

Reopening of Schools during the Covid-19 Pandemic: Equality Impact Assessment

Osborne Co-operative Academy Trust is a multi-academy trust (MAT) incorporated around the principles and values of the international co-operative movement. These are Equality, Equity, Democracy, Self-help, Self-Responsibility and Solidarity, along with the ethical values of openness, honesty, social responsibility and caring for others. These values and principles underpin all our actions.

This document has been used to consider the impact of the reopening of schools within the Osborne Cooperative Academy during the Covid-19 Pandemic on groups of people with different characteristics, and document what steps we will take to address any negative impacts.

We have listed the main characteristics we are required to protect under the Equality Act 2010, however, we have also included other areas that are disproportionately impacted on during the Pandemic.

The Equality Impact Assessment works to inform and guide our model risk assessment for our schools.

Race

	Y	N
Will our reopening plans have a disproportionate impact related to race?	x	
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.	<p>There is evidence that black and minority ethnic groups are at higher risk of dying from COVID-19 than the rest of the population though that risk may not be the same for all ethnic groups. Data from the ONS <u>published on 7 May</u> show that, after adjusting for age, men and women of black ethnicity were at highest risk. They were more than four times as likely to die from COVID-19 compared to people of white ethnicity.</p> <p>Actions taken: As this has been highlighted as a concern or risk against a protected characteristic, Trust HR will be advised so they can support and potentially identify an adjustment, or make a referral to OH. PPE for all staff including face shields, in addition to this individual risk assessment in place for all staff in the BAME category and screens in place when identified as a need on the RA. All BAME staff to be offered adjustment to the age group they support, all staff in EYFS to be offered KS2 position to avoid personal contact with younger children.</p>	

Disability

	Y	N
Will our reopening plans have a disproportionate impact related to disability?	x	
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.	<p>People who are defined as clinically extremely vulnerable are at very high risk of severe illness from coronavirus.</p> <p>Actions taken: As this has been highlighted as a concern or risk against a protected characteristic, Trust HR will be advised so they can support and potentially identify an adjustment, or make a referral to OH. PPE for all staff including face shields, in addition to this individual risk assessment in place for all staff in the clinically extremely vulnerable group. Additional office spaces are in place to ensure social distancing is adhered to as well as home working where applicable.</p>	

Gender (including gender reassignment and pregnancy and maternity)

Will our reopening plans have a disproportionate impact related to gender (including gender reassignment or pregnancy and maternity)?	Y	N
	x	
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<p>Whilst there is no evidence that pregnant women are more likely to get seriously ill from coronavirus, they have been included in the list of people at moderate risk (clinically vulnerable) as a precaution.</p> <p>Actions taken: As this has been highlighted as a concern or risk against a protected characteristic, Trust HR will be advised so they can support and potentially identify an adjustment, or make a referral to OH. PPE for all staff including face shields, in addition to this individual risk assessment in place for all staff who are pregnant. Additional office spaces are in place to ensure social distancing is adhered to as well as home working where applicable. 2m distance in place and pregnancy focus on main school risk assessment.</p>	

Age

Will our reopening plans have a disproportionate impact related to age?	Y	N
	x	
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<p>Any staff over the age of 65 are considered at higher risk.</p> <p>Actions taken: As this has been highlighted as a concern or risk against a protected characteristic, Trust HR will be advised so they can support and potentially identify an adjustment, or make a referral to OH. PPE for all staff including face shields, in addition to this individual risk assessment in place for all staff who are pregnant. Additional office spaces are in place to ensure social distancing is adhered to as well as home working where applicable.</p>	

Sexual orientation

Will our reopening plans have a disproportionate impact related to sexual orientation?	Y	N
		x
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>		

Religion or belief

	Y	N
Will our reopening plans have a disproportionate impact related to religion or belief?		x
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		

Marriage and civil partnership

	Y	N
Will our reopening plans have a disproportionate impact related to marriage or civil partnership?		x
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		

Will our reopening plans have a disproportionate impact related to those having carer or childcare responsibilities (e.g. if a staff member or a pupil's parent is a sole carer or a single parent)	Y	N
		x
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<p>Individuals may be adversely impacted by Covid-19 if their dependent has to isolate as they have sole responsibility they will be required to remain with them.</p> <p>Actions taken: Trust HR will be advised so they can support and potentially identify an adjustment, the Trust have taken a supportive position and will adjust working conditions to enable working from home for those that are impacted in this area.</p>	