



HILLINGDON
LONDON

Appendix 8

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick

Review of a service Staff restructure Decommissioning a service

Changing a policy Tendering for a new service A strategy or plan

Other

Proposed changes to the existing school admissions criteria for community schools to address the findings of the review and safeguard future access for residents to their local school.

Who is accountable? E.g. Head of Service or Corporate Director

Dan Kennedy, Head of Business Performance, Policy and Standards

Date assessment completed and approved by accountable person

21 January 2016.

Names and job titles of people carrying out the assessment

Vicky Trott, Senior Policy Officer, Equality and Diversity

A.1) What are the main aims and intended benefits of what you are assessing?

A review of primary school admissions over the last four years indicates there may be a residual risk in the future that a small number of children in Hillingdon may not be guaranteed a school place in the event that demand for primary school places continues to grow in the Borough and specific schools become oversubscribed.

This situation could arise because there are certain locations in the Borough where there is limited priority access to more than one school. This is also because some parents are exercising a choice to apply for school places at some distance from their home and if higher priority sibling applications are received at a later date they could have the effect of displacing local children from accessing their preferred local school.

The benefit of the proposed changes to the existing school admissions criteria for community schools to address the findings of the review is to safeguard future access for residents to their local school.

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

Please see the link below to the School's Census information 2014 which provides the equality data for school children in Hillingdon on age, ethnicity, sex, SEN, free school meals status and English as an additional language.

http://www.hgfl.org.uk/info/2014_School_Census_v3.pdf

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Stakeholders	Interest
Parents of children in Hillingdon	To ensure a local school place is available for their children.
Schools in Hillingdon	To ensure a school place for each child in Hillingdon and to safeguard future access for residents to their local community school.
Head of Business Performance, Policy and Standards	To ensure a school place for each child in Hillingdon and to safeguard future access for residents to their local community school.
Deputy Chief Executive and Corporate Director of Residents Services	To ensure a school place for each child in Hillingdon and to safeguard future access for residents to their local community school.
Deputy Leader of the Council and Cabinet Member for Education and Children's Services	To ensure a school place for each child in Hillingdon and to safeguard future access for residents to their local school.
Leader of the Council and Council Cabinet	To ensure a school place for each child in Hillingdon and to safeguard future access for residents to their local community school.

A.4) Which Protected Characteristics, Human Rights or Community Issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	✓
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	✓

STEP B) Consideration of information; data, research, consultation, engagement

B.1) Consideration of information and data - what have you got and what is it telling you?

Sibling and distance priority
 The change to the admissions criteria would take the form of a priority distance radius for children living a certain distance from a school and is proposed to be applied to all community schools (with the exception of Heathrow Primary School and Harmondsworth Primary School where boundary area arrangements already exist to prioritise applications).

Overall, the introduction of a priority radius for each community school would have meant that for the admissions reception year 2015, 796 reception children would have secured a school place based on sibling priority within the priority distance from their local school - 8 children fewer than in the 2015 admissions round. Of the residents living in Hillingdon, the Local Authority would have offered a suitable, alternative school place.

For the admissions round in 2015 therefore, the proposed change in distance priority would have had a minimal impact and due to the very low numbers affected, would not be of any statistical significance for this assessment. There is also no evidence

to suggest that children with a protected characteristic would be disproportionately affected or that any Human Rights would be violated.

The change proposed in distance priority will help to safeguard access to school places for children to their local schools which are oversubscribed or may become oversubscribed in the future.

Schools with Priority Boundary Areas

Within the current school admissions criteria for community schools, Heathrow Primary School and Harmondsworth Primary School have a priority boundary area for those residents living within the defined area. Within each boundary there is only one named school. The application of a defined admissions priority boundary helps to safeguard access for the residents living in the area to a place at their local school.

The proposal is to continue with the use of the priority boundary area for admissions criteria for Heathrow Primary School and Harmondsworth Primary School Priority will be given to applications from siblings and those children without siblings living within the boundary before consideration will be given to applications for children (siblings and those without siblings) beyond the defined priority boundary area. There is no evidence to suggest that children with a protected characteristic would be disproportionately affected or that any Human Rights would be violated.

Nodal points

The need for nodal points has been considered for all community schools. From the analysis undertaken of school admissions the evidence suggests there is a need for the introduction of nodal points at only two schools to ensure that the schools serve not only pupils close to the school but others living (or forecast to live) a further distance from the school with little or no priority access to other schools.

- Deanesfield Primary School, South Ruislip

In considering what proportion of school places at Deanesfield Primary School should be assigned to the nodal point, consideration was made of similar sized developments in Hillingdon to the former Arla Dairy site to provide a guide.

