

Appendix 3:

Q4 Do you find the oversubscription criteria for admission to community and voluntary controlled schools easy to understand?

Yes	
Headteacher	No comment
Teacher Assistant Headteacher	Use them regularly
Parent Governor	I think I understand but it took a while to find the list of schools to check the type of school and the appendix that was relevant.
Governor	It is well written on the whole, though it could probably be written in an easier style for those with a lower reading ability.
Parent Teacher	There are more families living in areas near to good or outstanding schools who wish to get their children into these schools. As a result some schools are over subscribed so a criteria for admissions has to be used. Those in catchment area have a priority.
Parent Teacher	Criteria are clearly set out
Parent Teacher	It's transparent and well written.
Parent Teacher	As a teacher with some responsibility for admissions, it is my job to understand the criteria. However, I have come across many parents who find the whole process confusing, with a few that are able to access the system to their advantage.
Teacher	As a teacher I've had experience of the system.
Teacher	I have experience in this matter so have digested the information to be disseminated
Teacher	Very clear
Employee	Because I helped to write some of them!
SEN support	Clearly states application process, appeals procedure and how admissions criteria are applied.
Parent	Plain English.
Parent	It is set out clearly and explanations back up information
Parent	It is set at in priority order and is easy to understand.
Parent	There appears to be a clear admission policy. This appears black and white and does not seem open to judgement or bias.
Parent	clearly laid out
Parent	It is set out clearly

Parent	Only complaint is the length
Parent	I work within education.
Parent	Straightforward outline in the guidelines.
Parent	Yes it was well laid out and clear catogaries
Parent	It is defined on your consultation documents
Parent	Parent partnership training
Parent	Clear points made
Parent	It is easy to understand the reasons for admission due to over subscription
Parent	I have one child at primary school and am familiar with admissions forms.
Parent	Because I work in a different school and have to deal with parent enquiries with regard to admissions. However, if I did not then I would probably not understand it so well and would have a number of questions, such as those I get in school from prospective students' parents.
Parent	Because it is well written and not convoluted. The council give priority to certain peoples and down the list goes.
Parent	I find it easy to understand but find the catchment system difficult to understand. My address dictates my catchment school is Sextons Manor Primary but St Edmundsbury C of E is half the distance from my house, and it, along with Guildhall Feoffment and Westgate Primary are all much easier to walk to then Sextons.
Parent	Terms and abbreviations are explained. But the reading ability is still quite high.
Parent	Clearly published guidelines are available to all.
Parent	comprehensive information
Parent	The criteria make logical sense.
Parent	Clear explanation in documentation
Parent	Very simple criteria listed in priority order
Parent	Looks straightforward
Parent	It seems clear to me how the points system works.
Parent	Unless a child has a statement or is in care you will probably not be considered for appeal
Parent	yes it provides in depth detail to the criteria and the reasons behind the decisions and the impact these will have on the decision process.
Parent	There are 4-5 criteria depending school and are clearly stated
Parent	Yes in fairness it does clearly set out the process
No	

Parent	I find there is some very complicated terminology to read, and understand. I am luckily very good at reading and absorbing but I have had to relay all the documents in plainer English to my partner to ensure he is clear.
Parent	I know nothing about it
Parent	Dont fully understand it
Parent	It doesn't clearly lay out which criteria are more or less important
Parent	Sounds complicated.
Parent	There seems to be too many "if, but maybe" scenarios. We are for example in a school catchment for a school that are almost double the distance (door to door or straight line) to another local school therefore the reasoning on how catchments are allocated should also be explained more clearly in my opinion.
Parent	The wording you use in letters is not always so straight forward,
Parent	its really hard to understand
Parent	If we are oversubscribed, then funding stress is placed onto schools who are already struggling. Would this money not be more effectively spent investing in new schools to support our ever increasing numbers?
Parent	Why cant you send all this information home with the children to the parents on papers, the old fashion way? Why do we have to have a computer at home to be able to asses it all? It would be much easier and quicker for many parents/carers.
Parent	There are so many criteria.
Parent Teacher	Too much detail
Teacher	Too much info and all different for all sxhools
Carer	The document does not show the basic criteria
Don't know	
Parent	An awful lot of info to 'take in'
Parent	My little girl is only three, so while i'm hoping she can go to a school near where i work, I understnad that she may no be able to and will have to go to the school in our village. This in turn will cause us problems as the Pre-school attached to Walsham le Willows primary doesn't open until 08.45. This is an issue as I have to be at work for 08.00. She goes to First Steps nursery at Honington as that is next to my work place. I would like her to go to the Primary School in Honington village. If I can't do this then I would have to find another job to fit in with the hrs that she's not at school. This would mean a pay cut, resulting in us having to move as we then wouldn't be able to afford the rent bills etc. Putting my daughter under unnecessary stress.
Parent	I understand all children need education but I don't see why under privlidged children will get first refusal surely all children are equal and should be treated that way ? . I do however feel it is a good idea to have children's names down whilst they are in year 5 so then when it comes to placing children surely it should be first come first served ? .

Parent	Bit of information overload. Clear concise bullet points followed by blurb maybe easier to digest
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Q5 The co-ordinated scheme sets out the full details of the admission arrangements Does the co-ordinated scheme give you enough information?

Yes	
Parent	Think so!
No	
Parent	It seems the application s for places has been made so much harder . it should just be these are the chosen schools then place children as seen fit .
Don't Know	
Parent	Not looked into it yet.
Parent	I found the bit about how applications are dealt with clear, and I understand the reasons behind how applications are sorted. I'm still a bit unsure if when / how to apply for his school place 2017 / '18
Parent	Not sure
Parent	not sure why in the annex some of the Felixstowe primary schools were missing on the list
Parent	Don't know what the co-ordinated scheme is
Parent	Why cant you send all this information home with the children to the parents on papers, the old fashion way? Why do we have to have a computer at home to be able to asses it all? It would be much easier and quicker for many parents/carers.
Teacher	Could not easily find this info when looking for it

Q6. Should Suffolk County Council give priority to children of staff in its oversubscription criteria where the member of staff has been employed at the school for two or more years by the relevant closing date for applications?

