



Report on consultation proposing changes to the Archer
Academy admissions arrangements for 2018-19

8th March 2017

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Executive Summary

Following a decision by the Office of the School Adjudicator (OSA) on our determined admissions arrangements for 2017-18 we were required to consult on a fair mechanism of serving N3 and NW11 as well as N2. We took this opportunity to review the arrangements generally, including other potential issues identified by the OSA. .

This report first looks at the background for our proposed changes to the Admissions arrangements and then details the responses that we received to our consultation. It analyses the responses both quantitatively and qualitatively. It then draws upon this analysis, along with new data obtained on 17/18 admissions, before coming to a decision about the way forward.

In the light of this new information and the responses that we have received we have decided to retain our current, 2017-18, admissions arrangements for 2018-19.

These arrangements deliver the goals we set out to achieve:

- Ensuring that N2 families living close to the school are not unfairly disadvantaged by the arrangements.
- Providing a reasonable number of places for those living in each of NW11 and N3.
- Supporting effective transition arrangements through close co-operative working with a set of core primary schools.

Background

The school's founding and its commitment to local people

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.

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.

Throughout December 2015 and January 2016, the Archer Academy Trust consulted on proposed changes to the school's admissions criteria for September 2017 entry. Following this consultation, we published our determined admissions arrangements for 2017 entry. One of the key changes from the previous year's arrangements was that these arrangements allocated 40 places (out of 150) across four feeder schools in N3 and NW11.

Where individuals or groups disagree with a school's admissions arrangements they have the right to object to the Office of the Schools Adjudicator (OSA). Over the summer, the OSA considered five

sets of objections to our admissions arrangements and then published a report on their decision on 30th September 2016.

The OSA supported the Trust's desire to fulfil a founding commitment to our three priority postcodes (N2, N3 and NW11) noting that "it is fair and reasonable for the admission arrangements (including the oversubscription criteria) to seek to ensure that children from all three postcodes continue to be offered places at the school."

The OSA considered the consultation process and concluded that "This was one of the most comprehensive consultations that I have seen undertaken by a school [...] I do not uphold the objections regarding the consultation". However the OSA required the Trust to consult on specified issues in time for the 2018/19 admissions process:

"[...] the number of first preferences for 2016 from N3 was 54 with 46 from NW11. In 2015 the numbers of first preferences from these two postcodes were also relatively similar. There appears to be a similar level of demand from each of N3 and NW11. In contrast, the two feeder schools in N3 each have five places allocated while the two in NW11 each have 15 places allocated to them. This does not appear to me to be a fair balance that reflects the pattern of parental preference between these two postcodes.

[...] While the use of feeder schools as an oversubscription criterion is permitted in the Code, the arrangements overall must be fair. I have identified above some groups of children for whom the choice of feeder schools is unfair. I therefore uphold the objections relating to the choice of feeder schools. [...] While I consider these arrangements are unfair to some groups of children, they represent an attempt by the admission authority to address unfairness to another group of children. In order to set arrangements which provide a balance between the interests of children living in all three postcodes, the trust will need to consult on a fair mechanism of serving N3 and NW11 as well as N2. I am therefore setting a date of 28 February 2017 for the trust to comply with this determination."

The OSA's determination is the background to the Trust's recent consultation exercise. In light of this determination, we have considered how best to achieve the following objectives through our admissions arrangements:

- Ensuring that N2 families living close to the school are not unfairly disadvantaged by the arrangements.
- Providing a reasonable number of places for those living in each of NW11 and N3.
- Supporting effective transition arrangements through close co-operative working of a set of core primary schools.

The Trust's approach to the consultation is set out in detail in Appendix 2.

It should be noted that, since the opening of the Archer Academy, active and meaningful links with primary schools have been a priority for the school. By working closely with core schools we have been able to build strong relationships with our primary colleagues enabling effective curriculum continuity between Key Stage Two and Three. Furthermore, these relationships ensure that we know our future students and their parents well before they begin at the Archer Academy and are therefore better able to ensure a smooth transition process. With a core group of schools this approach ensures that we are better able to support transition of students from other primaries as well given that overall we have fewer schools to work with. Comprehensive national research has shown that students identified as having special educational needs and those in receipt of Pupil

Premium can be most at risk during the transition period; however, where existing relationships between staff, children and parents are in place prior to the physical transition, this is significantly less likely (these relationships are outlined further in Appendix 2).

Methodology

The consultation was launched on 12th December 2016 and ran until 31st January 2017.

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 proposal to allocate feeder school places by random ballot, the number of places allocated to each feeder school 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, postcode, school (where applicable) and responder type – that provided a range of covariates to help aid analysis.

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.

Responses to the consultation

The consultation received 440 survey responses.

To clean the data, we used a combination of survey response information (home address/postcode and name) to identify and remove any duplicates and correct 'dirty data' – such as spelling mistakes. In total 25 duplicate responses were removed from the sample, leaving 415 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 286 comments were received – over 68% of respondents – which is a high proportion for surveys of this type and indicative of the level of local interest.

Consultation response by Postcode

Over 9 out of 10 responses (91.1%) came from the three priority postcodes, with the majority of these coming from N2 (32%) and NW11 (48%). A total of 37 responses (9%) were received from other postcodes, with around half (19) of these coming from neighbouring postcodes and the remainder (18) from those further afield.

Table 1- Response to consultation by postcode. n=415 respondents specifying a postal address.

Respondent postcode	Number of responses	Percentage of responses
All	415	100
N2	133	32
NW11	199	48
N3	46	11
N12	2	0.5
NW2	7	1.6
NW4	7	1.7
N10	2	0.5
NW7	1	0.2
Others	18	4.0

Consultation response by school

In total 242 respondents identified themselves as being connected with a particular school or schools. Of these 231 responses (96%) were from our 6 core schools (though it is noticeable that no response was self-identified from Tudor School). Over 61% of self-identified responses came from Garden Suburb School.

Table 2- Response to consultation by school. n=242 of respondents identified with a school.

School respondent identifies with	Number of responses	Percentage of responses
Garden Suburb	147	61
Brookland	21	9
Martin	15	6
Holy Trinity	34	14
Archer Academy	8	3
Manorside	14	6
Tetherdown	1	0.5
Tudor	0	0
Others	2	1
School	242	100.5

* 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 with children also attending a primary school.

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 412 people identified as a particular type of respondent. Over nine out of ten respondents were parents – 376 (91% of the total sample) 4% of respondents were community members with 3% identifying as family members.

Table 3- Consultation response by type. n=412

Responder type	Number of responses	Percentage of responses
Parent	376	91
Community member	15	4
Family member	14	3
School staff (inc. headteacher) [former or current]	3	1
School Governor (inc CoG) [former or current]	1	0.5
Other	6	1.5
Total	412	100

Analysis

Qualitative and quantitative responses to the consultation were collated and analysed. All 415 responses to the survey completed all five questions.

Each of the questions tended to elicit a strong opinion with the vast majority of respondents either strongly agreeing or strongly disagreeing with each question. Overall respondents were three times as likely to ‘strongly agree’ or ‘strongly disagree’ than they were to ‘agree’, ‘disagree’ or ‘neither agree nor disagree’ – underlining the strength of opinion parents have about the school’s admissions arrangements. The one exception to this was opinions on the proposal to introduce a random ballot where responses were much more mixed.

Overall do you agree with the proposed admissions changes?

The overall response to the proposed changes (survey Q5) was supported by 86 respondents (either strongly agree or agree) and opposed by 305 (disagree or strongly disagree), meaning that just over nine-tenths of respondents were against the proposed changes and around one-tenth supported them.

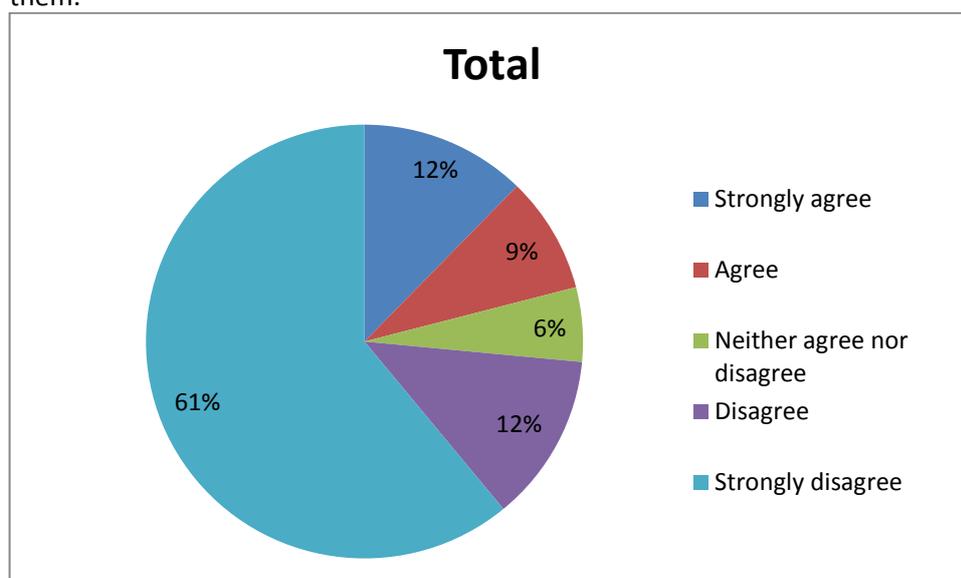


Figure 1- Overall response to proposed changes

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 disagreeing to the proposals – with over 83% opposing (70.3% strongly disagreeing) and just 13% agreeing with the proposals. In N2 respondents were 69% disagreed or strongly disagreed – with 21% in favour. In the other priority postcode, N3, where the number of respondents was significantly lower, around two-thirds were supportive (65% agree or strongly agree) and one-third opposing (32.6% disagree or strongly disagree).

NW11	199
Strongly agree	14
Agree	12
Neither agree nor disagree	7
Disagree	26
Strongly disagree	140
N2	133
Strongly agree	19
Agree	9
Neither agree nor disagree	13
Disagree	22
Strongly disagree	70
N3	46
Strongly agree	17
Agree	13
Neither agree nor disagree	1
Disagree	1
Strongly disagree	14

Response to overall proposals by parents and other community members

Parents were more than twice as likely to oppose the proposals than they were to support them (73% disagree or strongly disagree and 21.5% agree or strongly agree). The response from the 15 community members was similar with 60% disagreeing or strongly disagreeing and 33.3% agreeing or strongly agreeing.

Parent	376
Strongly agree	48
Agree	33
Neither agree nor disagree	20
Disagree	49
Strongly disagree	226
Community member	15
Strongly agree	3

Agree	2
Neither agree nor disagree	1
Disagree	1
Strongly disagree	8

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, one of the identified Feeder schools in NW11, accounted for over two thirds the total school responses (71.5%) and well over one in three of the total number of survey responses (42%) and was overwhelmingly opposed to the proposals – with 89.7% disagreeing or strongly disagreeing. Brookland, another identified Feeder school in NW11, supported the proposals with 70.5% of 17 responses in agreement or strong agreement. For Manorside (in N3) responses were 100% in support on a total of only 14 responses. The other identified Feeder school, Tudor (in N3) was noticeable through having no identifiable response to this consultation survey.

Martin, a core school in N2 within close proximity to the Archer Academy, opposed the proposals (64%) 9 out of 14 responses with the remaining 5 responses neither in agreement or disagreement. Strong opposition to the proposals (albeit on a small total number of responses) came from Holy Trinity, another Core school in N2, with 90.6% either disagreeing or strongly disagreeing.

