



## Lighthouse Schools Partnership Covid-19 Equality Impact Assessment

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

The [Government has produced an EIA](#) for the arrangements that they have put in place through the Coronavirus Act 2020.

An example of the Government's consideration of any equality impact and mitigating measures is provided below:

To 'Limit the spread of coronavirus... in Schools, Further Education and Childcare Settings: The policy reflected in these provisions will not exclude any individual based on their protected characteristics. However, the impacts of these provisions will be principally felt by children and young people, and perhaps even disproportionately so more of the more vulnerable cohorts such as children with special education needs and disabilities. Where there are differential impacts, we believe the public health reasons justify the approach, and there is no alternative way of dealing with the public health risks as urgently and effectively.'

The LSP EIA is required to consider whether any of the measures within our risk assessments, beyond those determined by the Government, have any adverse impacts on groups or individuals with protected characteristics (Race, Religion or Belief, Disability, Sex, Gender Reassignment, Sexual Orientation, Age, Marriage or Civil Partnership, Pregnancy or Maternity).

1. Project Details	
Name of the policy, practice, service or function being assessed, and a brief overview of its aims and objectives	Attending school during the COVID-19 pandemic
Is it new or existing?	Existing
Department or Division responsible	Lighthouse Schools Partnership Executive team
Who has been involved in completing the EIA	Executive Team
Date of completion	3 <sup>rd</sup> March 2021



## 2. Evidence Gathering and Engagement

a. What evidence has been used for this assessment?

- SAGE publications
- DfE guidance
- Guidance from the Local Authority Director of Public Health

b. Who have you **engaged and consulted with** as part of your assessment?

Ongoing consultation is taking place with the following:

- The Trust's competent Health and Safety Advisor
- Board of Trustees
- School Leaders
- Unions in conjunction with risk assessment



3. Impact on different groups of staff and students			
Protected Characteristic	Policy, practice, service or function (beyond Government requirements)		
	Additional control measures, such as the use of face coverings, are used to mitigate the risk of staff moving between settings or 'bubbles' when 2 metres distance cannot be maintained	Adults wear face masks in schools in external as well as internal communal areas where social distancing cannot easily be maintained	Students in secondary schools wear face masks in external as well as internal communal areas where social distancing cannot easily be maintained, with the exception of outdoor social spaces at lunch or breaktimes
Race	No adverse impact	No adverse impact	No adverse impact
Religion or Belief	No adverse impact	No adverse impact	No adverse impact
Disability	No adverse impact as using control measures e.g. face covering in line with Government guidance	No adverse impact as using control measures e.g. face covering in line with Government guidance	No adverse impact as using control measures e.g. face covering in line with Government guidance
Sex	No adverse impact	No adverse impact	No adverse impact
Gender Reassignment	No adverse impact	No adverse impact	No adverse impact
Sexual Orientation	No adverse impact	No adverse impact	No adverse impact
Age	No adverse impact	No adverse impact	No adverse impact
Marriage or Civil Partnership	No adverse impact	No adverse impact	No adverse impact
Pregnancy or Maternity	No adverse impact	No adverse impact	No adverse impact
Other assessed characteristics			
Carers / People with caring responsibilities	No adverse impact as using control measures e.g. face covering in line with Government guidance	No adverse impact as using control measures e.g. face covering in line with Government guidance	No adverse impact as using control measures e.g. face covering in line with Government guidance
Disadvantaged Students	No adverse impact as using control measures e.g. face covering in line with Government guidance	No adverse impact. Face masks for parents and carers can be provided by the school on request	No adverse impact as using control measures e.g. face covering in line with Government guidance



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Mitigating actions	Face coverings only to be used in line with Government guidance.	Face coverings only to be used in line with Government guidance.	Face coverings only to be used in line with Government guidance.
	Face coverings or other PPE for staff provided by the school. Further purchases of face coverings for staff will be 3 layer face masks	Face coverings or other PPE for staff provided by the school. Further purchases of face coverings for pupils or staff will be 3 layer face masks	Face coverings are available for students from the school. Further purchases of face coverings for students will be 3 layer face masks



<b>5. Monitoring and Review</b>		
How will you monitor the impact of your project once it has been put into effect?	Regular reviews by Headteacher and LGB	As required but at least termly
External review	Executive Team to monitor changes in risk assessments and share good/emerging practice with schools	Executive Team weekly
Completed by:	Louise Malik, Chief Financial and Operating Officer  Reviewed	5 <sup>th</sup> November 2020  7 <sup>th</sup> December 2020 13 <sup>th</sup> January 2021
Next Review Date:	At end of Term 3	12 <sup>th</sup> February 2021