

# Equality Impact Assessment

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COVID-19

MALBY LEARNING TRUST

## **Introduction**

To fulfil the public body 'Equality Duty' to have 'due regard' to equality considerations under the Equalities Act 2010, Maltby Academy must, whenever significant decisions are being made or policies developed, give thought to equality implications for people with protected characteristics.

This assessment evidences the reasonable adjustments undertaken by the academy to protect staff and students with identified protected characteristics.

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

## 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>School Name:</b>	Maltby Academy
<b>Covered by this assessment:</b>	Pupils

<b>Assessment conducted by – name:</b>	R Wood
<b>Assessment conducted by – job title:</b>	Principal
<b>Assessment date:</b>	4/12/20

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			X	<ul style="list-style-type: none"> <li>a. High Risk – 'Clinically Extremely Vulnerable' – Identified specific medical conditions have been identified as placing someone at greatest risk of severe illness from coronavirus.</li> <li>b. Moderate Risk – 'Clinically Vulnerable' – Identified health conditions have been identified as placing someone at higher risk of severe illness from coronavirus.</li> <li>c. Other – Do not fall into one of the above categories, however, have received medical advice to remain at home.</li> <li>d. Disability which is the subject of reasonable adjustments.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>b. Pupils within this category have been advised by the NHS/government to follow advice on social distancing. A Covid-19: Individual Pupil Risk Assessment will be undertaken to determine the required adjustments needed to facilitate access to the academy.</li> <li>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</li> </ul>	Not applicable – all reasonable adjustments will be made.

					COVID-19 Individual Pupil Risk Assessment undertaken. d. These pupils will have a 'COVID-19: Individual Pupil Risk Assessment undertaken.	
Gender reassignment		X		No evidence of impact.	Not required.	Not required.
Marriage and civil partnership		X		No evidence of impact.	Not required.	Not required.
Pregnancy and maternity			X	Moderate Risk – 'Clinically Vulnerable' – Pregnancy.	Pupils within this category have been advised by the NHS/government to follow advice on social distancing.  A Covid-19: Individual Pupil Risk Assessment will be undertaken to determine the required adjustments needed to facilitate access to the academy.  In the third trimester of pregnancy, the pupil will be provided work to study at home.	Not Applicable – all reasonable adjustments will be made.
Race			X	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability.	A Pupil Risk Assessment – 'Increased Vulnerability' has been completed dependent on cumulative vulnerability of individual.	Not Applicable – all reasonable adjustments will be made.
Religion or belief			X	No evidence of impact.	Not required.	Not required.
Sex			X	Current evidence of males being at higher risk of being admitted to hospital.	Individual risk Assessment in place dependent on cumulative vulnerability of individual.	Not applicable – all reasonable adjustments will be made.
Sexual orientation		X		No evidence of impact.	Not required.	Not required.

## 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>School Name:</b>	Maltby Academy
<b>Covered by this assessment:</b>	Staff

<b>Assessment conducted by – name:</b>	R Wood
<b>Assessment conducted by – job title:</b>	Principal
<b>Assessment date:</b>	4/12/20

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)			X	<p>a. Moderate Risk – ‘Clinically Vulnerable’ – those aged over 70.</p> <p>b. Current evidence that those aged over 55 of BAME ethnicity, particularly those with co-morbidities may be associated with increased vulnerability.</p> <p>c. Current evidence that those aged over 60 of White European ethnicity, may be</p>	<p>a. Staff within this category have been advised by the NHS/government to follow advice on social distancing. A Covid-19: Individual Staff Risk Assessment is completed to determine necessary adjustments, including working from home if possible.</p> <p>b. A COVID-19: Individual Staff Risk Assessment is completed dependent upon cumulative vulnerability and job role.</p> <p>c. A COVID-19: Individual Staff Risk Assessment is completed dependent upon cumulative vulnerability and job role.</p>	Not applicable – all reasonable adjustments will be made.

				associated with increased vulnerability.		
Disability			X	<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. Other – Do not fall into one of the above categories, however, have received medical advice to remain at home.</p> <p>d. Disability which is the subject of reasonable adjustments.</p>	<p>a. Staff 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.</p> <p>b. Staff within this category have been advised by the NHS/government to follow advice on social distancing. A Covid-19: Individual Staff Risk Assessment will be undertaken to determine any adjustments needed.</p> <p>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 a COVID-19 Individual Staff Risk Assessment undertaken.</p> <p>d. These staff will have a ‘COVID-19: Individual Staff Risk Assessment undertaken.</p>	Not applicable – all reasonable adjustments will be made.
Gender reassignment		X		No evidence of impact.	Not required.	Not required.
Marriage and civil partnership		X		No evidence of impact.	Not required.	Not required.
Pregnancy and maternity			X	Moderate Risk – ‘Clinically Vulnerable’ – Pregnancy.	<p>Staff within this category have been advised by the NHS/government to follow advice on social distancing.</p> <p>Staff in their third trimester of pregnancy are advised to work from home. In other stages of pregnancy, a Covid-19: Individual Staff Risk Assessment will be undertaken to determine any adjustments.</p>	Not Applicable – all reasonable adjustments will be made.

Race			X	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability.	A COVID-19: Individual Staff Risk Assessment is completed dependent upon cumulative vulnerability and job role.	Not Applicable – all reasonable adjustments will be made.
Religion or belief		X		No evidence of impact.	Not required.	Not required.
Sex			X	Current evidence of males being at higher risk of being admitted to hospital.	Individual risk Assessment in place dependent on cumulative vulnerability of individual.	Not applicable – all reasonable adjustments will be made.
Sexual orientation		X		No evidence of impact.	Not required.	Not required.