Garden Suburb	147
Strongly agree	5
Agree	6
Neither agree nor disagree	4
Disagree	12
Strongly disagree	120

Brookland	17
Strongly agree	5
Agree	7
Neither agree nor disagree	2
Disagree	2
Strongly disagree	1

Martin	14
Strongly agree	0
Agree	0
Neither agree nor disagree	5
Disagree	4
Strongly disagree	5

Manorside	14
Strongly agree	11

Agree	3
Tudor	0
<hr/>	
Holy Trinity	32
Strongly agree	2
Neither agree nor disagree	1
Disagree	4
Strongly disagree	25

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 eight out of ten respondents (81%) agreeing or strongly agreeing with the idea and just over one in six (16%) being opposed to the idea.

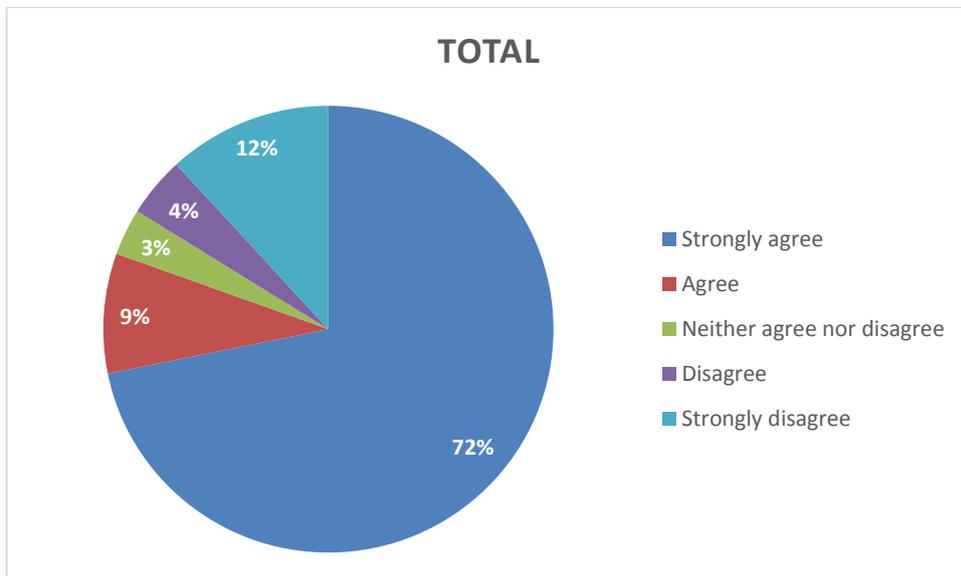


Figure 2- Response to principle of feeder schools

Do you agree with the selection of primary schools as feeder schools?

Over three quarters (75.6%) of respondents supported our selection of 4 local primary schools as feeder schools, compared to 21% that opposed the idea.

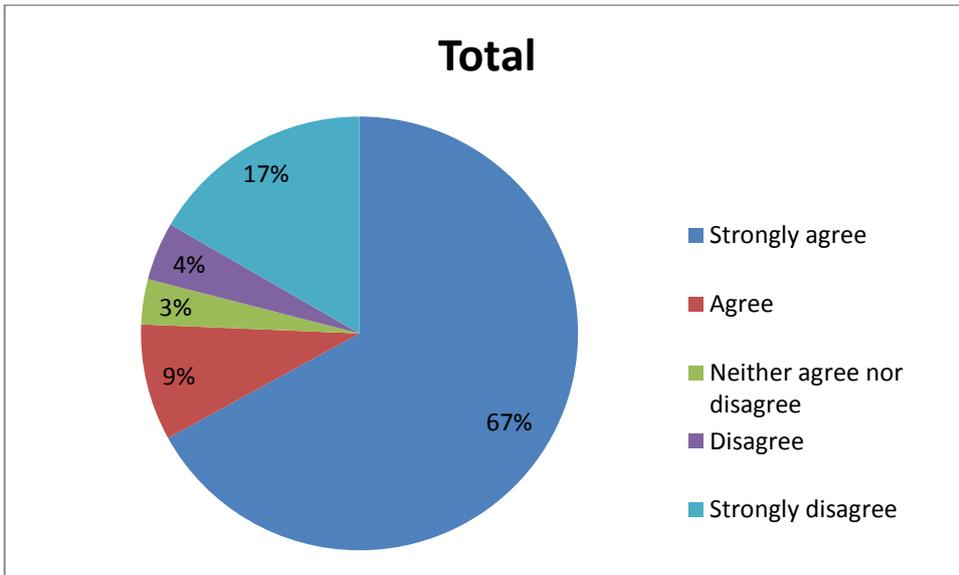


Figure 3- Response to selection of feeder schools

Do you agree with the proposal to allocate places by random ballot at the feeder schools?

The question seeking views on the introduction of a random ballot at each feeder school as a mechanism to allocate places was opposed by nearly half of respondents (48.5%) whilst nearly one in three respondents supported it (32.7%) There was variation in responses depending on the school identified by respondents with Garden Suburb (57%), Holy Trinity (72%), Brookland (52%) and Martin School (50%) in opposition whilst Manorside respondents (86%) supported the random ballot approach.

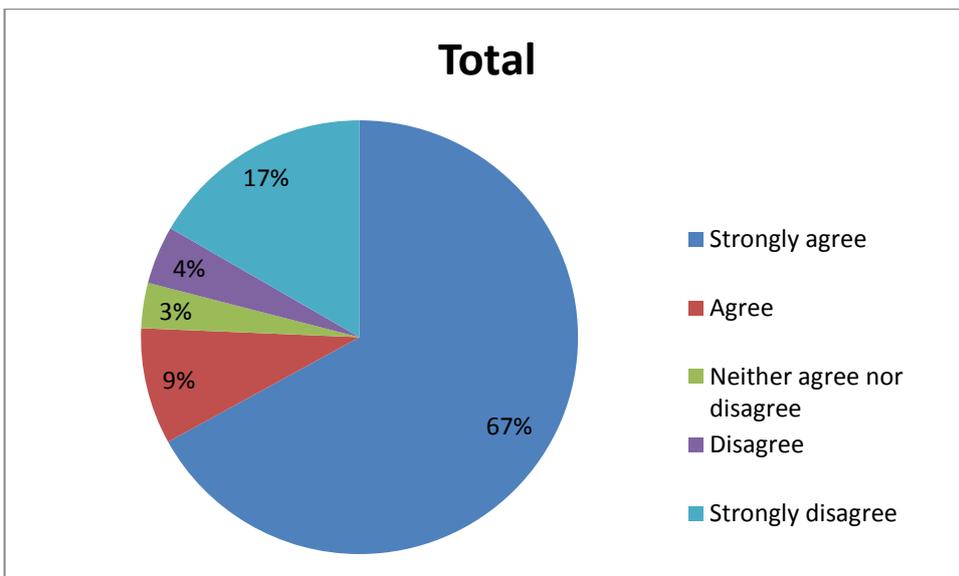


Figure 4 - Response to allocation of places by random ballot

Do you agree with the proposed number of places allocated to each feeder school?

There was strong opposition to the proposed numbers of places allocated to each feeder school. Three quarters of respondents (74%) either strongly disagreed or disagreed with the numbers allocated to each feeder school. Variation of response by school was noticeable. Garden Suburb (94%) and Holy Trinity (94%) of respondents either disagreed or strongly disagreed with the number of places allocated. By contrast Brookland (88%) and Manorside (79%) respondents agreed to the numbers allocation. Martin school respondents were more evenly split on this issue with 21% agreeing to the numbers, 36% disagreeing and 43% being neutral on the matter.

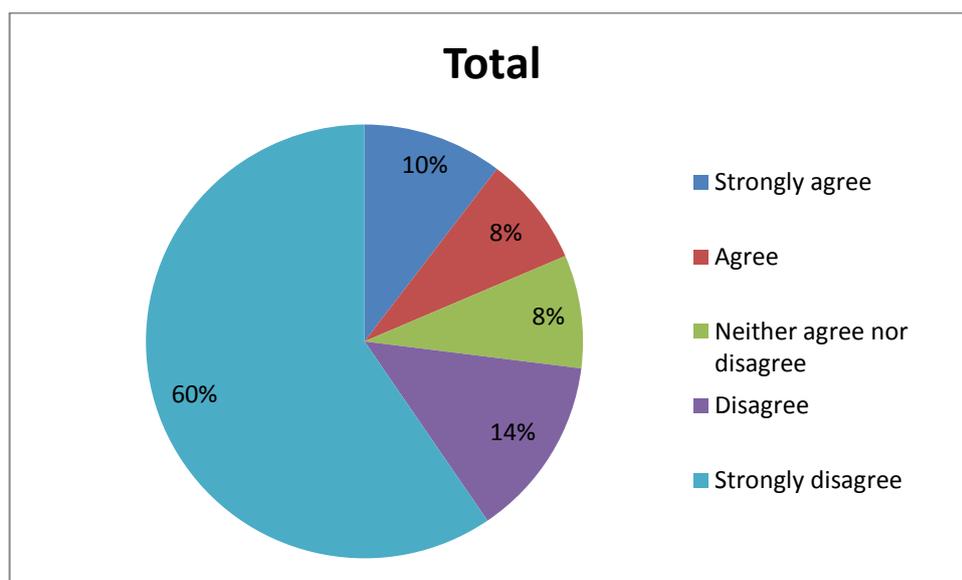


Figure 5- Response to number of feeder places allocated to each school.

Qualitative data

A number of points were raised by respondents to the consultation in the additional comments section of the survey. There were 286 discrete sets of comments in the survey. These qualitative data were collated and reviewed. Some distinct themes and issues emerged from the analysis, which were considered in detail by the Trust.

While a number of respondents argued that the proposal presented a good solution to a difficult problem, the significant majority of comments focused on concerns or suggestions for further improvement. The comments can be clustered into a series of specific issues often raised by clear sets of stakeholders.

Feeder places for Garden Suburb School

This was an overwhelming theme in the comments sections and this reflects the large number of respondents who self-identified as parents of children at Garden Suburb:

- A very large number of comments featured the single statement: 'I think Garden Suburb should have more feeder school places'

- Some respondents also argued that this was important as NW11 has fewer secondary options than N3 or N2
- Some of these respondents suggested that Garden Suburb should have the 15 places allocated last year and/or should be allocated the same number of proposed places as Brookland (14)
- A number of these respondents suggested that the size of the feeder school should be taken into account when allocating places (as Manorside and Tudor are much smaller primary schools)

Places for N2

This was another notable theme in the comments sections. It consisted of a number of elements:

- Some respondents suggested that school places should always be allocated by proximity alone
- Some respondents argued that the proximity criterion is the fairest mechanism, as East Finchley has provided the land for the school
- Some respondents suggested that N2 students will not gain access to their local school (now or in the future)
- Some suggested that there would be a negative impact on the environment and transport congestion by drawing in children from further afield

Feeder schools

There were several comments exclusively on the selection or allocation of places to feeder schools:

- Some were concerned that admissions to the primary feeders would become even more difficult
- Some suggested that Holy Trinity and/or Martin should be added as feeder schools to guarantee places for their pupils
- Some suggested that the allocation of places to the feeder schools does not take into account future bulge classes, future growth in primary school numbers or new secondary schools setting up
- Some were concerned that non-feeder school children will have less chance to secure a place
- Many suggested that more places should be allocated to the feeder schools (usually a specific school but a few argued for more places across all the feeder schools)
- A few respondents suggested that the order of feeder and proximity places will be to the detriment of the feeder schools

Ballots for feeders

There were a number of different concerns regarding the use of random ballots:

- A number noted the fairness of ballots, but most argued that ballots introduce uncertainty for parents and students
- Some suggested that if ballots are used, then N2 families should be excluded from the ballot to allow for more people in N3 and NW11 to secure places
- Some suggested that ballots will lead to people from even further away securing access to the school

Siblings

In terms of the sibling policy:

- Some suggested that the Trust is basing its decision-making on inaccurate estimates of sibling numbers
- Some suggested that siblings living outside the priority postcodes should not be admitted

