

Appendix 11 - 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 ☐ Other ☒

Proposal to amalgamate Harefield Infant and Harefield Junior Schools, by closing Harefield Infant School and extending the age range of Harefield Junior School to become a Primary School for children aged 4-11.

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

Abi Preston - Director of Education and SEND
Julie Kelly - Director of Children's Services

Date assessment completed and approved by accountable person

Version 1: 23rd July 2025
Version 2: 18th August 2025

Names and job titles of people carrying out the assessment

James Rogers, School Place Planning Officer
Vicky Trott, Equality and Wellbeing Manager

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

The proposal to amalgamate Harefield Infant School and Harefield Junior School would be achieved by (technically) closing the infant school, expanding the age range of the junior school to admit children from 4 years old to 11 years old and transferring on-roll children at the infant school to the primary school roll.

Harefield Infant School and Harefield Junior School have been in a federation since October 2018. This means that, although they are legally two separate schools, they operate in many ways as one school. There is one federated Governing Board that

oversee both schools, one Executive Headteacher, and one Head of School for both schools.

Both of these schools are located adjacent to each other and effectively share one site. As they are community maintained schools, this means they are both maintained by Hillingdon Council and the Council owns the buildings and the land. All the pupils attending the schools at the time of amalgamation would transfer to the combined school.

The intended benefit of the proposal, if approved, is that the two schools, which are already federated and have benefited from economies of scale but remain two legal entities, can combine to become one primary school and will operate as such in the future.

The benefits in combining the existing schools into a new primary school through the proposed statutory amalgamation process include:

- A consistent approach to the ways in which children are taught and supported, recognising the current strengths of both schools.
- Increased opportunities for children in all key stages to come together for pastoral, social, and creative activities.
- Consistency of parental involvement throughout the primary phase of education by having the ability to foster longer-term relationships with families within one school.
- Communication between school and parents will be simplified, especially for parents with children in both schools. It would remove any duplication and ensure a joined-up approach for events, training and other matters.
- Removes the need for parents to apply for a place at the Junior School as children would automatically continue their education as part of one Harefield Primary school.
- Increased career development opportunities for staff through the sharing of a wider range of expertise and the possibility to gain experience and an understanding of all Primary Key Stages.
- Greater opportunity for cost effectiveness through economies of scale e.g. in purchasing, ensuring the best provision possible for the children.

A.2) Who are the pupils potentially affected by what you are assessing? What is their equality profile?

Pupil Demographics

Data is from January 2025 Census - children of statutory school age	Borough average (Primary)		Compared with similar Pupil Planning Areas (PPA's 1 and 13)		Harefield Infant School		Harefield Junior School		Amalgamated Harefield schools (Combined)		Comparisons	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%	Compared to average	Compared to similar PPA (1 and 13)
Total Pupils	26,301		900		134		201		335			
Male	13,463	51.2%	478	53.1%	76	56.7%	106	52.7%	182	54.3%	-3.14%	-1.22%
Female	12,838	48.8%	422	46.9%	58	43.3%	95	47.3%	153	45.7%	3.14%	1.22%
Disadvantage Pupils	5,988	22.8%	212	23.6%	19	14.2%	57	28.4%	76	22.7%	0.08%	0.87%
Eligible for Free School Meals	5,700	21.7%	209	23.2%	19	14.2%	57	28.4%	76	22.7%	-1.01%	0.54%
Service Families	243	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.92%	0.00%
English as Additional Language	13,700	52.1%	333	37.0%	22	16.4%	31	15.4%	53	15.8%	36.27%	21.18%
Ethnicity												
Total Pupils	26301		900		134		201		335			
Asian	9116	34.7%	208	23.1%	4	3.0%	11	5.5%	15	4.5%	30.18%	18.63%
White	8380	31.9%	435	48.3%	101	75.4%	159	79.1%	260	77.6%	-45.75%	-29.28%
White (Gypsy, Roma, and Traveller people)	128	0.49%	22	2.4%	10	7.5%	12	6.0%	22	6.6%	-6.08%	-4.12%
Mixed	3664	13.9%	149	16.6%	13	9.7%	14	7.0%	27	8.1%	5.87%	8.50%
Other	2374	9.0%	52	5.8%	8	6.0%	8	4.0%	16	4.8%	4.25%	1.00%
Black	2220	8.4%	49	5.4%	8	6.0%	7	3.5%	15	4.5%	3.96%	0.97%
Refused	291	1.1%	5	0.6%			2	1.0%	2	0.6%	0.51%	-0.04%
Information not obtained	110	0.4%										
Chinese	96	0.4%										
Blank	50	0.2%	2	0.2%								
SEN Support												
Total number of Children with SEN Support	3890	14.79%	190	21.11%	23	17.16%	40	19.90%	63	18.81%	-4.02%	2.31%
SEN EHCP												
Total number of Children with SEN EHCP	909	3.46%	27	3.00%	4	2.99%	10	4.98%	14	4.18%	-0.72%	-1.18%

