



# The Alton School

## PROPOSED AMENDMENT TO ADMISSIONS POLICY

For consultation from Tuesday 4<sup>th</sup> December 2018 to Monday 28<sup>th</sup> January 2019

### Proposal summary

We wish to consult with members of our community on a proposed change to our admissions policy, to enable children of staff members to join The Alton School from September 2020.

### Why we are proposing a change

Our key aim is to improve staff recruitment and retention. It is important to recognise the commitment of school staff and support them with their work-life balance. Equally, we know that staff stability greatly influences any school's capacity to improve. Staff turnover impacts the school in many ways (for example, disruption to children; lost knowledge and skills; cost and time involved in recruiting and training new staff). A school place at The Alton School may help us retain experienced staff as well as attract the best new candidates.

### Background and context

There are many schools which already include children of staff in their prioritisation criteria. This is not a new or controversial change in itself, having been approved by the Schools Admissions Code in 2012. Wandsworth Borough Council is currently consulting on making the same change for all of its community schools (and most neighbouring borough councils have already done so). Several academies, foundation schools, free school and voluntary aided schools within the Borough have also decided to do so. We envisage this change would impact a small number of school places. The general pressure on primary school places has lessened across the borough in recent years. However in line with DfE advice, we want to ensure that any such priority is drawn up appropriately in the local context and is subject to statutory consultation.

### Details of the proposed change

If this change is implemented, school places will be allocated in the following order:

- i) Children with an Education Health and Care Plan which names The Alton School
- ii) Looked-after children
- iii) Children with an exceptional medical or social need for a place at The Alton School
- iv) Children with a sibling on roll at The Alton School
- v) Children of staff at The Alton School (new category)
- vi) Children in order of straight line distance from home to school.

All other aspects of current arrangements would remain the same (including the process for allocating places to the bilingual classes). The existing admissions policy provides detailed definitions for each existing category. In accordance with the Schools Admissions Code, the new criterion would apply to all staff if:

- a. they have been employed at The Alton School for two or more years at the time at which the application for admission to The Alton School is made, or
- b. they have been recruited to fill a vacant post for which there is a demonstrable skill shortage.

### Have your say

We set our admission arrangements annually. Consultation on any changes (apart from changing the number of places) must take place for a minimum of six weeks between 1 October and 31 January of the year before the arrangements are to apply. Our consultation is open from **4 December 2018 to 28 January 2019**.

If you have any comments on these proposals, please write during the consultation period to:

Charlotte Meade (Director of Operations, Quality First Education Trust) by email to [charlotte.meade@q1e.org.uk](mailto:charlotte.meade@q1e.org.uk) or care of the school office at The Alton School, Danebury Avenue, London SW15 4PD.

### What happens next

The local governing body will consider all responses and make a recommendation to the trustees. Trustees will then determine the admissions arrangements by 28 February 2019. The new arrangements, if they are adopted, will affect those applying for places to start school in September 2020.

