

Regeneration strategy plan Kingsgate primary school expansion to Liddell Road



- 1.1 The plan above shows the scope of the proposal to expand Kingsgate primary school as part of a mixed use redevelopment of Liddell Road, NW6. This plan shows the location of each of the land uses proposed within the site.
- 1.2 The final shape and arrangement of individual blocks would undergo further design development, subject to the plans continuing to provide the uses and functions as set out within the text of the report, and within the overall finances of the project.

APPENDIX ENDS

## **REPORT ON PUBLIC CONSULTATION ON PROPOSALS TO EXPAND KINGSGATE PRIMARY SCHOOL OCTOBER 2013**

This report describes the consultation carried out during September and October 2013 on proposals to expand Kingsgate primary school to create 420 new primary school places as part of a mixed redevelopment at Liddell Road, NW6. The report describes how the consultation was organised and summarises the responses received. The concerns and issues are reviewed and discussed in the final section.

In summary, more people are in favour of the expansion than are against it. 48% of respondents, including most parents, were in favour of expanding Kingsgate and 41% are against it. Those against included a number of responses from businesses who would lose their premises if the proposal goes ahead. Overall, 52% of respondents were in favour of redeveloping Liddell Road. Two key statutory consultees, Barnet Council and the London Diocesan Board, responded in favour of the proposals.

Ward Councillors for West Hampstead and Fortune Green are in favour of creating more primary school places locally, but are against the proposals to expand Kingsgate primary school, preferring the creation of a new academy or free school.

A range of issues were raised in the consultation and these are reviewed and addressed in detail below.

### **Consultation process**

4,000 leaflets were distributed.

70 people attended the open consultation events in September 2013, and 77 submitted a consultation response, either online or by post. Local community organisations and ward councillors sent in considered responses to the proposals.

77 consultation responses were received in total, of these:

- 47 online surveys or email, 29 on paper forms, 1 letter.
- 9 from businesses (12%) 5 from parents or residents/parents (7%) 60 came from residents (79%) the remainder (3%) came from organisations including London Borough of Barnet

Correspondence in response to the consultation were received from:

- Ward councillors for West Hampstead and Fortune Green
- Barnet Council
- London Diocesan Board
- Sidings Community Centre
- West Hampstead and Fortune Green Neighbourhood Development Forum
- West Hampstead Amenity and Transport (WHAT)
- CGMS consulting on behalf of Travis Perkins

The consultation responses are available for the Director and the Cabinet Member to consider.

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Overall, 52% of respondents were in favour of redeveloping Liddell Road. Ward councillors for West Hampstead and Fortune Green are in favour of creating more primary school places locally, but are against the proposals to expand Kingsgate school, preferring the creation of a new academy or free school. Two key statutory consultees, Barnet Council and the London Diocesan

Board for Schools, responded in favour of the proposals

A range of issues were raised in the consultation and these are reviewed and addressed in detail below. The following is a summary of the consultation responses received:

### Summary of responses

Questions (quantitative)	In favour of expansion	Against expansion	Don't know
<b>Regarding the proposed expansion of Kingsgate school from two forms of entry to four forms of entry:</b> overall do you consider yourself to be in favour of expansion/ against expansion / don't know	Business 0 Parent 2 Resident 32 Res/ Parent 1 Local Group 1 LEA 1 <b>Total 37 (48%)</b>	Business 8 Parent 0 Resident 24 Res/ Parent 0 Local Group 0 LEA 0 <b>Total 32 (42%)</b>	Business 1 Parent 1 Resident 5 Res/ Parent 1 Local Group 0 LEA 0 <b>Total 8 (10%)</b>
	<b>In favour</b>	<b>Against</b>	<b>Don't know</b>
<b>Regarding the proposed to put Kingsgate infants and nursery provision onto the Liddell Road site with junior provision staying at Kingsgate Road:</b> overall do you consider yourself to be in favour /against /don't know	Business 0 Parent 2 Resident 25 Res/ Parent 1 Local Group 1 LEA 1 <b>Total 30 (39%)</b>	Business 8 Parent 0 Resident 28 Res/ Parent 1 Local Group 0 LEA 0 <b>Total 37 (48%)</b>	Business 1 Parent 1 Resident 8 Res/ Parent 0 Local Group 0 LEA 0 <b>Total 10 (13%)</b>
	<b>In favour</b>	<b>Against</b>	<b>Don't know</b>
<b>Regarding the proposed redevelopment:</b> overall, I would consider myself to be in favour of the redevelopment / against the redevelopment / don't know  <i>3 'no response' received (4%).</i>	Business 0 Parent 2 Resident 35 Res/ Parent 1 Local Group 1 LEA 1 <b>Total 40 (52%)</b>	Business 9 Parent 0 Resident 19 Res/ Parent 1 Local Group 0 LEA 0 <b>Total 30 (38%)</b>	Business 0 Parent 0 Resident 5 Res/ Parent 0 Local Group 0 LEA 0 <b>Total 5 (6%)</b>

### Comments, issues and concerns raised

#### Sample comments:

"I am in favour of the split of Junior vs. Infant split. I also think that the infant portion would benefit most from the bespoke facilities allowed by the new site."

"I strongly support the proposed expansion of Kingsgate School. There is a great need for more Primary School places in North West Camden and this proposal appears to be the best way of securing high quality additional places in the fastest time against the background of cuts to central government capital budgets for primary schools and acute pressure on Camden's capital budgets."

"I think this is a truly terrible idea which is politically motivated as it gets round having to open another academy/free school. What possible justification could there be for expanding a primary school by opening a second site a 10-15 min walk away? If there is a shortage of primary places in the area, a second school should be opened in the proposed site in Liddell Road or elsewhere leaving Kingsgate to carry on as it does already."

“There is a need for more primary school places and Kingsgate School has an excellent record”

“[The school] should use the Camden admissions criteria and separately measure the distance criteria for each site. An additional criteria could be giving some priority to children living to the north of the railway lines.”

“We are concerned about the size of primary school this will create - far bigger than other primary schools in the area.”

“The preliminary image of the redevelopment raises concerns regarding privacy, natural light and noise for our residence, as well as concerns regarding parking on Maygrove Road ... parents on the school run would make parking impossible, and substantially increase traffic in the street.”

“We are concerned about the scale of housing being proposed on the site (100-140 homes). We don't think the Council has considered the impact of other approved/pending planning permissions in the immediately surrounding area on Maygrove Road and Iverson Road, totalling nearly 200 new homes. We are concerned about the impact on Maygrove Peace Park and would like to see it expanded ... We are also concerned about the loss of jobs when the existing businesses are closed”

“The area is growing and there are many new developments. School capacity should be increased to accommodate and encourage families to the area.”

