

### Spring Common Academy 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>1</sup>	<b>Assessment conducted by – name:</b>	Dr Kim Taylor
<b>School name:</b>	Spring Common Academy	<b>Assessment conducted by – job title:</b>	Executive Headteacher
<b>Covered by this assessment:</b>	Staff	<b>Assessment date:</b>	04/06/2020

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. Current evidence that those aged over 55 of BAME ethnicity, particularly those with co-morbidities, may be associated with increased vulnerability. b. Current evidence that those aged over 60 of White European ethnicity, may be associated with increased vulnerability.	a. An <a href="#">individual staff risk assessment</a> is completed dependent upon cumulative vulnerability and job role. b. An <a href="#">individual staff risk assessment</a> is completed dependent upon cumulative vulnerability and job role.	Reasonable adjustments will be made following risk assessment.

<sup>1</sup> 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’.

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	Positive Impact	Neutral Impact	Negative Impact			
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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. Disability which is the subject of reasonable adjustments</p>	<p>a. Staff within this category will have been contacted by the NHS England and advised with regards to shielding requirements. These staff will be provided with work that can be carried out from home when possible.</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 when possible unless this is not an option, stringent social distancing measures are possible, and they are being supported to return. An <a href="#">individual staff risk assessment</a> is completed to determine this.</p> <p>c. These staff will have an <a href="#">individual staff risk assessment</a> completed to support their disability under the Equality Act 2010.</p>	Reasonable adjustments will be made following risk assessment.
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 <a href="#">individual staff risk assessment</a> 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 <a href="#">BAME risk assessment</a> 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 <a href="#">individual staff risk assessment</a> 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"/>	Potential for a positive effect or negative impact.	An <a href="#">individual staff risk assessment</a> is completed dependent upon cumulative vulnerability and job role.	Not required.

Additional areas for consideration

Are there any poverty and/or rural isolation implications for staff and/or pupils? If yes, please provide information and explain how these risks will be mitigated against.