



**Bradford Diocesan
Academies Trust**

Bradford Diocesan Academies Trust Covid-19 Equality Impact Assessment

The aim of an Equality Impact Assessment (EIA) is to consider the equality implications of policy, practice, function or service on different groups of staff and students and consider if there are ways to proactively advance equality.

1. Project Details	
Name of the policy, practice, service or function being assessed, and a brief overview of its aims and objectives	Wider opening of BDAT academies from 8 June 2020 (primary) and 15 June 2020 (secondary)
Is it new or existing?	New proposal due to the impact of the Covid-19 pandemic
Department or Division responsible	BDAT Executive Team
Who has been involved in completing the EIA	BDAT Executive Team. Lead: COO
Date of completion	3 June 2020

2. Evidence Gathering and Engagement	
a. What evidence has been used for this assessment?	
<p>SAGE publications DfE guidance GOV.UK guidance BAMEed risk assessment template Individual school level risk assessments, return to work planning templates and confirmation against five BDAT Key tests reopening.</p>	
b. Who have you engaged and consulted with as part of your assessment?	
<p>Ongoing consultation is currently taking place with the following:</p> <p>BDAT staff Trustees Unions in conjunction with risk assessments All schools will be required to publish school level risk assessments prior to opening. Parents and pupils</p>	

3. Impact on different groups of staff and students	
Specific groups to consider¹	Clinically extremely vulnerable Clinically vulnerable BAME staff members
Age Staff of different ages	Low Impact: BAME staff under the age of 50 Medium impact: BAME staff over the age of 50, particularly male High impact: All staff over the age of 70 BDAT's workforce ranges in age from 18 to 65+ See action planning section for recommendations in mitigation.
Race Staff from minority ethnic backgrounds	High Impact: statistically, members of the BAME community in the locality of BDAT schools have been disproportionately impacted by Covid -19
Religion or belief Staff and students with different religions and/or beliefs	Low impact: It is not anticipated that this proposal will disproportionately impact staff based on religion or belief.
Sex and gender Gender (including men, women and pregnancy/maternity, surrogacy and adoption)	High Impact: Based on available data, it is likely that male staff members may be more seriously ill if they contract Covid-19. Pregnant women are considered to be clinically vulnerable. Staff members in the process of surrogacy and adoption - low impact.
Gender reassignment Trans staff, and non-binary staff	Medium impact: in the case of all staff transitioning increased risk may exist
Disability Disabled staff, including those with mental health issues.	Low-medium impact. Some disabled staff may be at greater risk if they contract COVID-19, dependent on type of disability
Sexual orientation LGBTQ+ staff	Low impact: there is no evidence that the severity of COVID-19 is affected in any way by sexual orientation

¹ In addition, there is a requirement to consider marriage and civil partnership. We anticipate these considerations being reasonably specific to certain HR policies (of which HR are aware) which is why we haven't included it in the list for everyone. All of the terms in bold is the terminology used in the Equality Act 2010.

People with caring responsibilities	<p>High impact - staff who live with/have caring responsibilities for someone in their household who is classified as extremely clinically vulnerable may not be able to work on site.</p> <p>Medium to high impact: Staff members may not have access to childcare.</p> <p>However, as research indicates, we are aware that more women than men take on caring responsibilities; therefore, it is likely that this proposal would have a greater impact on those with caring responsibilities.</p>
Staff from lower socio-economic backgrounds	<p>There is the possibility that this proposal may disproportionately affect staff from lower socio-economic backgrounds, as evidence so far suggests this is connected to worse outcomes for patients with COVID-19</p>
Intersectionality (include any other relevant information relating to the intersection of any of these protected groups)	<p>Any member of staff who meet a number of the categories above is likely to be at higher risk</p> <p>See action planning section for recommendations in mitigation.</p>

4. Action Planning		
Issue Identified	Planned Action	Lead and Timeframe
Not all staff will be able to work on site	Staff audit to identify which members of staff can work onsite and who should work from home	Heads and SBMs Prior to return to work
Staff identified at being at higher risk (NB not the extremely clinically vulnerable group)	Complete individual risk assessments with relevant staff before allocating roles	Heads and SBMs prior to return to work
Potential lack of opportunity for staff working at home	<p>Review staff roles and provision to ensure all members of staff, whether at home or in school, have clarity about the expectations of their new roles and equal access to CPD. Update BDAT HR policies to reflect home working practices and expectations.</p> <p>Extremely clinically vulnerable staff are not expected to work in the office regardless of whether working from home is an option and will be required to stay away.</p>	Heads and SBMs prior to return to work
Need to minimise risk to staff onsite	Individually risk assess all BAME members of staff on site who are 50+. Offer risk assessments to BAME staff of all ages who have any additional vulnerability or concerns.	Heads and SBMs prior to return to work

Ensure adequate staffing of all areas onsite	Allocate staff roles according to level of risk and with reasonable adjustments considered. Staff with higher degree of vulnerability to be given roles with less direct contact with children, and not to be placed in EYFS unless that is their express choice	Heads and SBMs prior to opening
Pupils requiring intimate care/contact with SEND pupils	Ensure PPE available for all staff in line with risk assessment specifications	SBMs prior to opening

5. Monitoring and Review		
How will you monitor the impact of your project once it has been put into effect?	Weekly review with onsite staff to identify whether safety measures are as effective as possible and whether any further adjustments are needed	weekly
External review	Fusion HR and unions	12 June 2020
Sign off		
Review Date: TBC		19 June 2020