“Liddell Road needs developing - no present community use”

“Logistically this is not ideal for parents with children of different ages “

“I am in favour so long as the timings of starting and finishing school in both buildings work for parents who may have a child in both buildings”.

### Commentary on issues raised

Issues raised	Officer responses
<b>How do we know there will be a need for school places in 2016?</b>	For a number of years families in the North West of the borough have struggled to find a local reception class place and Camden’s school place planning indicates that there will continue to be a pressing need in this area in the future.
<b>Why is Kingsgate primary school being expanded rather than a new primary school being created?</b>	Kingsgate is an outstanding school and is very popular with local parents. The Kingsgate leadership team is in favour of expanding the school and the school has proved to be capable and successful with this age group. The expansion would enable Kingsgate to build on its success, enabling the school to offer a wider curriculum and increase the opportunity for local parents to gain a place for their children at their preferred school.
<b>How will the school manage two sites?</b> Concerns about travel, traffic and transport	The head teacher and governors have carefully considered how they will manage across both sites and an education vision for the new expanded school is being developed in discussion with parents – it is the school’s intention to have a member of the Senior Leadership Team present on each site all the time the school is open. Most teachers will be based at one of the sites, and only the head teacher and a few senior and specialist teachers will move between the sites on a daily basis.

<p><b>Why is there a split into infants and juniors rather than two 2FE primary schools on both sites?</b></p>	<p>The school considered both options and felt that there were greater educational advantages to creating larger year groups of children.</p> <p>In addition:</p> <ul style="list-style-type: none"> <li>• Children have a larger number of same age peers to learn and play with</li> <li>• Staff are better able to develop and share expertise with colleagues.</li> <li>• Resources can be better managed across a larger year group.</li> </ul>
<p><b>Why are the infants moving to Liddell Road rather than the junior children? Won't children face a worse environment when they join the junior school?</b></p>	<p>The layout of the buildings at the current Kingsgate primary school is better suited to teaching junior school children. The facilities needed for the younger children – such as direct access from the classroom to outside spaces - are able to be newly built on the Liddell Road site.</p> <p>As well as a brand new infants building, the Council is currently undertaking works to improve the quality of the teaching spaces at Kingsgate and increase the number of classrooms. This will allow for additional bulge classes. Further changes at the current Kingsgate buildings will be made to increase the size of some of the smaller classrooms for the junior school children if the expansion goes ahead.</p>
<p><b>Will there be enough playing fields/MUGA for Infants/Nursery?</b></p>	<p>Yes, the guidelines for outside play and learning space on constrained sites will be met and the new arrangements would be at least as good as the existing arrangements.</p>
<p><b>Won't it be too difficult for younger children to walk between sites? How will parents with a child at both sites manage?</b></p>	<p>The school has considered how best to manage this issue and is keen to work with parents to address any concerns they may have. Opening and closing times could be staggered between the two sites, breakfast clubs and after school activities for children will make pick up and drop off times more flexible. A 'walking bus' for children between the two sites could be organised if there is demand.</p>
<p><b>How will the new admissions to the school be managed?</b></p>	<p>It is proposed that the expansion will be managed incrementally with 60 new places being offered in reception each year until 2022.</p> <p>When the new school buildings open in 2016, 60 new places would be offered to children in reception, which will have four forms of 30 children. In 2017, these 120 children would move on into the next year group and a further 120 children will be offered reception places. The school will reach full capacity in 2022, when the children who started at school in 2016 start their final year at primary school in year 6.</p>
<p><b>Where will the admissions point for the school be?</b></p>	<p>If the expansion is approved, the school will be considering any changes to its published admissions policy in January 2015, and it may consider moving the admissions point to halfway between the two sites. Any proposed change will be consulted upon.</p>
<p><b>Won't the new school be full of children from Brent?</b></p>	<p>There is no reason to believe that it will be any easier for Brent children to access places than at present. The aim of moving the admission point would be to ensure that the local community continue to have fair access to the new school building.</p>
<p><b>Could there be two admissions points for the school?</b></p>	<p>No it's not legal to do this under the admissions code.</p>
<p><b>Will moving the admission</b></p>	<p>This would have to be considered if there is a proposal to</p>

<b>point to the midpoint disadvantage children from the estate south of Kingsgate School?</b>	move the admissions point. The admission point would only move to ensure the local community continue to have fair access to the new school building. We believe that providing the additional school places should offset any impact of a change in the admissions point. We expect that those families who currently access the school places at Kingsgate will continue to be eligible for a place on distance criteria, though this does change every year.
<b>Will children from north of Liddell road and on the other side of the railway be disadvantaged?</b>	Kingsgate admissions are measured as the crow flies, so the railway is not considered and the actual distance families have to walk to the school is not a consideration.
<b>Won't the nursery take business from the existing children's centre at Sidings Community Centre?</b>	There is no lack of demand for early education and childcare places in the West Hampstead area. The Council believes there will be plenty of interest in places at both and there is significant demand for the additional places at Kingsgate.
<b>How many new homes are proposed for the new development?</b>	The proposal is for between 120 and 140 new houses. The final proposal would depend on the detailed design and height of the residential block and the area of commercial space that is provided at the front of the site. If the principle of expansion is approved, the detailed proposals for the redevelopment of Liddell Road will be the subject of separate consultation during the design and planning process next year.
<b>What about the loss of employment?</b>	Encouraging and promoting economic growth and creating conditions for increasing employment opportunities are one of the Council's highest priorities. The proposed redevelopment will provide new high quality commercial space. Our appraisal of the demand for this new space is that the number of jobs in the new units proposed for the site will be the same as and may exceed the existing number of jobs on the site. 40 new jobs will also be created on site at the new school buildings.
<b>Where will the existing businesses go?</b>	The Council has appointed a property search consultant to work with the businesses affected by the proposal. The consultant will help businesses to identify their future requirements, and search for suitable premises.
<b>Why can't existing businesses stay on the site?</b>	The proposals for the new site are 'mixed use' so residential units are being built. The existing businesses are light industrial, some of which are not compatible with residential use. The new space will be built over five floors and the upper floors will not be suitable for businesses that need continuous ground floor access. In order to build the new development the Council will need to clear the whole site during the construction. Some of the existing businesses may wish to consider taking new tenancies in the new business units when they are completed.
<b>Will Maygrove Peace Park become a thoroughfare? Will Maygrove Peace Park be full of children with a school so close by?</b>	The Council believes that improving the access to Maygrove Peace Park through the site will be a benefit for local residents. The redevelopment will create new areas of public open space. The Council also wants to encourage families to make best use of Camden's outside environment, such as Maygrove Peace Park. The Council will be working closely with the Friends of Maygrove Peace Park and the school to identify and manage any issues that may arise. The school would have its own sufficient play provision for children who attend the school.