Yes	
Headteacher	Because it has become increasingly difficult to attract good teaching staff to come and work in maintained secondary schools within Suffolk and anything that helps to attract stronger applicants, where employing a weaker teacher would otherwise be the only option, has to be advantageous to all of the pupils and students attending the institution concerned. As academies are able to determine their own admissions arrangements in this area there is an increasing danger that maintained schools will be at a greater and greater disadvantage when recruiting. Suffolk needs to do everything possible to raise the standards of education for the benefit of the young people in its schools. It is therefore crucial that this opportunity is taken to help raise educational standards for the many, not lose the opportunity through fear of upsetting a parent whose child might otherwise get the place and then be taught by a sub-standard recruit. An outstanding teacher in a secondary school can have a positive impact on the educational outcomes of literally hundreds of children during the two years of employment that would enable them to qualifying for this scheme. In addition, please please please realize that this is even more likely to have a positive impact on standards as a result of staff retention because good and outstanding teachers already at the school will have reason to stay until their children are of secondary age if they think this will provide them with a place at what they consider to be a good or better school.

Deputy Headteacher	Recruitment and retention of staff is vital.
Teacher Assistant Headteacher	This is already used in some other authorities It may help recruitment and retaining staff It is a 'small' perk
Parent Governor Teacher	As a subject leader at a LEA school, I am often dismayed by the very few applicants that we have (and indeed their quality). I believe that giving priority to children of staff would help recruit and retain better staff (who may be tempted to go to other schools that offer this. As a parent of a child at a different school, I believe the same to be true and quality staff can only help my daughter make good progress.
Governor	Staff recruitment is time consuming and it is important to attract good staff to schools who also have an enhanced interest in the performance of the school. It is difficult to move house so fair and reasonable incentives for good staff to move, without excessive commuting and home to school travel for pupils, are beneficial to the community as a whole.
Parent Teacher	help attract staff where recruitment is at a low. it is very difficult to get new staff and it may encourage good staff to stay.
Parent Teacher	Knowing my son is likely to be given consideration for a school I work at will give me confidence in my ability to remain at the school and manage my family commitments much more than if my son has to travel. I have already considered my next career steps having to be elsewhere if he does not get in as we are out of catchment.
Parent Teacher	It is a great endorsement of the school if those who see it from the inside would still wish for their own children to learn there.
Parent Teacher	For a teacher to be able to get to work at a school early in the morning is hard enough; getting children ready and out as well is really hard. Getting them to one school that potentially doesn't offer a breakfast club, then getting to work at a different school on time will be impossible. As a single-parent teacher with two pre-school children currently at nursery, I don't know whether working will be an option unless I pay a large proportion of my salary to a childminder for before and after-school care. With Suffolk struggling to recruit and keep high-quality teaching staff, it would be a shame to miss this opportunity to ease the burden. Also, why should staff have to already be in a school for two years? I doubt many teachers would go through the upheaval of finding a vacant position, applying, the interview process and settling in to a new school simply to get their own children in, only for them to leave again. Surely they would stay and ensure the school continues to improve for the sake of their own children, if not out of professional standards and decency.
Parent Teacher	I would not want my child at the same school as me. I would need them to go to the school where their childminder can take them so I can still work at a school.
Parent Teacher	As a member of staff working in the same secondary school for twelve years, I feel I have earned the right to bring my children to the school. Not necessarily for educational reasons, but more importantly flexible travel arrangements. I have to live out of catchment due to the nature of my job, as a key public disciplinarian in the school, I would encounter parents and pupils far too often. Travelling into school means that logistically it would be very difficult to manage my children attending another school, so I feel it is only right to have the option.
Parent Teacher	All schools should be trying to retain quality staff and this should help with staff retention
Parent Teacher	It would enable schools to retain outstanding practitioners. This is very important at a time when it is increasingly difficult to appoint good teachers.
Parent Teacher	This will significantly improve the logistics of being a parent and a teacher, enabling teachers to spend longer in school helping other students. This will also give those teachers even more of a vested interest in the quality of the school, alongside the ability to see their own school from a parent's perspective, helping to highlight potential areas for development.

