

## **Equality Impact Assessment – School Reopening (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. In addition, CMAT has chosen to include two additional groups to protect recognising the impact of poverty and rural isolation.

Any action or proposed solution will follow a right-based approach. This means CMAT 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 wider 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:

- [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](#)

Trust documents to support the completion of the CMAT EqIA can be found here –

- SEND / Vulnerable Pupil risks assessment ([protocol](#) / [risk assessment](#))
- [Individual staff risk assessment](#)
- [BAME risk assessment](#)

Any questions about this document please contact, [Enquiries@cmatrust.co.uk](mailto:Enquiries@cmatrust.co.uk)

This document has been based upon the template put together by Star Academy Trust and we would like to acknowledge their excellent work in putting this together <https://www.reopeningschools.org/>

## COVID-19: Equality impact assessment - Pupils

<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>	Sarah Wilson/ Mary Rayner
<b>Trust name:</b>	Cambridge Meridian Academies Trust	<b>Assessment conducted by – job title:</b>	On behalf of Executive Board
<b>Covered by this assessment:</b>	Pupils	<b>Assessment date:</b>	12/06/2020

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 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. c. Other - Do not fall into one of the above categories, however, have	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 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.	Not Applicable – all reasonable adjustments will be made.

<sup>1</sup> Equality impact assessment based directly upon pupils. In addition to this the school/trust has identified that pupils:

- (i) who live with individuals classified as High Risk – 'Clinically Extremely Vulnerable' will study from home.
- (ii) who live with individuals classified as Moderate Risk – 'Clinically Vulnerable' should attend school and the school will undertake a 'COVID-19 - Individual Pupil Risk Assessment'.

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			
				received medical advice to remain at home. d. Disability which is the subject of reasonable adjustments e. Reopening 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 will return if parents choose for them to attend. 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"/>	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; A Risk Assessment will be completed if required	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 Risk Assessment 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 Risk Assessment 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.
Poverty	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is evidence that those from more disadvantaged backgrounds are potentially more at risk than those who are not	Schools have been supporting identified pupils through partial opening and will continue to do so as we move towards wider opening. This has included support with access to free school meals / voucher schemes; increased contact to the home /	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>pupil from the school; encouragement to attend school as pupils may fall within the group of those identified as 'vulnerable'</p> <p>Home visits have been utilised as required to support pupils and families. Safeguarding and supportive measures have continued to ensure the welfare of pupils remains a paramount concern.</p>	
Rural Isolation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>As schools move towards wider reopening and the use of public transport increases some pupils will potentially be placed more at risk as social distancing cannot be maintained easily</p> <p>Some pupils / families may have less access to support from the school due to location and an inability to provide own transport to attend school</p>	<p>A survey has been undertaken to ensure pupils can be accommodated on public transport. Close work with the LA to ensure all guidelines are followed on school transport so pupils can travel safely</p> <p>Remote learning and online support has been provided to families / pupils and aims to bridge any gaps in ability to attend school if transport becomes an issue</p> <p>During planned wider re-opening schools have reduced the impact of 'part day' working by planning around the needs of their pupils to minimise requirements for transport that does not fall in line with timings provided by the LA and/or public services</p>	Not Applicable – all reasonable adjustments will be made.

## 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>Trust name:</b>	Cambridge Meridian Academies Trust
<b>Covered by this assessment:</b>	Staff

<b>Assessment conducted by – name:</b>	Sarah Wilson, Mary Rayner, Sue Turnbull
<b>Assessment conducted by – job title:</b>	On behalf of the Executive Board and Directorate
<b>Assessment date:</b>	12/06/2020

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. 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 should work from home unless this is not an option, stringent social distancing measures are possible, and they are willing to return. An individual staff risk assessment is completed to determine this. b. An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role.	Not Applicable – all reasonable adjustments will be made.

<sup>2</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'.

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			
					c. An individual staff risk assessment is completed dependent upon cumulative vulnerability and job role.	
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. These staff will be provided with work that can be carried out from home. b. 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 individual staff risk assessment is completed to determine this. 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 staff risk assessment. 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.	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 individual staff risk assessment is completed to determine this.	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.	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 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 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 dependent upon cumulative vulnerability and job role.	Not required.