



# St Nicholas CE Primary Academy: equality impact assessment – Sept 2020

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This document considers the impact of our school reopening plan on groups of people with different characteristics, and document what steps we will take to address any negative impacts.

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 St Nicholas CE Primary Academy 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/>

## Race

Will our reopening plans have a disproportionate impact related to race?	Y	N
		✓
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.	<p>Current evidence that ethnicity of a BAME background may be associated with increased vulnerability</p> <p>Not Applicable – all reasonable adjustments will be made.</p>	

## Disability

Will our reopening plans have a disproportionate impact related to disability?	Y	N
		✓
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.	<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, believe themselves to be at risk</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 prior to 1st August 2020. After 1st 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.</p> <p>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.</p> <p>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</p> <p>d. These staff will have an individual staff risk assessment completed.</p> <p>No disproportionate impact, all reasonable adjustments will be made.</p>	

## Gender (including gender reassignment and pregnancy and maternity)

Will our reopening plans have a disproportionate impact related to gender (including gender reassignment or pregnancy and maternity)?	Y	N
		✓
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<p>Moderate Risk – ‘Clinically Vulnerable’ – Pregnancy.</p> <p>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.</p>	

## Age

Will our reopening plans have a disproportionate impact related to age?	Y	N
		✓
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<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>No disproportionate impact, all reasonable adjustments will be made.</p>	

## Sexual orientation

Will our reopening plans have a disproportionate impact related to sexual orientation?	Y	N
		✓
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<p>No evidence of impact</p> <p>No disproportionate impact, all reasonable adjustments N/A.</p>	

## Religion or belief

Will our reopening plans have a disproportionate impact related to religion or belief?	Y	N
		✓
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<p>No evidence of impact</p> <p>No disproportionate impact, all reasonable adjustments N/A.</p>	

## Marriage and civil partnership

Will our reopening plans have a disproportionate impact related to marriage or civil partnership?	Y	N
		✓

Describe the nature of any disproportionate impacts.  Explain what actions will be taken to address these impacts.	No evidence of impact  No disproportionate impact, all reasonable adjustments N/A.
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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.