<b>What will happen to the public open space and trees on Maygrove Road?</b>	The open space and trees between Maygrove Road and the site will be protected. Additional trees will be planted on the site as part of the landscaping.
<b>Won't this development cause more traffic and parking problems?</b>	The Council's policy is to discourage car use. Parents are encouraged to bring their children to school on foot, or by bicycle, or by public transport – this is reflected in the school's travel plan. The new homes built on the site will be built without parking spaces to discourage car use. There will be disabled parking spaces. Residents of the new homes will not be eligible for parking permits within the controlled parking zone on Maygrove Road. The site has very good transport links.
<b>Will there be lots of noise and disruption when school and accommodation is built?</b>	It's not possible to redevelop a site without some noise and disruption. However, this will be managed through a Construction Management Plan, and there are strict limits imposed on the hours that contractors can work.
<b>Why not abandon the expansion, and put an academy or free school on the Liddell Road site? If you did there would be no need for the housing.</b>	Once the Council identified the need for the new school places, the government guidance indicates that the local authority should bear the cost of developing any new school. The Education Act 2011 changed the arrangements for establishing new schools and introduced section 6A (the academy presumption) to the Education and Inspections Act 2006. However, Council's in their role as commissioners of new school places are required to continue to plan for and secure sufficient schools and places for their area in line with their duties under section 14 of the Education Act 1996. In these austere times, the Council can only fund any new school buildings by selling land for new homes. Kingsgate is a popular school and the expansion has already been welcomed by parents at initial consultation events.
<b>Why not build on park land adjacent to the existing Kingsgate campus?</b>	Planning restrictions do not allow the Council to build on designated park land and it would not be desirable to lose much needed open space which benefits all local residents.
<b>Why not build a second campus, or a Free School/Academy on 156 West End Lane?</b>	The site at 156 West End Lane has been considered for school use. The site is significantly smaller than Liddell Road (approx. 6,000sqm compared to 10,500sqm) and presents far greater challenges and risks. It was not considered to be an appropriate site for educational use. The earliest that the additional school places could be available through the redevelopment of 156 West End Lane would be 2018; whereas Liddell Road can be redeveloped to offer places by 2016.

APPENDIX ENDS



**DRAFT STATUTORY NOTICE**

**Expansion of Kingsgate Primary School from 2 to 4 forms of Entry (2FE to 4FE)**

Notice is given in accordance with section 19(1) of the Education and Inspections Act 2006 that London Borough of Camden intends to make a prescribed alteration to Kingsgate Primary School, Kingsgate Road, London, NW6 4LB from 01 September 2016.

The Council is proposing to expand the school from 2 forms (60 pupils) per year group, to 4 forms (120 pupils) per year group, from September 2016 onwards, and for these additional year groups to filter up into subsequent years, meaning the whole school will reach capacity by 2022/23.

The School will be split into an Infants and Junior campus in September 2016. This will be done by expanding the school onto a site nearby at Liddell Road, London, NW6 2EW, which is being redeveloped to provide new housing and employment opportunities as well as education provision. The school would have an Infant (3-7 years) and Junior (7-11 years) building. The infants' and nursery provision would move to new school buildings at Liddell Road, designed in line with government guidelines. The existing school buildings at Kingsgate Road would be remodelled to provide modern and flexible learning spaces for junior aged children. The organisation of the school post September 2016 would be

- Up to 480 seven to eleven year-olds would be taught on the existing Kingsgate Road site
- Up to 412 three to seven year-olds (including nursery children) would be accommodated at the Liddell Road development.

Children presently at the school will remain at the Kingsgate Road site, other than those at the nursery. All children joining the school from September 2016 onwards will be initially enrolled at the Liddell Road site, before transferring to the Kingsgate Road site 3 years later.

The current capacity of the school is 420 and the proposed capacity will be 840 primary age pupils (not including nursery pupils). The current number of primary pupils registered at the school is 440. The current admission number for the school is 60 and the proposed admission number will be 120. From September 2016, 120 pupils will be admitted into the reception year.

This Notice is an extract from the complete proposal. Copies of the complete proposal can be obtained from: Ric Euteneuer, School Organisation and Investment Officer, Crowndale Centre, 218-220 Eversholt Street, LONDON, NW1 1BD [ric.euteneuer@camden.gov.uk](mailto:ric.euteneuer@camden.gov.uk)

Within four weeks from the date of publication of these proposals, any person may object to or make comments on the proposal by sending them to Mark Kemp, Property Strategy and Investment Manager, Crowndale Centre, 218-220 Eversholt Street, LONDON, NW1 1BD [mark.kemp@camden.gov.uk](mailto:mark.kemp@camden.gov.uk)

Signed:

Helen McMullen,

Director of Children, Schools and Families

Publication Date: 1<sup>st</sup> January 2014

**Explanatory Notes**

There is a need for additional primary pupil places in the north west of the borough. The proposed expansion of Kingsgate Primary School will provide additional primary pupil places in an area of high demand, allowing local children a greater opportunity to access places at this over-subscribed, popular and successful outstanding school.



## Equality Impact Assessments - equality through public services



Equality impact assessments (EIAs) are our chosen way for working out the effect our policies, practices or activities (the word activity will be used throughout this form as an umbrella term) might have on different groups before we reach any decisions or take action. They are an important service improvement tool, making sure that our services are as effective as they can be for everyone Camden serves. They also help to prevent us from taking action that might have outcomes we did not intend.

It is essential that you start to think about the EIA process before you develop any new activity or make changes to an existing activity. This is because the EIA needs to be integral to service improvement rather than an 'add-on'. If equality analysis is done at the end of a process it will often be too late for changes to be made.

If a staff restructure of organisational change is identified as necessary following the review of an activity then an EIA needs to be completed for **both** stages of the process, i.e. one when the activity is reviewed and one when the restructure or organisational change is undertaken .

Please read the council's EIA guidance, ['Equality impact assessments – equality through public services, a step-by-step guide'](#), before beginning the EIA process.

