

# Equality Impact Assessment– School Reopening



This Equality Impact Assessment (EqIA) is used to assist us to ensure we meet our duties under the Equality Act (2010) to take account of the needs and impacts of the proposal or function in relation to people with protected characteristics. We understand this is an ongoing duty. This means we will keep this EqIA under review and update it as necessary to ensure its continued effectiveness.

To demonstrate having ‘due regard’ for the Equality Act (2010) and the Public Sector Equality Duty Section 149, when making significant decisions that include policies, processes and/or guidance it is crucial that Bourne Education Trusts considers the needs and implications for all colleagues with protected characteristics.

The EqIA has been completed to identify the potential adverse effects of the significant decision, in this case school re-openings, on staff with protected characteristics. There are nine protected characteristics under the Equalities Act (2010) : age, disability, gender reassignment, race, religion or belief, marriage and civil partnership, sexual orientation, pregnancy and maternity and sex.

We are mindful of the emerging data and evidence of the disproportionate adverse effects of COVID-19 on people with protected characteristics specifically Gender, Black, Asian, and Minority Ethnic (BAME) people, LGBTQ+ people, Disabled People and Older People. These impacts must be considered when making the decision for the reopening of schools.

The Equality Impact Assessments refer to a number of COVID-19 Individual and Establishment Risk Assessments.

## **Guidance used in assessment of Impact and identification of Reasonable Adjustments:**

- Guidance on shielding and protecting people who are clinically extremely vulnerable from COVID-19 <https://www.gov.uk/government/publications/guidance-onshielding-andprotecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19>
- People at higher risk from coronavirus <https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/>
- Pregnant colleagues <https://www.rcog.org.uk/en/guidelines-research-services/guidelines/coronavirus-pregnancy/covid-19-virus-infection-and-pregnancy/>
- Advice on social distancing <https://www.nhs.uk/conditions/coronavirus-covid-19/social-distancing/what-you-need-to-do/>

## **Documents to support the completion of the EqIA are listed below:**

- Individual staff / student risk assessments
- Whole school risk assessments

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## COVID-19: Equality impact assessment – Staff

Policy or Decision	COVID-19: School wider-opening Individuals with increased vulnerability to infection or poorer outcomes from COVID-19	Assessment conducted by – name:	Peter Main
School Name:	Priestlands	Assessment conducted by – job title:	Headteacher
Covered by this Assessment:	All staff	Assessment date:	1 <sup>st</sup> March 2021

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Groups with protected characteristics	Reasonable Adjustments will have a:			Impact Comments:	Reasonable Adjustments Identified:	Negative Impact: Please provide details as to why reasonable adjustments are not being made
	Positive Impact	Neutral Impact	Negative Impact			
Age (Adults only)	X			<ul style="list-style-type: none"> <li>a. Current evidence that those aged over 50 of BAME ethnicity, particularly those with comorbidities, may be associated with increased vulnerability.</li> <li>b. Current evidence that those aged over 60 of White European ethnicities, may be associated with increased vulnerability.</li> </ul>	<ul style="list-style-type: none"> <li>a. An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role.</li> <li>b. An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role.</li> </ul>	Not Applicable – all reasonable adjustments will be made.
Disability	X			<ul style="list-style-type: none"> <li>a. High Risk – ‘Clinically Extremely Vulnerable’: Identified specific medical conditions have been identified as placing someone at greatest risk of severe illness from coronavirus.</li> <li>b. Moderate Risk – ‘Clinically Vulnerable’: Identified health conditions have been identified as placing someone at higher risk of severe illness from coronavirus.</li> </ul>	<ul style="list-style-type: none"> <li>a. Staff within this category will have been contacted by the NHS and advised with regards to shielding requirements extending to March 31<sup>st</sup>.</li> <li>b. Staff within this category have been advised by the NHS/government to follow advice on social distancing. Social distancing measures are possible within schools. An individual staff risk assessment will be completed to support this</li> </ul>	Not Applicable – all reasonable adjustments will be made.

