



Star

TEMPLATE EQUALITY IMPACT ASSESSMENT (PUPILS AND STAFF)

**CHECKS AND BALANCES:
RESPONDING TO COVID-19**

A toolkit to support leaders
as they reopen schools



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Introduction

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

The template equality impact assessments should be completed to evidence its Equality Duty to have due regard to the needs of pupils and staff, with increased vulnerability to infection or poorer outcomes from COVID-19, when making the decision for the wider opening of schools during the COVID-19 pandemic.

The pupil and staff templates have been pre-populated with sample assessments of Impact and Reasonable Adjustments. However, each organisation should consider their appropriateness and amend in line with their own assessment and planned adjustments for their organisation.

The equality impact assessments make reference to a number of COVID-19 Individual and Workforce Risk Assessments. These are included in the supplementary document **Template health risk assessments (pupils and staff)**.

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

Policy or Decision:	COVID-19: School wider-opening Individuals with increased vulnerability to infection or poorer outcomes from COVID-19 ¹
School name:	Insert school name
Covered by this assessment:	Pupils

Assessment conducted by – name:	Insert name
Assessment conducted by – job title:	Insert job title
Assessment date:	Insert date

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 received medical advice to remain at home.	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. A <i>COVID-19: Individual Pupil Risk Assessment</i>	Not Applicable – all reasonable adjustments will be made.

¹ 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'.

Template equality impact assessment (pupils and staff)

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			
				d. Disability which is the subject of reasonable adjustments	<p>should be undertaken to determine this.</p> <p>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 <i>COVID-19: Individual Pupil Risk Assessment</i> undertaken.</p> <p>d. These pupils will have a '<i>COVID-19: Individual Pupil Risk Assessment</i> undertaken.</p>	
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.	<p>Pupils within this category have been advised by the NHS/government to follow advice on social distancing.</p> <p>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 <i>COVID-19: Individual Pupil Risk Assessment</i> should be undertaken to determine this.</p>	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 Pupil Risk Assessment - 'Increased Vulnerability' 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 Pupil Risk Assessment - 'Increased Vulnerability' 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.

COVID-19: Equality impact assessment - staff

Policy or Decision:	COVID-19: School wider-opening Individuals with increased vulnerability to infection or poorer outcomes from COVID-19 ²	Assessment conducted by – name:	Insert name
School name:	Insert school name	Assessment conducted by – job title:	Insert job title
Covered by this assessment:	Staff	Assessment date:	Insert date

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:
	Positive Impact	Neutral Impact	Negative Impact			<i>Please provide details as to why reasonable adjustments are not being made</i>
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. A <i>COVID-19: Individual Staff Risk Assessment</i> is completed to determine this. b. A <i>Workforce Risk Assessment - 'Increased Vulnerability'</i> has been completed, a <i>COVID-19: Individual Staff Risk Assessment</i> is completed dependent upon cumulative vulnerability and job role.	Not Applicable – all reasonable adjustments will be made.

² 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'.

Template equality impact assessment (pupils and staff)

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. A workforce Risk Assessment - 'Increased Vulnerability' has been completed, a <i>COVID-19: Individual Staff Risk Assessment</i> is completed dependent upon cumulative vulnerability and job role.	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<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 staff will be provided with work that can 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. These staff should work from home unless this is not an option, stringent social distancing measures are possible, and they are willing to return. A <i>COVID-19: Individual Staff Risk Assessment</i> is completed to determine this.</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 <i>COVID-19: Individual Staff Risk Assessment</i> undertaken.</p> <p>d. These staff will have a <i>COVID-19: Individual Staff Risk Assessment</i> undertaken.</p>	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.

Template equality impact assessment (pupils and staff)

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. A <i>COVID-19: Individual Staff Risk Assessment</i> 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 workforce Risk Assessment - 'Increased Vulnerability' has been completed, a <i>COVID-19: Individual Staff Risk Assessment</i> 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.	A workforce Risk Assessment - 'Increased Vulnerability' has been completed, a <i>COVID-19: Individual Staff Risk Assessment</i> 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 type="checkbox"/>	No evidence of impact.	Not required.	Not required.