Reference to the OSA's report

Several respondents referenced the OSA's report in their comments, usually to suggest that the Trust has not adequately addressed the OSA's concerns. In particular:

- Some suggested that because they considered that the OSA had criticised the selection of feeders, then feeder schools should be dropped or additional faith schools should be added as feeders
- Some suggested that the OSA's concern regarding 'two bites at the cherry' for students living in N2 and attending a feeder school has not been addressed
- Some suggested that the balance between places allocated to N3 and NW11 has still not been properly addressed – on this point, some argued that N3 is underrepresented and some that NW11 is underrepresented
- Some suggested that the OSA claimed the previous allocation of places to N2 was fair, but that the new proposals further reduce that proportion (due to underestimated sibling places and/or the new proposals)
- One noted that the ballot mechanism could not deliver a definite proportion of places to each postcode each year, which meant that the OSA's encouragement to raise the proportion of N3 places could not be delivered for certain in any single year
- Some suggested that the OSA had asked for a single mechanism to distribute places across the three postcodes, rather than two mechanisms (i.e. proximity and ballot)

Comments on the consultation

We received several comments on the consultation itself:

- Some respondents argued that there was significant support for the proposals last time, so questioned why the proposals suggest a change
- A couple of respondents suggested that the questions are biased as they discuss admissions in general rather than focusing on the proposals in particular
- A couple of respondents suggested that people would not engage with the questions, because they do not feel that they are being listened to
- A couple of respondents suggested that Garden Suburb school parents and governors are too organised and therefore will have more representation in the survey

Other issues and options

A range of alternative options were presented by respondents. These have all been considered seriously either before or after consultation. A number of additional issues were raised regarding specific groups or organisations:

- A few respondents suggested that the Archer Academy should increase its intake
- A few respondents argued that parents in NW11 should build their own school
- One respondent suggested that the founders are trying to increase their house prices and please their neighbours
- One respondent argued that the local authority is "hopeless" at addressing the need for school places
- Some respondents argued for ballots across the three postcodes – relatedly it was suggested that at Martin School, it is generally the better off families that live nearer the

Archer and therefore ballots would help to ensure that less well off students access the secondary school of their choice

- Some argued for quotas for each postcode (often with the majority of places allocated to N2), with places then allocated by proximity to the school
- One parent from Garden Suburb School presented a detailed alternative proposal

Summary

In general, we see a range of views:

- Some argue that N2 does not have enough secondary options, others argue that it has too many
- Some argue that the Archer Academy should be a school just for N2, many that it needs to admit students from N2, N3 and NW11 in more equal measure
- Some argue that this proposal offers NW11 too many places, many that they are not offered enough
- Some argue that this proposal offers N3 too many places, a few that they are not offered enough
- Some focus on the importance of postcodes, many others on the importance of links with specific schools
- Some argue that this proposal offers too many places to Garden Suburb school, many others argue that they do not have enough
- Some argue that Manorside has too many feeder places in general, a few argue that they do not have enough
- Some suggest that Brookland pupils have 'two bites at the cherry', others that too many Brookland pupils are not able to get in
- Some argue that proximity should be the sole basis for admissions, others argue for the importance of feeder schools
- Some agree with the founding vision of the school, others believe that it was flawed and is no longer important

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 and indirect discrimination against those with protected characteristics (as defined in that Act). The Trust is also required to comply with the public sector

equality 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. The full Equalities Impact Assessment of the consultation proposals is included in the Appendices to this document.

The current Admissions arrangements were the subject of a number of objections to the OSA. The adjudicator rejected the majority of the concerns raised, whilst partially upholding the objection. The issues raised by the adjudicator are considered in more detail below. The adjudicator's decision was a reason for undertaking this consultation exercise.

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 2017-18,
- operational advice from the school's Senior Leadership Team,
- legal advice,
- the Equalities Impact Assessment,
- relevant information produced by the Office of the Schools Adjudicator on school admissions,
- new information including the preference data from previous years (to which we did not previously have access)
- heat map information of secondary school provision in the local area.

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, new and emerging data and information and all other matters being considered and taken into account the Trust has decided **not** to make changes to its current admissions policy (for 2017-18) when determining the arrangements for 2018-19.

General observations

The Trust welcomes the high level of engagement by respondents in this consultation and takes this as a clear indication of continuing parental and community interest in ensuring the successful future of the Archer Academy. The Trust also acknowledges that the high level of engagement reflects the continuing concern locally regarding the lack of secondary school places in this area of the London Borough of Barnet.

The starting point for this consultation was the finding of the OSA adjudicator that:

“While I consider these arrangements are unfair to some groups of children, they represent an attempt by the admission authority to address unfairness to another group of children. In order to set arrangements which provide a balance between the interests of children living in all three postcodes, the trust will need to consult on a fair mechanism of serving N3 and NW11 as well as N2. I am therefore setting a date of 28 February 2017 for the trust to comply with this determination.”

Our consultation has resulted in some strong feelings and points being made about our proposal. In summary:

- 1) there was strong support for the principle of selection feeders (80% agree or strongly agree) and the selection of our feeder schools, Manorside, Tudor, Brookland and Garden Suburb (76% agree/strongly agree)
- 2) there was strong opposition to making changes to the places allocated to feeders (73% disagree/strongly disagree) and to the overall proposed changes (73%)
- 3) the use of random ballots was not well supported (48% disagree/strongly disagree and only 31% agree/strongly agree)
- 4) around half the responses came from NW11 and over 60% of those from a particular school (Garden Suburb). These respondents were overwhelmingly opposed to the changes (82% strongly disagreed)
- 5) by contrast around 11% of responses were from N3, with just 6% from Manorside parents and 0% from Tudor parents. They were strongly supportive but very few in number (just 14 responses from these schools). Response from N3 as a whole was more mixed - 30% strongly disagree and 37% strongly agree.

From this it is apparent that there is no clear support from the consultation responses to our proposed approach.

The Trust has considered the consultation responses closely and has had the opportunity to assess new data not available to the OSA when he made his decision and some additional information that helps explain the dynamics of secondary provision in the local area.

The latest preference data, covering applications made for admissions in 2017-18 show that, whilst overall preferences indicate more applications from N3 rather than NW11, the situation is reversed when only first preferences are taken into account. The current position is that more families in NW11 than N3 have the Academy as their first preference. This is a change from the data in respect of previous years, when there were slightly more first preference applications from N3 than from NW11.

Table: Preferences by Postcode 2017-18 Applications

Postcode	Preference 1	Preference 2	Preference 3	Preference 4	Preference 5
N2	97	58	25	12	2
N3	30	42	51	22	11
NW11	35	22	18	10	7
Grand Total	162	122	94	44	20

We have also been able to examine a map derived from the GLA / Mayor of London’s School Atlas (maps.london.gov.uk/schools/) which is based on data collected annually from the Department for Education (the information on current patterns is taken from the 2015 Spring School Census, in January 2015). *“The Atlas is part of the Mayor’s programme of initiatives aimed at driving up standards in education and ensuring there are enough places for all children in the city... Covering primary and secondary provision, including academies and free schools, the Atlas uses data to illustrate current patterns of demand for school places at a pan-London level for the first time, rather than within boroughs alone.”*

A heat map for a single school represents the areas where attending pupils of that school live - red being the main areas of pupil residence; orange being areas where pupils live but in lower volumes; white/clear being areas where negligible/zero pupils live. Figure 6 below has been produced by through a process of overlaying the heat maps of every secondary school (excluding the Archer Academy) with any representation of pupils living in N2, N3 or NW11 on top of each other, meaning that this map represents a combined view of volume of schools servicing an area and volume of pupils in that area. The depth of the colour in this map therefore ranges from areas which have many pupils attending many different state secondary schools (deepest red) down to areas which have very few pupils attending any state secondary schools (white).

One observation to make in examining Figure 6 is that it shows that fewer pupils in Brookland and Garden Suburb catchment areas attend local state secondary schools in comparison with most areas in N3 and N2. While some of this may be attributable to population density, it in no way accounts for all of this pattern. It either suggests that numbers of students are travelling to state options further away or moving into the private sector. The Archer Academy provides the local state comprehensive secondary option for students in these areas. The significant demand for places indicated in the consultation survey may be attributable to the lack of options in this area.

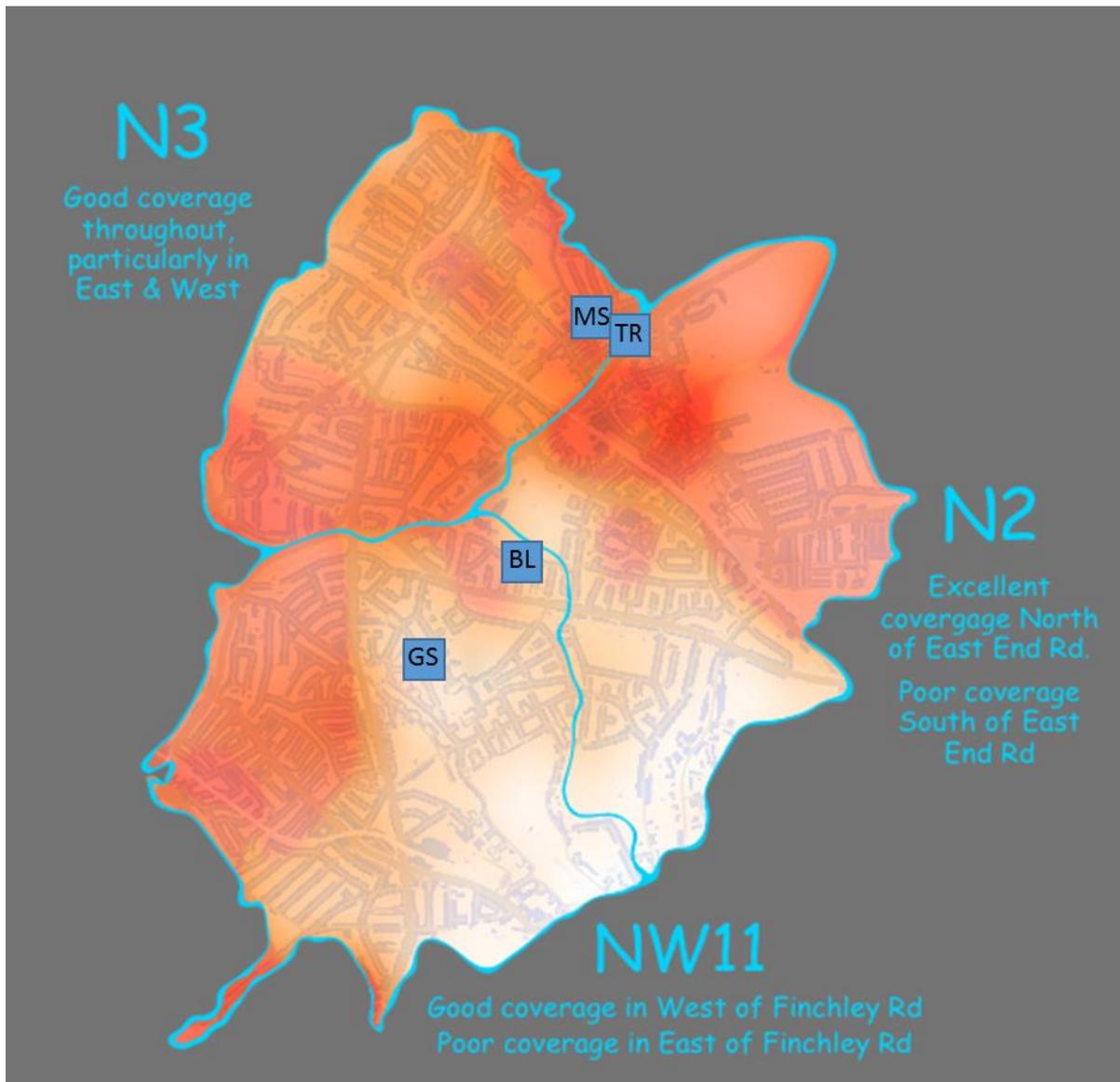


Figure 6: Heat map showing any representation of pupils living in N2, N3 or NW11 attending state secondary schools

Our target proportions

There are of course only 150 places at the Academy, including places allocated to children in care, children with SEN, siblings of current pupils, and children of founders/staff. When deciding on the consultation proposals for the 40 feeder school places, the starting point was the levels of historic demand. There were 281 (50%) first preference applications from N2 households, 151 (27%) first preference applications from N3 households and 134 (24%) first preference applications from NW11 households (566 first preference applications from priority postcodes in total). However, we recognised that the distribution of places should not be determined simply by historic demand. In particular, historic demand might have been influenced in part by the admissions criteria in place at the time. In addition, whilst continuing to be committed to all three priority postcodes, the location of the Academy means that it is fair for more places to go to children from N2 than to children from each of the other two priority postcodes. From this, when we consulted we considered that a fair

balance of overall places between the interests of children living in all three postcodes would give approximately 65-70% of places to N2 children and approximately 15-20% to each of N3 and NW11 for places offered on the basis of proximity (i.e. excluding siblings, SEN, Children in Care and children of founders and staff). In light of the location of the school, this gives more places to N2 children than would be suggested if we looked at historic demand alone, whilst still recognising that there are approximately the same number of historic first preference applications from each of N3 and NW11.

