



Equality Impact Assessment

June 2020 COVID School Reopening

1. Name of the change, strategy, project or policy:	COVID-19 Risk Assessment Wider School Opening from Summer 2020		
2. School Name, Job Title, Name of individual and the telephone number of staff completing the assessment form:	Broomhaugh CE first School Church Lane Riding Mill NE446DR Jennifer Ainsley 01434 682 374		
3. What is the main purpose and outcomes of the change, strategy, project or policy?	To mitigate against potential impact of COVID 19 as school moves to wider reopening in Summer 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"> • People Management and Communication • Effective Infection Protection and Control • Actions required relating to premises (including health and safety) • Actions in relation to staff movement • Actions related to administration duties • Actions related to classroom procedures • Actions related to shared space 		
5. Who will the strategy mainly impact upon?	All employees within school.		
6. Do you think that the of the policy, project or change in the way it is planned or delivered could have a, A) negative impact on any of the equality target groups? or B) positive impact on any of the target groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups?			
Our risk assessment is specifically in place to mitigate against potential negative impact against any individual or identified group as our school reopens and manages pupil return to school – we aim to ensure B is the outcome of our reviewed EIA.			
Equality Target Group:	Positive impact – it could benefit	Negative impact – it could disadvantage	Reason/Rationale
Race/BAME	By adhering to a suitable and sufficient risk assessment ensures that we follow current government, H&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>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	There is no evidence that COVID-19 may impact on religion/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 but will monitor this as part of the ongoing review of our risk assessment.
Disability	By adhering to a suitable and sufficient risk assessment ensures that we follow current government, H&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. See separate CV/CEV section below.	There is no evidence that our risk assessment will have a negative impact on disability. Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.	We have taken into consideration the advice provided from Government, in addition to HR and H&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. 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)	There is no evidence that COVID-19 may impact on Gender/Gender Identity.	There is no evidence that COVID-19 may impact on Gender/Gender Identity.	There is no evidence that COVID-19 may impact on Gender/Gender Identity but will monitor this as part of the ongoing review of our risk assessment.
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.	There is no evidence that our risk assessment will have a negative impact on age. Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.	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 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	Adhering to a suitable and sufficient risk assessment will ensure that we follow current government, H&S and HR advice	There is no evidence that our risk assessment will have a negative impact on pregnancy.	We recognise that Pregnancy is a determining factor in identifying applicable staff as clinically vulnerable (CV) requiring specific measures and support

	<p>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>Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	<p>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>
<p>Marriage and Civil Partnership</p>	<p>There is no evidence that COVID-19 may impact on marriage and civil partnership.</p>	<p>There is no evidence that our risk assessment will have a negative impact on marriage and civil partnership.</p>	<p>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>
<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&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.</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&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&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>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&S / HR as to the safe working arrangements for staff identified as Clinically Vulnerable</p>
<p>Staff working under identical contractual obligations with annual cohort variables.</p>	<p>Adhering to a suitable and sufficient risk assessment will ensure that we follow current government, H&S and HR advice on the working arrangements for staff working in different classrooms with different age ranges and SEND across our school.</p>	<p>There is no evidence that our risk assessment will have a negative impact on staff working in variable situations based on ages and cohort needs as each individual case is risk assessed.</p> <p>Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	<p>No member of staff will work in any environment in our school if they do not feel safe.</p> <p>SEND / YOUNGEST CHILDREN will pose a variety of challenges to different staff so individual measures will always be discussed and agreed.</p> <p>Where necessary staff will work with different cohorts.</p>
<p>7.a) If you have indicated there is a negative impact on any Equality Target group, answer the following: Is the impact legal/lawful? (i.e. You must ensure that it is not discriminatory under anti-discriminatory legislation). Seek advice from your School</p>			

link HR Advisor if necessary -Is the impact intended?
We have this risk assessment in place specifically 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 is not recording 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?
We have a COVID-19 risk assessment in place to specifically negate any negative impact of a wider opening of school on our 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?
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.

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 repeated.
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?	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?	Systems are in place.

Shared with Staff / Governors / HR	17.06.20
Consultation amendments implemented	19.06.20
Signed: Janine Gray (Staff governor)	15.07.20 On behalf of the Governing Body
Planned Reviews:	Annually or as required in response to updated guidelines or professional advice.

