reasons behind it, on our website.

**What will happen once the decision has been made?**

If we decide to go ahead with the proposed change, it will be implemented for September 2017 admissions (for which applications are made in the autumn of 2016). However if, after listening to the community, we conclude that we cannot implement the change, the admissions criteria will stay as they are, without any places being allocated to feeder schools.

**What do I need to do to share my views with the Archer Academy Trust?**

The consultation is running until 31st January 2016, to give everyone plenty of time to consider our proposal and have their say. You can take part in it by completing our short survey here: [http://thearcheracademy.org.uk/proposed-changes](http://thearcheracademy.org.uk/proposed-changes)

You could also come to the public meeting on 11th January if you would like the opportunity to ask further questions or make your views more widely heard; we are hoping to hear opinions from all parts of our community, including parents at Garden Suburb Junior School.

**Written on behalf of the Archer Academy Trust, December 2015**
Appendix 5 Local Press Coverage

Parents’ anger at new rules for admission to Academy
by Neil McNaughton

East Finchley’s newest secondary school The Archer Academy has provoked a storm of protest from parents after proposing fresh criteria for admissions that exclude many top-performing primary schools.

The school’s proposals would mean that 95 of the 150 places available would go to children who qualify as the brightest prospects in their school. This aspect of the criteria is not controversial. What is causing controversy is that the remaining 55 places available are to be given to children from local schools, and that the school will not even consider the applications of children from the top-performing primary schools.

Parents of feeder schools are furious that the government has named five primary schools as preferred sources of these applicants. The chosen schools are: Martin Primary, N1; Southfields Primary, N1; Greenford Heath Primary, N9; St Cuthbert’s Primary, N9; and Radnor Primary, N12.

Opponents of this move argue that this new policy would discriminate against top-performing primary schools and divide the community.

Figure 9 - The Archer, January 2016 (front page). Taken from: http://www.the-archer.co.uk/archive/2016/2016Jan01.pdf
Parents’ emotions run high at Academy public meeting

By Neil McNaughton

When Academy governors and trust called a consultation meeting in January over the proposed changes to the admissions process for the school, they did not expect strong reactions to the proposal.

The meeting was held in the school hall, where a small number of parents and governors gathered to discuss the plans. The meeting was poorly attended, with only a handful of parents in attendance.

The key issue was the introduction of a new admission policy, which would see the school adopting a “three-stage” system of selection. Parents were concerned that this would result in a significant increase in the number of children being rejected from the school, and that it would unfairly disadvantage children from lower-income families.

The governors argued that the new policy was necessary in order to maintain the school’s academic standards. They pointed out that the school had experienced a decline in the number of applications in recent years, and that the new policy would help to ensure that the school remained viable in the long term.

However, many parents were not convinced. They argued that the new policy would be discriminatory, and that it would put too much emphasis on academic achievement at the expense of other factors, such as social mobility and diversity.

The meeting ended with a vote on whether to reject the new policy. The vote was 5-3 in favour of rejection, with the governors and a few other parents voting for the policy.

Following the meeting, the governors announced that they would continue to consult with parents and other stakeholders in order to develop a new policy that would be more acceptable to all parties.

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Figure 10 - The Archer, February 2016 (page 4). Taken from http://www.the-archer.co.uk/archive/2016/2016Feb04.pdf
Parents split over proposed change to free school’s admission policy

PARENTS are calling on a free school to change its admission policy so their children will not miss out on places.

Archer Academy, in East Finchley, is consulting on changing its criteria, so it can allocate 55 out of its 150 places each year to five feeder schools.

These would be Martin Primary School in East Finchley, Manorside Primary School and Tudor Primary School in Finchley, and Brookland Junior and Garden Suburb Junior schools in Hampstead Garden Suburb.

The school says this will guarantee families in its three catchment areas – N2 (East Finchley), N3 (Finchley), and NW11 (Hampstead Garden Suburb and Golders Green) – will not miss out because of an oversubscription.

But concerns have been raised the community will be split, especially as it was built in East Finchley – although an estimated third of places will still be dished out based on proximity.

However, Alessia Raimondi, of Beechcroft Avenue, Golders Green, who has two children at Garden Suburb Junior, believes it is essential the criteria is changed, as there are “not enough schools” in her area.

The 43-year-old said: “When they wanted to start the school, they asked N2, N3 and NW11 for signatures in order to build the school for us, for everybody.

