

**Addendum to Risk Assessment: Wider Reopening of School**

**Equality Impact Assessment (EIA) for COVID-19 Risk Assessment**

**Stage 1 – CONSULTATION**

1. Name of the change, strategy, project or policy:	COVID-19 Risk Assessment planned wider opening from 1 <sup>st</sup> June 2020
2. School Name, Job Title, Name of individual and the telephone number of staff completing the assessment form:	Ellingham C of E Primary School Diane Lakey Headteacher 01665 589233
3. What is the main purpose and outcomes of the change, strategy, project or policy?	To mitigate against the potential impact of Covid-19 as school moves to wider reopening to additional groups of pupils from 1 <sup>st</sup> June 2020.
4. List the main activities of the policy, project or change (for strategies list the main policy areas).	<ul style="list-style-type: none"><li>• People Management and Communication</li><li>• Effective Infection Protection and Control</li><li>• Actions required relating to Premises</li></ul>
5. Who will the project, policy or change mainly impact upon?	All employees within school.
6. 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)	

Equality Target Group:	Positive impact – it could benefit	Negative impact – it could disadvantage	Reason/Rationale
Race/BAME	<p>By adhering to a suitable and sufficient risk assessment ensures that we follow current government, H&amp;S and HR advice as to how Race/BAME may impact on those who can return to work, the circumstances of such a return and who should still remain at home.</p>	<p>We currently have no BAME staff members.</p> <p>There is no evidence that our risk assessment will have a negative impact on Race/BAME staff groups.</p> <p>Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	<p>We continue to receive HR advice updates and monitor the emerging evidence from NHS England showing that black and minority ethnic (BAME) communities are disproportionately affected by COVID-19.</p> <p>Where additional advice becomes available this will feed into the ongoing review of our COVID-19 risk assessment, thereby mitigating against potential risk.</p>
Religion and Belief	<p>There is no evidence that COVID-19 may impact on religion/belief.</p>	<p>There is no evidence that COVID-19 may impact on religion/belief.</p>	<p>There is no evidence that COVID-19 may impact on religion/belief but we will monitor this as part of the ongoing review of our risk assessment.</p>
Disability	<p>By adhering to a suitable and sufficient risk assessment ensures that we follow current government, H&amp;S and HR advice as to how Disability may impact on those who can return to work, the circumstances of such a return and who should still remain at home.</p>	<p>One staff member is registered as having a disability and has an individual risk assessment in place.</p> <p>There is no evidence that our risk assessment will have a negative impact on disability.</p> <p>Our risk assessment, though suitable and sufficient, cannot</p>	<p>We have taken into consideration the advice provided from Government, in addition to HR and H&amp;S in formulating our covid-19 risk assessment. Taking account of the clear evidence from NHS England that specific disabilities and illnesses have a disproportionate impact on any COVID-19 infection.</p>

	See separate CV/CEV section below.	eliminate all potential risk of transmission of COVID-19 to staff.	Where additional advice becomes available this will feed into the ongoing review of our COVID-19 risk assessment, thereby mitigating against potential risk.
Gender (and Gender Identity)	By adhering to a suitable and sufficient risk assessment ensures that we follow current government, H&S and HR advice as to how Gender may impact on those who can return to work, the circumstances of such a return and who should still remain at home.	Currently, the staff is 100% female. There is no evidence that our risk assessment will have a negative impact on Gender. Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.	We continue to receive HR advice updates and monitor the emerging evidence from NHS England showing that Men are disproportionately affected by COVID-19. Where additional advice becomes available this will feed into the ongoing review of our COVID-19 risk assessment, thereby mitigating against potential risk.
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.	There is no evidence that COVID-19 may impact on sexual orientation but will monitor this as part of the ongoing review of our risk assessment.
Age	Adhering to a suitable and sufficient risk assessment will ensure that we follow 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 those who should still remain at home.	Currently, 54% of staff are in the 50+ age range. There is no evidence that our risk assessment will have a negative impact on age. Our risk assessment, though suitable and sufficient, cannot	We have taken into consideration the advice provided from Government, in addition to HR and H&S in formulating our covid-19 risk assessment. We recognise that age may be a determining factor in identifying some staff as clinically vulnerable (CV) requiring specific measures and support

