

Equality Impact Assessment: Covid-19 phased reopening of The Place (phases 4 & 5)

Protected Characteristic	Issue	Mitigations? This is not an exhaustive list
Age	Older people more vulnerable to severe version of virus	<p>Acknowledge in communications to staff and students</p> <p>Clear information about social distancing and safety measures in place for performances so our audiences can make an informed decision on attendance</p> <p>Line managers work through personal risk assessments with staff and make available to external artists</p>
Socio-economic status	Using cheaper modes of transport lengthening journeys and increased anxiety about over crowding	Line managers work through personal risk assessments with staff and make available to external artists
	Students and staff asked to buy and clean their own equipment for individual use e.g. Yoga mats	<p>Some equipment and cleaning supplies available to loan from The Place</p> <p>Bursaries available to students</p>
Disability	Disabled staff/students plus artists and audiences needing accessibility to the building	<p>Prioritise access to studios with shorter evacuation route</p> <p>Making lifts available including social distance markings</p> <p>Discussing access needs prior to visit</p> <p>Ensuring access requirements are met during evacuation</p> <p>Ensuring workstations are identified and modified if staff member is not able to work from usual location</p>

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		Ensuring an accessible toilet is identified for staff members that need them
	Disabled staff/students limited by transport options leading to lengthened journeys and increased anxiety about over crowding	Line managers work through personal risk assessments with staff and make available to external artists
	One-way route hindering access for Disabled staff/students plus artists and audiences	Disabled staff/students plus artists and audiences able to use lift for entry and exit of the building
	Disabled staff/students have reduced access to specialist support services; or adjusting to different provision.	Line managers/academic tutors have awareness when interacting with staff/students and discussing return to building.
	Those with, or living with people with, underlying health conditions more vulnerable to severe reaction to the virus	<p>Acknowledge in communications.</p> <p>Line managers work through personal risk assessments with staff and make available to external artists</p> <p>Clear information about social distancing and safety measures in place so our visitors can make an informed decision on attendance</p> <p>Building strictly zoned to protect visitors including one-way systems</p>
	<p>Those already living with depression and anxiety may be prone to mental health crises, relapse and/or panic attacks</p> <p>Others may develop anxiety and depression.</p>	<p>Line managers/academic tutors to provide duty managers with contacts for faculty, support staff and counsellors</p> <p>Staff team of mental health first aiders also available for duty managers</p>

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	Some staff and students may find the daily on-line registration process more challenging e.g. those who are neurodivergent, visually impaired and Deaf or hearing impaired.	<p>Teams, Zoom or telephone conversations and guidance available at any stage to talk through the process in a different way</p> <p>Zones and guidelines reiterated during non-touch sign in process when staff/students enter the building</p> <p>LCDS staff/faculty on-site to support students</p> <p>FAQs available at any time by staff and student handbook supplied to all students</p>
Trans people	Usual gender neutral may no longer be accessible	<p>No changing facilities available on site standardly due to health and safety however private space can be found if required</p> <p>Toilets allocated to users of a single zone and all gender neutral</p>
Pregnancy & maternity	Pregnant or new parents more vulnerable to severe version of virus	<p>Line managers work through personal risk assessments with staff and make available to external artists</p> <p>Clear information about social distancing and safety measures in place so our visitors can make an informed decision on attendance</p>
Marriage and civil partnership	Domestic violence will increase during the crisis due to isolation, close proximity and financial strain. Could result in a disclosure on entering the building.	<p>Duty Manager has access to support organisation details</p> <p>Duty Manager can provide private space</p> <p>Line managers/academic tutors to provide duty managers with contacts for faculty, support staff and counsellors</p> <p>Staff team of mental health first aiders also available for duty managers</p>

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Race	Anxiety about leaving the home to come to The Place if likely to be targeted by hate crime due to identity e.g. persons travelling from a virus hot spot, or perceived differences in countries approach to managing the virus	<p>Duty Managers can contact emergency services</p> <p>Line managers/academic tutors to provide duty managers with contacts for faculty, support staff and counsellors</p> <p>Staff team of mental health first aiders also available for duty managers</p>
	BAME people more vulnerable to severe version of virus	<p>Line managers work through personal risk assessments with staff and make available to external artists</p> <p>Clear information about social distancing and safety measures in place so our visitors can make an informed decision on attendance</p>
Religion and Belief	Restrictions on accessing parts of the building limiting private spaces for prayer	Private spaces to be made available on request
Sex	Domestic violence will increase during the crisis due to isolation, close proximity and financial strain. Could result in a disclosure on entering the building.	<p>Duty Manager has access to support organisation details</p> <p>Duty Manager can provide private space</p> <p>Line managers/academic tutors to provide duty managers with contacts for faculty, support staff and counsellors</p> <p>Staff team of mental health first aiders also available for duty managers</p>
	Impact of schools restricted hours or local lockdown closure and childcare needs on working arrangements	Line managers to identify which staff fall into this category - develop a work plan within this context. For example, continued home working, reduced expectations and/or flexible working hours.

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Sexual orientation	Family estrangement could leave students and staff with no support networks	<p>Duty Manager has access to support organisation details</p> <p>Line managers/academic tutors to provide duty managers with contacts for faculty, support staff and counsellors</p> <p>Staff team of mental health first aiders also available for duty managers</p>

Last updated: September 2020