

EQUALITY IMPACT ASSESSMENT

Phased re-Opening the College for specific learning from 15th June 2020 for the remainder of the academic year 2019/20

The College is seeking to open some provision to allow restricted students the opportunity to undertake/complete studies on-site in line with the Government guidance with effect from 15th June 2020 for the remainder of the academic year. This has been carefully planned with all key parties.

The staff who may be required to attend work, to support this provision, have had discussions with their line manager around whether they are willing and able to attend for the remainder of the academic year. No staff will be required to return to work in June, for the remainder of the academic year, if they have specific reasons as discussed with their line manager.

This situation will continue to be reviewed on a regular basis in line with Government guidance and an updated assessment will be made in the summer in line with Government guidance at that point and requirements for September.

This Equality Impact Assessment seeks to consider the key protected characteristics against a plan to re-open the College for some key educational operations in June 2020 for the remainder of the academic year.

If any group/s are adversely impacted, re-opening plans will be reviewed and amended.

	Is there any potential for differential impact?	Could this lead to adverse impact and if so, what?	Are there opportunities for positive impact or to promote equality of opportunity?	Can any adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?	Please detail what measures or changes you will put in place to remedy any identified adverse impact.
Disability	If staff have an underlying condition, which is particularly vulnerable to COVID19, they may be affected by an expectation to return to work.	Yes.	Yes.	No.	Staff who are identified as being vulnerable, due to their disability, will not be required to attend work and can continue to work from home during this phased re-opening period. Arrangements are for the remainder of the academic year 2019/20.
Age	If staff are aged over 70, and are therefore particularly vulnerable to COVID19, they may	Yes.	Yes.	No.	Staff who are identified as being vulnerable, due to their age, will not be required to attend

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Pregnancy	If any female staff are pregnant they are regarded as vulnerable to COVID19. A return to work may put them and/or their baby at risk.	Yes.	Yes.	No.	Staff who are pregnant will not be required to attend work and can continue to work from home during this phased re-opening period. Arrangements are for the remainder of the academic year 2019/20.

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Caring status	If staff have caring responsibilities at home and have no other support to assist them with that whilst they attend work, a requirement to attend work could adversely impact upon them.	Yes.	Yes.	No.	Staff who are sole carers for anyone at home, with no other support options, will not be required to attend work and can continue to work from home during this phased re-opening period and line managers will continue to work with these staff members in line with their individual circumstances. Arrangements are for the remainder of the academic year 2019/20.

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Race	There is a suggestion at the current time that BAME staff are more vulnerable to COVID19 than non-BAME staff.	Yes.	Yes.	No.	Staff who are BAME will not be required to attend work and can continue to work from home during this phased re-opening period. Arrangements are for the remainder of the academic year 2019/20.
Gender	No.				
All faiths and none	No.				
Sexual orientation	No.				