



**HILLINGDON**  
LONDON

# Equality and Human Rights Impact Assessment: Proposed Amalgamation of Whitehall Schools

## 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 Whitehall Infant and Whitehall Junior Schools, by closing Whitehall Infant School and extending the age range of Whitehall 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 SEND and Education  
Julie Kelly - Director of Children's Services

Date assessment completed and approved by accountable person

23<sup>rd</sup> February 2026

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 Whitehall Infant School and Whitehall Junior School would be achieved by closing the infantschool, expanding the age range of the junior school to admit children from 3 years old to 11 years old and transferring on-roll children at the infant school to the primary school roll.

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, and there would be a similar staffing need.

The intended benefit of the proposal, if approved, is that the two schools, which currently operate as separate 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 Whitehall 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 Oct 2025 Census - children of statutory school age	Borough average (Primary)		Compared to rest of planning area (PPA 6)		Whitehall Infant School		Whitehall Junior School		Amalgamated Whitehall schools (Combined)		Comparisons	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%	Compared to Borough average	Compared to rest of planning area
<b>Total Pupils</b>	25,529		2494		279		419		698			
Male	12,955	50.7%	1256	50.4%	146	52.3%	218	52.0%	364	52.1%	-1.40%	-1.79%
Female	12,574	49.3%	1226	49.2%	133	47.7%	201	48.0%	334	47.9%	1.40%	1.31%
Disadvantage Pupils	5,914	23.2%	645	25.9%	79	28.3%	148	35.3%	227	32.5%	-9.36%	-6.66%
Eligible for Free School Meals	5,611	22.0%	578	23.2%	74	26.5%	142	33.9%	216	30.9%	-8.97%	-7.77%
Service Families	237	0.9%	59	2.4%	3	1.1%	5	1.2%	8	1.1%	-0.22%	1.22%
English as Additional Language	13,275	52.0%	1337	53.6%	169	60.6%	226	53.9%	395	56.6%	-4.59%	-2.98%
<b>Ethnicity</b>												
Total Pupils	25529		2494		279		419		698			
Asian	8295	32.5%	566	22.7%	77	27.6%	101	24.1%	178	25.5%	6.99%	-2.81%
White	7391	29.0%	817	32.8%	61	21.9%	108	25.8%	169	24.2%	4.74%	8.55%
Mixed	3264	12.8%	402	16.1%	30	10.8%	65	15.5%	95	13.6%	-0.82%	2.51%
Other	2057	8.1%	224	9.0%	35	12.5%	62	14.8%	97	13.9%	-5.84%	-4.92%
Black	1905	7.5%	155	6.2%	29	10.4%	52	12.4%	81	11.6%	-4.14%	-5.39%
Refused	260	1.0%	29	1.2%	4	1.4%	4	1.0%	8	1.1%	-0.13%	0.02%
Information not obtained	97	0.4%	34	1.4%		0.0%	1		1	0.1%	0.24%	1.22%
Chinese	81	0.3%	21	0.8%			1	0.2%	1	0.1%	0.17%	0.70%
Blank	2179	8.5%	246	9.9%	43	15.4%	25	6.0%	68	9.7%	-1.21%	0.12%
<b>SEN Support</b>												
Total number of Children with SEN Support	3717	14.56%	356	14.27%	46	16.49%	67	15.99%	113	16.19%	-1.63%	-1.91%
<b>SEN EHCP</b>												
Total number of Children with SEN EHCP	927	3.63%	62	2.49%	8	2.87%	11	2.63%	19	2.72%	0.91%	-0.24%

The data shows that:

### Sex

Male pupils are slightly overrepresented in the combined roll of both Whitehall Schools, representing 52.1% of the total roll, which is +1.4% above the borough average (50.7%) and +1.8% above average of Place Planning Area 6 (PPA).

### Disadvantaged Pupils and Pupils Eligible for Free School Meals

30.9% of pupils at Whitehall schools are eligible for Free School Meals (FSM), +9% above the borough average (22.0%) and +7.7% compared to average of PPA 6 (23.2%).

### English as an additional language (EAL)

56.6% of pupils on roll at Whitehall schools have EAL, which is +4.6% above the borough average (52.0%) and +2.9% above the average of PPA 6 (53.6%).

### Ethnicity

The top three ethnic groups of pupils attending Whitehall schools are: 25.5% Asian, 24.2% White, and 13.9% Other, compared to the top three ethnic groups for the borough average across Primary settings of 32.5% Asian, 29.0% White, and 12.8% Mixed.

The top three ethnic groups of the average pupil planning area 6 are 32.8% White, 22.7% Asian and 16.1% Mixed.

### SEN Support and SEN EHCP

The proportion of pupils at Whitehall schools receiving SEN Support is 16.2%, +1.6% higher than the borough average (14.5%) and +1.9% above the PPA 6 average (14.2%).

The proportion of pupils at Whitehall schools with an EHCP is 2.75%, -0.91% below the borough average (3.63%) and +0.24% higher than the PPA 6 average (2.49%).

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

<b>Stakeholders</b>	<b>Interest</b>
Pupils currently on roll at Whitehall Infant and Whitehall 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 Whitehall Infant and Whitehall 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.
Whitehall Infant and Whitehall 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 Leaderships and Governing Bodies	<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 SEND & Education	<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>

<p>Cabinet Leader and Council Cabinet</p>	<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>
<p>Local Residents</p>	<p>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.</p>

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

<b>Protected Characteristics</b>	<b>Comments</b>
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 indicates that, within the proposed combined school, there is a group of pupils who are proportionately more likely to be boys who identify as from an 'other' ethnic background, to have English as an additional language, and to be receiving SEN support, compared with the borough's primary school population overall.

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 Tuesday 20<sup>th</sup> January 2026 and Friday 13<sup>th</sup> February 2026, with 3 virtual information sessions held for stakeholders.

The statutory consultation started on Wednesday 25<sup>th</sup> February and will end on Wednesday 25<sup>th</sup> March at 5pm.

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.

The results of the statutory consultation will be considered and used to inform an updated Equality Impact Assessment if required.

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

Whitehall Infant School and Whitehall Junior School are both community-maintained and situated next to each other. In their most recent Ofsted inspections, each school received a 'Good' rating.

The proposed amalgamation would formally unite the children and staff members in one school whilst retaining the Whitehall 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 September 2026, pupils on roll at Whitehall Infant School would have places at the expanded Whitehall 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

One of the key drivers for the proposed amalgamation is the opportunity to align the school's funding structure with that of other primary schools locally and nationally. 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 inefficiencies and 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 £165k a year.

The amalgamated school is expected to benefit from greater economies of scale, including savings generated by the need for only one headteacher, which may help

ease financial pressures caused by reduced funding. However, decisions about where specific savings will be made rest with the school. The governing body will oversee this transition, with the financial and operational implications subject to ongoing monitoring and review to ensure effective oversight and accountability

If the proposal is approved, the Whitehall 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. 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.

Staff would not be subject to a TUPE process, as employees at both schools are already employed by the London Borough of Hillingdon.

#### **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 basis 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.

## **C) Conclusions**

The proposal to amalgamate Whitehall Infant and Whitehall Junior schools is not anticipated to have any material effect; the primary school would largely operate as it does 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 boys who identify as from an 'other' ethnic background, to have English as an additional language, and to be receiving SEN support, compared with the borough's primary school population overall.

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

Consideration will be given to the need to update this assessment following the results of the consultation exercise.

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:** 

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