“But because their admission criteria is for distances, the people living around it have priority. NW11 is now left out. It is putting the post codes against each other.”
She added: “There are not enough schools. This is the nearest one. I will be left out if it does not get changed.”

Shiv Smythe, co-chairman of the Parent Teacher Association at Garden Suburb School, said: “Each year the catchment area is shrinking, which means our children are not getting in. Parents are having to consider moving out of the area.

“We should have a good secondary school nearby and that is the closest one for the majority of our parents.”

The 41-year-old added: “It is not excluding N2. Those who are closest to the school will still get in. All this proposal is trying to do is redress the balance.”

David Noble, of Hertford Road, East Finchley, who has an eight-year-old child at Eden Primary School, said he worried his chances of getting a place were “next to zero”.

He said: “One school cannot provide all the places for all these areas. The sibling factor will become bigger, that may mean there are only 50 places for proximity.

“I understand the plight of families who live in the Suburb and N3. They are feeling exposed, they do not have a school to send their children to. It is a horrible situation.

“But at the end of the day, it got built in East Finchley. We cannot have that space back, we cannot build another school which would have been for East Finchley.”

Mr Noble also criticised the decision to exclude Holy Trinity School, in East Finchley, from being a feeder school on the grounds it is a denominational school – at odds with the academy’s founding ethos.

He said: “I really do not like the fact they have discriminated against Trinity. The children do not have a choice.”

Toby Blume, a governor at the school, told the Times Series: “The school was set up on the basis of demand, which we had to present to the Department for Education, and that came overwhelming from the three postcodes.

“So the school we have been granted permission to set up is true to the founding vision and ethos, that means continuing to service children in those three postcodes. We recognise the support the school was afforded from those areas, and feel an obligation to continue.”

Discussing Holy Trinity School, he said: “No one is excluded. It would be completely inappropriate for us to name a faith school to be a feeder school to a non-denominational school. However, we welcome children of all faiths and none.

“We recognise this is a highly emotive issue, but we feel it is important to find a way to address the shrinkage of our catchment area before it is too late.”

Hendon and Finchley Times – 20th January 2016. Taken from: http://www.times-series.co.uk/news/14217547.Parents_split_over_proposed_change_to_free_school_s_admission_policy/
Appendix 6 Equalities Impact Assessment

Archer Academy Trust

Equality Impact Assessment (EIA) of the proposed changes to admissions policy

DATE: February 2016

1. Introduction

This document sets out equalities analysis undertaken on proposed changes to the Archer Academy’s admission policy.

As the proprietor of an academy, the Academy Trust is required to comply with section 149 of the Equality Act 2010. In summary, this public sector equality duty requires the Trust to have due regard to the need:

- to eliminate discrimination and other prohibited conduct under the Act;
- to advance equality of opportunities; and
- to foster good relations between people who share a protected characteristic and those who do not share it.

This equality impact assessment sets out:

- the aims and intentions of the proposed change in admissions policy;
- a description of the different options that were considered;
- the potential equalities impacts of the different options; and
- any action that could be taken to mitigate the impact of any of the options.

The Trust will take into account the findings of this equality impact assessment when reaching a decision on whether or not to amend its admissions policy and, if so, how.

2. Aims and intentions of the change in admissions policy

The Archer Academy is a free school that opened in 2013. It was created by local parents to provide secondary school places for families in N2, N3 and NW11. These are the school’s ‘priority postcodes’. Archer’s mission is to provide non-denominational, non-selective (by academic ability) and co-educational provision for children⁵. It admits 150 children per year and currently has 450 students on roll (across years 7, 8 and 9).

The school has now had three years’ worth of admissions data plus information about the applications and first round offers for admission in September 2016. The current admissions over-subscription criteria (see Background section for current admissions policy) are largely based on proximity.

As the school has become more popular, this has resulted in those children from NW11 and N3 increasingly missing out on places whilst those from N2 are securing proportionately more (see chart below). The admissions policy does not include a catchment area. However, the operation of the over-subscription criterion relating to distance (for children living in one of three priority postcodes) could be described as creating a catchment area, in practice, which changes each year depending on the profile of children who are offered a place at the school. The catchment area for the school has shrunk from over 5 miles in the first year, to just over 1 mile in the third year of operation. For the 2016/17 academic year, the fourth year of operation, the catchment has shrunk again by about half to 0.55 miles with not a single offer, in the first round, being made to children living in NW11 or N3 on the basis of proximity.