Parent Teacher	Staff will be attracted to working in schools where they can also send their children. It will enable good and outstanding teachers to work and manage their family lives and therefore to do their best in their job. This will lead to better directed time for teaching and support staff and enable them to offer an outstanding education. If a staff member has to drop children at alternative schools and pick them up from alternative schools they will be restricted to the time they can arrive and prepare for their day and complete planning and marking after school. They will pay for alternative breakfast club/after school childcare which may stop excellent teachers from applying for jobs due to the financial strain childcare payments place on family living.
Teacher	To attract a higher quality of staff to the school.
Teacher	Staff are a vital asset of any school. Good staff will likely remain in situ if they know their children will get into their school. Transport is key also in this county. Parents often travel a distance to work and it's hard to always ensure their children are ok with travel, leaving house etc. So if they can work in the same place it has other benefits. Community is key. Family and Society are closely linked in this debate. Keep families together and society benefits.
Teacher	It is a very useful tool that will result in a higher quality teacher being attracted to the school where the number of high quality teacher is diminishing.
Teacher	It will help to attract and retain good staff at schools and help increase standards
Teacher	Especially in shortage subjects to recruit and retain staff. To make working lives easier for staff to facilitate after school clubs and revision sessions as there is not a childcare pressure.
Teacher	Because it would significantly help to improve the retention of good staff in good schools.
Teacher	This would attract better and more quality staff to teach alongside at my school. It would mean that staff are more likely to stay long term at the school providing opportunities for excellent teaching and learning progress across Suffolk schools.
Teacher	Making working life easier, help to balance work with child care requirements. Would show employer cares about work life balance.
Teacher	Easier work life balance. Tempted to move to work in a school where this is the case.
Teacher	In the current climate where teacher recruitment and retention is an issue, particularly in Suffolk, it is an effective way to encourage teachers to stay at a school. They become more invested in it if their children are there as well.
Teacher	Only by considering this will there be an incentive for good teachers to remain teaching in Suffolk. It is often the case that teachers opt to live "out of catchment" due to the risk of difficult situations that arise due to their work in school. Life in the community can be difficult for a teacher, especially whilst shopping and generally out and about with family.
Employee	At a time when staff retention is falling any incentive to keep good and outstanding staff at a school is to be welcomed. In the scheme of things, the numbers of places that will be taken up by these children will be a tiny percentage of the overall school roll.
SEN support	All schools benefit from having the highest quality teachers they can attract. Guarantee of a place at the school, should the member of staff wish to exercise the right for their child, may encourage staff to stay and it is in their best interests that the teaching is of the highest standard if their child is going to be attending.
Parent	As a working parent I understand why it is easier for staff to have their children at the school and why this is beneficial to a positive school environment I would hope as we are both working parents our school choice would also be seen similarly.
Parent	To help recruit and retain high quality teachers which would benefit the rest of the pupils in that school.
Parent	With the teaching profession struggling to get good numbers, I think that this would serve to attract higher quality teachers to certain schools.
Parent	It will help to attract teaching staff to schools - I know recruitment is a real issue

Parent	It is a real shame when your child misses out on attending a preferred school anyway. If you happen to work there it is harder still. Your child has already built a relationship with the school through it being your place of work. It is logistically and therefore financially beneficial if your child can attend the school where you work and easier for the child to settle emotionally.
Parent	It would allow the school to attract excellent staff which would benefit my children
Parent	I want my local school to attract the best teachers, therefore they should be given the chance to send their own children to the school in which they work as this will act as an incentive for schools retain good staff.
Parent	It will encourage staff to remain in their post, rather than having to leave for childcare/schooling reasons
Parent	could affect staffing levels
Parent	Will help the school attract and retain good staff.
Parent	This will have a positive impact on all children in that school as the staff will be most willing to work effectively and to as higher standard as possible.
Parent	Help recruit staff
Parent	I can imagine that it would be very difficult for a teacher to get their children to school at another location and then get themselves to work on time, and that it would be best for the parent and the children to have to be to the same location.
Parent	Makes sense, it is logical.
Parent	Teachers have a difficult job. They, generally, work hard, take work home and are up late completing marking, or setting work. For this effort they are often not paid anywhere near as well as they should be for the effort and time involved. If they are applying for their child to go to the school where they teach, they should have first priority, not only as reward for their hard work, but also as an example to others of their school - it must be good if they want their child to go there. But also to benefit their child, because what hugely negative connotations it could have if they do not get accepted to where their parent works.
Parent	It is an important tool for the school to attract good staff.
Parent	This is something that I feel is important given the moral grounding a voluntary controlled school gives a student. It also ensures that a student can leave home and travel at the same time that a parent can.
Parent	Because if you work at a school, and your children attend that school, you are more likely to help with extra curricular activities, given that your own children will benefit. It also makes it logistically easier for staff, and prevents situations arising where parents have to stop working because they have to take their children to another school, or their children are at school in a different LA, and therefore may have different school holiday times.
Parent	It is important to retain and recruit skilled and dedicated workers. Children need consistency.
Parent	Siblings
Parent	Because it helps with staff retention
Parent	They should get some perks of the job just like people in private companies get shares, discounts. Etc
Parent	It is a way to keep good teachers at a school. It also shows parents that if the teacher is willing to send their own child to the school, they have a personal attachment to the school and will be looking to teach at the school for the long term.
Parent	Due to current teaching shortages I believe this supports the school. However, the order of priority needs to be established as if this is given priority over sibling criteria, this could cause parents issues if the children end up at different schools.
Parent	As a teacher I would personally not wish my child to attend my place of work. However, I understand the pressures of childcare and if a teacher is established at a school and a member of the community then their children should be given priority.
Parent	they can teach better if they dont have to worry about schools for their children

