

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 Lydiate Learning Trust 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 borne in mind when making the decision for the wider re-opening of schools.

The Equality Impact Assessments make reference to a number of COVID-19 Individual and Workforce Risk Assessments that have already been 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](#)

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:	Ann Stahler
Trust name:	Lydiate Learning Trust	Assessment conducted by – job title:	CEO/Executive Headteacher
Covered this by assessment:	Pupils	Assessment date:	05/07/2020 (effective 1/8/20) Updated 1/9/21

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			
Disability	<input type="checkbox"/>	<input 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>a. Pupils within this category are no longer advised to shield. If advised by a specialist to isolate or reduce contact for short period of time, these pupils will be provided with study to be carried out from home if stringent social distancing measures are not possible. Full review of learning will take place upon the return to school to ensure no detrimental impact</p> <p>b. Pupils within this category are no longer advised to shield. If advised by a</p>	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			
					specialist to isolate or reduce contact for short period of time, these pupils will be provided with study to be carried out from home if stringent social distancing measures are not possible. Full review of learning will take place upon the return to school to ensure no detrimental impact	
				<ul style="list-style-type: none"> 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 e. Reopening schools to children with special educational needs could increase their access to school based support. 	<ul style="list-style-type: none"> c. Pupils within this category will provide a letter from their specialist confirming advice. If it is possible to attend school, a risk assessment should be undertaken if required. d. A risk assessment should be undertaken if required. e. A risk assessment should be undertaken if required. 	
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.	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, if stringent social distancing measures are not possible. A risk assessment should be undertaken to determine this if required.	Not Applicable – all reasonable adjustments will be made.



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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, incorporating a BAME Risk Assessment, is 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.
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.

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’ should attend school and the school will undertake a ‘COVID-19 – Individual Pupil Risk Assessment,
- (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’.

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:	Vickie Sumner
Trust name:	Lydiate Learning Trust	Assessment conducted by – job title:	Executive Director of HR
Covered by this assessment:	Staff	Assessment date:	05/07/2020 (effective 1/8/20) Updated 1/9/21

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"/>	<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 are no longer advised to shield. Individuals are encouraged to follow current government guidance in terms of what precautions they can take both at work and at home. An individual staff risk assessment is completed to identify precautions that can be taken in the workplace.</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.



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"/>	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 at some point. d. Disability which is the subject of reasonable adjustments	a. Staff within this category are no longer advised to shield. Individuals are encouraged to follow current government guidance in terms of what precautions they can take both at work and at home. An individual staff risk assessment is completed to identify precautions that can be taken in the workplace. b. An individual staff risk assessment is completed to identify what precautions can be taken in the workplace. c. An individual staff risk assessment is completed to identify what precautions can be taken in the workplace. d. An individual staff risk assessment is completed to identify what precautions can be taken in the workplace.	Not Applicable – all reasonable adjustments v 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.	Individuals risk assess for staff within this category will be conducted, identifying precautions that can be taken within the workplace. Where necessary and in line with current guidance, individuals who are 28+ weeks will be provided with alternative location to work, should this be identified as needed during risk assessment	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.

¹ 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. 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'.