

# Resident Impact Assessment

## Initial Screening and full assessment template

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## 1. Introduction and context

A Resident Impact Assessment (RIA) is a way of systematically and thoroughly assessing policies against the Council's responsibilities in relation to the Public Sector Equality Duty, Human Rights and Safeguarding.

Once completed, the RIA will:

- ▶ Describe the new or changed policy, function, procedure, service activity or financial decision, its intended purpose and how it will be implemented.
- ▶ Identify whether the proposal needs a full Resident Impact Assessment (RIA).
- ▶ Detail which residents are expected to be affected by the policy and the expected impact in relation to:
  - The Public Sector Equality Duty,
  - Safeguarding responsibilities; and
  - Human Rights legislation, specifically with regard to Article 3 (Inhuman Treatment) and Article 8 (Right to Private Life).
- ▶ Identify evidence, such as data, research and consultation, used to predict the impact of the proposal.

Now complete the **Initial Screening** form below to find out whether a full RIA is required for the proposal under consideration.

- ▶ Identify options for addressing issues raised by the assessments.

## 2. Initial Screening

Please enter your responses in the space provided (the text boxes will expand as necessary):

|  |   |
|--|---|
| a) Title of new or changed policy, procedure, function, service activity or financial decision being assessed: | <b>School Admission Arrangements<br/>2023/24</b>  |
| b) Department and section:   | <b>Pupil Services, School Admissions</b>  |
| c) Name and contact details of assessor:   | <b>Gabriella Di-Sciullo<br/>Head of Admissions and Children<br/>Out of School<br/>gabriella.di-sciullo@islington.gov.uk<br/>020 7527 5779</b> |
| d) Date initial screening assessment started:  | <b>01/12/21</b>   |

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e) Describe the main aim or purpose of the proposed new or changed policy, etc. and the intended outcomes:

**To ensure admissions to Islington community schools are administered objectively and fairly in accordance with mandatory regulations set out in the School Admissions Code 2021.**

**All schools must have admission arrangements that clearly set out how children will be admitted, including the criteria that will be applied if there are more applications than places at the school. Admission arrangements are determined by admission authorities, and Islington Council the admission authority for all Islington community schools.**

**Admission authorities must act in accordance with the School Admissions Code, published by the Department for Education, and relevant human rights and equalities legislation.**

**If a school is not oversubscribed, all applicants must be offered a place. The admission authority must set out in their arrangements the criteria against which places will be allocated when there are more applications than places available (oversubscription criteria).**

**Oversubscription criteria must be reasonable, clear, objective, procedurally fair, and comply with all relevant legislation, including equalities legislation.**

**Arrangements must not disadvantage unfairly, either directly or indirectly, a child from a particular social or racial group, or a child with special educational needs or a disability.**

**Admission arrangements must not:**

- **place any conditions on application other than those in the published arrangements;**

- **give priority to children on the basis of any practical or financial support parents may give to the school;**
- **give priority to children according to the occupational, marital, financial or educational status of parents applying;**
- **interview children or parents;**
- **request photographs of a child for any part of the admissions process.**

f) Can this proposal be considered as part of a broader Resident Impact Assessment? For example it may be more appropriate to carry out an assessment of a divisional restructure rather than the restructure of a single team. **No**

g) Are there any negative equality impacts as a result of the proposal? Please complete the table below:

Select **Yes**, **No** or **Unknown** by clicking on the 'Choose an item' boxes below and enter text in the text boxes in the right-hand column:

| Protected characteristics  | 1. Will the proposal discriminate? | 2. Will the proposal undermine equality of opportunity? | 3. Will the proposal have a negative impact on relations? |
|--|------------------------------------|---|---|
| Age<br><br><b>School Admissions are administered by chronological age to ensure pupils are admitted to the correct year group.</b> | <b>No</b>                          | <b>No</b>   | <b>No</b>   |