Parent	It would help them manage their work load / child care commitments, so also very relevant to women, who make up a large percentage of teaching population.
Parent	For teachers to be able to deliver the best service they can for the greater community they should not be hindered in the morning and afternoon in having to travel to and from another school within the area as this could end up with the member of staff having very little or no preparation time in the morning before classes.
Parent	I'm sure this circumstance won't arise in very often; where it does it is a good idea to encourage the retention of valued members of staff
Parent	Because they contribute significantly to the school community and learning environment and I would want to see that enhanced not made more difficult or costly for the staff
Parent	Most workers can work flexi time to be able to take and collect their children from school but teachers can't do it would be right they get to let their children attend their school for convenience when they can't start late or early.
Parent	The child should go to their nearest / catchment school and this should always be the priority for all children. If the child does not get into their catchment school when assessed in the same criteria as other applicants then they should get a level of priority at the school where a parent works but should not override children within that catchment.
Parent	This could keep staff whose child(ren) may be moving to eg High School
Parent	As there is a crisis in employing teachers in Suffolk, I think that giving teachers the option of having their child attend their school could be an extra incentive.
Parent	Will attract good staff to schools. Could help teachers out with child care issues
No	
Parent	why should the job a child's parents have give them an advantage? All working parents pay taxes which in turn pay the school staff salaries. State schools are meant to be fair for all. It is bad enough that in Felixstowe we have no choice of schools. The proposed changes could potentially make it harder for children to get a place at a good school
Parent	Absolutely not. You wouldn't consider this for any other parent, why for a school staff. Ultimately every parent has the challenge of dealing with getting their children to and from school, many have to make sacrifices to enable this to happen, I'm afraid school staff should be treated the same as everybody else.
Parent	That could make staff apply to the 'best' hence oversubscribed schools so that then their child gets priority Plus I don't feel as a working mum that I get extra points to take my children to a school near my work , so unless if all children get priority placements according to where their parents work , it's not fair
Parent	if staff want kids at the school then they have to live in the village. If they don't want to do that then they join the rest of the world in following admissions criteria. Our village school has many teachers with children at the school. - this is good - what better way of ensuring standards than the teachers having an even greater vested interest. However if they don't live in the village WHY should they be higher up the criteria than anyone else??? Like everyone else we choose our home and job locations based on a number of factors and for parents schooling is one. Teachers are no different and accepting a job in a school doing well so your family or future family will get in isn't on. It also means that a school attractive to a parent teacher has more disruption than others with maternity leave requests.
Parent	Other parents have to manage without having their children at/near their workplace. Doing this can take a place away from a local child. I don't think that's fair.
Parent	Not if they are not in catchment area. Children in catchment should be priority
Parent	I do not believe this will have any benefit for the schools prospects we all have to make arrangements to accommodate our careers and children.

Parent	The same criteria should apply for all children, unless they have a statement, in care or have siblings at the school. Teachers should not be spared the inconvenience of not getting the school their child wants.
Parent	Why should they?? If they can, does that mean that I can take my children to my workplace?? The answer to that question is: NO, I cant!! So why should they?? So they don,t arrive late to work?? I am not allowed to run late work, but I cant take my children to work, so why should they have a easy life and not me??
Parent	Those children could be treated differently by teacher friends of the parent.
Parent	Full time staff or teaching staff could be considered but a relief cleaner or dinner lady may take a job at a school just to get their child in to that school.
Parent	Only if the staff member lives close to the catchment area.
Parent	It is highly unfair to offer a place due to a parent working at a school. If you have no skill or desire to work in a school the parent who maybe a doctor, fireman or simply work at tescos would then be penalised when the applications are processed, their child being at an instant disadvantage.
Parent	Children in the area should be given all the spaces.
Parent	We initaly were on the waiting list for a place for our eldest daughter for Cedarwood, we live in the catchment area, fortunately we then go a place, I feel in over subscribed schools many people have moved to the area particularly for the schools, as we have, therefore it is unfair to prioritise others over this. There is now many working parents, who find it, as I do extremely difficult managing school runs, afterschool childcare etc, just as parents working in schools do.
Parent	This is NOT fair. I work in the NHS so can my child go to the school nearer the hospital? Why should those employed by SCC be given preferential treatment? If you agree to this change then my son should have the same applied as I work in the public sector so he can go to Northgate High. This is unfair! I am sure this change will get the go ahead but it is wrong. SEN and Looked After Children need this but not school staff. We all have busy lives working in important roles so include everyone who has to be at work for 8 am every day and still need to get their children to school. Very unfair! I DO NOT AGREE to this change in admission policy.
Parent	I not agree because then flees to equal rights in my opinion will not be fair par with other children or young people
Parent	No as this is not right that individuals may take a role in order to get their child into a school. This should be considered as one of the last factors in deciding places for children from out of catchment. Priority should be given to Children who has siblings. How can parents physically get 2 children to 2 different schools on time if they dont go to the same school. That would be impossible.
Parent	No just because their parent works at a school they should not be considered for a place, they should go to their catchment school, it isn't healthy for children to go to the school their parents teach at and they certainly shouldn't be given a priority in over subscription. Other parents have to make child care arrangements and travel to work which means children don't travel with them. I have no idea on what basis children of those working in a school would or should be given priority,does this extend to everyone,TA's, cleaners,canteen staff or just teachers looking after their own.
Parent	This may result in other children missing out on a place. For example a child may not get a place in their catchment school because the child of a teacher who lives out of catchment takes priority. The child of a teacher should be assessed with the same rules as everyone else. All working parents must juggle getting their children to school on time and getting themselves to work, why should this be made easier for a teacher? Additionally this may mean exceptional teachers will apply for jobs in more desirable schools just to get their child a place, rather than applying to struggling schools.
Parent	Unfair to those that live locally and have limited funds for transport or have limited or no transport of their own.
Parent	why should school workers be allowed to have priority in schools admissions over other working parents. It's not fair to allow school employees children into a school and not for example the child of