Therefore, the Archer Academy Trust (which is responsible for setting the admissions policy for the school) is considering alternative options, which would allow a fairer distribution of pupil places across the three priority postcodes to which the Trust is committed. Further, the Trust is considering introducing feeder schools, so as to build on its existing relationships with local primary schools that share its ethos and have a history of children transitioning to the Archer Academy and also so as to enable groups of feeder school students to transition to the Archer Academy together.

Figure 11 - Admissions by postcode

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6 Some children from NW11 and N3 have been offered places in 2016/17 on the basis of siblings, or being looked after children; but, no children from NW11 or N3 have been offered places in the first round on the basis of proximity.

7 NB: The 2013/14-2015/16 data represents students on roll in September. The 2016/17 data is provisional based on first round places offered. Some movement is expected between current figures and final figures in September.
3. Description of the options under consideration

The first option under consideration is to apply the current admissions policy for admissions in September 2017. This is described below as “option 1: do nothing”. For the reasons set out above, even if the admissions policy does not change, the increasing popularity of the Archer Academy means that the likely profile of the students would be different in 2017 from previous years.

The second option under consideration is the option on which the Trust consulted. The proposed admissions policy under option 2 is included in Appendix 2 (above). In summary, option 2 would ring-fence 55 (out of 150) places for children attending one of five feeder schools from across the priority postcodes. There would be five places per Year 6 class at each feeder school. In respect of each feeder school, the places would be allocated to the students living nearest to the Archer Academy.

The third option would change the current distance criteria so that a fixed proportion of places allocated under this over-subscription criterion went to each of the three priority postcodes. The third option has been modelled using the following proportions: 50% (N2), 30% (NW11), 20% (N3).

The fourth option is a variation on option 2, in light of the consultation response and further consideration of the needs of each priority postcode area. Under this option, the admissions policy would ring-fence 40 (out of 150) places for children attending one of four feeder schools in N3 and NW11 and living in one of the priority postcodes. In contrast to option 2, there would not be a feeder school located in N2, where the Trust considers that sufficient students would be allocated places in any event under the distance criterion. As with option 2, there would be five places per Year 6 class at each feeder school and places would be allocated to those students at each feeder school living in a priority postcode and living nearest to the Archer Academy.

NB: The 2013/14-2015/16 data represents students on roll in September. The 2016/17 data is provisional based on first round places offered. Some movement is expected between current figures and final figures in September.

Figure 12 - Furthest distance of offers made under current admissions policy (2013/14 - 2016/17) on the basis of proximity.
In all four options, current over-subscription criteria 1-4 would apply. In summary, these provide for the following priorities:

- Any child with a statement of special educational needs (SEN) would be entitled to a place, as now.

Priority would then be given as follows:
1. Children who are, or have been, in the care of a local authority (looked after children – “LAC”);
2. Children of the founders of the school;
3. Siblings of children already at the school; and
4. Children of staff that have been directly employed by the school for at least two years.

Modelling suggests that siblings would account for approximately 65 places out of a total of 150 admissions in 2017, which will reduce to a stable figure of approximately 52 places by 2020. Modelling then allocates 5 places for SEN, children of founders, Looked After Children and children of staff. The four options described above set out different options for allocating the remaining places each year, using 80 places for 2017 and the estimate of 90 places from 2018 onwards.

This EIA draws on evidence about the equalities profile of the student population at different local primary schools and attempts to model the likely equalities impact of the four different policy options under consideration. It focuses on the best evidence available relating to the 2017/18 intake.

Table 1 - projected sibling places 2016-2020

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
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<tbody>
<tr>
<td>Number of sibling places</td>
<td>53</td>
<td>65</td>
<td>60</td>
<td>55</td>
<td>52</td>
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<tr>
<td>% of places</td>
<td>36%</td>
<td>43%</td>
<td>40%</td>
<td>37%</td>
<td>35%</td>
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</table>

4. The potential equalities impacts of the different options
The starting point is the current profile of the students at the Archer Academy. This data provides a helpful starting point, although the Trust should note a number of limitations:

- the data is drawn from Barnet Council’s school census and relates to students who started at the Archer Academy in 2013 and 2014. The data for 2015 is not yet available;
- the data relating to Black and Minority Ethnic Groups and children with English as a second language gives an indication of some factors relevant to race; and
- the data relating to free school meals gives an indication of socio-economic status.

