



COVID Equality Impact Assessment (EIA) - Staff

Name of person completing the EIA:	Christopher Dryer
Role of person completing the EIA:	Director of Finance and Operations
Date EIA completed:	06/11/2020
Contributors to the EIA:	Katy Kent, CEO

Policy or process information					
Name of policy or process:	COVID Risk Assessment				
Purpose and intended aim of the policy or process:	Individuals with increased vulnerability to infection or poorer outcomes from COVID-19				
Who is the policy or process intended for? [Tick all that apply.]	Pupils	Employees	Governors/ Trustees	Volunteers	Visitors
		X			
Status of the policy or process:	New policy or process			Existing policy or process	
				X	
Date policy or process was last reviewed:	06/11/2020				
Name of person responsible for the policy or process and its review:	Katy Kent, CEO and Christopher Dryer, Director of Finance and Operations				



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Protected characteristic group	Impact analysis			Explanation of impact analysis	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):			X	Moderate Risk - 'Clinically Vulnerable' - those aged over 70.	<ul style="list-style-type: none"> • Staff within this category have been advised by the NHS/government to follow advice on social distancing. • An individual staff risk assessment is completed and reasonable adjustments identified and implemented where appropriate. 	Not Applicable – all reasonable adjustments will be made.



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	Positive impact	Neutral impact	Negative impact			
Disability:			X	<ul style="list-style-type: none"> High Risk - 'Clinically Extremely Vulnerable' (CEV): Identified through a letter from the NHS or from their GP based on specific medical conditions that have been identified as placing someone at greatest risk of severe illness from coronavirus. Moderate Risk - 'Clinically Vulnerable': Identified health conditions have been identified as placing someone at higher risk of severe illness from coronavirus. Disability which is the subject of reasonable adjustments. 	<ul style="list-style-type: none"> Staff within the CEV category have been advised by the NHS/government to work from home where possible. Staff within the other categories have been advised by the NHS/government to follow advice on social distancing. An individual staff risk assessment is completed and reasonable adjustments identified and implemented where appropriate. 	Not Applicable – all reasonable adjustments will be made.
Sex:		X		No evidence of impact.	Not required.	Not required.



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	Positive impact	Neutral impact	Negative impact			
Gender reassignment:		X		No evidence of impact.	Not required.	Not required.
Race:			X	<ul style="list-style-type: none"> Current evidence that those aged over 50 of BAME ethnicity, particularly those with co-morbidities, may be associated with increased vulnerability. Current evidence that those aged over 60 of White European ethnicities, may be associated with increased vulnerability. 	An individual staff risk assessment is completed and reasonable adjustments identified and implemented where appropriate.	Not Applicable – all reasonable adjustments will be made.
Religion or belief:		X		No evidence of impact.	Not required.	Not required.
Sexual orientation:		X		No evidence of impact.	Not required.	Not required.
Marriage or civil partnership:		X		No evidence of impact.	Not required.	Not required.



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	Positive impact	Neutral impact	Negative impact			
Pregnancy and maternity:			X	Moderate Risk - 'Clinically Vulnerable' - Pregnancy.	<ul style="list-style-type: none"> • Staff within this category have been advised by the NHS/government to follow advice on social distancing. • An individual staff risk assessment is completed and reasonable adjustments identified and implemented where appropriate. 	Not Applicable – all reasonable adjustments will be made.