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Disability (continued)	X			c. Other – Do not fall into one of the above categories, however, believe themselves to be at risk	c. Staff within this category can have an individual staff risk assessment. If they still feel that returning to work is not an option they are willing to consider, alternatives such as sick leave or authorised unpaid leave may be discussed	Not Applicable – all reasonable adjustments will be made.
	X			d. Disability which is the subject of reasonable adjustments	d. These staff will have an individual staff risk assessment completed.	
Gender reassignment		X		No evidence of impact	Not required	Not required
Marriage and civil partnership		X		No evidence of impact	Not required	Not required
Pregnancy and maternity	X			Moderate Risk – ‘Clinically Vulnerable’ – Pregnancy.	Staff within this category have been advised by the NHS/government to follow advice on social distancing. Social distancing measures are possible within schools. An individual staff risk assessment will be completed to determine this. Staff at 28 weeks + are asked to work from home.	Not Applicable – all reasonable adjustments will be made.
Race	X			Current evidence that ethnicity of a BAME background may be associated with increased vulnerability	A BAME risk assessment is completed dependent upon cumulative vulnerability and job role.	Not Applicable – all reasonable adjustments will be made.
Religion or belief		X		No evidence of impact	Not required	Not required
Sex	X			Current evidence suggests older males being at higher risk of being admitted to hospital.	An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role.	Not Applicable – all reasonable adjustments will be made.
Sexual orientation		X		No evidence of impact	An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role.	Not required

2 Equality impact assessment based directly upon members of staff.

3 Any member of staff is entitled to ask for an individual risk assessment on request.

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### COVID-19: Equality impact assessment – Students

Policy or Decision	COVID-19: School wider-opening: Individuals with increased vulnerability to infection or poorer outcomes from COVID-19	Assessment conducted by – name:	Peter Main
School Name:	Priestlands	Assessment conducted by – job title:	Headteacher
Covered by this Assessment:	All Students	Assessment date:	1 <sup>st</sup> March 2021

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Groups with protected characteristics	It is assessed that this decision could have a:			Impact Comments:	Reasonable Adjustments Identified:	Negative Impact: Please provide details as to why reasonable adjustments are not being made
	Positive Impact	Neutral Impact	Negative Impact			
Age (Adults only)				Not applicable for this assessment	Not applicable	Not applicable
Disability				<p>a. High Risk – ‘Clinically Extremely Vulnerable’: Identified specific medical conditions have been identified as placing someone at greatest risk of severe illness from coronavirus.</p> <p>b. Moderate Risk – ‘Clinically Vulnerable’: Identified health conditions have been identified as placing someone at higher risk of severe illness from coronavirus.</p> <p>c. Other – Do not fall into one of the above categories, however, have received medical advice to remain at home.</p> <p>d. Disability which is the subject of reasonable adjustments</p>	<p>a. Students within this category will have been contacted by the NHS and advised with regards to shielding requirements. These students will join lessons from home.</p> <p>b. Students within this category have been advised by the NHS/government to follow advice on social distancing. These students will be provided with study to be carried out from home unless stringent social distancing measures are possible, and they/their parents agree to a return</p> <p>c. Students within this category will provide a letter from their GP confirming advice. If it is possible to attend school for these students, a risk assessment should be undertaken if required.</p> <p>d. A risks assessment should be undertaken if required.</p>	Not Applicable – all reasonable adjustments will be made.

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Disability (continued)			X	e. Reopening schools to children with special educational needs could increase their access to school based support.	e. A risks assessment should be undertaken if required.	Not Applicable – all reasonable adjustments will be made.
Gender reassignment		X		No evidence of impact	Not required	Not required
Marriage and civil partnership		X		No evidence of impact	Not required	Not required
Race			X	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability	A Student Risk Assessment may need to be completed.	Not Applicable – all reasonable adjustments will be made.
Religion or belief		X		No evidence of impact	Not required	Not required
Sex			X	Current evidence of older males being at higher risk of being admitted to hospital.	Not applicable to students	Not Applicable – all reasonable adjustments will be made.
Sexual orientation		X		No evidence of impact	Not required	Not required