

School reopening: equality impact assessment

This document has been prepared by Tandridge Learning Trust to assess the impact of our schools reopening plan on groups of people with different characteristics, and document the measures taken to address any negative impacts.

We have tried to consider the main characteristics required to protect under the Equality Act 2010, as well as take into account any disproportionate impacts on the basis of characteristics like:

- Having carer or childcare responsibilities (e.g. if a staff member or a pupil's parent is a sole carer or a single parent)
- Working part-time or flexibly

This document should be read in conjunction with the schools local Covid risk assessments and all associated guidance documents.

Race

Will our reopening plans have a disproportionate impact related to race?	Y	N
		No
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.	N/A	

Disability

Will our reopening plans have a disproportionate impact related to disability?	Y	N
		No
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.	<p>Any zoning has been done in a way that has accommodated all current staff and students at this time</p> <p>Risk assessments have been carried out for any staff that are considered to be extremely vulnerable and additional measures are in place where appropriate</p> <p>Home working is considered and supported wherever possible and appropriate</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
	Y	
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.	<p>Due to zoning of the secondary school and the need for staff to move around site, cross bubbles and carry equipment with them a negative impact has affected staff who are pregnant in particular as has the increasing pressure to cover staff off sick</p> <p>We have carried out Maternity Risk assessments MAT wide to ensure that we have considered all factors regarding the reopening of schools on pregnant staff to mediate against any measure that may have a negative impact</p> <p>PPE is provided as appropriate</p> <p>None of the measures have negatively impacted on access to changing and toilet facilities</p>	

Age

Will our reopening plans have a disproportionate impact related to age?	Y	N
	Y	
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.	<p>All staff over the age of 60+ have been risk assessed by their line managers due to the at higher risk category</p> <p>Staff are made aware of the additional risk as and measures in place</p>	

Sexual orientation

Will our reopening plans have a disproportionate impact related to sexual orientation?	Y	N
		No
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		

Religion or belief

Will our reopening plans have a disproportionate impact related to religion or belief?	Y	N
		No
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		

Marriage and civil partnership

Will our reopening plans have a disproportionate impact related to marriage or civil partnership?	Y	N
		No
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		