

Grange View CE First School

Equality Impact Assessment 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 st June 2020
2. School Name, Job Title, Name of individual and the telephone number of staff completing the assessment form:	Grange View CE First School , Louise Laskey, Head teacher 01670 790686
3. What is the main purpose and outcomes of the change, strategy, project or policy?	<u>The main purpose is to mitigate against potential impact of COVID 19 as school moves to wider reopening to additional groups of pupils from the 1st June 2020.</u>
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 <u>(See specific Risk assessment for Grange View)</u>
5. Who will the project, policy or change mainly impact upon?	All employees within school.
<p>6. Do you think that the change/strategy/project/policy in the way it is planned or delivered could have a</p> <p>A) negative impact on any of the equality target groups? (i.e. it could disadvantage them) or</p> <p>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)</p>	
<p>The guidance below provides some suggested areas schools may wish to consider when completing their EIA, covering the main protective characteristics. In addition, school will need to make specific references to impact on any staff members from the BAME community.- No BAME STAFF at present in post at Grange View</p> <p>Due to there being specific guidance from Government relating to staff groups who may be Clinically Vulnerable (CV) or Clinically Extremely Vulnerable (CEV), it is recommended that any Equality Impact Assessment (EIA) should specifically reference the impact of the risk assessment in such groups of staff in school. Individual risk assessments in place for all staff with specific medical conditions</p>	

Note: the risk assessment is specifically in place to mitigate against potential negative impact against such groups during any wider opening of school

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.	There is no evidence that our risk assessment will have a negative impact on Race/BAME staff groups. 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 black and minority ethnic (BAME) communities 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.
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	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	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

	<p>at home.</p> <p>See separate CV/CEV section below.</p>	<p>transmission of COVID-19 to staff.</p>	<p>impact on any COVID-19 infection.</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>
Gender (and Gender Identity)	<p>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.</p>	<p>There is no evidence that our risk assessment will have a negative impact on Gender.</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 Men are disproportionately affected by COVID-19.</p>
Sexual Orientation	<p>There is no evidence that COVID-19 may impact on sexual orientation.</p>	<p>There is no evidence that COVID-19 may impact on sexual orientation.</p>	<p>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.</p>
Age	<p>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.</p>	<p>There is no evidence that our risk assessment will have a negative impact on age.</p> <p>Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.</p>	<p>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</p>

			<p>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>
Pregnancy/Maternity	<p>Adhering to a suitable and sufficient risk assessment will ensure that we follow current government, H&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	<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>

Staff groups identified as Clinically Extremely Vulnerable (CEV)	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).	There is no evidence that our risk assessment will have a negative impact on staff identified as Clinically Extremely Vulnerable. Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.	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.
Staff groups identified as Clinically Vulnerable (CV)	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).	There is no evidence that our risk assessment will have a negative impact on staff identified as Clinically Vulnerable. Our risk assessment, though suitable and sufficient, cannot eliminate all potential risk of transmission of COVID-19 to staff.	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>7.a) 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-discriminatory legislation). Seek advice from your School link HR Advisor if necessary Is the impact intended?</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>		
<p>7.b) Could you minimise or improve any negative impact? Use the space below to detail how.</p>	<p>As above – this risk assessment is not recording a negative impact</p>		
<p>7.c) Is it possible to consider a different</p>	<p>We have a COVID-19 risk assessment in place to specifically negate any negative impact of a</p>		

policy/strategy/action, which still achieves your aim, but avoids any adverse impact on equality?	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.

PART 2 - CONCLUSION

8.a) 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.	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 completed.
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?	The School will ensure 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?	School should confirm systems are in place for monitoring/review. Weekly monitoring/evaluation/review in place each week with staff to check and record any process concern/issues.
Signed:	On behalf of the Governing Body
Name:	Rev Joanna JL Dobson <i>Joanna JL Dobson</i> <i>Rebecca Griffin</i>
Role:	Exoffio Governor Vice Chair
Date:	19/6/20