Based on the insights gained from our consultation feedback, our desire to maintain active links with our core schools, continuing high demand for places from N2 and the fact that our core schools all serve N2, the latest data on first preferences and the local secondary provision landscape, we believe the previous goals should be adjusted and our revised target ranges are 70-80% of places for N2, 5-15% to N3 children and 10-20% of places to NW11 children.

There are two ways in which we are revising these targets: (a) changing the balance between N3 and NW11 and (b) slightly increasing the proportion for N2.

We believe that there is a need to shift the balance and the target between N3 and NW11 to reflect (i) the significant response from NW11 and especially parents and governors of Garden Suburb school in the consultation; (ii) the limited response from N3 parents, even at the two proposed feeder primaries; (iii) the new heat map data which suggests more limited options for parents of children living in NW11; and (iv) the rising proportion of first preference applications from NW11.

We believe that it is necessary to slightly increase the proportion in the target for N2 in light of the fact that all of our six core schools educate children living in the N2 postcode. Our commitment to the active and meaningful relationships with these core schools is very significant. Furthermore we understand the reasons for the opposition to the ballot mechanism in the consultation, and therefore we need to slightly refine our targets as the benefits of the proximity mechanism for the feeder schools has to be balanced with a slight rise in places for N2.

The likely distribution across the three postcodes for the current 2017/18 arrangements are N2 75%, N3 9% and NW11 16% (excluding siblings, SEN, Children in Care and children of founders and staff). We will continue to review these targets against actual provision over the coming years.

Our decision

As set out above, the current arrangements (without making the consultation proposal amendments) are likely to achieve the revised target proportions, which take into account the new information that is now available about the demand and need for places. Therefore the Trust has decided not to make any changes to the current arrangements. It will not take forward the consultation proposals.

We consider that our approach is fair and reasonable and based on the most up to date available evidence and information. We have revised our arrangements, in line with the adjudicator's requirements by changing the definition of looked after children and clarifying the process for requesting admission outside of the usual year group. The adjudicator also required a consultation be carried out on the balance of places between N3 and NW11, as well as N2, but did not specify the decision to take – as to do so would have pre-determined the outcome and thereby undermined the purpose of consulting on new arrangements. Therefore, it was critical that we

seriously considered responses to the consultation and also the latest data. Having done so, we are satisfied that the current arrangements best achieve our objectives.

The equality implications of the decision

The Trust carried out an EIA of the equalities impact of the consultation proposals, which is annexed to this document. Last year, we carried out a full equalities impact of the current arrangements. There is no reason to believe that any of the equalities data has changed materially over this year. The Trust has considered both documents when deciding not to make any changes to the current admissions arrangements for 2018/19.

Other issues raised by the adjudicator's determination

The adjudicator rejected objections that had been raised:

- (1) to the Trust's aim of continuing to offer places to children living in N3 and NW11 as well as N2,
- (2) to the consultation, which was described as "one of the most comprehensive school-led consultations I have seen",
- (3) to the fact that the determined arrangements were different from those on which consultation took place,
- (4) based on perceived unfairness to social and ethnic groups,
- (5) based on perceived unfairness to children living in N2,
- (6) to the arrangements for admission of siblings,
- (7) to the arrangements for children of teachers and founders,
- (8) based on allegations of favouring parents who supported the establishment of the Academy or
- (9) to the arrangements for any places remaining unallocated after application of the feeder school criterion.

In respect of all of these matters, the adjudicator agreed that the current arrangements were lawful.

The adjudicator partially upheld the objections. The Trust has considered these aspects of the decision particularly carefully and we are satisfied that we have dealt appropriately with all of these concerns.

During the objection process the adjudicator pointed out, and the Trust agreed, that outdated references to residence orders should be replaced by references to child arrangements orders under the Children and Families Act 2014, and that text should be inserted to make clear the process for requesting admission outside the normal age group. This has been corrected.

The adjudicator suggested that by "saying it will not name schools with a religious character as feeder schools the Trust is discriminating against children on the basis of religious belief". This was a reference back to the consultation proposals in December 2015, at which time the Trust had decided not to have any faith schools as feeder schools. However, as explained in the 2016 consultation response paper, the Trust did not take the religious designation of any school into

account when it made its final choice of feeder schools. The Trust is committed to providing a number of places to children based on their proximity to the Academy. Therefore it will continue to allocate a number of places to children based on the oversubscription criterion of proximity. However, the Trust recognises that this criterion (together with the existing criteria for children in care, children with special educational needs and children of founders/staff) would not give a fair balance of places across the three priority postcodes. Therefore the Trust is committed to allocating some places using a different method, to ensure that a fair number of places are allocated to children living in N3 and NW11. The Trust is also committed to maintaining and developing our active and meaningful links with six core primary schools close to the Archer Academy, namely Holy Trinity (N2), Martin (N2), Brookland (NW11), Garden Suburb (NW11), Manorside (N3) and Tudor (N3). While students from two of these 'core' schools (Holy Trinity and Martin) continue to secure places through the 'proximity' criterion, it had become increasingly difficult for students at the other four primary schools to secure access. Therefore the Trust introduced in the current arrangements four feeder schools for 40 of its places, with four named feeder schools. The Academy has strong links with all six core schools, including a faith school (Holy Trinity). It has chosen four feeder schools, based solely on its assessment of which of the six core schools need allocated feeder school places going forward in order to maintain those strong relationships. Therefore the Trust is confident that it cannot be suggested that it is discriminating against children on the basis of religious belief. The adjudicator did not require the Trust to make any changes to its admission arrangements in this respect.

The adjudicator commented that some children may live in N2 but attend one of the feeder schools and therefore could be offered a place on the basis of either proximity or feeder school. This was described as having 'two bites at the cherry' and the adjudicator suggested that this would not be fair. The adjudicator did not require the Trust to make any changes to its admission arrangements in this respect. The Trust has carefully considered the adjudicator's views on this point. We note that it is common for there to be some overlap between oversubscription criteria, in that (for example) a household may hope to obtain a place because a sibling attends the school and may also live close enough to obtain a place based on distance. We do not consider that there is anything inherently unfair in some children potentially satisfying a number of criteria. The arrangements specify the order in which the criteria are applied and we have looked carefully at the overall effect. For the reasons set out in this document, we consider that the arrangements are fair to all groups of children.

Finally, the adjudicator noted that there were similar levels of demand from each of N3 and NW11, yet there were 30 feeder school places for the feeder schools in NW11 and only 10 for the feeder schools in N3. He concluded that this was not a fair balance and required the Trust to consult on a fair mechanism for serving N3 and NW11 as well as N2 by 28 February 2017. This issue was the focus of the consultation exercise. In summary, the adjudicator based his decision on information about first preference applications from children in each postcode in previous years. We now have the latest year of data, which shows that there are more first preference applications from children living in NW11 than from children living in N3. This is a material change since the adjudicator's determination. In addition, we have taken into account the home postcode of children attending each of the feeder schools, which shows that many children attending a school in one postcode live in another postcode. Therefore the 30 feeder school places for NW11 schools do not all go to children living in NW11. The data shows that even though 30 of the 40 feeder school places are allocated to schools in NW11, only around 18 of those places would be allocated to children living in

NW11 based on historic applications data. Further, we noted that first preference application numbers are not a complete picture of demand for school places in each area because they are affected by the likelihood of obtaining a place under current arrangements. Therefore we have taken into account new information including that provided through the heat maps. Pulling all of this together with the consultation responses, we are satisfied that the evidence shows that the current arrangements are a fair mechanism for serving N3 and NW11 as well as N2.

Responses to issues raised in the survey

We do not intend to respond to all of the issues raised in the consultation, but have provided responses to some of the more frequent points raised:

- Feeder places for Garden Suburb School

Clearly parents at this primary school want to protect their established relationship with the Archer Academy and feel that a further loss of places would be to the detriment of the children at their school and the relationship that has been established. *Given the data that we now have regarding 'state secondary school coverage' from the GLA, we can see that this is a major concern. The overwhelming views of survey respondents coupled with the new GLA data and other evidence has led us to re-consider this proposal and there will not be any change to the number of feeder places for Garden Suburb School.*

- Places for N2

Many respondents believe that the school should only serve N2. *We believe it critical to maintain our working links with the schools in the other two postcodes and our broader aim to maintain links with N3 and NW11 was previously supported by the adjudicator. We also believe that we have a mechanism that delivers, and will continue to deliver, the majority of places to children in N2. Therefore we would argue that our proposals strike an appropriate balance.*

- Feeder schools

Some believe that Holy Trinity and/or Martin should be formal feeder schools. *We believe that the proximity criterion will continue to enable a significant number of students from these schools to attend the Archer Academy – and the admissions data support this. We will continue to monitor that in our annual review of admissions. Similarly if the size of schools, or local provision, changes substantially, we will also review those changes as part of our annual review of admissions.*

- Ballots for feeders

Many were concerned about the uncertainty that ballots would introduce for parents in establishing whether they will be able to secure access to the school. *Given the majority view against the use of this mechanism, and our wider review of the admissions policy, we have re-considered its implementation.*

- Siblings

Some have suggested that the Trust is underestimating the number of siblings and that

this is to the detriment of the proximity places. *So far our estimates have been conservative and indeed overestimated the numbers of siblings for 2017/18 entry. Also, while some argued that siblings living outside of the priority postcodes should not secure entry, we believe that it may disadvantage students who experience an unfortunate change in family circumstances. The adjudicator upheld our approach in respect of siblings. 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.*

- Reference to the OSA's report

We have addressed the various points raised with regard to the OSA's prior determination both directly and explicitly in this consultation report.

- Other options

Many of these options have been addressed explicitly or implicitly in this report – balancing our need to maintain our active and meaningful links with six schools in the three priority postcodes, while keeping the process as simple as possible. Also, it should be noted that there are physical limitations on our ability to increase our intake.

Response to the letter from the London Borough of Barnet

In the course of the consultation we received a letter from Chris Munday (Commissioning Director, Children and Young People, London Borough of Barnet). This letter is provided at Appendix 4.

Mr. Munday draws attention to two key aspects of the OSA determination: "Firstly, the SA partially upheld parts of the objections relating to discrimination on the grounds of faith through the choice of feeder schools. Secondly, the SA found that the arrangements do contain unfairness to children living in N3 and NW11 and upheld parts of the objection concerning the number of places allocated to particular feeder schools."