The data shows that:

Sex

Male pupils are slightly overrepresented in the combined roll of both Harefield Schools, representing 54.3% of the total roll, which is +3.1% above the borough average (51.2%) and +1.2% above similar Place Planning Areas (PPA).

Disadvantaged Pupils and Pupils Eligible for Free School Meals

22.7% of pupils at Harefield schools are eligible for Free School Meals (FSM), +1% above the borough average (21.7%) and –0.5% compared to similar PPAs (23.2%).

English as an additional language (EAL)

15.8% of pupils on roll at Harefield schools have EAL, which is –36.30% below the borough average (52.1%) and –21.20% below similar PPAs (37%).

Ethnicity

The top three ethnic groups of pupils attending Harefield schools are: 77.6% White, 8.1% Mixed, and 4.8% Other background, compared to the top three ethnic groups for the borough average across Primary settings of 34.7% Asian, 31.9% White, and 13.9% Mixed.

The top three ethnic groups of the similar pupil planning areas are 48.3% White, 23.1% Asian and 16.6% Mixed.

Of the 77.6% White pupil population, 6.6% are from the Gypsy, Roma and Irish Traveller background, this is proportionately more than the total borough population

of 0.5% (6.1% higher) and similar PPA population of 2.4% (4.2% higher).

SEN Support and SEN EHCP

The proportion of pupils at Harefield schools receiving SEN Support is 18.81%, +4.02% above borough average (14.79%) and –2.3% below similar PPAs (21.11%).

The proportion of pupils at Harefield schools with an EHCP is 4.18%, +0.7% above the borough average (3.46%) and +1.2% higher than similar PPAs (3%).

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

Stakeholders	Interest
Pupils currently on roll at Harefield Infant and Harefield Junior Schools	To ensure that there is continuity of education, emotional well-being, access to consistent teaching and support services, and minimal disruption during transition.
Parents and Carers of pupils currently on roll at Harefield Infant and Harefield Junior Schools	To ensure that there is continuity of education, emotional well-being, access to consistent teaching and support services, and minimal disruption during transition.
Harefield Infant and Harefield Junior Schools Staff	To ensure that there is continuity of education, emotional well-being, access to consistent teaching and support services, and minimal disruption during transition.
School Leadership and Governing Body	<p>To ensure that there is continuity of education, emotional well-being, access to consistent teaching and support services, and minimal disruption during transition.</p> <p>To ensure effective governance, maintaining educational standards, and managing the transition smoothly.</p>
Director of Children's Services & Director of Education & SEND	To ensure that there is continuity of education, emotional well-being, access to consistent teaching and support services, and minimal disruption during transition.

	To ensure strategic oversight of education provision, ensuring compliance with statutory duties and alignment with council priorities.
Cabinet Leader and Council Cabinet	<p>To ensure that there is continuity of education, emotional well-being, access to consistent teaching and support services, and minimal disruption during transition.</p> <p>To ensure strategic oversight of education provision, ensuring compliance with statutory duties and alignment with council priorities.</p>
Local Residents	To ensure the preservation of the identity and cohesion of the local community, ensuring local children have access to quality education, and maintaining the use of school facilities for community purposes.

A.4) Which protected characteristics or community issues are relevant to the assessment?