	a doctor who works close to the same school.
Parent	Because people who live in the area should be given priority and not pushed out to other schools due to a space being given to someone not local just because their parent works at the school . Other people have to make arrangements for their children to get to school whilst they are working, why should this be different for teachers?
Parent	they should be treated the same as everyone else
Parent	Local children should get higher priority. Staff may live miles away.
Parent	We all have to arrange school drop off around work, where ever we work.
Parent	I do not feel that there is enough good reason to implement this scheme. I feel strongly that in general children should be able to be taught in their catchment school with all the social benefits this brings;easier travel for them and their families; better access to after school activities due to travel; more quality time at home. Some schools are large with many staff and if all their children had a higher priority over catchment children, could this really be accomodated? Would there be a demonstrable benefit to those children's education compared to them attending their cathcment school? Or is it a scheme to benefit the teachers, making their arrangements easier. I think the admissions criteria should be about giving fair access to local children and I think this scheme would be at the detriment of more local children who should be able to access that school. What options would these children and their parents then have in getting into another reasonably local school? Teachers that are also parents have the same choices as other parents about where we live in relation to the schools we wish to access. If they choose to travel elsewhere to work that is also their choice.
Parent	As a parent. My child was not offered a place in our catchment area for reception class. Instead we were offered a place which is a good 25 minutes walk from our house. My son is a summer born child dob 31/08/2011 so he has only just turned 4. He is struggling with the long days at school, and these long walks are just too much on top of it. We dont get help with transport to school, so why should the children of staff have priority at their school if they're are not even in the catchment area?! We have to bend over backwards to make alternative arrangements. So so should they!!!
Parent	should be no preferential treatment.
Carer	It has been know for individuals to take positions just to ensure that their children get into a particular school
Retired School Admissions Manager	The consultation document states at the beginning 'The admissions policy is designed to ensure school places are offered to children in an open and fair way'. Yet this oversubscription criterion would be extremely unfair to those children who don't happen to have a parent working at the school. I also consider it to be against the ethos of Suffolk County Council, which states on its website 'Suffolk County Council is committed to bringing people and services together in Suffolk by providing services that are fair and accessible for everyone'. This criterion would be contrary to that statement. The 2009 School Admissions Code, quite rightly in my view, expressly prohibited such a criterion and I feel that the fact that it is now permissible in the current Code is a retrograde step.
Don't know	
Parent	It depends whether it will override siblings as impossible to get siblings to two diff schools in time. But I do think it is a good idea to retain excellent staff.
Parent	I can understand why this might be convenient for staff but it may be of detriment to local residents who don't have convenient transport access to be able to take their children to a school further afield if acceptance of a staff members child means that their child does not get a place.
Parent	If they were given special treatment like there child at the top of the placing list then that would be unfair , but if they were placed fairly I don't see why there would be a problem .

Q7. Should Suffolk County Council give priority to children of staff in its oversubscription criteria where the member of staff is recruited to fill a vacant post for which there is a demonstrable skill shortage?

Yes	
Headteacher	Yes, but to restrict the scheme to subjects like Maths and Physics would be very short-sighted. For example, I have recently placed adverts for a Teacher of English and a Teacher of Business and received just one application. There is already a shortage of good quality teachers in many subjects and looking at forward projections by professional associations such as the ASCL by the time this admissions change comes in to place we are likely to be in a full blown crisis. Please act now by adopting the previous option discussed under point 6.
Teacher Assistant Headteacher	Having a school for your child is a significant influence for encouraging staff in a shortage area
Governor	Skill shortages cause significant additional cost to the community and damage children's prospects of a good education. Giving this priority is plainly good for the community.
Parent Governor Teacher	As a subject leader at a LEA school, I am often dismayed by the very few applicants that we have (and indeed their quality). I believe that giving priority to children of staff would help recruit and retain better staff (who may be tempted to go to other schools that offer this. As a parent of a child at a different school, I believe the same to be true and quality staff can only help my daughter make good progress.
Parent Teacher	It would enable schools to retain outstanding practitioners. This is very important at a time when it is increasingly difficult to appoint good teachers.
Parent Teacher	This would have a significant impact on the ability of the school to attract and recruit more, and higher quality, teachers for essential shortage positions. This will then have hugely positive outcomes for all students at the school over many years. Recruitment is currently highly challenging, especially given the current media hype around education standards in Suffolk, and it is necessary to do all we can to pull in high quality teachers.
Parent Teacher	We want all students to be taught by specialists to raise standards within schools. it would help potentially attract and or retain staff who may not otherwise think of moving.
Parent Teacher	Absolutely, the employment and retention of skilled staff to deliver high quality teaching is essential to the academic progress of young people. This would offer a very welcomed incentive package.
Parent Teacher	Suffolk needs far more teachers with specific skills and expertise. Along with the reasons above, anything to raise standards in Suffolk schools is surely beneficial. To say one teacher with a specific skill is worth more than another teacher who is highly competent across the board is unfair.
Parent Teacher	Recruitment and retainment of staff especially in maths, science & mfl
Parent Teacher	Of course, we need more teachers, there is a recruitment crisis so whatever we can offer that can encourage teachers into the profession and schools is vital.
Teacher	It is a very useful tool that will result in a higher quality teacher being attracted to the school where the number of high quality teacher is diminishing.
Teacher	To attract a higher quality of staff to the school.
Teacher	Only by considering this will there be an incentive for good teachers to remain teaching in Suffolk. It is often the case that teachers opt to live "out of catchment" due to the risk of difficult situations that arise due to their work in school. Life in the community can be difficult for a teacher, especially whilst shopping and generally out and about with family.
Teacher	Good quality teaching is more important than having a handful of extra pupils in a school.
Teacher	Staff are a vital asset of any school. Good staff will likely remain in situ if they know their children will get into their school. Transport is key also in this county. Parents often travel a distance to work and it's hard to always ensure their children are ok with travel, leaving house etc. So if they