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9 There is likely to be a higher proportion of siblings in the next couple of years due to the normal distribution of years between siblings in a family. It is projected to rise to 43% in 2017 and then fall each year down to the stable, long term proportion of around 35%.

10 Rather than adjust the precise number of places for the balance of available places for each year (once the places allocated for SEN, LAC, children of founders and children of staff have been taken into account), we have used the figure of 80 places for 2017 and 90 places for 2020.
In addition, the Trust has the admissions data for the Archer Academy to date, including whether or not each applicant previously attended a faith school and their residential address.

The data in Table 2 demonstrates that as of 2015 the school was broadly reflective of gender profile and socio-economic (as can be inferred from the proportion of students in receipt of free school meals) profile of the borough. It also shows that the Archer profile is more ethnically diverse than the surrounding wards and the borough average, but has a lower proportion of students who speak English as a second language.

In terms of faith, the proportion of students at the Archer from Christian backgrounds is broadly in line with the ward average (29% vs 32% ward average); however, there are fewer students from Jewish backgrounds (14% at the Archer vs. 20% ward average) and from agnostic or atheist backgrounds (18% vs. 28% ward average). Students of Muslim and other faiths are more likely to be represented at the Archer than the ward profile would suggest (38% at the Archer vs. 21% ward average).
Table 2 - School and Ward equalities profile data

<table>
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<tr>
<th></th>
<th>Archer profile 11</th>
<th>4 ward average 12</th>
<th>East Finchley Ward profile 13</th>
<th>Martin Holy Trinity</th>
<th>Garden Suburb Ward profile</th>
<th>Garden Suburb Junior school</th>
<th>Finchley Church End Ward profile</th>
<th>Brookland</th>
<th>St Theresa</th>
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<td>36%</td>
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<td>26%</td>
<td>43%</td>
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<td>17%</td>
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<td>5%</td>
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<td>17% (Barnet average)</td>
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</table>

11 Taken from schools census 2015 so provides info about 300 students, rather than the current cohort of 450 students.
12 Comparative profile data is not available for the priority postcode areas, so a proxy has been used – an average of the four wards which comprise the priority postcode areas.
13 Taken from GLA ward projection profiles as at February 2016 [http://data.london.gov.uk/dataset/ward-profiles-and-atlas](http://data.london.gov.uk/dataset/ward-profiles-and-atlas)
14 These are the primary schools in this ward less than 1.5 miles away from the Archer Academy in one of the three priority postcode areas.
15 No data is collected by schools or by Barnet council about the faith profiles of individual schools.
Table 3 below sets out historic admissions data and geographic profile for the four years’ data from 2013-2016.

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016&lt;sup&gt;16&lt;/sup&gt;</th>
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<td>38</td>
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</tbody>
</table>

Table 3: Historic admissions data and geographic profiles.

Each of the four options would change the students who were successful in their applications for admission to Archer Academy. Two ways in which the profiles of the students change, is in respect of their primary school and their residential postcode. These changes are summarised in the following tables.

The modelling in Table 4 is based on an allocation of 80 places – after allowing for projected numbers of SEN students, siblings, Looked After Children, founders’ children and children of staff totalling 70 places in 2017.

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<sup>16</sup> Please note 2016 places are first round offers only, not all offers will be accepted and so it is expected there will be some movement between current figures and final figures in September.
Table 4 - Modelling the four different options for consideration, forecast for 2017

Modelling in Table 4 above shows the expected allocation of places other than those allocated to students in the first four over-subscription criteria and children with Statements of Special Educational Need. The modelling shows there are not likely to be any places offered to families new to the school who live outside N2 if the current policy is retained for 2017. The other three options all increase the numbers of students who live in N3 and NW11.

For completeness we have also considered modelling looking ahead to the year 2020 when the numbers of sibling places should have stabilised. The modelling in Table 5 is based on an allocation of 90 places – after allowing for projected numbers of SEN students, siblings, Looked After Children, founders’ children and children of staff totalling 60 places in 2020. The increased allocation from 2017 is due to the projected decrease in sibling places (as set out in Table 1 above).