### Stage one - what is being analysed and who is responsible for the equality impact assessment?

This section should be completed to help you plan how you will analyse an activity.

Name of the activity being analysed	Expansion by 2 forms of entry (2FE) at Kingsgate Primary School, Kingsgate Road, London, NW6 4LB as part of redevelopment of 1-33 Liddell Road, NW6
Service and directorate responsible	Children, Schools and Families Directorate - Property & Contracts
Names and posts of staff undertaking the assessment	Ric Euteneuer, School Organisation and Investment Officer Kate Cornwall-Jones, Senior Development Manager
Date assessment completed	16 October 2013
Name of person responsible for sign off of the EIA	Sarah Bourne, Head of Property & Contracts

## Stage two - planning your equality analysis

This section of the form should be completed when you are developing your proposals for assessing the activity.

The information you will need to collect should be proportionate to the activity that you are looking at. A small change in policy, for example, does not need to be supported by the same amount of evidence and analysis as a major change in service provision.

### Outline the activity being assessed

The project's aim is to expand **Kingsgate Primary School, Kingsgate Road, NW6 4LB** from a 2 form entry (2FE) school to a 4 form entry (4FE) and provide accommodation for 420 additional primary school places as part of a mixed-used redevelopment of the site at 1-33 Liddell Road, NW6.

In addition to providing new school places, the objectives for the proposed redevelopment of Liddell Road are to maximise the community and employment benefits and optimise the value delivered from the scheme. In particular, Liddell Road is an important employment location, and redevelopment would provide an opportunity to create new higher employment density uses, and increase employment opportunities.

The expanded school would have an infants (3-7 years) and juniors (7-11 years) building. The infants and nursery provision would move to new school buildings at Liddell Road designed in line with government guidelines. The existing school buildings would be re-modelled to provide modern and flexible learning spaces for the junior children. This would create places for four classes of children in each year group:

- Up to 480 7 - 11 year-olds would be taught on the existing Kingsgate Road site
- Up to 412 3 - 7 year-olds would be accommodated at the Liddell Road development.

The new housing at Liddell Road may include some units for people with physical disabilities. The redevelopment will also provide new commercial space with the potential to increase the number of jobs on the site from 80 to 100 or more, depending on the type of businesses.

This Equality Impact Assessment is being carried out in relation to the **expansion by 2 forms of entry at Kingsgate primary school and disposal of land at Liddell Road to fund the new development** in order to give due regard to the potential impact to groups with protected characteristics under the Equality Act 2010, and as part of Camden's committed to reducing inequality, which is reflected in both the Camden Plan and the outcomes of [Camden's Equality Taskforce](#).

The intention is that the expansion of the school and disposal of land will have a **positive impact** by providing additional primary pupil places in an area of high demand, allowing local children a greater opportunity to access places at this over-subscribed, outstanding school. The disposal of land is also expected to generate a capital receipt to invest in improving other schools under the Councils' Community Investment Programme (CIP).

In terms of groups affected, these are likely to be parents and carers of existing and future potential pupils, children attending the school, school teaching and non-teaching staff, and people resident in the immediate area surrounding the school campus. Other groups affected would be the current commercial tenants at 1-33 Liddell Road, and people employed in these units. The leases will be terminated to allow the redevelopment to take place.

No potential unlawful discrimination and no disproportionate negative impacts on protected groups have been identified as a result of the proposed activity.

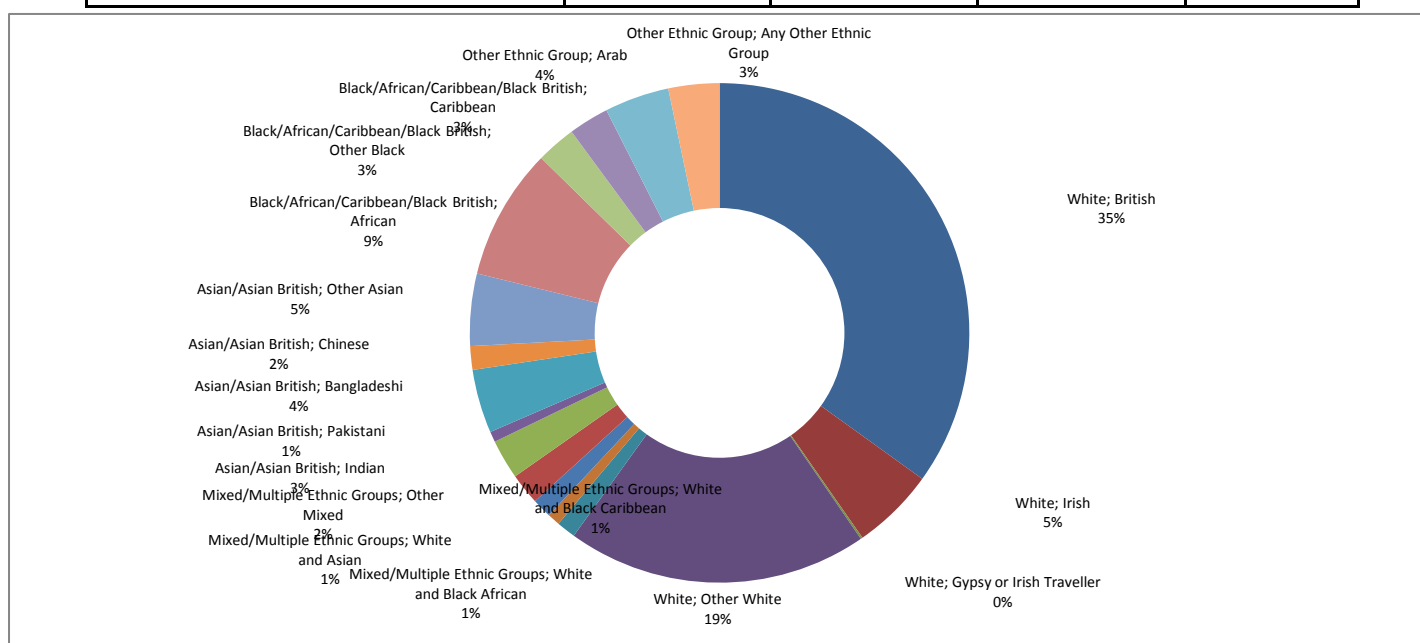
Gather relevant equality data and information

**Kingsgate primary school:**

**Ethnicity:** Kingsgate Primary School is situated in Kilburn ward, one of Camden’s most diverse wards, with 65.1% of the population of non-White British origin (Camden average 56.0)

