



The Perse School – 3-18 COVID-19 Equality Impact Assessment

1	<p>Applies to: The Perse School Staff and Pupils</p> <p>Written by: Daniel Cross – Senior Deputy Head Cheryl Few – Director of HR</p>	
2	Staff responsible for this EIA	<p>Ed Elliott – Head, The Perse School</p> <p>Alison Shakespeare – Bursar, The Perse School</p> <p>Daniel Cross – Senior Deputy Head</p> <p>Cheryl Few – Director of HR, The Perse School</p> <p>James Piper – Head of the Junior Division</p> <p>Francesca Heftman – Head of the Pelican</p>
3	Overview	This EIA takes into account general measures to ensure pupil and staff health and welfare and specific measures for groups of pupils and staff with particular protected characteristics.
4	Key Considerations	
	<p>Impact</p> <p>Are our responses likely to have a differential impact on any of the protected characteristics?</p> <p>A report by Public Health England found that other things might also mean you are more likely to get seriously ill from coronavirus. These include:</p> <ul style="list-style-type: none"> • your age – your risk increases as you get older • being a man • where in the country you live – the risk is higher in poorer areas • being from a Black, Asian or minority ethnic background • being born outside of the UK or Ireland • living in a care home • having certain jobs, such as nurse, taxi driver and security guard <p>Some of these factors are included in the Equality Act 2010.</p>	<p>Mitigation</p> <p>Can any potential negative impact be justified? If not how will we mitigate, reduce or remove any negative impacts?</p> <p>General Mitigation:</p> <ul style="list-style-type: none"> - All staff, pupils and parents have been involved in the COVID-19 Health and Safety Advice and Guidance and Risk Assessment planning. - The School has invested in its own COVID-19 Samba 2 testing facility, which can be used to prioritise the testing of staff and pupils who might be at greater risk. - The School Nurses will undertake individual risk assessments for pupils and staff to assess risk and apply mitigation measures.

Age	<ol style="list-style-type: none"> 1. A small number of older staff are more likely to develop serious ill health and are more likely to have complex co-morbidities which place them at greater risk of complications if they contract COVID-19, they may need to self-isolate if instructed to do so by their GP or NHS. They may be shielding partners. 2. A fall in the numbers of children and young people accessing front line health services, including GPs and acute or emergency care, has meant that these services are not seeing children who are at risk or who are already subject of safeguarding arrangements. This will lead to children at risk not being identified and remaining in unsafe situations without intervention. 3. Reduced visibility of children at risk or subject to safeguarding (including by health services) due to lockdown and increased risk of abuse for children not at school 4. Decreased referrals to children's healthcare and Children and Adolescent Mental Health Services may cause surge in referrals after lockdown and also create difficulties in transition planning for young people 5. There may be risks to the wellbeing and care of children if their parents become unwell due to COVID-19 6. Specialists in paediatric medicine state the latest evidence indicates that the risk of serious illness for most children and young people is low: Understanding the clinical risk to young people 	<p>An empathetic response to the needs of these staff is required with arrangements for them to work from home being in place if possible. The Flexible Working Policy has been revised to incorporate home working and fast tracking ad-hoc short term requests. Medical evidence of the need to self-isolate or shield may be required. Director of HR will monitor and report staff attendance during COVID-19 to Head/Bursar. Occupational Health referrals will be available through – Wrightway Health and staff will be offered consultations with senior staff/line managers who can help support staff with concerns and implement any adjustments.</p> <p>Our safeguarding policies have been amended to ensure that staff are diligent in raising concerns and that our pupil support teams (enhanced through the appointment of two new Assistant Heads: welfare and pupil development and Senior Tutor/Chaplain to DDSL) are working with local agencies to support vulnerable children. All Staff received updated safeguarding and KCSIE training in September.</p> <p>The enhanced pupil support teams will work to ensure an increase in post lockdown referrals is managed and pupils continue to receive support at school as it may not be available through children services, for example through the School Counsellors.</p> <p>The School continues to offer support to families through emergency bursary support funding, working with pupils and parents to maintain continuity of education during challenging circumstances.</p>
Disability	Staff and pupils with some long-term conditions (which would be classed as a disability under the Equality Act 2010) are more likely to develop	Leave of absence will be granted for staff under usual ill health policies and statutory duties. HR keeps a confidential record of staff disabilities so we are well