	can work in the same place it has other benefits. Community is key. Family and Society are closely linked in this debate. Keep families together and society benefits.
Teacher	It will help to attract and retain good staff at schools and help increase standards
Teacher	Especially in shortage subjects to recruit and retain staff. To make working lives easier for staff to facilitate after school clubs and revision sessions as there is not a childcare pressure.
Teacher	Because it would significantly help to improve the retention of good staff in good schools.
Teacher	There is clearly a shortage and this needs addressing. Professionals need security too and would be more likely to stay long term if the opportunity arises. Again, this allows for a better quality of teaching and learning to take place in Suffolk schools.
Teacher	Easier work life balance. Tempted to move to work in a school where this is the case.
Teacher	In the current climate where teacher recruitment and retention is an issue, particularly in Suffolk, it is an effective way to encourage teachers to stay at a school. They become more invested in it if their children are there as well. It should help to encourage teachers to apply to schools in Suffolk as they feel more valued and know their own children will be provided for.
Employee	At a time when staff retention is falling any incentive to keep good and outstanding staff at a school is to be welcomed. In the scheme of things, the numbers of places that will be taken up by these children will be a tiny percentage of the overall school roll.
SEN support	If a teacher is moving into the area to take up a post, knowing their child has a place in the school may be a deciding factor in accepting a post. All schools benefit from having the highest quality teachers they can attract. Guarantee of a place at the school, should the member of staff wish to exercise the right for their child, may encourage staff to stay and it is in their best interests that the teaching is of the highest standard if their child is going to be attending.
Parent	To encourage a good teacher to fill that post, they would be more keen if their children could come to that school too.
Parent	With the teaching profession struggling to get good numbers, I think that this would serve to attract higher quality teachers to certain schools.
Parent	It will help to attract teaching staff to schools - I know recruitment is a real issue
Parent	It is a real shame when your child misses out on attending a preferred school anyway. If you happen to work there it is harder still. Your child has already built a relationship with the school through it being your place of work. It is logistically and therefore financially beneficial if your child can attend the school where you work and easier for the child to settle emotionally.
Parent	bolster staffing levels and skills shortage
Parent	Help recruit staff
Parent	Makes sense, it is logical.
Parent	Teachers have a difficult job. They, generally, work hard, take work home and are up late completing marking, or setting work. For this effort they are often not paid anywhere near as well as they should be for the effort and time involved. If they are applying for their child to go to the school where they teach, they should have first priority, not only as reward for their hard work, but also as an example to others of their school - it must be good if they want their child to go there. But also to benefit their child, because what hugely negative connotations it could have if they do not get accepted to where their parent works. The teacher is sought after to fill needs of students and so they also should be able to have some benefit from working at the school.
Parent	This would be a fantastic idea. High quality staff are the most important thing to a school.
Parent	There is a dearth in some subject areas and, given that Suffolk is still one of the lowest in the national tables, it needs to do something to help recruit good teachers into the area.
Parent	For similar reasons as those above - but also because you can make a post more attractive to teachers at a time when morale in the profession is low, and nationally we are struggling to retain teachers (the attrition rate in the first 5 years is 40%). Also, when teachers' pay has effectively been frozen for 5+ years, offering a place for their own child may make a position more attractive.
Parent	It is important to retain and recruit skilled and dedicated workers. Children need consistency.
Parent	Helps retention of staff in shortage subjects
Parent	They should get some perks of the job just like people in private companies get shares, discounts.

	Etc
Parent	In order to attract the right staff they should be given the option to send their own children to the school as if it proves too difficult sending their children to a different school they may not accept the position.
Parent	Due to current teaching shortages I believe this supports the school. However, the order of priority needs to be established as if this is given priority over sibling criteria, this could cause parents issues if the children end up at different schools.
Parent	they can teach better if they dont have to worry about schools for their children
Parent	For teachers to be able to deliver the best service they can for the greater community they should not be hindered in the morning and afternoon in having to travel to and from another school within the area as this could end up with the member of staff having very little or no preparation time in the morning before classes.
Parent	Recruitment especially in shortage subjects
Parent	Because they contribute significantly to the school community and learning enviroment and I would want to see that enhanced not made more difficult or costly for the staff
Parent	I believe this is the best way to get the right people for the job. It will encourage people to apply if they know their child will be considered for the same school they will be working in.
Carer	Only as an aid to recruitment
No	
Parent	Absolutely not. You wouldn't consider this for any other parent, why for a school staff. Ultimately every parent has the challenge of dealing with getting their children to and from school, many have to make sacrifices to enable this to happen, I'm afraid school staff should be treated the same as everybody else. Staff's family obligations should in no means come into the rating
Parent	As above , the choice of work is equal to everyone so if a choose to work close or far away to my children's education place is irrelevant , if the school needs a skilled teacher should employ them regardless of their children needs
Parent	if staff want kids at the school then they have to live in the village. If they don't want to do that then they join the rest of the world in following admissions criteria. Our village school has many teachers with children at the school. - this is good - what better way of ensuring standards than the teachers having an even greater vested interest. However if they don't live in the village WHY should they be higher up the criteria than anyone else??? Like everyone else we choose our home and job locations based on a number of factors and for parents schooling is one. Teachers are no different and accepting a job in a school doing well so your family or future family will get in isn't on. It also means that a school attractive to a parent teacher has more disruption than others with maternity leave requests. It isn't a good enough reason.
Parent	Other parents have to manage without having their children at/near their workplace. Doing this can take a place away from a local child. I don't think that's fair.
Parent	I do not believe that this is a valid reason each parent has to accommodate their career and children and do not get preferential options such as this.
Parent	The same criteria should apply for all children, unless they have a statement, in care or have siblings at the school. Teachers should not be spared the inconvenience of not getting the school their child wants.
Parent	Why should they?? If they can, does that mean that I can take my children to my workplace?? The answer to that question is: NO, I cant!! So why should they?? So they don,t arrive late to work?? I am not allowed to run late work, but I cant take my children to work, so why should they have a easy life and not me??
Parent	Not really I think the child should get the same sort of treatment as any other child being placed
Parent	The rules should apply to everyone equally.
Parent	It is highly unfair to offer a place due to a parent working at a school. If you have no skill or desire to work in a school the parent who maybe a doctor, fireman or simply work at tesco's would then be penalised when the applications are processed, their child being at an instant disadvantage.
Parent	They have schools in their area.