A comparable sized development is at the former Hayes Stadium site and at primary allocation in 2015, 19 applications were received from residents who had moved into this site. Therefore an allocation of 15 places from Deanesfield Primary School in reception from the proposed priority nodal point is considered to be reasonable, fair and easy to understand.

Due to the very low numbers of children affected, the impact from this proposal would not be of any statistical significance for this assessment. There is also no evidence to suggest that children with a protected characteristic would be disproportionately affected or that any Human Rights would be violated.

- Frithwood Primary School

There is the option to introduce a nodal point for Frithwood Primary School. From recent trends in the admissions round, there are a small number of residents in this area of Northwood who are at risk of not securing access to a local school place. This is because their home address is not within the current furthest distance offered radius for Frithwood Primary School and are further than two miles from their next nearest community school.

There is another local school (Holy Trinity C of E) offering 1 form of entry which is a faith-based school, of which only 2 places are offered to children on distance criteria alone. Holy Trinity is a Voluntary Aided School and therefore they determine their own admissions arrangements.

The proposal is to offer 5 school places to be prioritised to the applicants living closest to the nodal point within the boundary area. If there are less than 5 applicants within the proposed boundary the remaining places will be prioritised to pupils outside the boundary but living closest to the nodal point. The decision to allocate 5 school places within this boundary is based on the number of applications received in 2015 in this area who remained on the waiting list for Frithwood Primary School. These 5 pupils were offered a lower preference school or decided to pursue other forms of education.

The figure of 5 school places assigned to the nodal point and boundary area is therefore considered reasonable, fair and easy to understand.

Due to the very low numbers of children affected, the impact from this proposal would not be of any statistical significance for this assessment. There is also no evidence to suggest that children with a protected characteristic would be disproportionately affected or that any Human Rights would be violated.

Measurement Point (Field End Schools)

There is more than one entrance to the Field End schools. More residents attending the school use the 'back gate' entrance to the school and therefore it is reasonable to amend the measurement point for calculating the distance from the school to home address. This is because the back entrance leads on to an area with a higher number of dwellings than the front gate, whereas the front entrance leads on to a main road where the nearest residential property is over 150 metres away. There are over 120 residential properties within 150 metres of the back gate which provides clear evidence that moving the measurement point would serve the immediate local community more effectively.

The proposal is to change the measurement point at the Field End Schools from the existing location at the front gate to the back gate on Mount Pleasant. The measurement points will be moved from coordinates 511794/ 186560 to 511680/186447 which is 161.12 metres closer to local residents. Based on allocation 2015 data, if the new measurement point was applied, 3 residents living more locally to the school would have been prioritised for an offer of a school place.

Due to the very low numbers of children affected, the impact from this proposal would not be of any statistical significance for this assessment. There is also no evidence to suggest that children with a protected characteristic would be disproportionately affected or that any Human Rights would be violated.

Children of Staff Working at a School

There is recent evidence at some Hillingdon Schools of a higher number of staff vacancies than has been the case in recent years. This includes staff in a senior leadership position, such as a head teacher or a deputy head teacher. The proposal is to award children of staff working at a school a degree of priority where the member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage.

Due to the very low numbers of children affected, the impact from this proposal would not be of any statistical significance for this assessment. There is also no evidence to suggest that children with a protected characteristic would be disproportionately affected or that any Human Rights would be violated.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick ✓ NO ✓ YES

No consultation is being carried out directly as part of this assessment however full formal consultation on the proposed changes took place from 30 October 2015 to 10 January 2016. The results of the consultation are presented in the Cabinet Report and do not identify any issues relating to Equality or Human Rights.

B.3) Provide any other information to consider as part of the assessment

Please refer to the Cabinet Report, with full details of the specific proposals provided at Appendix A of this assessment.

Legal context

- The Council has a public duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations (Equality Act 2010).
- The Council has public duty to act compatibly with Human Rights Act rights across all functions by respecting human rights, protecting human rights and fulfilling human rights. (Human Rights Act 1998).
- As part of the strategic education function of the Local Authority, the Council has a statutory responsibility to secure sufficient early years and school places to meet the needs of children resident in the Borough.

C) Assessment

C.1) Describe any **NEGATIVE** impacts (actual or potential):

Equality Group/Human Rights	Impact on this group and actions you need to take
N/A	

C.2) Describe any **POSITIVE** impacts

Equality Group/Human Rights	Impact on this group and actions you need to take
All	The proposed changes to the admissions criteria will safeguard future access for all residents to their local school, regardless of any protected characteristic, unless otherwise stated in the admissions criteria.

