



Northern Lights Learning Trust Coronavirus response equality impact assessment

Date completed: 10.7.20 for implementation date of August 1st in line with Government guidance

Age: All members of staff or volunteers who are not otherwise clinically vulnerable or clinically extremely vulnerable will be individually risk assessed if they are above the age of 70 in order to protect them. No one is discriminated by any of the actions taken as a result of Coronavirus.

Sex: All genders are protected and treated equally.

Disability: Pupils and staff who are clinically extremely vulnerable will be able to go to work where they are able to maintain social distancing as much as possible and their workplace is COVID-19 Secure. Any staff or pupils classed as clinically vulnerable or extremely clinically vulnerable will be individually risk assessed. All pupils with a physical and/or mental impairment which amounts to a disability under the Equality Act 2010 who are unable to come into school will continue to receive learning activities from school and regular contact with the SENDCo and/or their class teacher. All staff unable to attend school will receive regular contact from school staff, including inclusion in all remote CPD opportunities and meetings. No staff or pupils will be discriminated against in allowing them to return to school and all government guidance will be followed.

Sexual orientation: All sexual orientations are protected and treated equally.

Gender reassignment: Any staff or pupils affected by gender reassignment are protected and treated equally.

Religion/belief: All religions and beliefs are protected and treated equally.

Pregnancy & maternity: The Trust will follow Government guidelines and all pregnant staff will work at a social distance away from others in an appropriate area of school. This will be done in agreement with the member of staff concerned. This will be individually risk assessed. All staff on maternity leave will be protected and treated equally, with regular communication.

Race: Staff of a race or ethnicity that science evidences a potential greater effect of coronavirus will be subject to an individual risk assessment. No staff or pupils will be discriminated against in their access to education and work, and all will be protected.

Marriage/Civil Partnership: All marriage and civil partnerships are protected and treated equally.