



Equality Impact Assessment

Date Reviewed	March 2022
Date of next review	March 2023

School reopening: equality impact assessment

The below information assesses the impact of our school reopening plan, on groups of people with different characteristics.

Race

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

Disability

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

Gender (including gender reassignment and pregnancy and maternity)

	Y	N
Will our reopening plans have a disproportionate impact related to gender (including gender reassignment or pregnancy and maternity)?		✓
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		

Age

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

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?		✓
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.		

Additional Considerations

Childcare responsibilities

	Y	N
Will our reopening plans have a disproportionate impact related to childcare responsibilities?		✓
Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.	Assessed on an individual basis. The schools will also assess separately on this based on needs, timings and facilities within the school. Breakfast and afterschool clubs are operating, and staggered opening times are limited to keep start times as close together as possible.	

Working part-time or flexibly

	Y	N
<p>Will our reopening plans have a disproportionate impact related to working part-time or flexible?</p>		✓
<p>Describe the nature of any disproportionate impacts. Explain what actions will be taken to address these impacts.</p>	<p>Breakfast and afterschool clubs are operating.</p>	