D) Conclusions

As part of the review of the admissions criteria and the proposed changes, the council has considered any potential equality and human rights implications by means of this assessment.

In the application of the proposals, there does not appear to be any disproportionately negative direct or indirect impact on any group that hold a protected characteristic.

The proposals also affect a very small number of children and therefore do not hold any statistical significance for the purpose of the assessment.

Signed and dated:



05.02.16

Name and position: Dan Kennedy, Head of Business Performance, Policy and Standards.

Appendix A

Existing and Proposed Admissions Criteria

The following is proposed to apply to all community schools except for Heathrow Primary School, Harmondsworth Primary School, Frithwood Primary School and Deanesfield Primary School – the proposed criteria for these schools is listed separately below.

Existing criteria	Proposed criteria
<p>1. A looked after child (as defined in the Children Act 1989) or a child who was previously looked after but immediately after being looked after became subject to an adoption, child arrangement order, or a special guardianship order. (Statutory requirement)</p>	<p>1. A looked after child (as defined in the Children Act 1989) or a child who was previously looked after but immediately after being looked after became subject to an adoption, child arrangement order, or a special guardianship order. (Statutory requirement)</p>
<p>2. Children attending the linked infant school are given priority for admission to the junior school (this applies to junior school applications only).</p>	<p>2. Children attending the linked infant school are given priority for admission to the junior school (this applies to junior school applications only).</p>
<p>3. Children who suffer from a long term medical or psychological condition, which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or Hospital Consultant.</p>	<p>3. Children who suffer from a long term medical or psychological condition, which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or Hospital Consultant (will be expanded).</p>
<p>4. Children who have a member of the immediate family who suffer from a long term medical or psychological condition which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or hospital consultant.</p> <p>The supporting evidence in 3 and 4 above should set out the particular reasons why the school in question is the most suitable and the difficulties that would be caused if the child had to attend another school. The admission authority cannot give higher priority to children under these criteria if the required documents have not been produced.</p>	<p>4. Children who have a member of the immediate family who suffer from a long term medical or psychological condition which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or hospital consultant.</p> <p>The supporting evidence in Criteria 3 and 4 above should set out the particular reasons why the school in question is the most suitable and the difficulties that would be caused if the child had to attend another school. The admission authority cannot give higher priority to children under these criteria if the required documents have not been produced (will be expanded).</p>

Existing criteria	Proposed criteria
<p>5. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission. Linked infant and junior schools are considered to be the same school for this criterion. A sibling refers to a brother or sister, half brother or sister with one parent in common, adopted brother or sister.</p>	<p>5. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission, living within the defined radius. Linked infant and junior schools are considered to be the same school for this criterion. Sibling definition will remain</p> <p>(For those children who were admitted to full time school prior to 31st August 2017, the existing sibling priority would still remain.)</p>
<p>6. Children living nearest the school. Distance will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the preferred school using a computerised mapping system. (In the case of Harmondsworth or Heathrow Primary Schools, boundary criteria)</p>	<p>6. Children living nearest the school within the defined radius.</p>
	<p>7. Children of staff where the member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage.</p>
	<p>8. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission, living outside of the defined radius. Linked infant and junior schools are considered to be the same school for this criterion. Sibling definition will remain</p>
	<p>9. Children living nearest the school not within the defined radius.</p>
<p>For all criteria, priority will be given according to distance which will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the school using a computerised mapping system.</p>	

Heathrow Primary School and Harmondsworth Primary School

Existing criteria	Proposed criteria
<p>1. A looked after child (as defined in the Children Act 1989) or a child who was previously looked after but immediately after being looked after became subject to an adoption, child arrangement order, or a special guardianship order. (Statutory requirement)</p>	<p>1. A looked after child (as defined in the Children Act 1989) or a child who was previously looked after but immediately after being looked after became subject to an adoption, child arrangement order, or a special guardianship order. (Statutory requirement)</p>
<p>2. Children who suffer from a long term medical or psychological condition, which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or Hospital Consultant.</p>	<p>2. Children who suffer from a long term medical or psychological condition, which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or Hospital Consultant (will be expanded).</p>
<p>3. Children who have a member of the immediate family who suffer from a long term medical or psychological condition which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or hospital consultant. The supporting evidence in 3 and 4 above should set out the particular reasons why the school in question is the most suitable and the difficulties that would be caused if the child had to attend another school. The admission authority cannot give higher priority to children under these criteria if the required documents have not been produced.</p>	<p>3. Children who have a member of the immediate family who suffer from a long term medical or psychological condition which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or hospital consultant. The supporting evidence in Criteria 3 and 4 above should set out the particular reasons why the school in question is the most suitable and the difficulties that would be caused if the child had to attend another school. The admission authority cannot give higher priority to children under these criteria if the required documents have not been produced (will be expanded).</p>
<p>4. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission. A sibling refers to a brother or sister, half brother or sister with one parent in common, adopted brother or sister.</p>	<p>4. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission, living within the boundary streets and areas listed below (Sibling definition will remain):</p>

