

Equality Impact Assessment– School Reopening (Staff)

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 re-opening 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-on-shielding-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 risk assessments
- C&R 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:	Emma Hilling
School Name:	All Schools	Assessment conducted by – job title:	Trust HR manager
Covered by this Assessment:	All staff	Assessment date:	20 th October 2020

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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 X X			a. Moderate Risk – ‘Clinically Vulnerable’ – those aged over 70. b. Current evidence that those aged over 50 of BAME ethnicity, particularly those with comorbidities, may be associated with increased vulnerability. c. Current evidence that those aged over 60 of White European ethnicities, may be associated with increased vulnerability.	a. 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 if requested to determine this. b. An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role. c. An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role.	Not Applicable – all reasonable adjustments will be made.

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Disability	X			a. High Risk – ‘Clinically Extremely Vulnerable’: Identified specific medical conditions have been identified as placing someone at greatest risk of severe illness from coronavirus.	a. Staff within this category will have been contacted by the NHS and advised with regards to shielding requirements prior to 1 st August 2020. After 1 st August 2020 the government has advised that the need to shield has ended and all Clinically Extremely Vulnerable colleagues should now follow the advice given to Clinically Vulnerable colleagues as set out below.	Not Applicable – all reasonable adjustments will be made.
	X			b. Moderate Risk – ‘Clinically Vulnerable’: Identified health conditions have been identified as placing someone at higher risk of severe illness from coronavirus.	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 if requested to determine this, and in the case of previously shielding colleagues an individual risk assessment will be completed in all cases.	
	X			c. Other – Do not fall into one of the above categories, however, believe themselves to be at risk	c. Staff within this category will 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	
	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

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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.	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 of 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, and will be given, an individual risk assessment on request.