

## 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 equality impact assessments make reference to a number of COVID-19 Individual and Workforce Risk Assessments. These are included in the supplementary document **Template for Individual and Group health risk assessments (students 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 - students

<b>Policy or Decision:</b>	COVID-19: School wider-opening Individuals with increased vulnerability to infection or poorer outcomes from COVID-19 <sup>1</sup>	<b>Assessment conducted by – name:</b>	Dominic Mckeon
<b>School name:</b>	Little Lever School	<b>Assessment conducted by – job title:</b>	/ Principal
<b>Covered by this assessment:</b>	Students	<b>Assessment date:</b>	4th September

### 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"/>	<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. Students within this category will have been contacted by the NHS and advised with regards to shielding requirements. Shielding requirement changed on 1<sup>st</sup> August and students will be expected to return to school. If necessary these students will be provided with study to be carried out from home if required and advised to do so from medical professionals (GP)but will follow the latest government guidance. The phased induction process should support these students to transition into school with less students in the building initially.</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			
					<p>b. Students within this category have been advised by the NHS/government to follow advice on social distancing. These students will be expected to be in school under new government guidance. The phased induction process should support these students to transition into school with less students in the building initially. A <i>COVID-19: Individual Student Risk Assessment</i> should be undertaken</p> <p>c. Students within this category will provide a letter from their GP confirming advice. If it is possible to attend school these pupils will have a <i>COVID-19: Individual Student Risk Assessment</i> undertaken.</p> <p>d. These pupils will have a '<i>COVID-19: Individual Student Risk Assessment</i> undertaken.</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.	Students within this category have been advised by the NHS/government to follow advice on social distancing. These students will be expected to be in school under new government guidance. The phased induction process should support these students to transition into school with less students in the building initially. A <i>COVID-19: Individual Student Risk Assessment</i> should be undertaken	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 student Risk Assessment - 'Increased Vulnerability' has been 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 Student Risk Assessment - 'Increased Vulnerability' has been 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

<b>Policy or Decision:</b>	COVID-19: School wider-opening Individuals with increased vulnerability to infection or poorer outcomes from COVID-19 <sup>2</sup>	<b>Assessment conducted by – name:</b>	Dominic Mckeon
<b>School name:</b>	Little Lever School	<b>Assessment conducted by – job title:</b>	Principal
<b>Covered by this assessment:</b>	Staff	<b>Assessment date:</b>	Insert date

Considerations regarding groups that may be affected:

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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 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 be able to work in school with stringent social distancing measures, and they are willing to return. A <i>COVID-19: Individual Staff Risk Assessment</i> is completed to determine this.</p> <p>b. A <i>Workforce Risk Assessment - 'Increased Vulnerability'</i> has been completed, a <i>COVID-19: Individual Staff Risk Assessment</i> is completed dependent upon cumulative vulnerability and job role.</p> <p>c. A workforce Risk Assessment - 'Increased Vulnerability' has been completed, a <i>COVID-19: Individual Staff Risk Assessment</i> 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> <li>a. High Risk - 'Clinically Extremely Vulnerable': Identified specific medical conditions have been identified as placing someone at greatest risk of severe illness from coronavirus.</li> <li>b. Moderate Risk - 'Clinically Vulnerable': Identified health conditions have been identified as placing someone at higher risk of severe illness from coronavirus.</li> <li>c. Other - Do not fall into one of the above categories, however, have received medical advice to remain at home.</li> <li>d. Disability which is the subject of reasonable adjustments</li> </ul>	<ul style="list-style-type: none"> <li>a. Staff within this category will have been contacted by the NHS and advised with regards to shielding requirements. These staff will be expected to be in school. A <i>COVID-19: Individual Staff Risk Assessment</i> will be undertaken</li> <li>b. Staff within this category have been advised by the NHS/government to follow advice on social distancing. These staff will be expected to be in school. A <i>COVID-19: Individual Staff Risk Assessment</i> will be undertaken</li> <li>c. A <i>COVID-19: Individual Staff Risk Assessment</i> is completed to determine this.</li> <li>d. 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 <i>COVID-19: Individual Staff Risk Assessment</i> undertaken.</li> <li>e. These staff will have a <i>COVID-19: Individual Staff Risk Assessment</i> undertaken.</li> </ul>	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.

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			
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Moderate Risk - 'Clinically Vulnerable' - Pregnancy.	f. Staff within this category have been advised by the NHS/government to follow advice on social distancing. These staff will be expected to be in school. A <i>COVID-19: Individual Staff Risk Assessment</i> will be undertaken	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 workforce Risk Assessment - 'Increased Vulnerability' has been completed, a <i>COVID-19: Individual Staff Risk Assessment</i> 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.	A workforce Risk Assessment - 'Increased Vulnerability' has been completed, a <i>COVID-19: Individual Staff Risk Assessment</i> 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 type="checkbox"/>	No evidence of impact.	Not required.	Not required.