



City Learning Trust
Inspiring Outstanding Achievement

Covid 19 Secure Equality Impact Assessment (Staff)

Updated December 2021

Our Equality Impact Assessment is to support us in meeting our duties under the Equality Act (2010) to take account of the needs and impacts of the proposal or function in relation to people with protected characteristics. This is an ongoing duty. Along with our Covid 19 Secure Risk Strategy, we are committed to keeping this assessment under review and we will continue to update it as necessary to ensure its continued effectiveness.

City Learning Trust is committed to demonstrating that it has 'due regard' for the Equality Act (2010) and the Public Sector Equality Duty Section 149 and as such, we keep under consideration and review the needs and implications for all colleagues with protected characteristics. At this time of a global pandemic, it is critical that we give specific consideration to implications of Covid 19 for our staff, all of whom have the highest regard for and are fully committed to ensuring the highest quality of education, health, safety and well-being for our academy communities.

This assessment identifies the potential adverse effects on staff with protected characteristics, of the significant decision, in this case schools fully re-opening and remaining open across a range of local intervention scenarios and nationally imposed measures, including circuit breaks or lockdowns as deemed necessary. Under the Equalities Act (2010), there are nine protected characteristics: age, disability, gender reassignment, race, religion or belief, marriage and civil partnership, sexual orientation, pregnancy and maternity and sex.

Evidence is emerging of the disproportionate adverse effects of COVID-19 on people with protected characteristics specifically Gender, Black, Asian, and Minority Ethnic (BAME) people, LGBTQ+ people, Disabled People and Older People. We must consider this emerging evidence and their impacts when planning mitigation around transmission, operations and contingency arrangements as part of our Risk Strategy.

Guidance used in assessment of Impact and identification of Reasonable Adjustments:

- Updated Guidance: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/999689/Schools_guidance_Step_4_update_FINAL.pdf
- Guidance to Schools https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak?utm_source=06%20July%202021%20C19&utm_medium=Daily%20Email%20C19&utm_campaign=DfE%20C19
- People at higher risk from coronavirus <https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/>
- Pregnant colleagues <https://www.rcog.org.uk/en/guidelines-research-services/guidelines/coronavirus-pregnancy/>

Associated Documentation:

- City learning Trust Covid 19 Secure Risk Strategy and Lateral Flow Testing in schools Risk Documentation
- City Learning Trust Visitors to site protocols. (Additional mitigation as required)
- City Learning Trust Cross-site working protocols. (Additional mitigation as required)
- City Learning Trust Individual staff Risk Assessments

Please note:

- This Equality Impact Assessment is designed around City learning Trust staff needs and should not be used as a generic model.
- Individual staff can liaise with HR directly as they need to with regard to a staff risk assessment, any questions they have and/or information they require support with.

COVID-19: Equality impact assessment – Staff	COVID-19: Link to Equalities and Duties/Covid 19 Secure Risk Strategy	Assessment conducted by:	Marie Faichney – HR Director Sharon Bates – Executive Director
Sites	Haywood Academy (City College) Trentham Academy Mill Hill Primary Academy Smallthorne Primary Academy Central Old Town Hall	Assessment overseen by:	Executive Leadership Group Finance Audit and Risk Committee. Dave Johnson – Internal Scrutiny Trustee.
Covered by this Assessment:	All staff/all sites	Assessment last review and update:	15 th December 2021
		Assessment next review and update:	February 2022 (or sooner if guidance updates require this)

Groups with protected characteristics	Impact Comments:	Reasonable Adjustments Identified:	Comments if no reasonable adjustments identified	Reasonable Adjustments Impact		
				Positive Impact	Neutral Impact	Negative Impact
Age (Adults only)	<p>Risk identified:</p> <p>a) Moderate Risk – ‘Clinically Vulnerable’ – those aged over 70.</p> <p>b) Current evidence that those aged over 50 of BAME ethnicity, particularly those with comorbidities, may be associated with increased vulnerability.</p>	<p>Staff within this category have been advised by the</p> <p>a) NHS/government/CLT Risk Strategy to follow advice on control measures and additional mitigation which could be considered (e.g. option regarding use of face coverings) An individual staff risk assessment undertaken with all staff as required.</p> <p>b) An individual staff risk assessment undertaken with all staff in this category, linked to job role and any cumulative vulnerability.</p>	<p>Not Applicable – all reasonable adjustments have been made and will continue to be made linked to individual staff risk assessments.</p>	<p>X</p> <p>X</p> <p>X</p>		

	c) Current evidence that those aged over 60 of White European ethnicities, may be associated with increased vulnerability.	c) An individual staff risk assessment undertaken with all staff in this category, linked to job role and any cumulative vulnerability. All the above risk assessments have also been cross-related to NHS/Gov.Uk identified high risk and vulnerability categories and are bespoke to individual staff. All staff are given updated briefings when any changes are made to the Risk Strategy and all staff are aware that HR support is continuously available to them as needed.				
Pregnancy and Maternity	Moderate Risk – ‘Clinically Vulnerable’ – Pregnancy.	Staff within this category have been advised by the NHS/government/RCOG to follow advice on control measures and additional mitigation as recommended by their GP/Midwife. Control measures are outlined in the Trust Risk Strategy. An individual staff risk assessment undertaken with all staff in this category, linked to job role and any cumulative vulnerability. December 2021: RCOG Guidance updated 6th December 2021 and available to staff as required. Individual support via HR available.	Not Applicable – all reasonable adjustments have been made and will continue to be made linked to individual staff risk assessments.	X		
Race	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability	An individual staff risk assessment undertaken with all staff in this category, linked to job role and any cumulative vulnerability.	Not Applicable – all reasonable adjustments have been made and will continue to be made linked to individual staff risk assessments.	X		
Religion or belief	No evidence of any impact/guidance to recommend mitigation	Not required/applicable	Not required/applicable		X	

