

Equality Impact Assessment – Full reopening of schools (Pupils and Staff)

This Equality Impact Assessment (EqIA) form will assist in ensuring 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 must 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 an organisation considers the needs and implications for those people with protected characteristics.

This EqIA should be 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.

Any action or proposed solution will follow a right-based approach. This means VAT will continue to take positive steps to ensure participation of people with protected characteristics in all decision making processes and respect the right to self-identification.

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 born in mind when making the decision for the full re-opening of schools.

The Equality Impact Assessments make reference to a number of COVID-19 Individual and Workforce Risk Assessments that you have already produced.

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](#)
- [People at higher risk from coronavirus](#)
- [Advice on social distancing](#)

Trust documents to support the completion of the VAT EqIA are –

- SEND / Vulnerable Pupil risks assessment (
- Individual staff risk assessment
- BAME risk assessment

Any questions about this document please contact, Enquiries@victoriaacademiestrust.co.uk

COVID-19: Equality impact assessment - Pupils

Policy or Decision:	COVID-19: Full reopening of schools Individuals with increased vulnerability to infection or poorer outcomes from COVID-19
Trust name:	Victoria Academies Trust
Covered by this assessment:	Pupils

Assessment date:	01/09/2020 Reviewed 01/10/20
-------------------------	---------------------------------

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.	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 return to school following the enhanced hand washing/ hygiene advice	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			
				d. Disability which is the subject of reasonable adjustments e. Full opening schools to children with special educational needs could increase their access to school based support.	c. If the pupil has an EHCP a Risk Assessment will be undertaken. d. Pupils within this category should return with any reasonable adjustments made in line with an individual RA. e. A Risk Assessment will be completed 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"/>	Na due to primary only pupils	Not required.	Not required.
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.	Considered within the trust full opening RA, hygiene, cleaning routines and separation of 'bubbles' in place	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"/>	No evidence of this with primary aged children	Not required.	Not required.
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
Trust name:	Victoria Academies Trust
Covered by this assessment:	Staff

Assessment date:	01/09/2020 Reviewed 10-10-20
-------------------------	---------------------------------

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 comorbidities, 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 will have been advised by the NHS/government to follow advice on social distancing. These staff will have individual RAs and PPE will be provided to them as required/ requested. b. An individual staff risk assessment is completed, and PPE is available for staff to wear if they wish. c. An individual staff risk assessment is completed, and PPE is available for staff to wear if they wish.	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. d. Disability which is the subject of reasonable adjustments	a. Staff within this category will have been contacted by the NHS and advised with regards to shielding requirements. Those advised to shield will be provided with work that can be carried out from home. b. Staff within this category have been advised by the NHS/government that they can return to work. Ras have been updated at PPE changes to working environments have been made as appropriate. c. Staff within this category will provide a letter from their GP confirming advice. This advice will be built into their RA and adjustments, including working from home if advised. d. These staff will have an individual staff risk assessment completed.	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.	Pregnant staff will have an individual RA in line with policy. They will work from home during their final trimester in line with government guidance. Advice from GPS and medical teams will be followed for each individual case.	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 BAME risk assessment is completed dependent upon cumulative vulnerability and job role. PPE is provided where staff choose to use this and individual job and environment amendments are made as appropriate.	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 will be 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 if deemed appropriate, dependent upon cumulative vulnerability and job role.	Not required.