**Table 1 and Figure 1 – Ethnic Group by percentage in Kilburn (Ward), Camden (Borough), London (Region), and England (Country)**

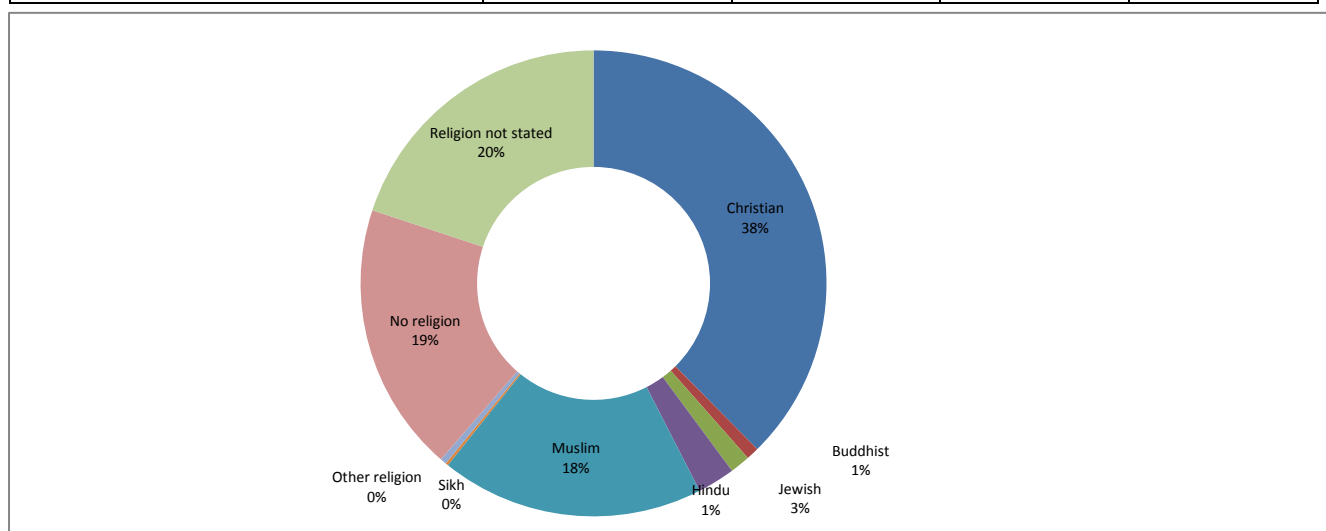
Ethnic Group	Kilburn	Camden	London	England
White - British	34.9	44.0	44.9	79.8
White: Irish	5.4	3.2	2.2	1.0
White: Gypsy or Irish Traveller	0.1	0.1	0.1	0.1
White: Other White	19.5	19.0	12.6	4.6
<b>TOTAL WHITE</b>	<b>59.9</b>	<b>66.3</b>	<b>59.8</b>	<b>85.5</b>
Mixed: White and Black Caribbean	1.2	1.1	1.5	0.8
Mixed: White and Black African	0.8	0.8	0.8	0.3
Mixed: White and Asian	1.3	1.8	1.2	0.6
Mixed: Other Mixed	2.0	1.9	1.5	0.5
<b>TOTAL MIXED</b>	<b>5.3</b>	<b>5.6</b>	<b>5</b>	<b>2.2</b>
Asian: Indian	2.6	2.8	6.6	2.6
Asian: Pakistani	0.7	0.7	2.7	2.1
Asian: Bangladeshi	4.1	5.7	2.7	0.8
Asian: Chinese	1.5	2.9	1.5	0.7
Asian: Other Asian	4.7	4.0	4.9	1.5
<b>TOTAL ASIAN</b>	<b>13.6</b>	<b>16.1</b>	<b>18.4</b>	<b>7.7</b>
Black: African	8.5	4.9	7	1.8
Black: Caribbean	2.6	1.6	4.2	1.1
Black: Other Black	2.6	1.7	2.1	0.5
<b>TOTAL BLACK</b>	<b>13.7</b>	<b>8.2</b>	<b>13.3</b>	<b>3.4</b>
Other Ethnic Group: Arab	4.2	1.6	1.3	0.4
Other Ethnic Group: Any Other	3.3	2.3	2.1	0.6
<b>TOTAL OTHER</b>	<b>7.5</b>	<b>3.9</b>	<b>3.4</b>	<b>1.0</b>
<b>TOTAL NON-WHITE</b>	<b>40.1</b>	<b>33.7</b>	<b>40.2</b>	<b>14.5</b>
<b>TOTAL NON-WHITE-BRITISH</b>	<b>65.1</b>	<b>56.0</b>	<b>55.1</b>	<b>20.2</b>



**Religion:** 18.3% of the ward population is Muslim (Camden average 12.1%) and Jewish 2.6% (Camden average 4.5%);

**Table 2 and Figure 2– Religious Groups by percentage in Kilburn (Ward), Camden (Borough), London (Region), and England (Country)**

Religion	Kilburn	Camden	London	England
Christian	37.6	34.0	48.4	59.4
Buddhist	0.9	1.3	1.0	0.5
Hindu	1.4	1.4	5.0	1.5
Jewish	2.6	4.5	1.8	0.5
Muslim	18.3	12.1	12.4	5.0
Sikh	0.2	0.2	1.5	0.8
Other religion	0.4	0.6	0.6	0.4
No religion	18.7	25.5	20.7	24.7
Religion not stated	19.9	20.5	8.5	7.2
<b>Non-Christian</b>	<b>62.4</b>	<b>66.0</b>	<b>51.6</b>	<b>40.6</b>



