CHELMSFORD LEARNING PARTNERSHIP

Covid 19 Equality Impact Assessment for staff and pupils

COVID-19: Equality impact assessment - pupils

Policy or Decision:	COVID-19: School wider-opening during the second national lockdown. Individuals with increased vulnerability to infection or poorer outcomes from COVID-19	**Assessment conducted by – name:**	Sharon Jenner
School name:	Roding Valley High School	**Assessment conducted by – job title:**	Headteacher
Covered by this assessment:	Pupils	**Assessment date:**	04/11/20

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: *Please provide details as to why reasonable adjustments are not being made*
	Positive Impact	Neutral Impact	Negative Impact			
Age (Adults only)	☐	☐	☐	Not Applicable for this assessment.	Not Applicable.	Not Applicable.
Disability	☐	☐	☒	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.	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 learning 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 in school but will have an individual risk assessment in place.	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: *Please provide details as to why reasonable adjustments are not being made*
	Positive Impact	**Neutral Impact**	**Negative Impact**			
				d. Disability which is the subject of reasonable adjustments	will be carried out. c. Pupils within this category will provide a letter from their GP confirming advice. If it is possible to attend school these pupils will have a risk assessment undertaken. If not, these pupils will be provided with learning to be carried out at home. d. These pupils will have an individual risk assessment	
Gender reassignment	☐	☒	☐	No evidence of impact.	Not required.	Not required.
Marriage and civil partnership	☐	☒	☐	No evidence of impact.	Not required.	Not required.
Pregnancy and maternity	☐	☐	☐	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. An individual risk Assessment should be undertaken to determine this.	Not Applicable – all reasonable adjustments will be made.
Race	☐	☐	☒	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability.	A whole school pupil risk assessment - 'Increased Vulnerability' will be completed, an individual risk assessment is completed dependent upon cumulative vulnerability.	Not Applicable – all reasonable adjustments will be made.
Religion or belief	☐	☒	☐	No evidence of impact	Not required.	Not required.
Sexual orientation	☐	☒	☐	No evidence of impact	Not required.	Not required.

COVID-19: Equality impact assessment - staff

Policy or Decision:	COVID-19: School wider-opening during the second national lockdown. Individuals with increased vulnerability to infection or poorer outcomes from COVID-19	**Assessment conducted by – name:**	Sharon Jenner
School name:	Roding Valley High School	**Assessment conducted by – job title:**	Headteacher
Covered by this assessment:	Staff	**Assessment date:**	04/11/20

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: *Please provide details as to why reasonable adjustments are not being made*
	Positive Impact	Neutral Impact	Negative Impact			
Age (Adults only)	☐	☐	☒	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 will be at work but follow as stringent social distancing measures as possible. Individual risk assessments will be undertaken. b. An individual risk assessment is completed dependent upon cumulative vulnerability and job role.	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: *Please provide details as to why reasonable adjustments are not being made*
	Positive Impact	**Neutral Impact**	**Negative Impact**			
					c. A workforce Risk Assessment - 'Increased Vulnerability' has been completed, an individual risk assessment is completed dependent upon cumulative vulnerability and job role.	
Disability	☐	☐	☒	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. These staff will be provided with work that can be carried out from home. If they cannot complete their role at home, they will still be required NOT to attend work. b. Staff within this category have been advised by the NHS/government to follow advice on social distancing but to attend work. An individual risk assessment will be completed. 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 risk assessment undertaken. If not, they will work from home. d. These staff will have an individual risk assessment undertaken.	Not Applicable – all reasonable adjustments will be made.
Gender reassignment	☐	☒	☐	No evidence of impact	Not required.	Not required.
Marriage and civil partnership	☐	☒	☐	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: *Please provide details as to why reasonable adjustments are not being made*
	Positive Impact	**Neutral Impact**	**Negative Impact**			
Pregnancy and maternity	☐	☐	☒	Moderate Risk - 'Clinically Extremely Vulnerable' – from 28th week of Pregnancy.	Staff within this category have been advised by the NHS/government to follow advice on social distancing. Staff who are 28 or more weeks pregnant will work from home.	Not Applicable – all reasonable adjustments will be made.
Race	☐	☐	☒	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability	A workforce Risk Assessment - 'Increased Vulnerability' will be completed, an individual risk assessment is completed dependent upon cumulative vulnerability and job role.	Not Applicable – all reasonable adjustments will be made.
Religion or belief	☐	☒	☐	No evidence of impact.	Not required.	Not required.
Sexual orientation	☐	☒	☐	No evidence of impact.	Not required.	Not required.