He states that while he feels we explicitly considered the second point in our proposals, the first point is not adequately considered in the consultation document.

This issue is dealt with above, in response to the adjudicator's concerns.

He also believes that "It would have been helpful to have been able to read more about the consideration given to ensure that the proposal does not 'unfairly reduce the likelihood of children from families with a religious character being offered a school place or penalise those who found themselves placed at a school with a religious character or chose such grounds other than faith' as set out in paragraph 73 of the OSA findings."

The Trust has identified the six core schools with which it has a particularly strong relationship. One of these is a faith school. The criteria are designed to ensure that sufficient numbers transition from each of those six core school to maintain this relationship. The Trust acknowledges that some children attend a faith school whilst coming from a family that does not have that particular faith. Equally, some children

from families of a particular faith attend a non-faith school. Therefore, it is not possible to use the character of a school as a shorthand for the religious beliefs of the children attending that school. Generally, the Trust has considered the protected characteristics (including religious belief) in the EIA in 2016 about the current proposals and also in the additional EIA about the consultation proposals. We are confident that the final decision, not to take forward the consultation proposals, is fair to all groups of children.

Finally Mr. Munday suggests that in Paragraph 107 of the OSA report, the SA proposes that “a proportion of places could be allocated to each postcode and places located within them by ballot or distance from a geographic point”

We do not agree that the adjudicator proposed that the Trust should adopt this approach. Instead, he observed that “A number of mechanisms were available to the trust to give priority for admission to children living in N3 and NW11. For example, after the first four criteria, a proportion of places could be allocated to each postcode and places located within them by ballot or distance from a geographic point. The trust chose to use feeder schools.” The adjudicator acknowledged that feeder schools could be a fair mechanism. We have considered whether to make any changes to the arrangements this year, taking into account all of the factors discussed above, and decided not to. In particular, the Trust has decided that it is important to maintain opportunities to work closely with the core schools with which we have developed active and meaningful links. We believe that these relationships will to the benefit of all students who attend our school and therefore feeder schools are preferable to random ballots in our particular circumstances. For example, if we have children in year 7 coming from a smaller number of schools, it is easier for us to effectively manage the transition of all of them, not just those from feeder schools. The use of feeder schools enables us to be far more efficient in our use of resources to support the transition arrangements of those coming from core schools (not just feeder schools).

Decision

For the reasons set out above, we have decided to retain the following over-subscription criteria for admissions in September 2018.

Determined over-subscription criteria

- 1. Children in Care at the time of application and children who were previously in Care but ceased to be so because they were adopted (or became subject to a child arrangements order or special guardianship order) immediately following having been in Care. 'Children in Care' are children who are looked after by a Council in accordance with Section 22 of the Children Act 1989(b).*
- 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 area 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 area, 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 2018-19 have now been determined and are available at <http://thearcheracademy.org.uk/Admissions/determined-admissions-policy-2018-19> They will be reviewed annually.

Appendices

Appendix 1 Stakeholder communication

Local stakeholder list

Name	Role
Councillor Dean Cohen	Councillor, Golders Green Ward
Councillor Melvin Cohen	Councillor, Golders Green Ward
Councillor Eva Greenspan	Councillor, Finchley Church End Ward
Councillor Rohit Grover	Councillor, Garden Suburb Ward
Councillor Ross Houston	Councillor, West Finchley Ward
Councillor John Marshall	Councillor, Garden Suburb Ward
Councillor Kath McGuirk	Councillor, West Finchley Ward
Councillor Arjun Mittra	Councillor, East Finchley Ward
Councillor Alison Moore	Councillor, East Finchley Ward
Councillor Graham Old	Councillor, Finchley Church End Ward
Councillor Alon Or-bach	Councillor, East Finchley Ward
Councillor Gabriel Rozenberg	Councillor, Garden Suburb Ward
Councillor Daniel Thomas	Councillor, Finchley Church End Ward
Councillor Reuben Thompstone	Councillor, Golders Green and Chair Children, Education, Libraries & Safeguarding Committee
Councillor Jim Tierney	Councillor, West Finchley Ward
Eveleen Riordan	Place Planning Project Manager, London Borough of Haringey
Val White	Assistant Director of Children's Services, London Borough of Barnet
Mike Freer MP	Member of Parliament for Golders Green and Finchley

Email sent to local stakeholders

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

Appendix 2: The Trust's review of the OSA report and the options considered for consultation

The Trust acknowledged the OSA's concerns about the proposals for the distribution of the 40 feeder school places across the three priority postcodes for admissions in September 2017.

The Trust is committed to providing a number of places to children based on their proximity to the Academy. Therefore it will continue to allocate a number of places to children based on the oversubscription criterion of proximity. However, the Trust recognises that this criterion (together with the existing criteria for children in care, children with special educational needs and children of founders/staff) would not give a fair balance of places across the three priority postcodes. Therefore the Trust is committed to allocating some places using a different method, to ensure that a fair number of places are allocated to children living in N3 and NW11. The first question for the Trust was whether to allocate those places to children at specified feeder schools or instead to move to a system of allocating places by ballot.

In addition to identifying the best method of allocating places, the Trust also needed to consider how many places should go to children in N3 and NW11 respectively. The OSA's conclusion that the current allocation was not fair was based on information about the number of first preference applications received from each priority postcode. Therefore the Trust needed to consider the most up to date information about parental preferences and the available school places in the priority postcodes. It needed to identify whether the concern identified by the OSA in respect of admissions for September 2017 was a legitimate issue this year.

The first section of this consultation response document sets out the Trust's reasons for consulting on specific changes to the oversubscription criteria for 2018-19 admissions.

Whether or not to continue to have some feeder school places

Before publishing its consultation paper, the Trust considered whether to secure a particular representation of children from N2, N3 and NW11 through a ballot system, allocating a proportion of places to each postcode, or to continue to have feeder school places. The Trust decided to continue to have a feeder school system for 40 of its places. It considered that a ballot would undermine the Academy's ability to maintain and develop our active and meaningful links with six core primary schools close to the Archer Academy, namely Holy Trinity (N2), Martin (N2), Brookland (NW11), Garden Suburb (NW11), Manorside (N3) and Tudor (N3). A ballot system working solely on the basis of postcode would likely reduce the numbers coming to the Academy from each of these primary schools and, in turn, this would make it more difficult for the Academy to maintain its relationships with these schools.

Since the opening of the Archer Academy active and meaningful links with primary schools has been a priority for the school. By working closely with feeder schools we have been able to build strong relationships with our primary colleagues enabling effective curriculum continuity between Key Stage Two and Three. Furthermore, these relationships ensure that we know our future students and their parents well before they begin at the Archer Academy and are therefore better able to ensure a smooth transition process. With a core group of schools this approach ensures that we are better able to support transition of students from other primaries as well given that overall we have

fewer schools to work with. Comprehensive national research has shown that students identified as SEND and Pupil Premium can be most at risk during the transition period; however, where existing relationships between staff, children and parents are in place prior to the physical transition, this is significantly less likely.

To date our comprehensive working relationships with these core schools has included:

- Supporting collaborative working in the curriculum areas of Maths, Art, Science, Design & Technology, English and PE with opportunities for children to spend time at the Archer Academy alongside our staff spending time in primary school settings.
- Securing continuity for students through opportunities to adopt leadership roles (such as paired reading and sports leadership) within their previous primary settings and the capacity for them to act as role models to younger students.
- Shared training between senior and middle leader colleagues, on the developments to assessment and Year 6 SATS.
- Collaboration on cross-phase lesson observations and PGCE placements.
- Sharing of specialist facilities, particularly in the areas of sports and sciences.

The Trust is committed to continuing our relationship with all these schools, and this close collaboration serves to enhance the transition arrangements for all students joining the Archer Academy as it allows staff to manage the transition process better.

While students from two of these ‘core’ schools (Holy Trinity and Martin) continue to secure places through the ‘proximity’ criterion, it is becoming increasingly difficult for students at the other four primary schools to secure access (see Table 1). This is also affecting the balance between postcodes.

Table 1: Students on Year 7 roll at the Archer Academy from core schools

	Students per year group	2014-15	2015-16	2016-17
Holy Trinity	30	6	7	19
Martin	60	20	31	33
Brookland	90	27	28	22
Garden Suburb	90	31	13	12
Manorside	30	8	10	6
Tudor	30	7	7	6

For 2017-18, under the current oversubscription criteria, 15 feeder school places have been allocated to each of Brookland and Garden Suburb (which have 90 students per year group) and 5 feeder school places have been allocated to each of Manorside and Tudor (which have 30 students per year group). We expect that this number of places allocated to these four feeder schools will ensure that there are sufficient students coming from each of the six core schools in September 2017, enabling the Academy to maintain its relationships with all six core schools.

Further, we consider that feeder school places will continue to be necessary, for the same reasons, for September 2018 admissions. Therefore as a mechanism to make places available to students living in N2, NW11 and N3, we propose to continue to allocate places by including a combination of the proximity criterion and 40 feeder places to four of the core schools. Holy Trinity and Martin do not need feeder places because a sufficient number of children in each year group (taking into

account the size of the year group) are expected to obtain a place based on proximity. The other four core schools have been chosen as feeder schools because allocation by proximity alone would not maintain a sufficient link, but active co-operation and meaningful links have developed with them. These meaningful links have developed, in part, as a result of the number of children making the transition from them to the Archer Academy historically, and whilst they are no longer close enough for sufficient children to obtain places based on proximity they are close to the Archer Academy.

Balancing N2, N3 and NW11

Having decided to continue to use feeder schools to allocate 40 places out of the total of 150, the next question for the consultation proposals was whether those 40 places should be allocated differently in future as between the feeder schools in N3 and NW11.

In seeking to ensure a reasonable and proportionate balance between all three priority postcodes we considered a range of data to inform our approach for the consultation paper. These included:

- The overall demand from each postcode - as measured by the total number of applications received from the priority postcodes
- Preference for the school – as measured by the proportion of applications placing Archer as first preference from the priority postcodes
- The size of core schools – as measured by the number of permanent children in each year group
- The distribution of applicants from feeder schools across our priority postcodes– as measured by the first preference applicants from our four feeder schools to determine the likely location of places allocated.

Overall demand and preference

When setting the consultation proposals, we looked at the number of applications received from households in each of our priority postcodes over the last three years and initial data available for 2017/18 admissions, in order to determine an accurate picture of demand.

Applications in 2013-14 were disregarded as offers were made in addition to the Common Application process and so were felt not to accurately reflect demand or preference.

During the period 2014-2016 we received 1370 applications from households within our three priority postcodes. 42% of these were from N2, 36% from N3 and 21% from NW11. We then looked at the proportion of these which were first preference – to provide a more accurate representation of demand from each area. These data show that almost half the applicants from N2 and NW11 placed Archer first preference (48% and 46% of applicants respectively), whilst significantly fewer (only 30% of applicants) from N3 did so. Whilst there were significantly more applications from N3 households than from NW11, there was less of a difference in the number of first preference applications from each of these two priority postcodes, with 151 first preference applications from N3 households and 134 first preference applications from NW11 households.

Table 2: Applicants over 2014/15-2016/17

Priority Postcode	Total apps	1st pref	% of 1st pref	% of total PP apps
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applications				
N2	581	281	48%	42%
N3	498	151	30%	36%
NW11	291	134	46%	21%
Total	1370	566		

The Trust took this data into account when setting its consultation proposals. However, the Trust also took into account that the historic number of applications (and the historic number of first preference applications) will have been affected by the likelihood of obtaining a place. Therefore an analysis of historic demand is not a complete picture of the need for, and interest in, places at the Academy from households in each priority postcode.