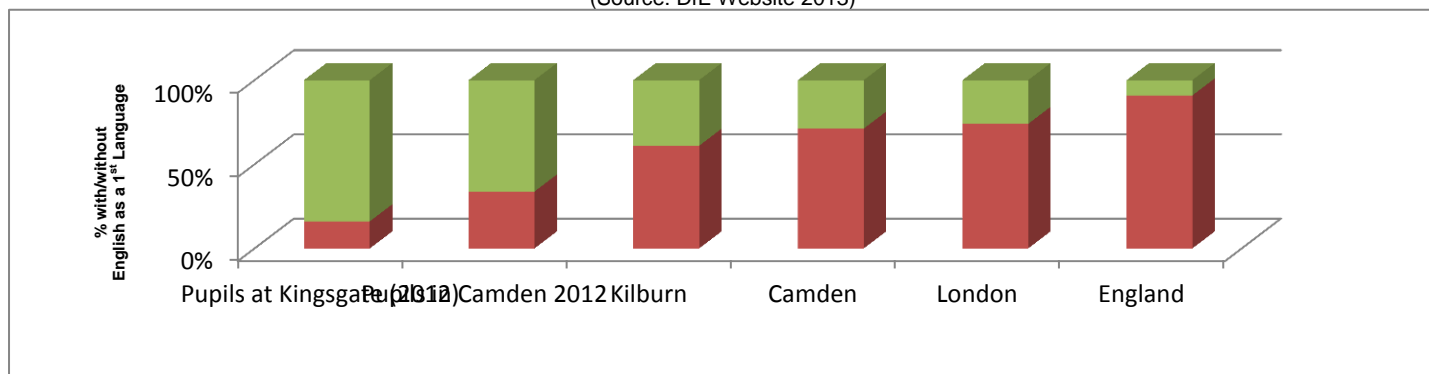
**Gender:** There are presently 440 pupils aged 3-11 attending the school. Of these, the percentage of boys on roll was 52.4% and percentage of girls on roll was 47.6%. The school’s population reflects the makeup of the surrounding area. Kingsgate Primary School serves an inner-city area with very high levels of deprivation.

**Language:** 28.2% of the population have a first language that is not English, including notable minorities of Arabic and Albanian speakers. The percentage of pupils with English not as first language is 83.1%, more than 3 times the Kilburn and Camden average.

**Table 3 and Figure 3 – English as a 1<sup>st</sup> language School for pupils at Kingsgate and Camden, and in the pupil population of the residents of the ward, Borough, Region, and Country (%)**

Pupils at Kingsgate (2012)	Pupils in Camden(2012)	Kilburn	Camden	London	England
16.9	38.3	61.0	71.2	74.0	90.9

(Source: DfE Website 2013)



**Table 4 and Figure 4 – Primary Language for population of the residents of the ward, Borough, Region, and Country (%)**

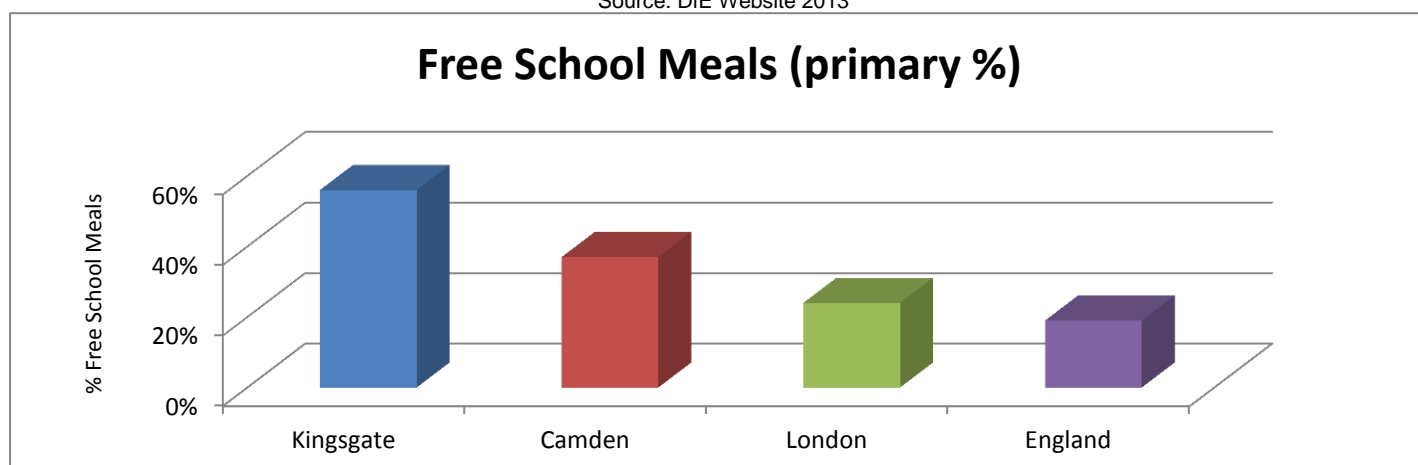
Language of Residents	Kilburn	Camden	London	England
English	71.8%	76.5%	77.9%	92.0%
Arabic	3.6%	1.0%	0.9%	0.3%
Albanian	2.2%	1.0%	0.3%	0.1%
Bengali	2.1%	3.0%	1.5%	0.4%
Somali	2.0%	1.2%	0.7%	0.2%
French	1.7%	2.0%	1.1%	0.3%
Spanish	1.6%	1.5%	0.9%	0.2%
Portuguese	1.4%	0.9%	0.9%	0.3%
Italian	1.3%	1.2%	0.6%	0.2%
Persian/Farsi	1.2%	0.6%	0.5%	0.1%
Polish	1.2%	0.9%	1.9%	1.0%
Other Languages (less than 1%)	9.9%	10.1%	12.8%	4.9%

**Deprivation:** Kilburn ward also has five small areas which fall into the 20% most deprived nationally. (Source, ONS Census, 2011). Free School Meal (FSM) eligibility is often used in education as a proxy for deprivation. The percentage of pupils at Kingsgate eligible for free school meals is 55.9%, and the percentage of pupils eligible for FSM at any time during the past 6 years was 67.9%. The current level of FSM eligibility is almost double that of Camden's, and almost 3 times that in London and England.

**Table 5 and Figure 5 Percentage Free School Meal Eligibility**

	Kingsgate	Camden	London	England
Free School Meals (primary %)	56%	37%	24%	19%

Source: DfE Website 2013



**Disability:** There is no comparable disability data (other than that for SEN outlined below). Kingsgate school has a slightly lower percentage of pupils with SEN with statements or on School Action Plus.

Presently, in this area, some pupils need to travel a considerable distance to obtain a school place, occasionally outside the borough. This of course leads to additional traffic, and inconvenience for parents and pupils, irrespective of status, though a longer journey to work or school has the potential to disproportionately affect a disabled pupil or parent more. This has been considered, particularly with regard to the proposal that Kingsgate school will be on two sites. The school and authority will be using a variety of strategies to minimise its effect on parents – allowing children, for instance, to be dropped off at one site and then walked to another.

**Table 6 Percentage of pupils with SEN with statements or on School Action Plus: Kingsgate, Borough, Region and Nationally** (Source: DfE Website 2013)

	Kingsgate	Camden	London	England
Percentage of pupils with SEN with statements or on School Action Plus	6%	9%	8%	8%

The majority of pupils at Kingsgate are from black and minority ethnic groups and speak English as an additional language. 26 different heritages are represented and 37 different languages spoken. The majority of pupils are known to be eligible for free school meals. Mobility is high as a greater percentage of pupils than normally expected join and leave school other than at the usual times.