	<p>serious ill health if they contract COVID-19 – pupils may therefore also miss longer periods of education.</p> <p>Staff and pupils with long term conditions may have their access to regular and specialist services and support reduced when resources (staff, facilities, specialist equipment and centres) are used to respond to COVID-19). This might impact their ability to attend school further. Social distancing measures will need to consider access and resource arrangements already covered in the School.</p>	<p>positioned to support. Occupational Health can be called upon to provide advice on work activities and equipment needed to mitigate against disadvantage due to a disability. School's generous absence and pay policy means that those unable to work due to a disability continue to be paid in line with that policy. Pupils will also be granted leave of absence and be coded so in attendance registers. Staff with pastoral responsibility for these pupils will maintain contact with the family and provide work as appropriate. Access arrangements for all staff and pupils with disabilities will be reviewed and applied to temporary arrangements under the wider reopening of schools. All EHC Plans will be reviewed by the Head of Learning Support, Holly Singleton who will ensure remote and on-site learning can be accessed.</p>
Race	<p>PHE Evidence suggests that <i>‘COVID-19 may have a disproportionate impact on people from Black, Asian and minority ethnic (BAME) groups. Some evidence also suggests the risk of death from COVID-19 is higher among people of BAME groups and an ONS analysis showed that, when taking age into account, Black males were 4.2 times more likely to die from a COVID-19-related death than White males. The risk was also increased for people of Bangladeshi and Pakistani, Indian and Mixed ethnic groups. However, an analysis of over 10,000 patients with COVID-19 admitted to intensive care in UK hospitals suggests that, once age, sex, obesity and comorbidities are taken into account, there is no difference in the likelihood of being admitted to intensive care or of dying between ethnic groups. The relationship between ethnicity and health is complex and likely to be the result of a combination of factors. Firstly, people of BAME communities are likely to be at increased risk of acquiring the infection. This is</i></p>	<p>The School has a range of effective mechanisms for staff or pupils to raise concerns and have those concerns addressed by the School Nurses, Director of HR, Deputy Head, and Pastoral Team. The School Nurses will undertake individual risk assessments for pupils and staff to assess risk and apply mitigation measures.</p> <p>Specialists in paediatric medicine state the latest evidence indicates that the risk of serious illness for most children and young people is low:</p> <p>Understanding the clinical risk to young people Disparities in the risk and outcomes of COVID-19</p> <p>Whilst the risk to BAME children is similar to non-BAME children there is potentially an additional risk from children coming back to the home, and bringing COVID-19 with them. Individual risk assessments will be carried out where requested to help pupils understand the measures they can take to minimise risk being brought back into the home.</p>

	<i>because BAME people are more likely to live in urban areas, in overcrowded households, in deprived areas, and have jobs that expose them to higher risk’.</i>	
Gender	<p>Male sex and increasing age are known factors associated with COVID-19-related mortality. COVID-19-related mortality rates reported by ONS also increase across age groups. For males the increase is significant from 35 to 39 years and above, and for females from 40 to 44 years and above.</p> <p>Disparities in the risk and outcomes of COVID-19.</p> <p>Significant increases in domestic violence during lockdown disproportionately impacts women and will increase their need to access health services, domestic and sexual assault referral centres. This may be witnessed by pupils in their families. This may result in increased safeguarding referrals.</p>	<p>An empathetic response to the needs of staff is required with arrangements for them to work from home being in place if possible (support staff).</p> <p>Director of HR will monitor and report staff attendance during COVID-19 to Head/Bursar. Occupational Health referrals will be available through – Wrightway Health and staff will be offered consultations with senior staff/line managers who can help support staff with concerns and implement any adjustments.</p> <p>The School Nurses will undertake individual risk assessments for pupils and staff to assess risk and apply mitigation measures.</p> <p>Our safeguarding policies have been amended to ensure that staff are diligent in raising concerns and that our pupil support teams (enhanced through the appointment of two new Assistant Heads: welfare and pupil development and Senior Tutor/Chaplain to DDSL) are working with local agencies to support vulnerable children. All Staff received updated safeguarding and KCSIE training in September.</p> <p>The enhanced pupil support teams will work to ensure an increase in post lockdown referrals is managed and pupils continue to receive support at school as it may not be available through children services, for example through the School Counsellors.</p>
Gender Reassignment	<p>Social distancing, pressure on and cancellations of medical services, and logistics affecting the availability of medicines may limit access to regular appointments, surgery and medicines they need as part of their</p>	<p>An empathetic response to the needs of staff and pupils is required with arrangements and adjustments at school.</p> <p>Our safeguarding policies have been amended to ensure that staff are diligent</p>