Existing criteria	Proposed criteria
	<p>4.a Harmondsworth Primary School Children who live with their parents in an area bounded by</p> <ul style="list-style-type: none"> • The M4 to the north • The M25 to the west • The M4 Spur to the east • The Bath Road to the south, including any children living between the Bath Road and the Northern Perimeter Road <p>and who do not fall within the priority areas for Heathrow Primary School, will be allocated places in order of distance, measured in a straight line from the school to home.</p> <p>4.b Heathrow Primary School</p> <ul style="list-style-type: none"> • Ashby Way • Blunts Avenue • Bomer Close • Chitterfield Gate • Harmondsworth Lane 2 to 46 & 1 to 59 • Hollycroft Close • Hollycroft Gardens • Kenwood Close • Russell Gardens • Sipson Close • Sipson Lane (from Sipson Road to M4 Spur) • Sipson Road 1-10 Copeswood Court • Sipson Road 239 to 501 & 356 to 544 • Sipson Way • Vincent Close • Vineries Close • Wykeham Close <p>For those children who were admitted to full time school prior to 31st August 2017, the existing sibling priority would still remain.</p>

Existing criteria	Proposed criteria
<p>5. Children living nearest the school. Distance will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the preferred school using a computerised mapping system. (In the case of Harmondsworth or Heathrow Primary Schools, boundary criteria)</p>	<p>5. Children living nearest the school living within the boundary streets and areas listed below:</p> <p>(a) Harmondsworth Primary School - Children who live with their parents in an area bounded by</p> <ul style="list-style-type: none"> • The M4 to the north • The M25 to the west • The M4 Spur to the east • The Bath Road to the south, including any children living between the Bath Road and the Northern Perimeter Road <p>and who do not fall within the priority areas for Heathrow Primary School, will be allocated places in order of distance, measured in a straight line from the school to home.</p> <p>(b) Heathrow Primary School</p> <ul style="list-style-type: none"> • Ashby Way • Blunts Avenue • Bomer Close • Chitterfield Gate • Harmondsworth Lane 2 to 46 & 1 to 59 • Hollycroft Close • Hollycroft Gardens • Kenwood Close • Russell Gardens • Sipson Close • Sipson Lane (from Sipson Road to M4 Spur) • Sipson Road 1-10 Copeswood Court • Sipson Road 239 to 501 & 356 to 544 • Sipson Way • Vincent Close • Vineries Close • Wykeham Close <p>Distance will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the preferred school using a computerised mapping system.</p>

Existing criteria	Proposed criteria
	7. Children of staff where the member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage.
	8. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission, living outside of the priority areas.
	9. Children living nearest the school not within the priority areas.
For all criteria, priority will be given according to distance which will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the nodal point or school using a computerised mapping system.	

Frithwood Primary School

Existing criteria	Proposed criteria
1. A looked after child (as defined in the Children Act 1989) or a child who was previously looked after but immediately after being looked after became subject to an adoption, child arrangement order, or a special guardianship order. (Statutory requirement)	1. A looked after child (as defined in the Children Act 1989) or a child who was previously looked after but immediately after being looked after became subject to an adoption, child arrangement order, or a special guardianship order. (Statutory requirement)
2. Children attending the linked infant school are given priority for admission to the junior school (this applies to junior school applications only).	2. Children who suffer from a long term medical or psychological condition, which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or Hospital Consultant (will be expanded).
3. Children who suffer from a long term medical or psychological condition, which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence	3. Children who have a member of the immediate family who suffer from a long term medical or psychological condition which makes it necessary for them to attend a particular school. Applications