**Gender Assignment, sexual orientation:** There are no comparable gender reassignments or sexual orientation statistics at school, borough or ward level to compare with national statistics.

### **Industrial Units**

1-33 Liddell Road comprises 33 light industrial units. There are currently 27 tenants who run a variety of businesses employing an estimated 80 people (Ref: CIP Employment Study – April 2013). Data relating to the socio-demographic profile of the commercial tenants and their employees does not exist and/or is not available. Furthermore, research undertaken by the Council to identify the impact of the Council's CIP on local business and employment in the borough did not collect or analyse any equality data relating to the age, ethnicity, ability, religion or gender of the business owners, their workforce or supply chains in situ on CIP sites (Ref: CIP Employment Study – April 2013). The above research did, however, report anecdotal evidence that entry level jobs within the larger businesses occupying CIP sites are generally filled by migrant workers. No further information is available.

Based on the research above which confirms a mixture of businesses occupy CIP sites serving a variety of sectors (storage, warehousing, creative), and in the absence of any data to the contrary, a significant, adverse or disproportionate impact on protected groups arising from the disposal of this site is not assumed.

### **Consultation and engagement**

The proposed expansion of Kingsgate primary school has required the authority to start the statutory proposals process in line with The School Organisation (Prescribed Alterations to Maintained Schools)(England) Regulations 2007 as amended. The Cabinet agreed in July 2012 that officers should commence consultation regarding this proposal and that officers should report back to Cabinet with consultation results and further information regarding the development itself in order that Cabinet could make an informed decision about whether to proceed to the next stage of the process. The Cabinet are due to consider the consultation responses at their meeting in December 2013.

A consultation document setting out the proposal to expand the school and redevelop the site at Liddell Road was published online at [Camden.gov.uk/Kingsgate](http://Camden.gov.uk/Kingsgate) and on 'We Are Camden' in the week commencing 16 September 2013. The closing date for comments was 15 October 2013. The consultation document was emailed directly to all statutory consultees including the Head teacher, the school governing body; Heads and School Governing Bodies at the 74 primary schools within 2 miles of the school; Barnet, Brent, Hammersmith & Fulham, Kensington & Chelsea, Westminster and Islington Council LEAs; the Diocesan Boards for the C of E and Roman Catholic Churches; parents and carers at the school, and local residents; the staff and trade unions at the school; the local Members of Parliament (MPs); and the Early Years Development and Childcare Partnership. Governors of the school support the inclusion of an additional 2 forms of entry

Over 3,000 printed copies were distributed door to door in the streets surrounding both Kingsgate primary school and the Liddell Road site. 500 copies were distributed by Kingsgate School and additional copies were also on display at Sidings Community Centre. Lamp post posters were on display at both sites to advertise the consultation and the public meetings and a newspaper advert appeared in the Hampstead and Highgate Express on Thursday 19 September 2013.

Two drop-in style public events were held:

- **Weds 25 September 2013** at Sidings Community Centre (29 signed in, 40 attendances)
- **Thurs 26 September 2013** at Kingsgate primary school (16 signed in, 30 attendances)



Individuals from the following organisations and interest groups attended the drop ins

- West Hampstead Amenity and Transport
- Friends of Maygrove Peace Park
- Sidings Community Centre
- Liddell Road tenants(local business)
- Fordwych Residents Association
- Fortune Green and West Hampstead Neighbourhood Development Forum
- School governors: St Eugene de Mazonod, Kingsgate
- McGregor Homes (local developer)
- Ward councillors from West Hampstead and Fortune Green wards

Nine of the businesses occupying Liddell road objected to the expansion of the school. However, there is no evidence to show that the termination of their leases will impact adversely or significantly on protected groups. There are no discernible potential barriers to participation for the different protected groups in being able to make their views known, nor in the effects of the permanent expansion.

The results of the consultation are presented in more detail in appendix 10 of this section of the Cabinet report.

### Outcome of the Consultation

- There were no equalities issues or impacts identified as part of the consultation process that have not been identified elsewhere in this document.

If Cabinet agree that the authority should publish a statutory notice regarding this proposal then there would be a further 4 week statutory period for further comments on the proposal. If Cabinet agree to delegate authority then the Director of CSF in consultation with the Cabinet Member for Children will consider all comments before making a final decision on the principle of the expansion of the school. There would be separate consultation regarding the actual development itself as part of the planning process.

### Have you identified any information gaps?

Equalities monitoring information was collected within the consultation and no issues were raised by particular protected groups that were disproportionate or unique to this group of consultees.

As advised under **Gather relevant equality data and information** above, equality data does not exist for the commercial tenants in situ on the site proposed for disposal. A previous attempt to obtain similar information from different departments within the Council including Economic Development proved fruitless - there is no statutory requirement to collect this information which does not exist. Given the limited effect it is considered that this proposal will have on protected groups, it is not felt that there are any further information gaps that require further details to be provided. Cabinet will be presented with the business case for the development at the same time as they are asked to consider consultation responses and so will be able to make an informed decision about whether to proceed with this proposal.

## Stage three - analysing your equality information and assessing the impact

This section of the EIA should be completed when you are reviewing this activity and considering different options for future delivery.

### Analysing the evidence outlined above, could the activity have a negative or positive impact on protected groups?

The provision of new primary school places has the potential to advance equality and foster good relations by providing an additional 420 permanent places at a highly popular school. This Equality Impact Assessment has found no potential unlawful discrimination and no disproportionate negative impacts on protected groups as a result of the proposed activity. No difference in the take up of



places from different protected groups has been identified, and the school governors and staff – as diverse as the area they serve, are in full agreement with the proposal.

Conversely, if the classes are not created, this may result in a negative impact on the community and protected groups as there would not be sufficient places to serve the demand and needs of children and parents in the diverse local community. Presently, there are 2.3 applicants per reception place at Kingsgate meaning a significant number of applicants do not get their first choice. Similarly, the 'cut off point' for Kingsgate is 0.57 miles, a 15% drop on previous year's applicants, meaning the population from which the school draws its pupils becomes less varied, geographically, and in diversity terms. Presently, in this area, some pupils need to travel a considerable distance to obtain a school place, occasionally outside the borough. This of course leads to additional traffic, and inconvenience for parents and pupils, irrespective of status, though a longer journey to work is likely to disproportionately affect a disabled pupil or parent more.

