

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:	David Aston
School name:	Wilburton CE Primary School	Assessment conducted by – job title:	Headteacher
Covered by this assessment:	Pupils	Assessment date:	11/07/20

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.	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.	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:
	Positive Impact	Neutral Impact	Negative Impact			<i>Please provide details as to why reasonable adjustments are not being made</i>
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:	David Aston
School name:	Wilburton CE Primary	Assessment conducted by – job title:	Headteacher
Covered by this assessment:	Staff	Assessment date:	11/07/20

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.