Table 5 - Modelling the four different options for consideration, forecast for 2020
For each of the options, the following equality analysis looks at the implications in respect of:

- race; and
- religion and belief.

The Trust notes that under any of these options, children with a Statement of Special Educational Needs (or an Education Health and Social Care Plan) that names the Archer Academy have a statutory right to attend the school, which is reflected in its admissions policy. This is likely to cover the majority of children with disabilities. There is no reason to believe that any of the options under consideration would have a particular impact on children or families with disabilities and therefore this protected characteristic is not considered further in this document.

Similarly, the Trust does not consider that any of the options could have a material impact in respect of gender reassignment, marriage and civil partnership, pregnancy and maternity, age or sexual orientation.

Sex is a relevant characteristic and the Archer wants to ensure that the split between male and female students offered a place continues to broadly mirror the split within the local community. However, none of the policy options under consideration would have a differential impact by sex (as the schools where students are modelled to come from in the four different policy options all broadly match the profile of the community), and any schools which are single sex are modelled to account for fewer than one place each as so will not have a material impact. Therefore, impact by sex is not included in the analysis.

Although socio-economic status is not a protected characteristic under the Equality Act 2010, the Trust is conscious of its obligations under the Admissions Code not to disadvantage children from a particular social group. This factor therefore is considered further below, where relevant.
Option 1: Do nothing
Option 1 is to retain the existing admissions policy where, after applying the four criteria above (LAC, children of founders and staff, and siblings and SEN places), remaining places are allocated on the basis of proximity to the school.

Figure 13 - Map of potential allocations under Option 1: Do nothing, retain existing admissions policy

**Equalities implications:**
Given the increasing popularity of the Archer Academy, retaining the existing policy for 2017 would change the profile of the students who were successful in obtaining a place at the Archer Academy. As set out above, and following recent trends, there is a geographic disadvantage to children living in NW11 and N3, in comparison to those in N2. Modelling suggests that other than places allocated to students in the first four categories (siblings, SEN etc) there are not likely to be any places offered to families new to the school who live outside N2 if this policy is retained for 2017.

**Race** – Martin, Holy Trinity and Brookland schools will gain the most places if this policy option were taken forward. The data in Table 2 suggests that these schools have lower proportions of BME students than the ward profile or the Archer profile. Therefore, as proportionately more students will come from these schools under this option it is more likely that it would benefit white students. Given that the Archer profile has higher proportions of ethnic minority students than the ward
average this policy may help to bring the Archer’s ethnic profile into line with the surrounding wards\textsuperscript{17}.

**Religion/belief** - The modelled admissions projections show that if the existing policy was retained the proportion of places offered to students coming from faith schools would decrease (with around 17 places being allocated in 2017 as compared with 27 places in 2016). As shown in Table 4 above, this would include approximately 15 pupils who previously attended Holy Trinity. For completeness, we have also analysed the longer-term impact of retaining the existing policy, by modelling the application of this oversubscription criteria for 2020 admissions. The modelled admissions projections show that if the existing policy was retained the proportion of places offered to students coming from faith schools would decrease (with around 16 places being allocated in 2020 as compared with 27 places in 2016). As shown in Table 5 above, this would include approximately 14 students who previously attended Holy Trinity. The Trust considers that attendance at a faith school may in some cases be an indication that the child or their family practises a particular religion. However, the Trust notes that some children attend faith schools for non-religious reasons and also that the families of many children in this community have religious beliefs but do not attend faith schools. Therefore, attendance at a faith primary school is no more than an indication that the child or their family may have a particular religion or belief.

**Socio-economic status** – Martin, Holy Trinity and Brookland schools (who would gain the most places under this model) have a lower proportion of children in receipt of free school meals than the borough average and the current Archer Academy profile. While free school meals is a crude proxy for socio-economic status it does suggest that this policy option may result in lower numbers of students from more deprived backgrounds gaining a place at the Archer.

**Conclusion:** Based on the evidence available (which is missing and poor in some places and given the caveats already stated), it may be that this model would be less likely to benefit BME students, Christian students and students in receipt of free school meals. It would be more likely to benefit white students, non-Christian students and students not in receipt of free school meals.