	<p>transition. This may impact on mental health and well-being.</p>	<p>in raising concerns and that our pupil support teams (enhanced through the appointment of two new Assistant Heads: welfare and pupil development and Senior Tutor/Chaplain to DDSL) are working with local agencies to support vulnerable children. All Staff received updated safeguarding and KCSIE training in September.</p> <p>The enhanced pupil support teams will work to ensure an increase in post lockdown referrals is managed and pupils continue to receive support at school as it may not be available through children services, for example through the School Counsellors.</p>
Marriage and Civil Partnerships	No differential impact	Staff may have to cancel wedding/civil partnership plans which may cause upset. Staff will be supported during these uncertain times.
Pregnant women and Maternity	<p>Following NHS advice: <i>there is no evidence that pregnant women are more likely to get seriously ill from coronavirus.</i></p> <p><i>But pregnant women have been included in the list of people at moderate risk (clinically vulnerable) as a precaution.</i></p> <p><i>This is because pregnant women can sometimes be more at risk from viruses like flu.</i></p> <p><i>It's not clear if this happens with coronavirus. But because it's a new virus, it's safer to include pregnant women in the moderate-risk group. It may be possible for you to pass coronavirus to your baby before they are born. But when this has happened, the babies have got better.</i></p> <p><i>There's no evidence coronavirus causes miscarriage or affects how your baby develops in pregnancy.</i></p>	<p>An empathetic response to the needs of staff and pupils is required. Those over 28 weeks pregnant with other health conditions are more at risk (consideration is given on an individual basis following medical advice). Initial risk assessments are carried out internally and Occupational Health guidance is sought on whether they can continue to work in school. Risk Assessment are reviewed regularly. Staff can seek support from the Director of HR, Line Managers, School Nurses and where necessary Occupational Health – Wrightway Health. Pupils can seek support from the School Nurses and Pastoral Team. A risk assessment will be completed in conjunction with the Domestic Bursar and Director of HR.</p>
Religion and Belief	Eventual vaccines for COVID-19 might not comply with requirements of some religions and may result in further loss of attendance and/or education if absent.	Pastoral support to pupils, parents and staff may be needed – possibly along with support to catch up lost learning or work remotely.

Sexual Orientation	<p>LGBT Foundation states: people are disproportionately more likely to have poor mental health and social distancing may have disproportionate impacts on them. Because of social distancing, some LGB people, especially young people, may be confined in family situations where they are at risk of homophobia, homophobic abuse and violence which could have an impact on their mental health</p>	<p>An empathetic response to the needs of staff and pupils is required with arrangements and adjustments at school.</p> <p>Our safeguarding policies have been amended to ensure that staff are diligent in raising concerns and that our pupil support teams (enhanced through the appointment of two new Assistant Heads: welfare and pupil development and Senior Tutor/Chaplain to DDSL) are working with local agencies to support vulnerable children. All Staff received updated safeguarding and KCSIE training in September.</p> <p>The enhanced pupil support teams will work to ensure an increase in post lockdown referrals is managed and pupils continue to receive support at school as it may not be available through children services, for example through the School Counsellors.</p>
Disadvantaged Pupils	<p>There is a need to address learning inequalities that might have arisen as a result of poor engagement with remote learning or limited support in the home. Support for successful transition through the key stages/subjects will be needed where some pupils have not engaged well.</p>	<p>Pastoral and Academic support will be required to support to pupils. Tutors and teachers will work with pupils to identify gaps and implement support programmes.</p>

DRC September 2020.