| Protected characteristics  | 1. Will the proposal discriminate? | 2. Will the proposal undermine equality of opportunity? | 3. Will the proposal have a negative impact on relations?   |
|--|------------------------------------|---|---|
| Disability<br><b>Children with Special Educational Needs or Disability (SEND) may be considered for priority admission under published arrangements</b>  | No                                 | No  | No  |
| Gender reassignment<br><b>Children undergoing gender reassignment can select the gender they identify with when completing an application form</b>   | No                                 | No  | <b>However, for safeguarding purposes it may be necessary for a risk assessment to be carried out where a male undergoing gender reassignment to a female applies to a single-sex girls' school. Historic evidence suggests that applicants are open about sharing information about gender reassignment.</b> |
| Marriage and civil partnerships<br><b>The School Admissions Code prohibits admission authorities from seeking information on marital status</b>  | No                                 | N/A   | N/A   |
| Race<br><b>The School Admissions Code prohibits admission authorities from seeking information on race or ethnicity at application stage. This information is however collected following the pupil's admission for the purposes of identifying underperforming groups</b> | No                                 | No  | No  |

| Protected characteristics  | 1. Will the proposal discriminate? | 2. Will the proposal undermine equality of opportunity? | 3. Will the proposal have a negative impact on relations? |
|--|------------------------------------|---|---|
| <p>Religion/belief</p> <p><b>Faith schools are able to prioritise applicants on the grounds of religion in line with their published admission arrangements under general exemptions of the Equality Act 2010.</b></p>   | No                                 | No  | No  |
| <p>Pregnancy and maternity</p> <p><b>Islington schools are expected to admit pregnant pupils and afford any due entitlements outlined in the Equality Act 2010.</b></p>  | No                                 | No  | No  |
| <p>Sexual Orientation</p> <p><b>The School Admissions Code prohibits admission authorities from seeking information on sexual orientation at application stage. This information may however be collected following the pupil's admission for the purposes of identifying underperforming groups</b></p> | No                                 | No  | No  |
| <p>Sex/gender</p> <p><b>Where a school is single-sex, only applicants of that sex can apply as exempt under general exemptions of the Equality Act, 2010</b></p>   | No                                 | No  | No  |

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- h) Please list any opportunities in the proposal for advancing equality of opportunity for any of the protected characteristics.

**All Islington schools are expected to meet the needs of children and families with protected characteristics.**

**The Local Authority has published an 'Advice, Guidance and Expectations' document for schools about their responsibilities towards children with SEND. A range of outreach services are available to provide advice and challenge to schools to ensure the needs of children with disabilities are met. Information is included in Islington's annual composite prospectus for parents regarding schools' accessibility arrangements to enable parents to make an informed choice about the most suitable school for their child.**

**Children with exceptional social or medical needs, including a disability can be prioritised for admission to a particular school under Islington's exceptional 'social/medical' criterion if professionally supported evidence demonstrates that their needs are exceptional and can only be met by a specific school. Outside the normal admission round, children without a school place who also have a disability can be prioritised for admission under Islington's Fair Access Protocol.**

**School Admission for children with a statutory Education, Health and Care Plan is dealt with outside of these arrangements.**

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- i) Please list any opportunities in the proposal for fostering good relations for any of the protected characteristics.

**Islington School Admissions arrangements comply with all the mandatory provisions of the School Admissions Code which ensure a clear, fair and objective process that fosters good relations between groups with protected characteristics. Once determined, the admission arrangements are published on the LA's website and objections can be raised with the Schools Adjudicator providing a further opportunity for public scrutiny.**

- j) Is the proposal a strategy that lays out priorities in relation to activity and resources and likely to have a negative socio-economic impact on residents?

**No**

- k) Do you anticipate any Safeguarding risks as a result of the proposal?

**No**

- l) Do you anticipate any potential Human Rights breaches as a result of the proposal?

**No**

**If you identified any impacts under (g) and/or listed any opportunities in (h) or (i) and/or answered Yes to questions (j), (k) or (l) you will need to complete a full RIA – go to Section 3 below**

**From the information given above and from the best of my knowledge there is no need to conduct a full Resident Impact Assessment of this proposal.**

**Staff member completing this form:**

Signed: **Gabriella Di-Sciullo**

**Head of Service or higher:**

Signed: **Candy Holder**

**If you did not, you **do not** need to complete a full RIA. Sign below and also obtain a signature from a Head of Service or higher.**

Date: **01/12/21**

Date: **01/12/21**