

## Equality impact assessment - Covid 19 Staff

The DfE guidance, 'The Equality Act 2010 and schools', states that schools should consider equality implications before and at the time that they develop policy and take decisions, not as an afterthought, and they need to keep them under review on a continuing basis.

An equality impact assessment (EIA) is a process that can be used to analyse an organisation's policies and practices to promote equality, remove barriers to equality and prevent discrimination. Whilst it is not a statutory requirement under the Equality Act 2010 to undertake an EIA, doing so can support school leaders and governing boards in their equality responsibilities in the following ways:

- Making evidence-based decisions
- Making the decision-making process transparent
- Demonstrating that school leaders and the governing board understand their responsibilities for equality

Through rigorous analysis of policy and process, any intended or unintended discrimination can be identified, and a plan created to address these issues. It is not the responsibility of the governing board to undertake an EIA, but to decide if analysis through an EIA would support the governing board in its duties under the Equality Act 2010.

## Equality impact assessment (EIA)

<b>Name of person completing the EIA:</b>	Paul Lovern
<b>Role of person completing the EIA:</b>	Chief Executive Officer
<b>Date EIA completed:</b>	15.09.2020
<b>Contributors to the EIA:</b>	P Lover, J Bowman

Policy or process information					
<b>Name of policy or process:</b>	COVID-19: School wider opening individuals with increased vulnerability to infection or poorer outcomes from COVID-19				
<b>Purpose and intended aim of the policy or process:</b>	Allow all staff to access school safely during pandemic				
<b>Who is the policy or process intended for? [Tick all that apply.]</b>	<b>Pupils</b>	<b>Employees</b>	<b>Governors/ Trustees</b>	<b>Volunteers</b>	<b>Visitors</b>
		X			
<b>Status of the policy or process:</b>	<b>New policy or process</b>			<b>Existing policy or process</b>	
	X				
<b>Date policy or process was last reviewed:</b>	N/A				
<b>Name of person responsible for the policy or process and its review:</b>	P Lovern				

Analysis						
Protected characteristic group	Impact analysis			Impact Comments	Reasonable Adjustments identified	Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i>
	Positive impact identified	Neutral impact identified	Negative impact identified			
Age:			X	<ul style="list-style-type: none"> <li>a. Moderate Risk – ‘Clinically Vulnerable’ – those aged over 70.</li> <li>b. Current evidence that those aged over 55 of BAME ethnicity, particularly those with co-morbidities, may be associated with increased vulnerability.</li> <li>c. Current evidence that those aged over 60 of White European ethnicity, may be associated with increased vulnerability.</li> </ul>	<ul style="list-style-type: none"> <li>a. Staff within this category have been advised by the NHS/Government to follow advice on social distancing. These staff should work from home unless this is not an option, stringent social distancing measure are possible, and they are willing to return. An individual risk assessment is completed to determine this.</li> <li>b. An “increased vulnerability” risk assessment has been completed. An individual risk assessment is completed dependent upon cumulative</li> </ul>	Not applicable – all reasonable adjustments will be made.

					vulnerability and job role.	
<b>Disability:</b>		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> <li>c. Other – Do not fall into one of the above categories, however have received medical advice to remain at home.</li> <li>d. Disability which is the subject of reasonable adjustments.</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. These staff will be provided with work to be carried out from home.</li> <li>b. Staff within this category have been advised by the NHS/Government to follow advice on social distancing. These staff should work from home unless this is not an option, stringent social distancing measures are possible, and they are willing to return. An individual risk assessment will be undertaken to determine this.</li> <li>c. Staff within this category will provide</li> </ul>	Not applicable – all reasonable adjustments will be made.

					a letter from their GP confirming advice. If it is possible to attend work these staff will have an individual risk assessment undertaken. d. These staff will have an individual risk assessment undertaken.	
<b>Sex:</b>			X	Current evidence of males being at higher risk of being admitted to hospital	An “increased vulnerability” risk assessment has been completed	Not applicable – all reasonable adjustments will be made.
<b>Gender reassignment:</b>		X		No evidence of impact	Not required	Not required
<b>Race:</b>			X	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability.	An “increased vulnerability” risk assessment has been completed	Not applicable – all reasonable adjustments will be made.
<b>Religion or belief:</b>		X		No evidence of impact	Not required	Not required
<b>Sexual orientation:</b>		X		No evidence of impact	Not required	Not required
<b>Marriage or civil partnership:</b>		X		No evidence of impact	Not required	Not required
<b>Pregnancy and maternity:</b>		X		Moderate Risk – ‘Clinically Vulnerable’ – Pregnancy.	Staff within this category have been advised by the NHS/Government to follow advice on social distancing. These staff should work from home unless this is not an option, stringent social distancing measure are possible, and they are willing	Not applicable – all reasonable adjustments will be made.

					to return. An individual risk assessment is completed to determine this.	
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Evaluation and decision making	
<b>Consultation and stakeholder engagement:</b>	Consultation with PHRP (external HR provider) and staff
<b>Evidence used to support the decision-making process and final decision:</b>	<a href="https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19">https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19</a> <a href="https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/">https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/</a> <a href="https://www.nhs.uk/conditions/coronavirus-covid-19/social-distancing/what-you-need-to-do/">https://www.nhs.uk/conditions/coronavirus-covid-19/social-distancing/what-you-need-to-do/</a>
<b>Final decision:</b>	Continue with reasonable adjustments
<b>Explanation of the final decision:</b>	With reasonable adjustments made where discrimination is shown, this is removed. The Trust has a statutory duty to provide education to pupils
<b>Monitoring arrangements:</b>	The risk assessments will be reviewed every half term.
<b>Arrangements for communicating the outcome of the EIA:</b>	The CEO will communicate the outcome to the Board and staff

<b>Date EIA ratified by the responsible body:</b>	16.10.2020
<b>Date of review:</b>	26.02.2021