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\textsuperscript{17} It should be noted that drawing more students from less ethnically diverse schools does not necessarily follow that the Archer Academy will definitely end up admitting more white students. It may well be that BME students live closer to the Archer Academy and so would gain places despite them being under-represented at Martin, Holy Trinity and Brookland.
Option 2: proceed as per the consultation - 5 feeder schools

Option 2 is to allocate 95 places on the basis of the existing policy (including places allocated to SEN, LAC, children of staff and founders, siblings and on the basis of distance) and 55 places to five feeder schools in the priority postcode areas.

It is proposed that each designated feeder school would have five places allocated to each permanent year six class; and these places would be allocated to students on the basis of proximity to the school.

The Archer Academy Trust felt that allocating five places (at minimum) to each feeder school would enable the Archer Academy to develop meaningful relationships with a manageable number of designated feeder primary schools; and that by having strong relationships between the Archer and feeder primary schools that this would aid the smooth transition for students from primary to secondary school.

Over the last two years there are six schools who have sent at least five students to the Archer (Table 3).

There are 23 primary schools within 1.5 miles of the Archer Academy which could have potentially been considered as feeders. Of these 23 schools, 13 were discounted as they were outside the priority postcode areas. The selection of feeders was also based on the student numbers coming to date and operational links/close working with the senior leaders at each school. On that basis one further school, St Mary’s (N3) was considered as, although it was 1.6 miles away, a significant number of students had come to the Archer Academy to date.

Then the remaining schools were considered against the Archer Academy’s admissions criteria of being a non-selective, non-denominational and co-educational school. No schools were discounted on the basis of being single sex, six were discounted for this consultation proposal on the basis of faith, and no schools were discounted on the basis of being selective which left five schools.

In this proposed option, 55 feeder school places each year would be allocated as follows to five feeder schools:

- Martin Primary School (15 places – 5 for each of 3 classes) – N2
- Brookland Junior School (15 places – 5 for each of 3 classes) – NW11
- Garden Suburb Junior School (15 places- 5 for each of 3 classes) – NW11
- Manorside Primary School (5 places) – N3
- Tudor Primary School (5 places) – N3

Modelling undertaken on this option suggests that in 2017, 55 places would be allocated to feeder schools, 70 to the initial criteria (SEN, children of founders, LAC, children of staff and siblings) and the remaining 25 places would go on proximity. The modelling on this option (see Table 4) suggests that if this option were applied in 2017, 61 places would go to students from schools in N2, 13 places to NW11 and 6 to N3. For completeness, we have also considered the outcome in 2020. Modelling

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18 The 13 schools discounted on the basis of postcode are: Moss Hall, Coldfall, Tetherdown, Eden, Our Lady of Lourdes, Our Lady of Muswell, St James, Coppetts Wood, Muswell Hill, St Michael’s, Summerside, Highgate and Hollickwood
19 The five schools discounted on the basis that they did not share the same non-denominational admissions criteria as Archer Academy were: Holy Trinity, Akiva, St Theresa’s, St Mary’s, Pardes House, and Alma.
undertaken on this option suggests that in 2020 55 places would be allocated to feeder schools, 60 to the initial criteria (SEN, children of founders, LAC, children of staff and siblings) and the remaining 35 places would go on proximity. The modelling on this option (see Table 5) suggests that if this option were applied 78 places would go to students from schools in N2, 8 places to NW11 and 4 to N3.\footnote{The modelling was based on the home addresses of children attending each primary school who applied to the Archer Academy in 2013-2016. If the locations of the homes of children attending each feeder school were different in future, then the location of the homes of children allocated feeder school places would also change. In that sense, the figures are indicative only.}

Equality implications:

Race – Martin, Garden Suburb and Brookland schools will gain the most places if this policy option were taken forward. The data in Table 2 suggests that these schools have lower proportions of BME students than the ward profile or the Archer profile. Therefore, as proportionately more students will come from these schools under this option it is more likely that it would benefit white students. Given that the Archer profile has higher proportions of ethnic minority students than the ward profile.

\begin{figure}[h]
\centering
\includegraphics[width=\textwidth]{Figure14.png}
\caption{Map of potential allocations under Option 2: five feeder schools}
\end{figure}
average this policy may help to bring the Archer’s ethnic profile into line with the surrounding wards."

