

**BOURNEMOUTH & POOLE COLLEGE - EQUALITY IMPACT ASSESSMENT (EqIA)**

**NAME OF PROCESS:** Covid 19 Secure

The College is now re opening full educational onsite provision from March 2021. Consideration for this has been carefully planned, with possible risks being explored and managed following all government advice and guidance. Staff will be encouraged to attend work in line with government recommendations, those staff that are clinically extremely vulnerable are to follow the government’s advice and continue to shield. In line with government guidelines, The College is administering lateral flow testing to staff and students on a twice weekly basis to manage the spread of Covid 19 for those that are asymptomatic, this is being done on a consent and voluntary basis.

This EqIA considers the protected characteristics under the Equality Act 2010 alongside the colleges re opening provision.

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

	<b>Is there any potential for differential impact?</b>	<b>Could this lead to an adverse impact?</b>	<b>Are there opportunities for positive impact or to promote equality of opportunity?</b>	<b>Can any adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?</b>	<b>Please detail what measures or changes you will put in place to remedy any identified adverse impact.</b>
Age	There is an increased risk to individuals placing them as clinically vulnerable in terms of age and transmission spread of Covid 19.	Yes.	Yes.	No.	Individuals who are identified as being vulnerable due to their age can continue to work onsite where required and are to follow and adhere to The Colleges Covid 19 secure protocols.  Any individuals that are identified as being clinically extremely vulnerable will be shielding following government advice and will not be attending the setting.
Disability	If individuals have a disability or underlying health condition, which is vulnerable to COVID19, they may be affected by an	Yes.	Yes.	No.	Individuals who are identified as being vulnerable, due to a disability or underlying health condition can continue to work onsite where required and are to follow and adhere to the colleges Covid

	expectation to return to work.				<p>19 secure protocols.</p> <p>Bespoke yellow lanyards have been introduced for any individual who is unable to wear a facemask or covering, there is a supply of face shields available for staff who request them.</p> <p>Any individuals that are identified as being clinically extremely vulnerable will be shielding following government advice and will not be attending the setting</p>
Gender Reassignment	There is no government stated increased risk to individuals who have undergone gender reassignment.	No	No	No	<p>Support is available for individuals who have undergone gender reassignment through the SPACE youth project group.</p> <p>The College is a Covid secure workplace with a range of protocols and guidance on how staff and students can stay safe.</p>
Marriage and civil partnership	There is no government stated increased risk to individuals in terms of spouse / partners.	No.	No.	No.	<p>The College is a Covid secure workplace with a range of protocols and guidance on how staff and students can stay safe.</p>
Pregnancy and maternity	Individuals who are new or expectant mothers are classified as clinically vulnerable as they are at a greater risk of illness from Covid 19.	Yes.	Yes.	No.	<p>Individuals who are identified as new or expectant mothers can continue to work onsite where required and are to follow and adhere to The Colleges Covid 19 secure protocols.</p> <p>Any individuals that are identified as being clinically extremely vulnerable will be shielding following government advice and will not be attending the setting.</p> <p>The College will undertake formalised</p>

					pregnancy risk assessments and take advice and guidance from the Midwifery practitioner for the individual.
Race	There is research to suggest that BAME individuals are at greater vulnerability to COVID19	Yes.	Yes.	No.	Individuals who are within the BAME category can continue to work onsite where required and are to follow and adhere to the colleges Covid 19 secure protocols.  Any individuals that are identified as being clinically extremely vulnerable will be shielding following government advice and will not be attending the setting.
Religion or belief	There is no government stated increased risk to individuals in regards to religion or belief	No	No	No	None
Sex	There is no government stated increased risk to individuals in regards to sex	No	No	No	None
Sexual orientation	There is no government stated increased risk to individuals in regards to sexual orientation	No	No	No	None

**EqIA Screening completed by:**

**Name:** Alice Baumber-Copp / Paul Llewellyn  
**Job Title:** Head of Equality and Diversity / Head of Health and Safety  
**Date:** March 2020

**Senior sign off by:**

**Name:** Michael Johnson  
**Job title:** Chief Operating Officer  
**Date:** March 2020