

## **Equality Impact Assessment– School Reopening (Pupils and 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. Please note, 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 Equalities 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 Leamington Community Primary School considers the needs and implications for those people with protected characteristics.

The EqIA has been completed to identify the potential adverse effects of the significant decision, in this case school re-opening on pupils and staff with protected characteristics. There are nine protected characteristics under the Equalities Act (2010) that include 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 born in mind when making the decision for the wider re-opening of schools.

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

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

- Risk Reduction Framework for NHS Staff at risk of COVID-19 infection <https://www.fom.ac.uk/covid-19/update-risk-reduction-framework-for-nhs-staff-at-risk-of-covid-19-infection>
- Guidance on shielding and protecting people who are clinically extremely vulnerable 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>
- People at higher risk from coronavirus <https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/>
- 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:**

- SEND / Vulnerable Pupil risks assessment (protocol / risk assessment)
- Individual staff risk assessment

### **COVID-19: Equality impact assessment – Pupils**

Policy or Decision	COVID-19: School wider-opening Individuals with increased vulnerability to infection or poorer outcomes from COVID-19	Assessment conducted by - name:	Paul Vine
School Name:	Leamington Community Primary School	Assessment conducted by - job title:	Head Teacher
Covered by this Assessment:	Pupils	Assessment date:	01.09.20

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			X	<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>e. Reopening schools to children with special educational needs could increase their access to school based support.</p>	<p>a. Pupils within this category will have been contacted by the NHS and advised with regards to shielding requirements. These pupils will be provided with study to be carried out from home.</p> <p>b. Pupils within this category have been advised by the NHS/government to follow advice on social distancing. These pupils 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. Pupils within this category will provide a letter from their GP confirming advice. If it is possible to attend school these pupils, a risk assessment should be undertaken if required.</p> <p>d. A risks assessment should be undertaken if required.</p> <p>e. A risks assessment should be undertaken if required.</p>	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

Pregnancy and maternity			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 Pupil 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 males being at higher risk of being admitted to hospital.	A Pupil Risk Assessment may need to be completed.	Not Applicable - all reasonable adjustments will be made.
Sexual orientation		X		No evidence of impact	Not required	Not required

## 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-191	Assessment conducted by - name:	Paul Vine
School Name:	Leamington Community Primary School	Assessment conducted by - job title:	Head Teacher
Covered by this Assessment:	Staff	Assessment date:	01.09.2020

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)			X	<p>a. Moderate Risk - 'Clinically Vulnerable' - those aged over 70.</p> <p>b. Current evidence that those aged over 50 of BAME ethnicity, particularly those with comorbidities, may be associated with increased vulnerability.</p> <p>c. Current evidence that those aged over 60 of White European ethnicities, may be associated with increased vulnerability.</p>	<p>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 measures are possible. An individual staff risk assessment is completed to determine this.</p> <p>b. An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role.</p> <p>c. An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role.</p>	Not Applicable - all reasonable adjustments will be made.

Disability		X	X	<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. 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 that can be carried out from home.</p> <p>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. An individual staff risk assessment is completed to determine this.</p> <p>c. Staff within this category will provide a letter from their GP confirming advice. If it is possible to attend work these staff will have an individual staff risk assessment.</p> <p>d. These staff will have an individual staff risk assessment completed.</p>	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
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. These staff should work from home unless this is not an option and stringent social distancing measures are possible. An individual staff risk assessment is 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	X	Potential for a positive effect or negative impact. LGBTQ+ people have a higher rate of mental ill health, domestic abuse in comparison with their counterparts which could affect their return to work.	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. In addition to this the trust has identified that staff: (i) who live with individuals classified as High Risk - 'Clinically Extremely Vulnerable' will work from home unless this is not an option, stringent social distancing measures are possible. A 'COVID-19 - Individual Staff Risk Assessment' should be undertaken to determine this. (ii) who live with individuals classified as Moderate Risk - 'Clinically Vulnerable' should attend work and the school will undertake a 'COVID-19 - Individual Staff Risk Assessment'

3 Any member of staff over the age of 50 that identifies as BAME staff will have an individual Risk Assessment completed. On request any BAME staff under the age of 50 can have a Risk Assessment completed.

4 Any member of staff that identifies as being aged over 60 of white European ethnicity can request an individual Risk Assessment.