



COVID-19

Equality Impact Assessment

To fulfil the public body 'Equality Duty' to have 'due regard' to equality considerations under the Equalities Act 2010, an organisation must, whenever significant decisions are being made or policies developed, give thought to equality implications for people with particular protected characteristics.

These equality impact assessments have been completed by New Collaborative Learning Trust (NCLT) to evidence how we have given due regard to the needs of students and staff, with increased vulnerability to infection or poorer outcomes from COVID-19, when making decisions regarding the re-opening of colleges during the COVID-19 pandemic.

Updated August 2020

COVID-19: Equality Impact Assessment - Students

Policy or Decision:	COVID-19: Trust re-opening Individuals with increased vulnerability to infection or poorer outcomes from COVID-19
Trust name:	New Collaborative Learning Trust
Covered by this assessment:	Students

Assessment conducted by – name:	Jo Holden
Assessment conducted by – job title:	Trust Safeguarding Lead
Assessment date:	12/08/2020

Considerations regarding groups that may be affected:

Groups with protected characteristics	It is assessed that this decision could have a:			Impact comments:	Reasonable Adjustments Identified:	Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i>
	Positive Impact	Neutral Impact	Negative Impact			
Age (Adults only)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No evidence of impact.	a. Not required.	Not Applicable.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> a. High Risk - 'Clinically Extremely Vulnerable': Identified specific medical conditions have been identified as placing someone at greatest risk of severe illness from coronavirus. b. Moderate Risk - 'Clinically Vulnerable': Identified health conditions have been identified as placing someone at higher risk of severe illness from coronavirus. c. Other - Do not fall into one of the above categories, however, have received medical advice to remain at home. d. Disability which is the subject of reasonable adjustments e. Re-opening colleges to students with special educational needs could increase their access to school based support. 	<ul style="list-style-type: none"> a. Government advice is that students within this category can return to college as long as the recommended systems of control are in place and followed. b. Government advice is that students within this category can return to college as long as the recommended systems of control are in place and followed. c. Students within this category will provide a letter from their GP confirming advice. If it is possible to attend college these students will have a risk assessment undertaken if required. d. These students will have an individual risk assessment undertaken. e. Government advice is that students within this category can return to college as long as the recommended systems of control are in place and 	Not Applicable – all reasonable adjustments will be made.

Groups with protected characteristics	It is assessed that this decision could have a:			Impact comments:	Reasonable Adjustments Identified:	Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i>
	Positive Impact	Neutral Impact	Negative Impact			
					followed. A risk assessment will be undertaken where required.	
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No evidence of impact.	Not required.	Not required.
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Moderate Risk - 'Clinically Vulnerable' - Pregnancy.	a. Government advice is that students within this category can return to college as long as the recommended systems of control are in place and followed. If not, then they should study at home. A pregnancy risk assessment will be updated to reflect any adjustments, as is already current practice.	Not Applicable – all reasonable adjustments will be made.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability.	An individual risk assessment will be completed if required.	Not Applicable – all reasonable adjustments will be made.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No evidence of impact	Not required.	Not required.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is some evidence of males being at higher risk of being admitted to hospital, which increases if other risk factors are also present (e.g. Other health concerns, age)	A Covid-19 Risk Assessment has been completed for all students. We will ensure if necessary that a risk assessment is completed based on cumulative risk.	Not Applicable – all reasonable and realistic adjustments will be made.
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No evidence of impact	Not required.	Not required.

COVID-19: Equality Impact Assessment - Staff

Policy or Decision:	COVID-19: College re-opening Individuals with increased vulnerability to infection or poorer outcomes from COVID-19
Trust name:	New Collaborative Learning Trust
Covered by this assessment:	Staff

Assessment conducted by – name:	Lauren Walker
Assessment conducted by – job title:	Director of HR
Assessment date:	12/08/2020

Considerations regarding groups that may be affected:

Groups with protected characteristics	It is assessed that this decision could have a:			Impact comments:	Reasonable Adjustments Identified:	Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i>
	Positive Impact	Neutral Impact	Negative Impact			
Age (Adults only)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>a. Moderate Risk - 'Clinically Vulnerable' - those aged over 70.</p> <p>b. Current evidence that those aged over 55 of BAME ethnicity, particularly those with co-morbidities, may be associated with increased vulnerability.</p>	<p>a. Government advice is that staff within this category can return to work as long as the recommended systems of control are in place and followed; Individual staff risk assessments will be completed where appropriate (dependent on job role and cumulative vulnerability).</p> <p>b. A workforce risk assessment has been completed. Individual staff risk assessments will be completed where appropriate (dependent on job role and cumulative vulnerability).</p> <p>c. Additional safety measures have been implemented, above those recommended for colleges, to further protect all staff (e.g., wearing of face coverings in social spaces).</p>	Not Applicable – all reasonable adjustments will be made.

Groups with protected characteristics	It is assessed that this decision could have a:			Impact comments:	Reasonable Adjustments Identified:	Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i>
	Positive Impact	Neutral Impact	Negative Impact			
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>a. High Risk - 'Clinically Extremely Vulnerable': Identified specific medical conditions have been identified as placing someone at greatest risk of severe illness from coronavirus.</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, have received medical advice to remain at home.</p> <p>d. Disability which is the subject of reasonable adjustments.</p> <p>e. Potential for a positive effect or negative impact on those with mental ill health which could affect their return to work.</p>	<p>a. Government advice is that staff within this category can return to work as long as the recommended systems of control are in place and followed;</p> <p>b. Government advice is that staff within this category can return to work as long as the recommended systems of control are in place and followed;</p> <p>c. Staff within this category will provide a letter from their GP confirming advice. If it is possible to attend work these staff will have an individual staff risk assessment undertaken.</p> <p>d. These staff will have an individual risk assessment undertaken where required or requested.</p> <p>e. These staff will have an individual risk assessment undertaken where required.</p> <p>f. Additional safety measures have been implemented, above those recommended for colleges, to further protect all staff (e.g., wearing of face coverings in social spaces).</p>	Not Applicable – all reasonable adjustments will be made.
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No evidence of impact	Not required.	Not required.
Marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No evidence of impact	Not required.	Not required.
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Moderate Risk - 'Clinically Vulnerable' – Pregnancy.	<p>a. Government advice is that staff within this category can return to work as long as the recommended systems of control are in place and followed; A pregnancy risk assessment will be updated to reflect any adjustments, as is already current practice.</p> <p>b. Additional safety measures have been implemented, above those recommended for colleges, to further protect all staff (e.g., wearing of face coverings in social spaces).</p>	Not Applicable – all reasonable adjustments will be made.

Groups with protected characteristics	It is assessed that this decision could have a:			Impact comments:	Reasonable Adjustments Identified:	Negative Impact: <i>Please provide details as to why reasonable adjustments are not being made</i>
	Positive Impact	Neutral Impact	Negative Impact			
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Current evidence that ethnicity of a BAME background may be associated with increased vulnerability.	<ul style="list-style-type: none"> a. Government advice is that staff within this category can attend for work as long as the recommended systems of control are in place and followed; b. Adjustments have been made to college timetables as relevant to reflect local demographics and support BAME communities. c. Additional safety measures have been implemented, above those recommended for colleges, to further protect all staff (e.g., wearing of face coverings in social spaces). 	Not Applicable – all reasonable adjustments will be made.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No evidence of impact.	Not required.	Not required.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is some evidence of males being at higher risk of being admitted to hospital, which increases if other risk factors are also present (e.g., other health concerns, age)	<p>A workforce risk assessment has been completed for all staff and an individual risk assessment will be completed if required, dependent upon cumulative vulnerability and job role, if necessary.</p> <p>Additional safety measures have been implemented, above those recommended for colleges, to further protect all staff (e.g., wearing of face coverings in social spaces).</p>	Not Applicable – any reasonable and realistic adjustments will be made.
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No evidence of impact.	Not required.	Not required.

NOTE: It is the responsibility of the employee to identify themselves to the Human Resources Department should they feel they are vulnerable in any specific way or have particularly concerns that require further discussion and in order to assist the Trust in managing risk.