

Equality Impact Assessment – School Reopening (Pupils and Staff)

This Equality Impact Assessment (EqIA) form will assist you 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 you must 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 an organisation considers the needs and implications for those people with protected characteristics.

The template EqIA should be 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. In addition, CCC / PCC has chosen to include two additional groups to protect recognising the impact of poverty and rural isolation.

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 pupil and staff templates have been pre-populated with sample assessments of Impact and Reasonable Adjustments. However, each school / setting should consider their appropriateness and amend in line with their own assessment and planned adjustments for their organisation.

The Equality Impact Assessments make reference to a number of COVID-19 Individual and Workforce Risk Assessments that you have already produced.

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

- [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](#)
- [People at higher risk from coronavirus](#)
- [Advice on social distancing](#)

Local Authority documents to support the completion of the EqIA can be found here –

- SEND / Vulnerable Pupil risks assessment ([protocol](#) / [risk assessment](#))
- [Individual staff risk assessment](#)
- [BAME risk assessment](#)

Any questions, please let us know - EmergencySchool.Closure@cambridgeshire.gov.uk

This document has been based upon the template put together by Star Academy Trust and we would like to acknowledge their excellent work in putting this together

<https://www.reopeningschools.org/>

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 ¹ | Assessment conducted by – name: | Insert name |
| School name: | Insert school name | Assessment conducted by – job title: | Insert job title |
| Covered by this assessment: | Pupils | Assessment date: | Insert date |

Considerations regarding groups that may be affected:

| Groups with protected characteristics | It is assessed that this decision could have a: | | | Impact comments: | Reasonable Adjustments Identified: | Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i> |
|---------------------------------------|---|--------------------------|-------------------------------------|--|---|---|
| | Positive Impact | Neutral Impact | Negative Impact | | | |
| Age (Adults only) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Not Applicable for this assessment. | Not Applicable. | Not Applicable. |
| Disability | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | a. High Risk - 'Clinically Extremely Vulnerable': Identified specific medical conditions have been identified as placing someone at greatest risk of severe illness from coronavirus. b. Moderate Risk - 'Clinically Vulnerable': Identified health conditions have been identified as placing someone at higher risk of severe illness from coronavirus. c. Other - Do not fall into one of the above categories, however, have | 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. 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. The LA risks | Not Applicable – all reasonable adjustments will be made. |

¹ Equality impact assessment based directly upon pupils. In addition to this the school/trust has identified that pupils:

- (i) who live with individuals classified as High Risk – 'Clinically Extremely Vulnerable' will study from home.
- (ii) who live with individuals classified as Moderate Risk – 'Clinically Vulnerable' should attend school and the school will undertake a 'COVID-19 - Individual Pupil Risk Assessment'.

| Groups with protected characteristics | It is assessed that this decision could have a: | | | Impact comments: | Reasonable Adjustments Identified: | Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i> |
|---------------------------------------|---|-------------------------------------|-------------------------------------|---|---|---|
| | Positive Impact | Neutral Impact | Negative Impact | | | |
| | | | | <p>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>assessment (protocol / risk assessment) should be undertaken to determine this if deemed as required.</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, the LA risks assessment (protocol / risk assessment) should be undertaken if required.</p> <p>d. The LA risks assessment (protocol / risk assessment) should be undertaken if required.</p> <p>e. The LA risks assessment (protocol / risk assessment) should be undertaken if required.</p> | |
| Gender reassignment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No evidence of impact. | Not required. | Not required. |
| Marriage and civil partnership | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No evidence of impact. | Not required. | Not required. |
| Pregnancy and maternity | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Moderate Risk - 'Clinically Vulnerable' - Pregnancy. | <p>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 the LA risks assessment (protocol / risk assessment) should be undertaken to determine this if required.</p> | Not Applicable – all reasonable adjustments will be made. |
| Race | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | 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 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No evidence of impact | Not required. | Not required. |

| Groups with protected characteristics | It is assessed that this decision could have a: | | | Impact comments: | Reasonable Adjustments Identified: | Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i> |
|---------------------------------------|---|-------------------------------------|-------------------------------------|---|---|---|
| | Positive Impact | Neutral Impact | Negative Impact | | | |
| Sex | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | 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 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 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-19 ² | Assessment conducted by – name: | Insert name |
| School name: | Insert school name | Assessment conducted by – job title: | Insert job title |
| Covered by this assessment: | Staff | Assessment date: | Insert date |

Considerations regarding groups that may be affected:

| Groups with protected characteristics | It is assessed that this decision could have a: | | | Impact comments: | Reasonable Adjustments Identified: | Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i> |
|---------------------------------------|---|--------------------------|-------------------------------------|--|---|---|
| | Positive Impact | Neutral Impact | Negative Impact | | | |
| Age (Adults only) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | a. Moderate Risk - 'Clinically Vulnerable' - those aged over 70. b. Current evidence that those aged over 55 of BAME ethnicity, particularly those with co-morbidities, may be associated with increased vulnerability. c. Current evidence that those aged over 60 of White European ethnicity, may be associated with increased vulnerability. | 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, and they are willing to return. An individual staff risk assessment is completed 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. |

² Equality impact assessment based directly upon members of staff. In addition to this the school/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, and they are willing to return. 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'.

| Groups with protected characteristics | It is assessed that this decision could have a: | | | Impact comments: | Reasonable Adjustments Identified: | Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i> |
|---------------------------------------|---|-------------------------------------|-------------------------------------|--|--|---|
| | Positive Impact | Neutral Impact | Negative Impact | | | |
| Disability | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <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, and they are willing to return. 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 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No evidence of impact | Not required. | Not required. |
| Marriage and civil partnership | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No evidence of impact | Not required. | Not required. |
| Pregnancy and maternity | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | 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 measures are possible, and they are willing to return. An individual staff risk assessment is completed to determine this. | Not Applicable – all reasonable adjustments will be made. |

| Groups with protected characteristics | It is assessed that this decision could have a: | | | Impact comments: | Reasonable Adjustments Identified: | Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i> |
|---------------------------------------|---|-------------------------------------|-------------------------------------|--|--|---|
| | Positive Impact | Neutral Impact | Negative Impact | | | |
| Race | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | 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 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No evidence of impact. | Not required. | Not required. |
| Sex | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | 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 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | 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. |

Additional areas for consideration

Are there any poverty and/or rural isolation implications for staff and/or pupils? If yes, please provide information and explain how these risks will be mitigated against.