Religion/belief - Modelling shows that under this option around 8 places in 2017 would be allocated to students from faith schools St Theresa’s, St Mary’s and Holy Trinity. This is considerably lower than the numbers attending from those schools and other faith schools in 2013, 2014, 2015 and the projections for 2016 (where 27 places have been offered to children from faith schools). For completeness, we have also considered the equality implications longer-term. In particular, modelling shows that in 2020 under this option approximately 7 places would be allocated to students from faith schools St Theresa’s, St Mary’s and Holy Trinity. This is considerably lower than the numbers attending from those schools and other faith schools in 2013, 2014, 2015 and the projections for 2016 (where 27 places have been offered to children from faith schools). The Trust considers that attendance at a faith school may in some cases be an indication that the child or their family practises a particular religion. However, the Trust notes that some children attend faith schools for non-religious reasons and also that the families of many children in this community have religious beliefs but do not attend faith schools. Therefore, attendance at a faith primary school is no more than an indication that the child or their family may have a particular religion or belief.

Socio-economic status – Martin, Garden Suburb and Brookland schools (who would gain the most places under this model) have a lower proportion of children in receipt of free school meals than the borough average and the current Archer profile. While free school meals is a crude proxy for socio-economic status it does suggest that this policy option may result in lower numbers of students from more deprived backgrounds gaining a place at the Archer.

Conclusion: Based on the evidence available (which is missing and poor in some places and given the caveats already stated), it may be that option 2 would be less likely to benefit BME students, Christian students and students in receipt of free school meals. It would be more likely to benefit white students, non-Christian students and students not in receipt of free school meals.

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21 It should be noted that drawing more students from less ethnically diverse schools does not necessarily follow that the Archer will definitely end up admitting more white students. It may well be that BME students live closer to the Archer and so would gain places despite them being under-represented at Martin, Holy Trinity and Brookland.
Option 3: proceed on a geographical (postcode) share, but with no feeders

Option 3 assumes that in 2017 70 places would go to siblings, SEN, LAC and children of founders and teachers. The remaining 80 places would then be allocated across the three priority postcodes with places offered to those nearest to the school in those postcodes. This option has been modelled based on a 50% (N2), 30% (NW11), 20% split (N3).

The benefit of this model to Garden Suburb and Tudor schools is relatively small – half what they would gain from the other models; students at Martin school are also significantly less likely to obtain a place at the Archer Academy under this option than in the first two options. Other schools gain relatively more places. In this approach in 2017 40 places would go to children living in N2, 24 to NW11 and 16 places to N3. In 2020, 45 places would go to N2, 27 to NW11 and 18 to N3.

This model would however, still leave Archer Academy with around four schools (Martin, Brookland, Garden Suburb, and Holy Trinity) from which at least five students would originate and so could form the basis of more ongoing relationships between the Archer Academy and a handful of primary schools to aid smooth transition between primary and secondary school, even though there would be no formal feeder schools. The percentage split option also has the most equitable split of places across the three priority postcodes (see Table 4). The disadvantage of this option is that there are projected to be a large number of schools, several only sending one or two students to the Archer which is not felt to be the best option to aid transition for those students between primary and secondary school.

Figure 15 - Map of potential allocations under Option 3: geographic split
Equalities implications:

As can be seen from the map, there are clear geographic zones within each of the postcodes where families would not get any places.

**Race** - Martin and Brookland schools will gain the most places if this policy option were taken forward. The data in Table 2 suggests that these schools have lower proportions of BME students than the ward profile or the Archer Academy profile. Therefore, as proportionately more students will come from these schools under this option it is more likely that it would benefit white students. Given that the Archer Academy profile has higher proportions of ethnic minority students than the ward average this policy may help to bring the Archer Academy’s ethnic profile into line with the surrounding wards.

**Religion/belief** - Children attending faith primary schools stand to gain as many places as in option 4 (the four feeder school option) – around 13 places in 2017 and 14 places in 2020. This is broadly in line with the places offered in 2015, but fewer than in 2016. Of all the options considered this is the option which is modelled to offer the highest number of places to students from faith schools.

The Trust considers that attendance at a faith school may in some cases be an indication that the child or their family practises a particular religion. However, the Trust notes that some children attend faith schools for non-religious reasons and also that the families of many children in this community have religious beliefs but do not attend faith schools. Therefore, attendance at a faith primary school is no more than an indication that the child or their family may have a particular religion or belief.

**Socio-economic status** - Martin and Brookland schools (who would gain the most places under this model) have a lower proportion of children in receipt of free school meals than the borough average and the current Archer Academy profile. While free school meals is a crude proxy for socio-economic status it does suggest that this policy option may result in lower numbers of students from more deprived backgrounds gaining a place at the Archer Academy.