With this caveat, taking into account the location of the school and the levels of demand from each postcode, the Trust decided that it would be fair for consultation proposals to allocate more places to children from N2 than to children from each of the other two priority postcodes. As for the balance between N3 and NW11, the data suggests that there is slightly more demand from households in N3 than from households in NW11.

Distribution of applicants from feeder schools across priority postcodes

For admissions to the Academy in September 2017, there were 30 feeder school places for schools in NW11 and 10 feeder school places for schools in N3. The number of places per school were calculated as 5 places per 30 students in that school's year group. Before deciding whether or not to propose changes to the distribution of feeder school places, it was necessary to understand how they are allocated in practice under the current arrangements. In particular, before setting the consultation proposals, the Trust took into account that children attending a particular feeder school in one priority postcode may live in a different postcode. Therefore it does not follow that 30 places for NW11 schools would be allocated to children living in NW11.

When we looked at the distribution across our priority postcodes of children from the four feeder schools we found considerable variation in the proportion of children from the postcode in which the school is located. These ranged from 77% of Garden Suburb applicants from NW11 to 31% of Manorside applicants in N3.

All four schools included a proportion of applicants in N2 – ranging from 69% of Manorside applicants through to 11% of Garden Suburb. Overall just over half the applicants from our feeder schools came from N2, with approximately one-fifth of applicants from each of N3 and NW11.

Table 3: Distribution of students applying to the Archer Academy by priority postcode: period 2014/15-2016/17

School	N2	N3	NW11
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Brookland (in NW11, 90 students per year group and 15 feeder school places for 2017/18)	42%	15%	43%
Garden Suburb (in NW11, 90 students per year group and 15 feeder school places for 2017/18)	11%	11%	77%
Manorside (in N3, 30 students per year group and 5 feeder school places for 2017/18)	69%	31%	0%
Tudor (in N3, 30 students per year group and 5 feeder school places for 2017/18)	33%	67%	0%

If the proportions of applications had been the same for 2017/18 admissions as for the period 2014/15 to 2016-17, this would have led to a distribution of the 40 feeder school places along the following lines:

Table 4: Proportions of 2017-18 admissions if based on approach during the period 2014-15 to 2016-17

School	N2	N3	NW11
Brookland (in NW11, 90 students per year group and 15 feeder school places for 2017/18)	6.3	2.25	6.45
Garden Suburb (in NW11, 90 students per year group and 15 feeder school places for 2017/18)	1.65	1.65	11.55
Manorside (in N3, 30 students per year group and 5 feeder school places for 2017/18)	3.45	1.55	0
Tudor (in N3, 30 students per year group and 5 feeder school places for 2017/18)	1.65	3.35	0
Total 40 places:	13.05 (33%)	8.8 (22%)	18 (45%)

This demonstrates that even though 30 of the 40 feeder school places are allocated to schools in NW11, under this model only around 18 of those places would be allocated to children living in NW11 based on historic applications data.

When considering its consultation proposals, the Trust acknowledged that this model of the current arrangements would allocate more feeder school places to N2 and NW11 households than might appear fair given both historic demand and also the allocation of places to N2 children under the proximity criterion. However, the initial data for 2017/18 admissions – based on the new allocation of places to our feeder schools – show an increase in applications from students at these four feeder schools, in particular from households living further away from the school. The data also show an increase in applications from Manorside and Tudor households from N3. Our interpretation of these data are that the shrinking catchment area of recent years has dissuaded people from applying where they feel they have no realistic prospect of gaining a place. It is our assumption that the introduction of feeder school places has increased the confidence parents that live further away (in N3 and NW11) have in applying to the Archer Academy, as the prospects of securing a place have increased.

In addition, it is important to note that the feeder school places only account for 40 out of the total of 150 places. For example, the likely distribution across the three postcodes for the current 2017/18 arrangements are N2 75%, NW11 16% and N3 9%. This includes places allocated on the basis of proximity, plus the feeder school places, but not those places allocated to siblings, children with SEN, Children in Care and children of founders and staff.

So when setting the consultation proposals, the Trust recognised that the number of applications will depend in part on whether or not parents consider that they have a good chance of getting a place at the Archer Academy, in light of the over-subscription criteria in place at the time. Therefore the historical demand only gives a general idea of likely future demand.

Establishing a reasonable balance

Having decided to continue to have feeder school places (in order to maintain links with the core schools) and having identified how the feeder places are allocated across the three priority postcodes under the current arrangements, the next question is whether this allocation is fair or not.

We have considered how best to achieve the following objectives through our admissions arrangements:

- Ensuring that N2 families living close to the school are not unfairly disadvantaged by the arrangements.
- Providing a reasonable number of places for those living in NW11 and N3.
- Supporting effective transition arrangements through close co-operative working of a set of core primary schools.

When deciding on the consultation proposals, the starting point was the levels of historic demand, with 281 (50%) first preference applications from N2 households, 151 (27%) first preference applications from N3 households and 134 (24%) first preference applications from NW11 households (566 first preference applications from priority postcodes in total). There are of course only 150 places at the Academy, including places allocated to children in care, children with SEN, siblings of current pupils, and children of founders/staff.

However, we recognised that the distribution of places should not be determined simply by historic demand. In particular, historic demand may have been influenced in part by the admissions criteria in place at the time. In addition, whilst continuing to be committed to all three priority postcodes, the location of the Academy means that it is fair for more places to go to children from N2 than to children from each of the other two priority postcodes.

We also looked at the change in proportions of places allocated to children from each postcode over time (Table 5) (i.e. 2014/15, 2015/16 and then the step change in 2016/17 before our admissions arrangements altered).

From this, we consider that a fair balance of overall places between the interests of children living in all three postcodes, *our balance goal*, would give approximately 65-70% of places to N2 children and approximately 15-20% to each of N3 and NW11 for places offered on the basis of proximity (i.e. excluding siblings, SEN, Children in Care and children of founders and staff). In light of the location of the school, this gives more places to N2 children than would be suggested if we looked at historic demand alone, whilst still recognising that there are approximately the same number of historic first preference applications from each of N3 and NW11.

When considering the consultation proposals, we recognised that the data indicated that the current arrangements would not achieve this target balance. The likely distribution across the three postcodes for the current 2017/18 arrangements are N2 75%, N3 9% and NW11 16% (excluding siblings, SEN, Children in Care and children of founders and staff).

Therefore we decided to propose changes to the over-subscription criteria for 2018/19 to the over-subscription criteria for 2017/18, with the intention of increasing places in N3 (in particular) whilst either increasing or maintaining the number of places in NW11. The intention is to achieve our balanced goal, whilst recognising that given the low numbers involved in any one year an exact match may well not be achieved.

Allocating feeder school places

In the consultation document we proposed two changes for 2018/19 to the 2017/18 determined arrangements to “provide a balance between the interests of children living in all three postcodes.”

Places at each feeder school determined by random ballot

As discussed above, we decided that it was important to continue to allocate 40 places to the four feeder schools. However, we considered those places could be allocated more fairly by using a random ballot, instead of allocating the places for each feeder school to the children living nearest to the Academy.

To inform our approach we considered the work undertaken by the Sutton Trust on fair admissions. In particular their research on school admissions provides clear recommendations on ways in which admissions authorities can ensure balanced intakes in over-subscribed schools in urban areas. Their 2014 report states:

“Ballots can ensure that a wide mix of pupils have the possibility of attending a school.”

Ballots and Banding, the Sutton Trust (2014)

Within each feeder school, the student population is distributed across at least two of the priority postcodes, and often all three. The use of a random ballot would ensure that students living in all three priority postcodes would have an equal chance of accessing the school. So, while the pattern for any one year will be impossible to predict, over time it would deliver a greater proportion of places to N3 and NW11 in comparison with allocation by proximity, which would naturally be skewed towards those living in N2.

We considered whether it was appropriate to exclude students applying from the feeder schools from N2, along with those outside our priority postcode, from a random ballot. This would increase the number of places for children in N3 and NW11. However, it would mean that children living in N2 who did not live close enough to the school for a place based on proximity would miss out, even though they lived in a priority postcode and attended a feeder school. The projections (discussed further below) show that including N2 children in the ballot will still give a reasonable and proportionate balance of places across the three priority postcodes.

The number of places for each feeder school

We decided to continue to have 40 feeder school places in total, because allocating over 1 in 4 places to our four feeder schools ensures that we can retain active and meaningful links with them and is both a fair and reasonable approach when balanced with the rest of the places going to children in care, siblings, founders, children of staff and proximity [...]

The balance across the three postcodes will inevitably be shaped in part by our commitment to the four schools with which we have active, co-operative links in N3 and NW11. So, the distribution will be directly influenced by where those schools draw their pupils from.

As set out above, the likely distribution for N3 for the current 2017/18 arrangements is 9% (below the target range) and the likely distribution for NW11 is 16% (within the target range). The proposed change to a ballot system (discussed above) would increase the proportion of feeder school places going to children living in either N3 or NW11, and reduce the proportion going to children living in N2 (who currently benefit from each feeder school's places being allocated based on distance). As NW11 numbers are expected to be within the target range even before that change is introduced, the second change is intended to correct the resulting imbalance between N3 and NW11 feeder school places. We have therefore concluded that the best means of achieving the balance we are seeking across our priority postcodes is to adjust feeder school allocations by reducing those to schools located in NW11 and increasing those to schools located in N3 (taking into account that N2 feeder places will reduce as a result of the proposed ballot system in any event). On the basis of evidence available to us, Brookland School appears to serve a wider catchment area – across all three priority postcodes – and Garden Suburb School serves predominantly NW11. Consequently the consultation document proposed reducing Brookland's allocation from 15 to 14 and Garden Suburb's allocation from 15 to 12. We consider that these numbers would be high enough for the Academy to maintain its strong relationships with both schools.

Consultation proposals for the allocation of feeder school places

- Brookland Junior School – 14 places
- Garden Suburb Junior School – 12 places
- Manorside School – 7 places
- Tudor School - 7 places
-

To provide an indication of the likely proportions of places allocated across the priority postcodes, we modelled future allocations based on the last 3 years' first preference applications from each feeder school if the consultation proposals were taken forward (Table 5). This can only determine representative figures, as the ballot will involve random allocation, and therefore the distribution for any single year cannot be predicted.

Table 5: Projected distribution of feeder school places across priority postcodes

	Total	N2	N3	NW11
Brookland	14	6	2	6
Garden Suburb	12	1.5	1.5	9
Manorside	7	5	2	0
Tudor	7	2	5	0
Total	40	14.5	10.5	15

NB a half place for Garden Suburb's allocation to N2 and to N3 are shown as a result of rounding.

In total, our revised proposal would indicate a representative postcode split across 80 places (excluding siblings, SEN, Children in Care and children of founders and staff) as follows:

N2: 54.5 (68%)

N3: 10.5 (13%)

NW11: 15 (19%)

Table 6: Real and projected proportions of children starting at the Archer Academy from N2, N3 and NW11 over time (excluding siblings, SEN, Children in Care and children of founders and staff)

	N2	N3	NW11
2014/15 (actual data)	49% (63)	24% (31)	27% (35)
2015/16 (actual data)	65% (62)	24% (23)	11% (10)
2016/17 (actual data)	99% (75)	0% (0)	1% (1)

Projection based on 80 places (using current admissions arrangements) for 2017/18	75% (60)	9% (7)	16% (13)
Projection based on 80 places (using proposed admissions arrangements) for 2018/19	68% (54.5)	13% (10.5)	19% (15)

The proposed change in the allocation of feeder school places has a net effect of increasing the likely allocations to both N3 and NW11 in comparison with the 2016/17 intake. In comparison to the projections under the current arrangements, our proposal indicates a move closer to the target balance of 65-70% for N2 and 15-20% for each of N3 and NW11.