Parent	We initially were on the waiting list for a place for our eldest daughter for Cedarwood, we live in the catchment area, fortunately we then got a place, I feel in over subscribed schools many people have moved to the area particularly for the schools, as we have, therefore it is unfair to prioritise others over this. There is now many working parents, who find it, as I do extremely difficult managing school runs, afterschool childcare etc, just as parents working in schools do.
Parent	No other sectors have skills shortage. Apply this to all parents then - I work for the NHS so will this apply to my child?
Parent	I do not agree
Parent	No for the same reason as above. This should not be used as a key indicator. Maybe that school should look at its training resources. Also why would a school want a member of staff with children at the same school that will possibly lead to favoritism.
Parent	No it's irrelevant whether the subject is one where there is a skills shortage, plenty of adults have to commute or contract away from families. Their job should have no bearing on where their child is educated.
Parent	This may result in other children missing out on a place. For example a child may not get a place in their catchment school because the child of a teacher who lives out of catchment takes priority. The child of a teacher should be assessed with the same rules as everyone else. All working parents must juggle getting their children to school on time and getting themselves to work, why should this be made easier for a teacher? Additionally this may mean exceptional teachers will apply for jobs in more desirable schools just to get their child a place, rather than applying to struggling schools.
Parent	This should apply to all staff.
Parent	I don't believe this should be used as a 'carrot' to attract a staff member to a school. There are other ways to manage a recruitment crisis.
Parent	Because people who live in the area should be given priority and not pushed out to other schools due to a space being given to someone not local just because their parent works at the school. Other people have to make arrangements for their children to get to school whilst they are working, why should this be different for teachers?
Parent	they should be treated the same as everyone else
Parent	Local children should get higher priority. Staff may live miles away.
Parent	If filling a vacancy, a recruit can be found without a child needing a place
Parent	This seems open to abuse. I don't believe this will happen, all good schools where a teacher may want to do this are unlikely to have an issue with recruitment. Skills shortages are most likely at poor schools where the teacher is unlikely to want a priority place.
Parent	We all have to arrange school drop off around work, where ever we work.
Parent	I do not feel that there is enough good reason to implement this scheme. I feel strongly that in general children should be able to be taught in their catchment school with all the social benefits this brings; easier travel for them and their families; better access to after school activities due to travel; more quality time at home. Some schools are large with many staff and if all their children had a higher priority over catchment children, could this really be accommodated? Would there be a demonstrable benefit to those children's education compared to them attending their catchment school? Or is it a scheme to benefit the teachers, making their arrangements easier. I think the admissions criteria should be about giving fair access to local children and I think this scheme would be at the detriment of more local children who should be able to access that school. What options would these children and their parents then have in getting into another reasonably local school? Teachers that are also parents have the same choices as other parents about where we live in relation to the schools we wish to access. If they choose to travel elsewhere to work that is also their choice. I also wonder how easily implemented this would be?
Parent	should be no preferential treatment.
Previous School Admissions	I consider the argument to introduce this criterion to be specious. There is no doubt that there is a need to raise standards in many of Suffolk's schools and attracting good quality teachers would help with this. However, I feel it is simplistic to suggest that introducing this criterion would

Manager (now retired)	attract such teachers - the recruitment problems are much more fundamental than this. The argument has not been backed up with any proof. Introducing this criterion would be elitist. Parents who are not teachers or suitable to be employed in another capacity at a school would be disadvantaged. If I was still employed as an admissions administrator, I would find it morally abhorrent to have to explain to a parent that someone else had been given preference over them simply because they had a job at the school. Not only should oversubscription criteria be fair, they should also be objective. I have concerns about who will decide whether or not there is a 'demonstrable skill shortage' for a particular school post and how that will be evidenced. This will need to be robust enough to withstand challenge at an admissions appeal. I think it is unfortunate that the consultation document has not been clear about this. The phrase 'for which there is a demonstrable skill shortage' has been directly lifted from the School Admissions Code and is typical DfE gobbledegook. If Suffolk does introduce this criterion, it needs to rewrite it in plain English that all parents will understand.
Don't Know	
Parent	Does this mean they don't have to have worked there for a minimum time?
Parent	I can understand why this might be convenient for staff but it may be of detriment to local residents who don't have convenient transport access to be able to take their children to a school further afield if acceptance of a staff member's child means that their child does not get a place.
Parent	Will this just end up being a loop hole for children of staff to slip through pushing catchment children out. Any teacher can say they have demonstrable skill to fill a post thus allowing their child to be selected in some cases UN fairly pushing other candidates/ children out
Parent	Seems unfair to do this for only some subjects and not others. Surely it's important to have good staff in all subjects?

Q 8. Where should this priority sit within the oversubscription criteria?

1. Looked after children.

2. Siblings.

3a. Children who are ordinarily resident in the catchment area for voluntary controlled schools where the parent or child are practising members of the Church of England and go to church regularly, that is to say monthly.

3b. Children who are ordinarily resident in the catchment area who live nearest to the school.

4a. Children who live outside of the school's catchment area for voluntary controlled schools where the parent or child are practising members of the Church of England and go to church regularly, that is to say monthly.

4b. Children live outside of the school's catchment area who live nearest to the school.

Between criteria 1 and 2	
Parent Teacher	staffing is a major worry that will only potentially increase over time. Having a strong and long term staff would benefit hundreds of students/pupils over a period of years.
Teacher	It's very important in attracting and supporting staff.
SEN support	. It is difficult to say any one child has any greater right than another, however where it affects recruitment of strong staff I think there is justification for some level of priority to be given.
Parent	It is common sense and you would get more out of the teachers if they do not have to juggle work and childcare. Surely this must be a perk to thru job\?
Parent	Because if a parent works at a school, but their child is obliged to be educated elsewhere, there may suddenly be logistical problems in transporting their child to their school and getting to their own job on time.