**Conclusion**: Based on the evidence available (which is missing and poor in some places and given the caveats already stated), it may be that option 3 would be less likely to benefit BME students, Christian students and students in receipt of free school meals. It would be more likely to benefit white students, non-Christian students and students not in receipt of free school meals. However, of the three new options considered (options 2-4) option 3 will likely offer the highest number of places to students from faith schools.

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22 It should be noted that drawing more students from less ethnically diverse schools does not necessarily follow that the Archer Academy will definitely end up admitting more white students. It may well be that BME students live closer to the Archer and so would gain places despite them being under-represented at Martin, Holy Trinity and Brookland.
Option 4: proceed with feeders in N3 and NW11 only
Proceed with the feeder schools in N3 and NW11 only - this would mean having four feeder schools but not Martin Primary School which is in N2. Martin Primary school would lose out significantly in this option (in 2017 getting around 15 places as against 23 places if the five feeder school model was chosen, and in 2020 getting around 24 places compared with 35 places). The proportionate split of places to students in N2, N3 and NW11 is broadly in line with the five feeder school option (see Table 4 and Table 5).

Equalities implications:

Race - The implications of option 4 by race are the same as with option 2. Martin, Garden Suburb and Brookland schools will gain the most places if this policy option were taken forward. The data in Table 2 suggests that these schools have lower proportions of BME students than the ward profile or the Archer Academy profile. Therefore, as proportionately more students will come from these
schools under this option it is more likely that it would benefit white students. Given that the Archer Academy profile has higher proportions of ethnic minority students than the ward average this policy may help to bring the Archer Academy’s ethnic profile into line with the surrounding wards.  

**Religion/belief** - Children attending faith primary schools stand to gain around 10 places in 2017 in this option and 11 in 2020; which is significantly fewer than in 2016 when 27 places were allocated to students from faith schools. The Trust considers that attendance at a faith school may in some cases be an indication that the child or their family practises a particular religion. However, the Trust notes that some children attend faith schools for non-religious reasons and also that the families of many children in this community have religious beliefs but do not attend faith schools. Therefore, attendance at a faith primary school is no more than an indication that the child or their family may have a particular religion or belief.

**Other social groups** - While this option would potentially add a further 15 places to the general pool which would be allocated on the basis of distance, this is likely to have some bearing on the socio-economic profile of places allocated. This option would favour those living closest to the school, including those living in social housing in and around Prospect Place. This is likely to favour households from more deprived backgrounds. However this option also favours Martin students living to the south of the school over those to the north of Martin school as they are closer to the Archer Academy. Given that the area south of Martin school, known as ‘the County Roads’, is generally more affluent than the area to the north of Martin school, where there is a higher level of deprivation this option may impact adversely on more deprived households. So on balance the relative advantages and disadvantages of this option by socio-economic status would likely even out.

**Conclusion:** Based on the evidence available (which is missing and poor in some places and given the caveats already stated), this option would be less likely to benefit BME students, and Christian students. It would be more likely to benefit white students, and non-Christian students.

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23 It should be noted that drawing more students from less ethnically diverse schools does not necessarily follow that the Archer will definitely end up admitting more white students. It may well be that BME students live closer to the Archer and so would gain places despite them being under-represented at Martin, Holy Trinity and Brookland.
5. Any action that could be taken to mitigate the impact of any of the options.

All of the policy options have some sort of differential impact on different equalities groups. None of the options considered are ideal in terms of enabling the profile of the school to more closely match the equalities profile of the surrounding wards.

If the Trust were to seek to offer places across the priority postcode areas, then of the options considered all would be more likely to benefit white students and all would bring in a cohort of students less likely to be in receipt of free school meals. The policy with the smallest impact by faith (as far as faith schools are a proxy for faith - please note previous caveats), the most appropriate option would be to retain the current policy. However, retaining the current policy would not allow the Trust to meet its commitment to offer places to students from across the priority postcode areas. If the current policy is discounted for this reason, then the next best policy option (solely taking equalities issues into consideration) are options 3 (geographic split) and option 4 (four feeder school).

**General:**

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<td>Headteacher</td>
</tr>
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<td>To review the admissions policy annually in light of the demographic statistics</td>
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