Protected Characteristics	Comments
Age	All pupils enrolled at the time of amalgamation would transition to the combined school, with staffing requirements expected to remain consistent. The existing school buildings would continue to be utilised by the amalgamated school.
Disability	The schools have mainstream provision and do not have additionally resourced provision for pupils with special educational needs. The school has children with SEND needs on roll as detailed below.
Gender reassignment	This consideration is not applicable within the scope of the proposed school amalgamation.
Marriage or civil	This consideration is not applicable within the scope of the proposed school amalgamation.
Pregnancy or maternity	This consideration is not applicable within the scope of the proposed school amalgamation.
Race/ Ethnicity	The proposal does not involve any change to the schools' category. They will continue to operate as community schools, welcoming pupils of all racial and ethnic backgrounds. As these schools serve their local catchment areas, the ethnic composition of the pupil population reflects the diversity of the surrounding communities.
Religion or belief	The school category would remain unchanged following the amalgamation if it is approved. These schools continue to operate as community schools, serving pupils from their local area. Accordingly, the religious and belief profiles of the student populations reflect the characteristics of their respective communities.
Sex	The co-educational status of the school remains unchanged as a result of the proposed amalgamation. These are community schools that primarily serve their local catchment areas, and the gender composition of their pupil populations reflects the demographic of profile of those communities.
Sexual Orientation	This consideration is not applicable within the scope of the proposed school amalgamation.
Socio-economic status	This consideration is not applicable within the scope of the proposed school amalgamation.
Carers	This consideration is not applicable within the scope of the proposed school amalgamation.
Community Cohesion	This consideration is not applicable within the scope of the proposed school amalgamation.
Community Safety	This consideration is not applicable within the scope of the proposed school amalgamation.
Human Rights	This consideration is not applicable within the scope of the proposed school amalgamation.

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?

The data in section A2 shows that there is a cohort of pupils in the proposed combined school who are proportionately more likely to be White boys, who have English as a first language, who are receiving SEN support, and who are from the Gypsy, Roma, Irish Traveller community, when compared to the borough primary school population as a whole.

Should the proposals be agreed, the impact of the changes will be monitored on an ongoing basis and any mitigation actions put in place where required.

Consultation

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

Please tick NO ☐

YES ☒

This assessment is part of a wider consultation with stakeholders regarding the proposed amalgamation of the schools.

A pre-publication consultation was held between Monday 17th March 2025 and Wednesday 30th April 2025, with 3 virtual information sessions held for stakeholders.

The end of the consultation was originally the Thursday 17th April 2025, however, this was extended to 30th April following a request during a consultation event with the school and other stakeholders, to provide additional time as a result of the school holidays.

The statutory consultation started on Wednesday 18th June and ended on Wednesday 30th July at 5pm, with 3 virtual and 2 in-person information sessions held for stakeholders.

Staff members, Parents, Carers and Local residents who may be affected by the proposal have been encouraged to take part in the consultation and virtual and in-person information sessions have been held.

A summary of themes raised from the consultation responses has been included below in section B.4.

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

Local context

Harefield Infant and Harefield Junior Schools are federated and operate under the same governance and leadership, with both schools being located on adjacent sites. For children and staff members at the schools, both schools already have shared identity and uniform.

The proposed amalgamation would formally unite the children and staff members in one school whilst retaining the Harefield identity. There will be no impact on the day to day running of the school as children will continue in the same classes and be taught in the same buildings. The proposed amalgamation would not displace any pupils, or have any impact on travel, and will therefore have no impact on the community.

The proposal would result in additional certainty for parents as children would have access to an all-through primary education. If the proposal is approved and amalgamation takes place from 1st April 2026, pupils on roll at Harefield Infant School would have places at the expanded Harefield Junior School (which would become the Primary school) and pupils in Year 2 at the time would automatically transition to Year 3.

Other considerations such as proposals to change any element of the uniform as a result of the amalgamation, if approved, will be the decision of the school leadership team.

Financial context

Under the current arrangement, the infant and junior schools are funded separately, each receiving a lump sum and per-pupil funding based on their respective age ranges. While this is consistent with the National Funding Formula (NFF), it can lead to funding disparities when compared to other all-through primary schools.

By amalgamating into a single primary school, the new institution would:

- **Receive funding in line with all-through primary schools**, ensuring consistency and fairness in how resources are allocated.
- **Improve financial stability and planning**, reducing administrative duplication and allowing for more flexible deployment of staff and resources.
- **Support long-term sustainability**, particularly in the context of fluctuating pupil numbers and increasing cost pressures.