Parent	Attracting good staff for maths, science and math is key to raising achievement in Suffolk schools
Parent	Staff are the school, they should get priority!
Parent	To support the brilliant staff
Between criteria 2 and 3a	
Headteacher	Quite simply, if the priority sits lower in the criteria than catchment then it will be virtually useless. In order to be attractive enough to motivate a good teacher to commit to an absolute minimum of two years working at a school before there is any possible benefit the likelihood of success at the end (measured by their child obtaining a place at the school) has to be very strong indeed. At Northgate for example putting the priority between 4a and 4b would provide no confidence whatsoever of a place and therefore would simply not act as an incentive.
Governor	Belonging to any particular religious group should have no bearing on the priority with which children access a school. Religious 'practices' can be temporary and once the child has been admitted to the school, it may be that the practices could lapse as they are no longer required to keep the child at the school.
Parent Governor Teacher	1 and 2 should be sacrosanct.
Parent Teacher	There will be more sibling sets with working parents than children of teachers who want to work in the same school so more families would benefit. To be a practising member of a local church isn't that hard- 2 hours once a month.
Parent Teacher	It should be based on ability to get children to school, so distance.
Parent Teacher	I believe that you require teachers who are skilled and experienced first, then you can worry about the actual teaching of the pupils. Therefore we have to accommodate teachers' needs.
Teacher	Anything below 3b is pointless.
Teacher	To attract a higher quality of staff to the school.
Teacher	The Suffolk teacher recruitment situation is serious, and deteriorating. This situation will not be solved by one simple alteration, but the opportunity for staff's children to attend the school where they work can only help the learning of many pupils by making jobs in Suffolk schools more attractive.
Teacher	It isn't always practical for teachers to live in catchment, yet if their children are placed below catchment children there is a very real possibility that they may not get in.
Employee	To guarantee the place for the teacher's child it needs to be allocated before the general allocation.
Parent	It is not always either easy or practical for teachers to live in catchment so placing the criteria here would made sense linked to the point I have made above.
Parent	Siblings should be able to go to the same school if possible
Parent	Looked after children and siblings should come first but if this is put any later is probably wouldn't make any difference to the current situation in over subscribed schools
Parent	Catchment areas can be unfair and staff may have to travel from far outside a school's catchment. A school outside of the child's catchment may provide a better learning environment for their particular needs.
Parent	I disagree with some of the criteria for a start. I agree that looked after children should be helped to get in to the school they choose - this is likely to help them when they perhaps do not have as steady a home life as they should. I disagree that a child who was looked after BUT now is not, gets priority as this should show their home life has improved. Having a parent/sibling at the same school is equally important to me, this benefits the child going, especially as there are now only 2 tiers. A move from a small country school of 80-100 children is a massive step if they go to somewhere that has over 1500 on roll, not only that but the difficulty faced by parents in having children at different upper schools from themselves or their siblings will be much more difficult, especially if the term days of those schools are different.
Parent	You shouldn't have to drive to school, if your 1st choice is within walking distance. It can be

	impossible to get two children to two different schools on time.
Parent	As stated previously, if one child is in school then the sibling needs to be at the same school. I believe it is important to have the same theory for teachers children as if they are not prioritised then the teacher may need to move schools which could mean the school losing a good teacher. I believe these should be prioritised over distance.
Parent	Unless this is the priority then the preference would very seldom have any effect.
Parent	I personally think this is far. Parents/carers want siblings to attend the same school - logistically, otherwise, it could be a nightmare with transport etc.
Between criteria 3a and 3b	
Parent	Looked after children, siblings and catchment children have higher priority in my opinion.
Carer	Children who live in the catchment area should always have priority
Between criteria 3b and 4a	
Teacher Assistant Headteacher	This does not displace students in catchment area or regular church attenders.
Parent Teacher	I know of several children who attend church voluntary aided schools who are not actually religious but whose parents pretended to be so for a year to tick off the monthly attendance at church criteria. It is hypocritical. It shouldn't be above staff working in a school who travel to that place of work every day. Driving to various educational institutions and to a school where you work is adding more congestion to roads and pollution to our environment. Cycling with one, two or three children is impractical and if you don't live in the catchment area of the school that you work in, walking isn't an option.
Teacher	I think it is still good to allow spaces to go to those in catchment
Teacher	Looked after children should come first. Siblings allows families to stay together and children in the catchment area should be able to go to nearest school. Then staff children before those outside the catchment area. It means you are still putting vulnerable and local children together, not affecting families but giving staff an incentive to stay teaching in the local schools.
Parent	People who live closest should be priority.
Parent	Because it would be unfair for children living within a catchment area to miss out on a place to a child (of a staff member) who lives outside the catchment area. However, it would be fair for a child of a staff member living outside the catchment area to have priority over a child living outside the catchment area who doesn't have a parent working at the school.
Parent	I believe priority should always be given to children who live close to the school and who are part of the local community.
Parent	I am a strong believer in catchment children taking priority
Parent	Children who live in catchment should not miss out from a place because of this policy
Parent	The priority should always be to children within a catchment area. This is key to ensuring children are independent, can get to school safely and preventing reliance on car transport.
Parent	I think this is logical
Parent	Because 1-3b are more important.
Parent	seemed reasonable
Parent	Due to reasons outlined above.
Parent	catchment children surely would come before teachers children as they might be out of catchment area.
Between criteria 4a and 4b	
Parent	Other employed people have to arrange child care and travel to school, teaching staff should not be exempt. Enticing excellent staff to the school is attractive and perhaps they could have priority for out of catchment pupils, But if a school is oversubscribed within catchment then staff should not have preferential treatment.
Parent	Because the others are far more important.
Don't Know	
Parent	Last, because one has to accept that parents who have made the effort to live nearest the school

	should take priority, as a teacher who works near a school is a parent first and could have made the effort to live near the school as well, thus hopefully getting them in catchment.
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