This representative postcode split is likely to underestimate the number of places for children in N3 and NW11, because it does not take into account that the proposed changes would be likely to increase the number of first preference applications from children attending feeder schools who live in N3 or NW11.

The early 2017/18 data indicated a shift in the number of applications from children at Manorside and Tudor schools from households in N3 due to an increased expectation of a successful application. The proposed changes would be likely to lead to similar behavioural changes on the part of parents. Therefore we anticipate that in practice the proposed changes are likely to achieve the target balance.

Whilst at this time we are only considering the arrangements for 2018/19, we have also considered the likely impact of the proposed changes over time. We anticipate a further shift in places from N2 to N3 over time, serving to increase the proportion of places allocated to N3 in future years, as N3 and NW11 feeder school parents become more confident about their prospects of obtaining a place at the school. We will of course keep the arrangements under review.

Order of the oversubscription criteria in the consultation proposals

Our consultation proposal was that the first few admissions criteria will remain the same. These can be summarised as Children in Care; children whose parents are Founders of the Archer Academy; children who will have siblings in the school at the time when they are admitted to the school; children of staff.

Then 40 places will be distributed across four feeder school places and allocated by random ballot, open to students living in one of our three priority postcodes.

All remaining places will be offered to children who live closest to the school within the three priority postcodes.

Summary of the consultation proposals

It is impossible for the school to accommodate all of the children who would like to attend it. The approach on which the Academy consulted was intended to ensure we continue to serve children in N2, NW11 and N3 and deliver a successful Year 6 transition programme for all our students by maintaining and developing active and meaningful links with a number of primary schools close to the Archer Academy.

The consultation proposals

On the basis of the OSA decision and reviewing the options available to us as discussed above the Trust decided to consult on the following proposed over-subscription criteria for 2018-19.

Over-subscription criteria

1. Children in Care at the time of application and children who were previously in Care but ceased to be so because they were adopted (or became subject to a child arrangements order or special guardianship order) immediately following having been in Care. 'Children in Care' are children who are looked after by a Council in accordance with Section 22 of the Children Act 1989(b).
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. A planned 40 places are offered at Year 7 secondary transfer to children from the agreed feeder schools according to the following quotas: 14 places to Brookland Junior School, 12 places to Garden Suburb Junior School, 7 places to Manorside Primary School and 7 places to Tudor Primary School. The allocation will be offered to children from each of these schools living within the priority postcode areas of N2, N3 and NW11 and will be determined by a random ballot of applicants from each school. If the quota of children from any one of these feeder schools is not filled, the remaining places will be distributed according to criterion 6.
6. All remaining places 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.
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.

Appendix 3 Equalities Impact Assessment

Archer Academy Trust
Equality Impact Analysis (EIA) of the proposed
changes to admissions policy
DATE: January 2017



Introduction

This document sets out equalities analysis undertaken on proposed changes to the Archer Academy's admission policy in 2017 for admissions in 2018/19.

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 pay 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 option under consideration;
- the potential equalities impact of the change; and
- any action that could be taken to mitigate the impact.

This EIA does not replicate the analysis already undertaken in February 2016 as part of the previous consultation; it focuses solely on the option currently under consultation.

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

Aims and intentions of the change in admission 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 children¹. It admits 150 children per year and currently has 600 students on roll (across years 7, 8, 9 and 10).

¹ See <http://thearcheracademy.org.uk/FAQ/your-questions-our-answers-2015> and page 14 of the Archer Academy application to the DfE dated 23 February 2012

Over the years since its establishment and as the school has become more popular, it has resulted in those children from NW11 and N3 increasingly missing out on places whilst those from N2 are securing proportionately more places (see chart below. NB whilst application data for 2017/18 is available, offers have not yet been made and so the chart cannot yet reflect 2017/18 offers).

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 shrunk again by about half to 0.52 miles with not a single offer being made to children living in NW11 or N3 on the basis of proximity².

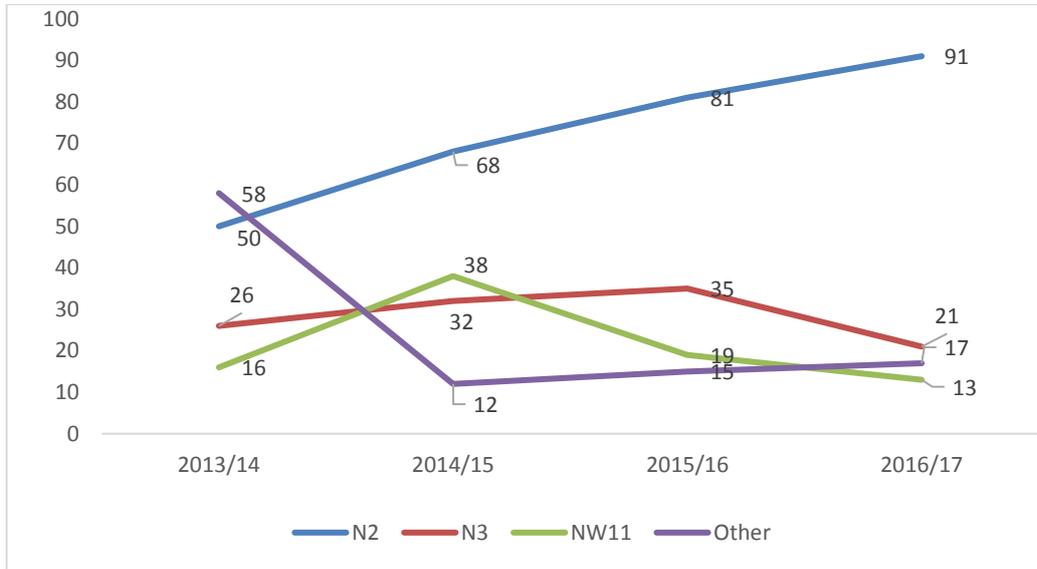
In February 2016, following consultation and equality analysis, the Archer Academy Trust (which is responsible for setting the admissions policy for the school) changed its admissions policy to enable what it believed to be a fairer distribution of pupil places across the three priority postcodes to which the Trust is committed. These arrangements sought to allocate places across four feeder schools in N3 and NW11.

Where individuals or groups disagree with a school's admissions arrangements they have the right to object to the Office of the Schools Adjudicator (OSA). Over the summer, the OSA considered five sets of objections to the Archer Trust's new admissions policy and published recommendations on 30th September 2016.

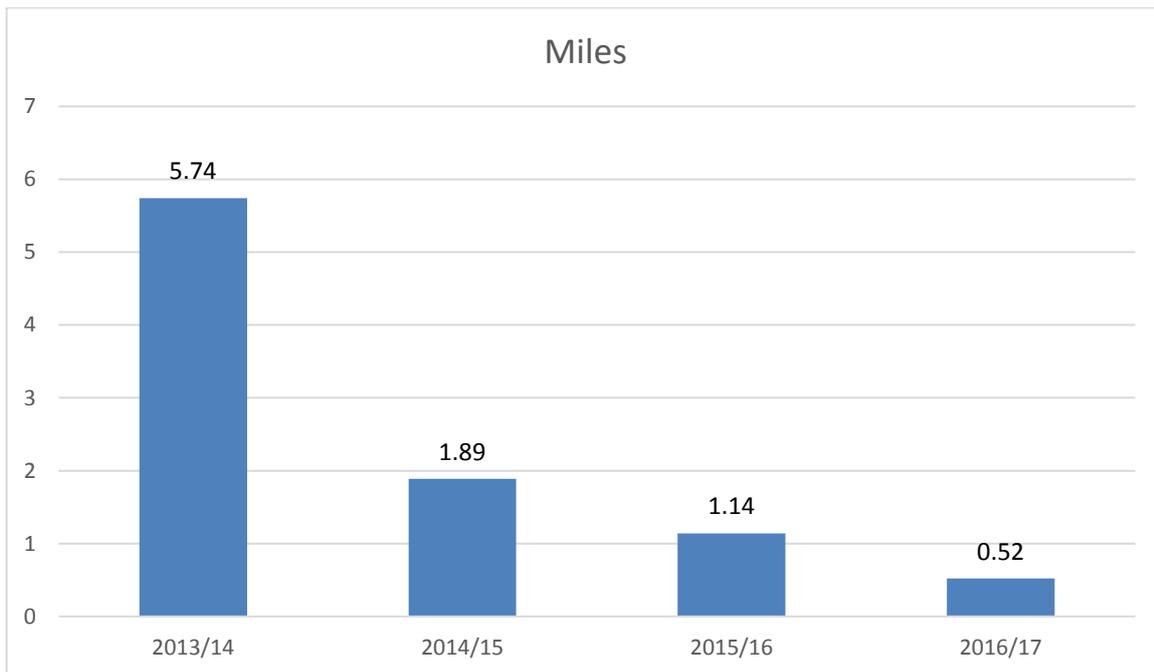
The OSA accepted that the use of feeder schools is an appropriate mechanism for admissions. However, the OSA requested that the Trust revise their admissions arrangements and consult again in time for the 2018/19 admissions process. This EIA looks at the equalities implications of the proposal currently under consultation because of the objections and subsequent OSA recommendation.

² Some children from NW11 and N3 were offered places in 2016/17 on the basis of siblings, or being looked after children; but, no children from NW11 or N3 were offered places on the basis of proximity. Offers had not yet been made for 2017/18 and so it is not possible to see the impact of the changed admissions policy.

Admissions by postcode³



Size of catchment area based on current admissions policy (2013/14-2016/17)



Description of the option under consideration

The Archer Trust is currently consulting on a proposal that retains the first few admissions criteria of the existing policy. These can be summarised as children in care; children whose parents are

³ NB: The data represents students on roll in September. 2017/18 data cannot yet be included as offers have not yet been made.

Founders of the Archer Academy; children who will have siblings⁴ in the school at the time when they are admitted to the school; and children of staff. These initial criteria are expected to account for 70 places (65 for siblings, 5 for remaining criteria) leaving 80 places to be allocated.

Of these 80 places, 40 places will be distributed across four feeder school places and allocated by random ballot, open to students living in one of the three priority postcodes. All remaining places (approximately 40) will then be offered to children who live closest to the school within the three priority postcodes. These places are likely to largely be taken up by children living in N2.

The Archer Trust, has undertaken analysis of demand and of the 80 places available is seeking to achieve roughly 65-70% of places to N2 children and roughly 15-20% to each of N3 and NW11 (excluding siblings, SEN, Children in Care and children of founders and staff).

However, based on applications data for this year using the 2017/18 admissions policy the likely distribution across the three postcodes are N2 75%, N3 9% and NW11 16% (excluding siblings, SEN, Children in Care and children of founders and staff). Therefore, there are fewer places going to N3 and more places going to N2 than is ideal. The proposed amendments to the admissions policy are seeking to increase the proportion of placements being offered to N3 children through the introduction of the 40 balloted places in four feeder schools.

The Trust is consulting on the following distribution of feeder places

- Brookland Junior School – 14 places
- Garden Suburb Junior School – 12 places
- Manorside School – 7 places
- Tudor School – 7 places

This EIA draws on evidence about the equalities profile of the student population at these different local primary schools and attempts to model the likely equalities impact of option under consideration. It focuses on the best evidence available relating to the 2018/19 intake.

Table 4 - projected sibling places

Number of places	53	65	60	55	52
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⁴ 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%.

% of places	36%	43%	40%	37%	35%
Year	2016	2017	2018	2019	2020

The potential equalities impact

The current profile of the pupils at the Archer Academy provides a helpful starting point, although the Trust should note a number of limitations:

- the data is drawn from Barnet council's school census 2016 and is contingent on the accuracy of that data;
- 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.

