

Equalities Impact Assessment – Lowick C of E First School
EIA for COVID-19 Risk Assessment

Stage 1

1. Name of the change, strategy, project or policy:	COVID-19 Risk Assessment on planned wider opening from 1st June 2020
2. School Name, Job Title, Name of individual and the telephone number of staff completing the assessment form:	Lowick C of E First School Rebecca Simpson, Headteacher, 01289 388268
3. What is the main purpose and outcomes of the change, strategy, project or policy?	Our Covid19 wider re-opening risk assessment (the “Risk Assessment”) is to mitigate against potential impact of COVID 19 as our school moves to wider reopening to additional groups of pupils from the 1 st June 2020.
4. List the main activities of the policy, project or change (for strategies list the main policy areas).	The Risk Assessment covers the following main activities: <ul style="list-style-type: none"> • People Management and Communication • Effective Infection Protection and Control • Actions required relating to Premises
5. Who will the project, policy or change mainly impact upon?	The Risk Assessment covers all staff within school
6. Use the table below to answer: Do you think that the change/strategy/project/policy in the way it is planned or delivered could have a? A) negative impact on any of the equality target groups? (i.e. it could disadvantage them) or B) positive impact on any of the target groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups? (Remember that impact might be on a majority group as well as a minority group) C)	


Equality Target Group:	Positive impact – it could benefit	Negative impact – it could disadvantage	Reason/Rationale
Race/BAME	Adhering to a suitable and sufficient risk assessment will ensure that School follows current government, H&S and HR advice as to how Race/BAME may impact on who can return to work, the circumstances of such a return and who should still remain at home.	There is no evidence that a risk assessment will have a negative impact on Race/BAME staff groups. A risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.	HR advice (4/6/20) notes the emerging evidence from NHS England showing that black and minority ethnic (BAME) communities are disproportionately affected by COVID-19 and that this must be taken into consideration as part of developing, and ongoing review, of the school COVID-19 risk assessment, thereby mitigating against potential risk. <i>Please note that currently none of our staff identify as BAME.</i>
Religion and Belief	There is no evidence that COVID-19 may impact on religion/belief.	There is no evidence that COVID-19 may impact on religion/belief	N/A
Disability	Adhering to a suitable and sufficient risk assessment will ensure that School follows current government, H&S and HR advice as to how disability may impact on who can return to work, the circumstances of such a return and who should still remain at home.	There is no evidence that a risk assessment will have a negative impact on disability. A risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.	There is clear evidence from NHS England that specific disabilities and illnesses have a disproportionate impact on any COVID-19 infection. Ongoing review of the risk assessment by assessing most recent government / H&S / HR advice will mitigate potential risk.
Gender (and Gender Identity)	There is no evidence that COVID-19 may impact on Gender/Gender Identity	There is no evidence that a risk assessment will have a negative impact on Gender/Gender Identity	N/A
Sexual Orientation	There is no evidence that COVID-19 may impact on sexual orientation.	There is no evidence that COVID-19 may impact on sexual orientation.	N/A

Age	Adhering to a suitable and sufficient risk assessment will ensure that School follows current government, H&S and HR advice as to how age may impact on who can return to work, the circumstances of such a return and who should still remain at home.	<p>There is no evidence that a risk assessment will have a negative impact on Age.</p> <p>A risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	Government Guidance has identified age as a determining factor in identifying some staff as clinically vulnerable (CV) requiring specific measures within the risk assessment.
Pregnancy/Maternity	<p>Adhering to a suitable and sufficient risk assessment will ensure that School follows current government, H&S and HR advice as to how Pregnancy / Maternity may impact on who can return to work, the circumstances of such a return and who should still remain at home.</p> <p>Staff who are pregnant – see separate CV section below.</p>	<p>There is no evidence that a risk assessment will have a negative impact on pregnancy.</p> <p>A risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	See advice below in relation to staff designated as clinically vulnerable.
Marriage and Civil Partnership	There is no evidence that COVID-19 may impact on marriage and civil partnership.	There is no evidence that COVID-19 may impact on marriage and civil partnership.	N/A
Staff groups identified as Clinically Extremely Vulnerable (CEV)	Adhering to a suitable and sufficient risk assessment will ensure that School follows current government, H&S and HR advice on the working arrangements for staff identified as Clinically Extremely Vulnerable (CEV).	<p>There is no evidence that a risk assessment will have a negative impact on staff identified as Clinically Extremely Vulnerable.</p> <p>A risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	Risk assessment will be under periodic review to take account of updated guidance from Government / H&S / HR as to the safe working arrangements for staff identified as Clinically Extremely Vulnerable.

Staff groups identified as Clinically Vulnerable (CV)	Adhering to a suitable and sufficient risk assessment will ensure that School follows current government, H&S and HR advice on the working arrangements for staff identified as Clinically Vulnerable (CV).	There is no evidence that a risk assessment will have a negative impact on staff identified as Clinically Vulnerable. A risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.	Risk assessment will be under periodic review to take account of updated guidance from Government / H&S / HR as to the safe working arrangements for staff identified as Clinically Vulnerable.
<p>7.a) If you have indicated there is a negative impact on any Equality Target group, answer the following:</p> <p>Is the impact legal/lawful? (i.e. You must ensure that it is not discriminatory under anti-discriminatory legislation). Seek advice from your School link HR Advisor if necessary</p> <p>Is the impact intended?</p>	As the risk assessment is specifically in place to ensure a positive impact this section of the EIA is not applicable.		
7.b) Could you minimise or improve any negative impact? Use the space below to detail how.	As above – this risk assessment does not record a negative impact		
7.c) Is it possible to consider a different policy/strategy/action, which still achieves your aim, but avoids any adverse impact on equality?	The COVID-19 risk assessment is in place to specifically negate any negative impact of a return to school by staff.		
7.d) In light of the information on this form; what practical actions would you take to reduce or remove any adverse/negative impact?	The COVID-19 risk assessment is in place to specifically negate any negative impact of a return to school by staff. By ensuring periodic review to take account of most recent advice and guidance from Government / H&S / HR and impact on identified groups will be minimised.		

Stage 2

8.a) As a result of the assessment and consultation completed in Stage 1 above, state whether there will need to be any changes made to the policy, project or planned action.	The risk assessment will be under periodic review to ensure it reflects most recent advice from Government / H&S / HR. Where deemed this requires further consultation then Stage 1 of the school IEA should be reviewed/amended as necessary and Stage 2 completed.
8.b) As a result of this assessment and consultation, does the school need to commission specific research on this issue or carry out monitoring/data collection?	School will need to ensure there is a system in place to monitor and review the risk assessment in light of changing guidance from the DfE in relation to the slow the wider opening of schools until such time as there is no longer a threat from the COVID-19 virus.
9) Have you set up a monitoring/evaluation/review process to check the successful implementation of the policy, project or change?	Our Risk Assessment is reviewed at least weekly and also whenever there are material changes to advice and guidance from the Government.

Signed:	 On behalf of the Governing Body
Name:	Tercia Kim Gillings
Role:	Parent Governor (Vice Chair)
Date:	16/06/2020