Loss of second lump sum funding

Following the proposed amalgamation, the new primary school would receive only one lump sum of funding instead of the two currently allocated to the separate infant and junior schools. This would lead to a phased reduction in funding over three years, eventually resulting in a permanent annual budget decrease of approximately £159k a year.

The amalgamated school is expected to achieve enhanced economies of scale which may help to alleviate the financial pressures arising from the reduction in

funding, but it will ultimately be the school's decision how the budget is allocated. The governing body will be responsible for managing this change, with the financial and operational impact subject to ongoing monitoring and review to ensure effective oversight and accountability.

If the proposal is approved, the Harefield primary school would receive the same level of lump sum funding as other primary schools across Hillingdon.

Other information and considerations

Impact on Staff

The proposed amalgamation of the infant and junior schools is not anticipated to have a direct impact on existing staff, as all personnel will continue to be employed within the expanded primary school following a TUPE process. The management of the school's budget will remain the responsibility of the governing body, and any future considerations regarding staffing arrangements or organisational changes will fall within their remit, which may require the school to complete a new Equalities Impact Assessment in the future. The amalgamation itself does not lead to any direct impact on staff.

Free School Meals and Pupil Premium

The proposed amalgamation of the infant and junior schools will not affect pupils' eligibility for Free School Meals (FSM) or the associated Pupil Premium funding. These entitlements are determined by individual family circumstances and are not impacted by changes to school structure or governance and is not expected to negatively impact community engagement or access to enrichment activities such as school trips, workshops, or cultural events. This is calculated on a per pupil basis, therefore, will remain consistent.

SEND context

Funding provided for children with SEND, including notional funding and top up funding, will not be impacted by any decision to amalgamate the schools. This is calculated on a per pupil or individual basis and therefore will remain consistent.

Uniform

There is no impact to uniform as the current uniform is the same in both schools except for minor changes to the logo. However, the school states that they do not expect parents to have to purchase uniform with logos, therefore there is not expected to be any impact as a result of amalgamation.

B.4. Consultation responses

Consultation responses

Some respondents to the statutory consultation raised concerns that the proposal may disproportionately impact the Gypsy, Roma and Traveller (GRT) community,

children with Special Educational Needs and Disabilities (SEND), and those eligible for Free School Meals (FSM) or Pupil Premium Funding.

Harefield Schools have established a strong and positive relationship with the Gypsy, Roma and Traveller (GRT) community, and the local authority will continue to work closely with the school to monitor the impact of any changes on attendance, engagement, and attainment for this group. We are committed to responding swiftly and effectively to any issues that may arise during the transition, following a formal decision being made by Cabinet if the proposed amalgamation is approved.

As previously outlined, funding for children with SEND, including notional funding and top up funding, will not be impacted by any decision to amalgamate the schools. Similarly, eligibility for FSM and Pupil Premium is determined by individual family circumstances and will not be impacted by the amalgamation.

The local authority remains dedicated to ensuring that all children, regardless of background or need, are supported to succeed in their education. While decisions regarding school-level changes rest with the governing body, we will continue to work in partnership with the school to ensure that, should the proposed amalgamation be approved by Cabinet, the transition is managed in an inclusive and equitable manner.

C) Conclusions

The proposal to amalgamate Harefield Infant and Harefield Junior schools is not anticipated to have any material effect; the primary school would largely operate as the two schools do currently.

The proposal cannot pre-empt the decisions that the governing body may make regarding their budget allocation, should the proposed amalgamation be approved by Cabinet, following the loss of the second lump sum. However, the local authority remains committed to supporting and working closely with the school throughout any potential transition.

The assessment shows that there is a cohort of pupils in the proposed combined school who are proportionately more likely to be White boys, who have English as a first language, who are receiving SEN support, and who are from the Gypsy, Roma, Irish Traveller community, when compared to the borough primary school population as a whole.

The amalgamation process will be carried out in a supportive way, ensuring that the needs of the pupils are taken into consideration throughout.

The outcome and potential impact of the proposed amalgamation will be monitored in conjunction with the school and governors, and any mitigating actions put in place where required.

Signed and dated:  18.08.2025

Name and position: Abi Preston, Director of Education and SEND