

Equality Impact Assessment



1. **Trust/ School:** The Pathway Academy Trust
2. **Name of policy/service/activity being assessed?** COVID RISK ASSESSMENT
3. **Date of assessment:** November 2020
4. **Version:** 1
5. **What evidence? (please list the data source and add appendix at the end)**
 - School Covid Risk Assessments
 - Online .gov guidance
 - Online DfE guidance
 - Guidance from Public Health England
6. **Could this activity, policy, procedure, project or service, or proposed change, affect any protected group less favourably (negatively) than others in the school/ trust?**

Characteristic	Yes	No
Age	✓	
Disability	✓	
Gender		✓
Gender identity/ Transgender		✓
Race/Nationality	✓	
Religion and Belief		✓
Sexual Orientation		✓
Pregnancy and Maternity	✓	
Marriage and Civil Partnerships		✓
Carers / Responsibilities	✓	

7. **If you have identified no adverse impacts, please go to section 10 for sign off from a member of the Senior Leadership Team/ Local Governing Body/ Trust Chair.**
8. **What will you do to mitigate/ remove the negative impact that you have identified?**

Characteristic and issue	Action (What will you do?)	Outcome (What difference will this make?)	How will you know? (Monitoring mechanisms)	Lead (Who is responsible?)
Age	There is no mention of age in the risk assessments. CEO to check with all Head Teachers as over 70s are classed as Clinically Vulnerable. RAs to include age if any employees fall into this category. https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/	Safer working spaces for pupils and colleagues	CEO to monitor directly with Head Teachers.	CEO
Disability	There is no mention of risk assessments for disabled individuals within the whole school risk assessment. CEO to check with all Head Teachers that these RAs are up to date and reflect the most current guidance. Further guidance and support can be sought from https://councilfordisabledchildren.org.uk/help-resources/resources/covid-19-support-and-guidance and https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19	Safer working spaces for pupils and colleagues	CEO to monitor directly with Head Teachers.	
Race/ Nationality	CEO to refer Head Teachers to the latest .gov guidance on BAME vulnerabilities https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/892376/COVID_stakeholder_engagement_synthesis_beyond_the_data.pdf <ul style="list-style-type: none"> Ensure that for people whose first language is not English, they can access home learning and other instructions Share important information with BAME voluntary groups and networks 	Safer working spaces for BAME pupils and staff	CEO to monitor with Head Teachers.	
Pregnancy and Maternity	There is mention of pregnancy in the whole school risk assessment. Business/Office Managers to pay careful attention to the most recent guidance and ensure that regular risk assessment meetings are held with any pregnant employee. Guidance can be found here https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/pregnancy-and-coronavirus/ <ul style="list-style-type: none"> Individual risk assessments to be completed 	Safe pregnancy whilst working	CEO to monitor directly with Head Teachers.	
Carers / Responsibilities	To ensure that regular conversations take place with those colleagues who have caring responsibilities to ensure they are aware of their statutory rights, as well as the trust policy that any absence for caring throughout the Covid pandemic will be paid.	Well-being for carers is improved	CEO to ensure effective absence reporting is in place.	

9. When will you review the policy/ event? December 2020

10. Signed (Senior Leader/ Governor/ Trust Chair):

