

School reopening: equality impact assessment

Use this document to consider the impact of your school reopening plan on groups of people with different characteristics, and document what steps you'll take to address any negative impacts.

We've only listed the main characteristics you're required to protect under the Equality Act 2010, but you may also want to look at 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

Make sure your assessment is evidence-based, and doesn't rely on stereotypes and generalisations.

Race

	Y	N
Will our reopening plans have a disproportionate impact related to race?		✓
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		

Disability

	Y	N
Will our reopening plans have a disproportionate impact related to disability?	Potentially	

<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<p>Children with a disability, especially a medical disability may have been shielding since March 2020 and may have a range of worries/anxieties based around returning to school. These children, if they have an EHCP, will have had a risk assessment carried out for them which will be shared with relevant staff. These children will, along with any other children that are struggling with the transition back to school, have access to quality first teaching, the learning mentor and the SENDCO. Plans will be made with parents, if relevant, about their safe return to school and any additional measures that will need to be in place.</p>
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Gender (including gender reassignment and pregnancy and maternity)

<p>Will our reopening plans have a disproportionate impact related to gender (including gender reassignment or pregnancy and maternity)?</p>	<table border="1"> <tr> <td data-bbox="524 505 631 587">Y</td> <td data-bbox="631 505 745 587">N</td> </tr> </table>	Y	N
Y	N		
<p>Potentially</p>			
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<p>Any pregnant members of staff will follow the guidance set out by the government: https://www.rcog.org.uk/en/guidelines-research-services/guidelines/coronavirus-pregnancy/covid-19-virus-infection-and-pregnancy/ They will also have a risk assessment completed in order to keep them safe.</p>		

Age

<p>Will our reopening plans have a disproportionate impact related to age?</p>	<table border="1"> <tr> <td data-bbox="524 1034 631 1117">Y</td> <td data-bbox="631 1034 745 1117">N</td> </tr> </table>	Y	N
Y	N		
<p>Potentially</p>			
<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	<p>Members of staff over 65 may have been shielding since March 2020 and will need to readjust to coming back to work. These members of staff will be supported as best as they can, adhering to their individual needs where necessary. Arrangement will be made with the head teacher should any worries/anxieties/further needs arise.</p>		

Sexual orientation

	Y	N
Will our reopening plans have a disproportionate impact related to sexual orientation?		✓
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		

Religion or belief

	Y	N
Will our reopening plans have a disproportionate impact related to religion or belief?		✓
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		

Marriage and civil partnership

	Y	N
Will our reopening plans have a disproportionate impact related to marriage or civil partnership?		✓

<p>Describe the nature of any disproportionate impacts.</p> <p>Explain what actions will be taken to address these impacts.</p>	
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