		eliminate all potential risk of transmission of COVID-19 to staff.	identified within our covid-19 risk assessment. Where additional advice becomes available this will feed into the ongoing review of our COVID-19 risk assessment, thereby mitigating against potential risk.
Pregnancy/Maternity	<p>Adhering to a suitable and sufficient risk assessment will ensure that we follow current government, H&amp;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 our risk assessment will have a negative impact on pregnancy.</p> <p>Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	<p>We recognise that Pregnancy is a determining factor in identifying applicable staff as clinically vulnerable (CV) requiring specific measures and support identified within our covid-19 risk assessment.</p> <p>Where additional advice becomes available this will feed into the ongoing review of our COVID-19 risk assessment, thereby mitigating against potential risk.</p> <p>See CV section below in relation to staff designated as clinically vulnerable.</p>
Marriage and Civil Partnership	There is no evidence that COVID-19 may impact on marriage and civil partnership.	There is no evidence that our risk assessment will have a negative impact on marriage and civil partnership.	There is no evidence that COVID-19 may impact on marriage and civil partnership but will monitor this as part of the ongoing review of our risk assessment.

<p>Staff groups identified as Clinically Extremely Vulnerable (CEV)</p>	<p>Adhering to a suitable and sufficient risk assessment will ensure that we follow current government, H&amp;S and HR advice on the working arrangements for staff identified as Clinically Extremely Vulnerable (CEV).</p>	<p>There is no evidence that our risk assessment will have a negative impact on staff identified as Clinically Extremely Vulnerable. Currently, we have no staff identified as Clinically Extremely Vulnerable.</p> <p>Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	<p>Our Covid-19 risk assessment will be under ongoing review to take account of updated guidance from Government / H&amp;S / HR as to the safe working arrangements for staff identified as Clinically Extremely Vulnerable.</p>
<p>Staff groups identified as Clinically Vulnerable (CV)</p>	<p>Adhering to a suitable and sufficient risk assessment will ensure that we follow current government, H&amp;S and HR advice on the working arrangements for staff identified as Clinically Vulnerable (CV).</p>	<p>There is no evidence that our risk assessment will have a negative impact on staff identified as Clinically Vulnerable.</p> <p>Two staff who are Clinically Vulnerable have individual risk assessments in place.</p> <p>Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	<p>Our Covid-19 risk assessment will be under ongoing review to take account of updated guidance from Government / H&amp;S / HR as to the safe working arrangements for staff identified as Clinically Vulnerable.</p>
<p><b>7.a)</b> 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-</p>	<p>As we have a risk assessment in place specifically to ensure a positive impact this section of the EIA is not applicable.</p>		

discriminatory legislation). Seek advice from your School link HR Advisor if necessary  Is the impact intended?	
<b>7.b)</b> Could you minimise or improve any negative impact? Use the space below to detail how.	As above – this risk assessment is not recording a negative impact
<b>7.c)</b> Is it possible to consider a different policy/strategy/action, which still achieves your aim, but avoids any adverse impact on equality?	We have a COVID-19 risk assessment in place to specifically negate any negative impact of a wider opening of school on our staff.
<b>7.d)</b> In light of the information on this form; what practical actions would you take to reduce or remove any adverse/negative impact?	Our COVID-19 risk assessment is in place to specifically negate any negative impact of a wider opening of school on our staff. By ensuring periodic review we are considering most recent advice and guidance from Government / H&S / HR and impact on identified groups is therefore minimised.

## PART 2 - CONCLUSION

<b>8.a)</b> As a result of the assessment and consultation completed at Stage 1 above, please note any changes made to the policy, project or planned action.	<b>The risk assessment is under periodic review to ensure it reflects most recent advice from Government/H&amp;S/HR.</b>
<b>8.b)</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?	Staff in agreement that it does not.
<b>9)</b> Have you set up a monitoring/evaluation/review process to check the successful implementation of the policy, project or change?	<b>Yes</b>

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<b>Signed:</b>	<b>On behalf of the Governing Body</b>
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<b>Name:</b>	<b>Gustav McLeod</b>
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<b>Role:</b>	<b>Chair of Governors</b>
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<b>Date:</b>	<b>19<sup>th</sup> June 2020</b>
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