In addition to the schools' census, 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 the as of 2016/17 the school was broadly reflective of gender profile and slightly less socio-economically diverse (as can be inferred from the proportion of students in receipt of free school meals). It is worth noting that the proportion of students in receipt of FSM is declining (in part one of the issues the changes in admissions policy is seeking to address alongside increasing the proportion of N3 children). When the 2017/18 offer data is available it will be important for the Trust to review whether the previous changes to the policy have increased the socio-economic diversity of the school (as measured by the proxy of FSMs). The data in table 2 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

	Archer profile ⁵	4 ward average ⁶	East Finchley Ward profile ⁷	Martin ⁸	Holy Trinity	Garden Suburb Ward profile	Garden Suburb Jnr school	Finchley Church End Ward profile	Brookland	St Theresa	Akiva	Parsons House	West Finchley Ward profile	Tudor	Manorside
Race															
Black and minority ethnic groups	57%	35%	32%	36%	26%	26%	43%	38%	24%	26%	6%	25%	42%	47%	47%
White	43%	65%	68%	62%	66%	74%	50%	62%	67%	74%	90%	75%	58%	30%	43%
Ethnicity not known	0%	0%	0%	3%	8%	0%	7%	0%	9%	0%	4%	0%	0%	23%	9%
Students who speak English as a second language	33%	45%	43%	-	-	43%	-	46%	-	-	-	-	47%	-	-
Socio-economic status															
Free school meals	13%	17%	17% (Barnet average)	11%	14%	17% (Barnet average)	8%	17% (Barnet average)	11%	5%	0%	3%	17% (Barnet average)	20%	13%
Faith⁹															
Christian	29%	32%	39%			25%		26%					36%		
Jewish	14%	20%	8%			36%		29%					9%		
Muslim	10%	7%	7%			5%		8%					7%		
Other faith	28%	14%	11%			10%		15%					19%		
Agnostic/Atheist/not stated	18%	28%	35%			25%		22%					29%		
Sex															

⁵ Taken from a combination of schools' census 2016/17 data and 2015 data where this represents the latest position. Sex and Free school meals data is from 2016/17 the rest of the data is 2015. The 2015 data provides info about 300 students, and the 2016/17 has been used where it is available and represents the current cohort of 595 students.

⁶ 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.

⁷ Taken from GLA ward projection profiles as at February 2016 <http://data.london.gov.uk/dataset/ward-profiles-and-atlas>

⁸ 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.

⁹ No data is collected by schools or by Barnet council about the faith profiles of individual schools.

Female	51%	52%	52%			53%		52%					52%		
Male	49%	48%	48%			47%		48%					48%		

Table 3: Historic admissions by school

The following table sets out historic admissions data by school and postcode profile. It also compares the current and proposed model and implications for different schools and postcode areas. It demonstrates that prior to the introduction of last year's new admissions policy that places at Manorside, Garden and Brookland had reduced over the last few years.

	2013	2014	2015	2016 ¹⁰
Martin Primary School	13	20	31	33
Brookland Junior School	16	27	28	22
Garden Suburb Junior School	16	31	13	12
Tudor School	9	7	6	6
Manorside School	5	8	10	6
Coldfall Primary School	2	2	5	4
Other	30	11	26	29
Places to faith schools	20	19	14	25
Holy Trinity	9	6	7	19
St Theresa's	2	7	5	4
St Mary's	9	6	2	2

Modelling presented in the consultation document and replicated below in table 4 suggests that the proposed policy which ringfences 40 ballot places for feeder schools is more likely to lead to offers to children living in N3 and NW11.

However, it is important to note that of a total of 150 places available each year, the proposed amendment to the admissions policy is only likely to have a net impact of around 5 more places (or 3% of total places) going to children outside of N2 and so the equalities implications of the change are relatively minimal.

¹⁰ Please note offers for 2017/18 have not yet been made and so data for 2017/18 data is not yet available.

Table 4: Modelling the impact of the new proposal

	N2	N3	NW11
2014/15 (actual data)	49% (63)	24% (31)	27% (35)
2015/16 (actual data)	65% (62)	24% (23)	11% (10)
2016/17 (actual data)	99% (75)	0% (0)	1% (1)
Projection based on 80 places (using current admissions arrangements)	75% (60)	9% (7)	16% (13)
Projection based on 80 places (using proposed admissions arrangements)	68% (54.5)	13% (10.5)	19% (15)

Equalities analysis

The rest of this analysis considers the implications of the proposed option in respect of:

- race; and
- religion and belief.

The Trust should note that 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 over-subscription criteria. This is likely to cover the majority of children with disabilities. There is no reason to believe that the option 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, this analysis does not consider that the option under consideration 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, the policy option under consideration would not have a differential impact by sex as compared to the current policy (as the schools where students are modelled to come all broadly match the profile of the community), and any schools which are single sex 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 under consultation: proceed with feeders and introduce a ballot

The option under consultation is to proceed with the four current feeder schools but in addition introduce a ballot which would increase the chances of children who attend feeder schools but live further away of securing a place.

Equalities implications:

Race – There is no major difference in relation to race when applying the proposal under consideration. Brookland School stands to gain the most places through the proposed option, and this school has more white pupils than the Archer average. So, on balance this approach is likely to have a greater positive impact for white pupils. That said, the numbers are very small. 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 wards¹¹.

Religion/belief –Children attending faith primary schools will be impacted in the same way whether the current policy is maintained or the new policy is implemented. Students from faith schools would likely gain places on the basis of proximity to the school, siblings already attended or another of the initial criteria (which will not change under the policy currently being consulted on).

The Trust should consider 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 should note that some children attend faith schools for non-religious reasons and also that the families of many children 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 – The introduction of a ballot where all children in eligible postcodes at feeder schools may help to address socio-economic diversity at the Archer. This is because, regardless of distance to the school all children who meet the criteria (of living in a priority postcode area and attending a feeder school) would have an equal chance of being offered a place. The previous policy where feeder school places were allocated on the basis of proximity favoured the more affluent area to the South of the borough which is closer to the school. By introducing a ballot some

¹¹ 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 Brooklands.

Martin students living in more deprived areas, slightly further away, may be more likely to get a place.

Conclusion: Based on the evidence available (which is missing and poor in some places and given the caveats already stated), the consulted upon option would be less likely to benefit BME students, and those not on free school meals. It would be more likely to benefit white students, and students on free school meals.

5. Any action that could be taken to mitigate the impact of any of the options.

The policy being consulted upon does have a differential impact by equalities groups. However, the numbers are relatively small when considering the overall admissions intake of 150 (the proposed changes equate to a movement of around 5 out of 150 places).

The new policy being considered would be marginally more likely to benefit white students, and those in receipt of free school meals. However, retaining the current policy would not allow the Trust to meet the recommendations of the Office of the Schools Adjudicator.

General actions:

Action	Timeframe	Responsible
To review the demographic statistics for new pupils admitted under the previous admissions policy	October 2017	
To review the equalities profile and postcode distribution of applications under the 2018/19 admissions policy	January 2018	
To review the admissions policy annually in light of demand and demographic statistics	October annually	

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Date: 23rd January 2017

Sanjay Maraj,
Chair of Governors,
Archer Academy

Dear Sanjay Maraj,

I am writing in response to the Archer Academy consultation in relation to proposed new admission arrangements for September 2018. Firstly, thank you for your engagement with the local authority and I hope that the data we have provided has been helpful.

We have now had an opportunity to consider your proposed arrangements for September 2018 together with the determination by the OSA. Below are a number of points for your consideration.

a) The OSA upheld objections lodged against your admission arrangements for September 2017 on two grounds. Firstly, the SA partially upheld parts of the objections relating to discrimination on the grounds of faith through the choice of feeder schools. Secondly, the SA found that the arrangements do contain unfairness to children living in N3 and NW11 and upheld parts of the objection concerning the number of places allocated to particular feeder schools.

In the consultation document, you refer readers to the second finding by quoting the OSA directly on this aspect. However, we can find no mention of the first finding. Whilst readers can follow the link to the full OSA report, we feel it would have been helpful to refer to each of the OSA's findings and how your new proposed arrangements address the issues raised. For the second of the OSA's findings, your consultation sets out in detail how you intend to address the unfairness identified. Again for the first finding by the OSA, it would have been helpful to see an explanation of how the points raised by the OSA have been addressed.

b) We refer you to the point 4 made in our letter of January 2016 and we feel that this point remains relevant. The OSA also covered this with reference to children in faith schools – paragraph 70.

As we know, there will be children who live in N3, N2 and NW11 who do not currently get offered a place under the distance criteria or siblings criteria. We note that for some of this group, you are proposing to offer an opportunity to enter a ballot, based on which primary school they attend. As we have previously pointed out, there will be some children who have

been placed in their primary school by the local authority (sometimes as part of a bulge class) rather than being offered their primary school of first, or even other, preference. This can occur either at the age of 4 as children start school or when they join a school 'in-year'. We are concerned that through a lack of capacity to meet parental choice at the age of 4, some children who live in N3, NW11 or N2 will be denied the opportunity to enter the ballot for the non-distance places at the secondary stage of their schooling, an opportunity your proposals will afford to residents in N3, NW11 or N2 that attend the named feeder schools.

In relation to the proposed named feeder schools, admission data for the last four years demonstrates that children have come from a range of primary schools: community schools and faith schools (including Catholic, CofE and Jewish primary schools). This demonstrates that parents who have selected a faith school at the primary phase have chosen Archer Academy as a preference (including first preference) for the secondary stage. Whilst parents who live in N3, NW11 and N2 who have opted for a faith-based education at the primary stage, or who have been placed by the local authority in a primary school other than the feeder schools can be considered under the distance criteria, they have no opportunity to enter the ballot for the 40 places reserved for four of six 'core' schools.

No data has been presented to show the potential impact of the proposal on children who live in N2, N3 or NW11 and attend faith based schools in N2, N3 or NW11 and we feel that it would have been helpful to demonstrate that this issue has been considered. It would have been helpful to have been able to read more about the consideration given to ensure that the proposal does not 'unfairly reduce the likelihood of children from families with a religious character being offered a school place or penalise those who found themselves placed at a school with a religious character or chose such grounds other than faith' as set out in paragraph 73 of the OSA findings.

c) A further aspect we would like to highlight is in relation to inclusion of the Sutton Trust report on ballots and banding in the consultation document. One of the recommendations in this report was that:

'Schools that wish to achieve a comprehensive intake should use banding, or random allocation, in conjunction with a catchment area, as these admissions policies can help schools to achieve an intake reflecting a wide ability range. One way of using random allocation, while making sure that those who live very close to schools are not unduly disadvantaged, could be to introduce both 'inner' and 'outer' catchment areas. Using either method in isolation may, however, be more effective than using both random allocation and banding in combination.'

The Sutton Trust does not recommend or cover in any detail the use of feeder schools, aside from commenting that this is used mainly by schools of a religious nature. By combining a random ballot with feeder schools, we are not clear how the rationale put forward by the Sutton Trust is being met.

As the OSA identified, there are alternative mechanisms available to the Trust. The example offered by the OSA in paragraph 107 of the determination offers a route that is simple, clear and provides a fair opportunity to all children in the postcodes for which the school was established. We feel it would be helpful to have explored these options in more detail.

Finally, as you will continue to receive pupils from a range of primary schools under the distance criteria, we are sure you will want to ensure that the transitional arrangements are as robust and effective for these pupils as for those transitioning from one of your named feeder schools.

Having raised these considerations, of course, the admission arrangements are for the Academy Trust to determine. In selecting a feeder school with a ballot arrangement, there are unlikely to be many other non-selective, comprehensive schools with a similar arrangement to learn from. Therefore, we anticipate that you will want to closely analyse the impact of the changes to the admission arrangements over time to ensure that your arrangements are fair and equitable.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Chris Munday', written in a cursive style.

Chris Munday
Commissioning Director, Children and Young People