Liddell Road has been identified as an opportunity to generate significant income to invest in building, repairing and improving local community facilities, schools and homes under the Council's Community Investment Programme (CIP). The proposed disposal will therefore benefit and have a positive impact on the many protected groups which live in Camden's highly diverse community such as children and young people, the elderly, black and minority ethnic groups and people with physical and learning impairments.

### Equality impact summary

Please use this grid to summarise the impacts outlined above.

Protected group	Summarise any possible negative impacts that have been identified for each protected group and the impact of this for the development of the activity	Summarise any positive impacts or potential opportunities to advance equality or foster good relations for each protected group
Age	None Identified.	The expansion will provide additional primary pupil places in an area of high demand, allowing local children aged 3-11 years a greater opportunity to access places at this over-subscribed, outstanding school and will also foster good relations in the local community
Disability	None Identified.	The expansion will provide additional primary pupil places in an area of high demand. By adding classes and offering a higher number of places this is likely to result in positive impacts for pupils with a special educational need or disability in this area. An accessible lift is planned to be installed on the main site and will be installed at the new site, which will allow a proportionately higher number of places to be offered to pupils with a physical disability.

Protected group	Summarise any possible negative impacts that have been identified for each protected group and the impact of this for the development of the activity	Summarise any positive impacts or potential opportunities to advance equality or foster good relations for each protected group
Gender reassignment	None Identified.	Adding provision is likely to result in positive impact for pupils, whose parents, carers and staff at the school have undertaken gender reassignment.
Marriage and civil partnership	None Identified.	This proposal will benefit all parents or carers as adding classes will bring a greater degree of choice to the local area for them, if they are married, in a civil partnership or not at all.
Pregnancy and maternity	None Identified.	A greater degree of choice will be provided to parents and carers for children in the area, and by that token, pregnant mothers
Race	None Identified.	The school's pupils and staff and the population of the surrounding area are extremely diverse – adding provision is likely to result in positive impact for pupils, parents, carers and staff at the school of all races and ethnic groups.
Religion or belief	None Identified.	The school is a community school and accepts children irrespective of faith, so expanding the school will provide a greater a greater degree of choice for parents of all faiths – or none.
Sex	None Identified.	As the gender split of pupils is close to 50:50, this proposal will result in proportionate and positive impacts for both genders. There is a higher number of female staff than male staff on the school's workforce, but adding pupils, and by that token, additional staff, is unlikely to disadvantage one gender or another.
Sexual orientation	None Identified.	Adding provision is likely to result in positive impact for parents, carers and staff at the school of all sexual orientations.

## Stage four - planning for improvement

This section of the form should be completed when you are developing plans for the future delivery of the activity.

The actions identified below can also be included in your service plan to help mainstreaming and for performance management purposes. They should also be included in any decision making reports relating to the activity you are analysing. You may find it helpful to document the actions in an [action plan](#).

### What actions have been identified:

- to mitigate against or minimise any negative impacts?
- to advance equality, and therefore improve the activity?

The provision of extra places has the potential to advance equality and foster good relations by providing an additional 420 permanent places at a highly popular school.

No disproportionate negative impacts on protected groups have been identified, as, in general adding provision in a demographically diverse area is likely to increase choice and available places for pupils at the school, rather than disadvantage any particular groups. The only people who could potentially be disadvantaged would be residents of the area immediately surrounding the school, where parking and transport pressures may be felt – given that this area is ethnically, gender, sexuality, and disability and religiously diverse, the impact will be proportionate and would affect all of these groups equally. The school and local authority will address any concerns regarding this through the on-going development of the project.

There is no evidence that the termination of the commercial tenancies with businesses at Liddell Road will adversely affect protected groups. However, the council has employed an independent agent to contact **all** tenants on Liddell Road and offer advice and support in finding alternative accommodation for their business.

Should the potential development of the site proceed to the planning stage, there will be a further opportunity for local residents and protected groups to provide feedback by way of the formal planning consultation process.

## Stage five - outcome of the EIA

Use this stage to record the outcome of the EIA. An EIA has four possible outcomes.

Outcome of analysis	Description	Select as applicable
Continue the activity	The EIA shows no potential for discrimination and all appropriate opportunities to advance equality and foster good relations have been taken	✓
Change the activity	The EIA identified the need to make changes to the activity to ensure it does not discriminate and/ or that all appropriate opportunities to advance equality and /or foster good relations have been taken. These changes are included in the planning for improvement section of this form.	

Justify and continue the activity without changes	The EIA has identified discrimination and / or missed opportunities to advance equality and / or foster good relations but it is still reasonable to continue the activity. Outline the reasons for this and the information used to reach this decision in the box below.	
Stop the activity	The EIA shows unlawful discrimination.	
<b><u>No negative impacts or missed opportunities to advance equality have been identified.</u></b>		

## Stage six - review, sign off and publication

### Review

Your EIA will have helped you to anticipate and address the activity's likely effect on different protected groups. However the actual effect will only be known once it is introduced. You may find you need to revise the activity if negative effects do occur. Equality analysis is an on-going process that does not end once an activity has been agreed or implemented.

Please state here when the activity will be reviewed, and how this will be done, for example through the service planning process, when the service is next procured etc. This will help you to determine whether or not it is having its intended effects. You do not necessarily need to repeat the equality analysis, but you should review the findings of the EIA, consider the mitigating steps and identify additional actions if necessary.

For restructures or organisational change a review should take place once the restructure has been completed. In addition to the areas identified above your review should include an evaluation of how the staff profile after the organisational change compares to Camden's profile, the division profile and the staff profile prior to the change. Your HR change adviser will provide you with the necessary data.

Date when EIA will be reviewed: \_\_\_\_\_

### Sign off

The EIA must be quality assured within the directorate before sign-off by the service head /AD.

Quality assured by:	<b>Suzanne Griffiths, Strategy and Development Officer Jaishree Dholakia, Property Review Consultation and Engagement Officer</b>
Quality assured by OD for organisational change / restructures:	<b>N/A</b>
Signed off by:	<b>Sarah Bourne, Head of Property &amp; Contracts</b>
Date:	<b>12/11/2013</b>
Comments (If any)	<b>N/A</b>

### Publication

If the activity will be subject to a Cabinet decision, the EIA must be submitted to committee services along with the relevant Cabinet report. Your EIA should also be published on Camden Data. All EIAs should now be uploaded to the [SharePoint site](#).