Sex	Males being at higher risk of being admitted to hospital – evidence emerging.	HR have completed an individual staff risk assessment as required with any identified staff linked to job role and any cumulative vulnerability.	Not Applicable – all reasonable adjustments have been made and will continue to be made linked to individual staff risk assessments.	X		
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Groups with protected characteristics	Impact Comments:	Reasonable Adjustments Identified:	Comments if no reasonable adjustments identified	Reasonable Adjustments Impact		
				Positive Impact	Neutral Impact	Negative Impact
Disability	<p>a) High Risk – ‘Clinically Extremely Vulnerable’: Specific medical conditions have been identified as placing someone at greatest risk of severe illness from coronavirus.</p> <ol style="list-style-type: none"> Updated guidance for Clinically extremely vulnerable – 5th November 2020 Updated guidance January 2021 regarding Local Tier 4 areas – CEV shielding recommendations. Updated guidance 22nd February 2021, in readiness for wider opening of schools – shielding recommendations. Updated guidance from 1st April. CEV people no longer required to shield 	<p>a) After 1st August 2020 the government has advised that the need to shield has ended and all Clinically Extremely Vulnerable colleagues should now follow the advice given to Clinically Vulnerable colleagues as set out below. In the case of previously shielding colleagues, an individual risk assessment has been completed in all cases.</p> <ol style="list-style-type: none"> Update 5th November 2020 – following Government release of additional update related to national lockdown criteria. Review undertaken of extremely clinically vulnerable criteria published by the Government. All staff affected have had RA revisited and updated. Where staff have received letters advising that they should work from home, this has been actioned accordingly. This will be reviewed further as required, in line with ongoing updates from national level. All CEV staff RA re-visited by HR and CEV staff will remain shielding/working from home until national advice is 	<p>Not Applicable – all reasonable adjustments have been made and will continue to be made</p>	X		
				X		
				X		

	<p>unless specifically advised to do so by a clinician. Advice is to work from home where possible, if not possible – can return to work.</p> <p>5. May 2021 updates – no changes, although the Trust leaves an option for all colleagues to continue using face coverings where recommendations are no longer in place, if they wish to do so.</p> <p>6. Updated guidance July 2021 –change in control measures. ‘In law’ recommendations eased, but remain optional recommendations.</p> <p>7. Updated December 2021 in light of additional Govt guidance on Omicron variant/Plan B measures</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,</p>	<p>updated/local tier change indicates otherwise.</p> <p>3. All CEV staff RA re-visited by HR and CEV staff will remain shielding/working from home until national advice is updated.</p> <p>4. Risk strategy updated to reflect gov. guidance. All CEV staff will be supported by HR and risk assessments will be updated individually.</p> <p>5. May 21 - Risk strategy includes this option as a staff personal choice</p> <p>6. July 21 easing of ‘in law’ restrictions. Individual staff risk assessments will explore and implement optional additional mitigation on a case by case basis.</p> <p>7. HR review of individual staff RA as required. Additional advice from HR available to staff on request as needed.</p> <p>b) Staff within this category, have been advised by the NHS/govt to follow advice on additional measures. Control measures and additional mitigation options are outlined in the Trust Risk Strategy. An individual staff risk assessment undertaken with all staff in this category, linked to job role and any cumulative vulnerability.</p> <p>c) Staff within this category have an individual staff risk assessment. If they</p>		<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>		
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	believe themselves to be at risk d) Disability which is the subject of reasonable adjustments.	feel that returning to work is not an option they are willing to consider, alternatives such as sick leave or authorised unpaid leave may be discussed d). These staff will have an individual staff risk assessment completed.		X		
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Groups with protected characteristics	Impact Comments:	Reasonable Adjustments Identified:	Comments if no reasonable adjustments identified	Reasonable Adjustments Impact		
				Positive Impact	Neutral Impact	Negative Impact
Sexual Orientation	No evidence of any impact/guidance to recommend mitigation	Not required/applicable	Not required/applicable		X	
Gender reassignment	Not required/applicable	Not required/applicable	Not required/applicable		X	
Marriage and Civil Partnership	Social distancing guidance and engagement with Test, Track and Trace guidance to households.	All staff advised that they must follow all guidance related to self-isolation for them and/or members of their household. This is fully supported by City Learning Trust and absence recording for such circumstances is not affected/impacted on in such cases.	Not Applicable – all reasonable adjustments have been made and will continue to be made	X		