

Equality Impact Assessment

COVID-19

MALBY LEARNING TRUST

Introduction

To fulfil the public body 'Equality Duty' to have 'due regard' to equality considerations under the Equalities Act 2010, an organisation must, whenever significant decisions are being made or policies developed, give thought to equality implications for people with particular protected characteristics.

The template equality impact assessments should be completed to evidence its Equality Duty to have due regard to the needs of pupils and staff, with increased vulnerability to infection or poorer outcomes from COVID-19, when making the decision for the wider opening of schools during the COVID-19 pandemic.

The pupil and staff templates have been pre-populated with sample assessments of Impact and Reasonable Adjustments. However, each organisation 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. These are included in the supplementary document Template Health Risk Assessments (Pupils and Staff).

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

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
School Name:	Maltby Redwood Academy
Covered by this assessment:	Pupils

Assessment conducted by – name:	Heather O'Connor
Assessment conducted by – job title:	Principal
Assessment date:	01/12/2020

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: 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	<ul style="list-style-type: none"> 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 received medical advice to remain at home. d. Disability which is the subject of reasonable adjustments. 	<ul style="list-style-type: none"> 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. A Covid-19: Individual Pupil Risk Assessment should be undertaken to determine this. c. Pupils within this category will provide a letter from their GP 	Not applicable – all reasonable adjustments will be made.

					confirming advice. If it is possible to attend school, these pupils will have a COVID-19 Individual Pupil Risk Assessment undertaken. d. These pupils will have a 'COVID-19: Individual Pupil Risk Assessment undertaken.	
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.	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. A COVID 19: Individual Pupil Risk Assessment should be undertaken 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 Pupil Risk Assessment – 'Increased Vulnerability' has been 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 – 'Increased Vulnerability' has been 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-19 ²
School Name:	Maltby Redwood Academy
Covered by this assessment:	Staff

Assessment conducted by – name:	Heather O'Connor
Assessment conducted by – job title:	Principal
Assessment date:	01/12/2020

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: 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 55 of BAME ethnicity, particularly those with co-morbidities may be associated with increased vulnerability.</p> <p>c. Current evidence that those aged over 60 of White European ethnicity, 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, and they are willing to return. A Covid-19: Individual Staff Risk Assessment is completed to determine this.</p> <p>b. A Workforce Risk Assessment – ‘Increased Vulnerability’ has been completed, a COVID-19: Individual Staff Risk Assessment is completed dependent upon cumulative vulnerability and job role.</p> <p>c. A Workforce Risk Assessment – ‘Increased Vulnerability’ has</p>	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 undertake a ‘COVID-19 – Individual Staff Risk Assessment’
- (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’.

					been completed, a COVID-19: Individual Staff Risk Assessment is completed dependent upon cumulative vulnerability and job role.	
Disability			X	<ul style="list-style-type: none"> 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 received medical advice to remain at home. d. Disability which is the subject of reasonable adjustments. 	<ul style="list-style-type: none"> a. Staff 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. 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. A Covid-19: Individual Staff Risk Assessment should be undertaken to determine this. 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 a COVID-19 Individual Staff Risk Assessment undertaken. d. These staff will have a ‘COVID-19: Individual Staff Risk Assessment undertaken. 	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.	Not Applicable – all reasonable adjustments will be made.

					Staff in their third trimester of pregnancy should 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.	
Race			X	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability.	A Workforce Risk Assessment – 'Increased Vulnerability' has been completed, a COVID-19: Individual Staff 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.	A Workforce Risk Assessment – 'Increased Vulnerability' has been completed. A Covid-19: 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.	Not required.	Not required.