Existing criteria	Proposed criteria
<p>from a GP or Hospital Consultant.</p>	<p>must be supported by medical evidence from a GP or hospital consultant.</p> <p>The supporting evidence in 3 and 4 above should set out the particular reasons why the school in question is the most suitable and the difficulties that would be caused if the child had to attend another school. The admission authority cannot give higher priority to children under these criteria if the required documents have not been produced (will be expanded).</p>
<p>4. Children who have a member of the immediate family who suffer from a long term medical or psychological condition which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or hospital consultant. The supporting evidence in 3 and 4 above should set out the particular reasons why the school in question is the most suitable and the difficulties that would be caused if the child had to attend another school. The admission authority cannot give higher priority to children under these criteria if the required documents have not been produced.</p>	<p>4. A nodal point will be used as an additional point of measurement using the coordinates 5081120/ 1912400 and a boundary area. 5 places will be available to pupils living closest to the nodal point within the boundary area. If fewer than 5 places are offered the remaining places will be offered to applicants meeting criterion 5 (Nodal point and boundary area will be defined)</p>
<p>5. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission. Linked infant and junior schools are considered to be the same school for this criterion. A sibling refers to a brother or sister, half brother or sister with one parent in common, adopted brother or sister.</p>	<p>5. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission, living within the defined radius. <i>For those children who were admitted to full time school prior to 31st August 2017, the existing sibling priority would still remain.</i> (sibling definition will remain).</p>

Existing criteria	Proposed criteria
<p>6. Children living nearest the school. Distance will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the preferred school using a computerised mapping system. (In the case of Harmondsworth or Heathrow Primary Schools, boundary criteria)</p>	<p>6. Children living nearest the school within the defined radius. Distance will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the preferred school using a computerised mapping system.</p>
	<p>7. Children of staff where the member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage.</p>
	<p>8. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission, living outside of the defined radius.</p>
	<p>9. Children living nearest the school not within the priority radius. Distance will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the preferred school using a computerised mapping system.</p>
<p>For all criteria, priority will be given according to distance which will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the nodal point or school using a computerised mapping system.</p>	

Deanesfield Primary School

Existing criteria	Proposed criteria
<p>1. A looked after child (as defined in the Children Act 1989) or a child who was previously looked after but immediately after being looked after became subject to an adoption, child arrangement order, or a special guardianship order. (Statutory requirement)</p>	<p>1. A looked after child (as defined in the Children Act 1989) or a child who was previously looked after but immediately after being looked after became subject to an adoption, child arrangement order, or a special guardianship order. (Statutory requirement)</p>
<p>2. Children attending the linked infant school are given priority for admission to the junior school (this applies to junior school applications only).</p>	<p>2. Children who suffer from a long term medical or psychological condition, which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or Hospital Consultant (will be expanded).</p>
<p>3. Children who suffer from a long term medical or psychological condition, which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or Hospital Consultant.</p>	<p>3. Children who have a member of the immediate family who suffer from a long term medical or psychological condition which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or hospital consultant. The supporting evidence in 3 and 4 above should set out the particular reasons why the school in question is the most suitable and the difficulties that would be caused if the child had to attend another school. The admission authority cannot give higher priority to children under these criteria if the required documents have not been produced.</p>
<p>4. Children who have a member of the immediate family who suffer from a long term medical or psychological condition which makes it necessary for them to attend a particular school. Applications must be supported by medical evidence from a GP or hospital consultant. The supporting evidence in 3 and 4 above should set out the particular reasons why the school in question is the</p>	<p>4. A nodal point will be used as an additional point of measurement using the coordinates 511114/ 185402. 15 places will be available to pupils living closest to the nodal point.</p>

Existing criteria	Proposed criteria
<p>most suitable and the difficulties that would be caused if the child had to attend another school. The admission authority cannot give higher priority to children under these criteria if the required documents have not been produced.</p>	
<p>5. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission. Linked infant and junior schools are considered to be the same school for this criterion. A sibling refers to a brother or sister, half brother or sister with one parent in common, adopted brother or sister.</p>	<p>5. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission, living within the proposed radius. For those children who were admitted to full time school prior to 31st August 2017, the existing sibling priority would still remain. (sibling definition will remain).</p>
<p>6. Children living nearest the school. Distance will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the preferred school using a computerised mapping system. (In the case of Harmondsworth or Heathrow Primary Schools, boundary criteria)</p>	<p>6. Children living nearest the school within the distance radius. Distance will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the preferred school using a computerised mapping system.</p>
	<p>7. Children of staff where the member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage.</p>
	<p>8. Children who have a sibling living in the same household who currently attend the full-time school (not the nursery) and will continue to do so on the date of admission, living outside of the priority radius.</p>

Existing criteria	Proposed criteria
	<p>9. Children living nearest the school not within the priority radius. Distance will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the preferred school using a computerised mapping system.</p>
<p>For all criteria, priority will be given according to distance which will be measured in a straight line from the point set by Ordnance Survey at the child's home address and the nodal point or school using a computerised mapping system.</p>	