

COVID-19: Operational risk assessment for school re-opening

Please note: this risk assessment should be undertaken in conjunction with the guidance on school reopening issued by the DfE on 10/05/2021:

[Guidance for full opening - schools - GOV.UK](https://www.gov.uk/guidance/school-reopening-guidance)

The DfE guidance recognises that the youngest children in schools cannot socially distance from adults or each other. The implementation of 'bubbles' are an alternative protective measure to keeping people apart. Therefore, 'social distancing' in this risk assessment refers to the use of bubbles and/or the requirement to keep to 1 or 2 metre distances, depending on the age of the children concerned.

System of controls

Based on SAGE modelling, the hierarchy of controls we have factored into our planning to help prevent the spread of COVID-19 are set out below. This is the set of actions schools **must** take. They are grouped into 'prevention' and 'response to any infection' and are outlined in more detail in the sections below.

Prevention:

1. Minimise contact with individuals who are required to self-isolate by ensuring they do not attend the school.
2. Ensure face coverings are used in recommended circumstances
3. Ensure everyone is advised to clean their hands thoroughly and more often than usual
4. Ensure good respiratory hygiene by promoting the 'catch it, bin it, kill it' approach
5. Maintain enhanced cleaning, including cleaning frequently touched surfaces often using standard products, such as detergents and bleach
6. Consider how to minimise contact across the site and maintain social distancing wherever possible
7. Always keeping occupied spaces well ventilated

8. Ensure individuals wear the appropriate personal protective equipment (PPE) where necessary
9. Promote and engage with asymptomatic testing, where available

Numbers 1 - 7 must be in place in all schools, all the time.

Numbers 8 and 9 apply in specific circumstances.

Response to any infection:

10. Promote and engage with the NHS Test and Trace process
11. Manage and report confirmed cases of coronavirus (COVID-19) amongst the school community
12. Contain any outbreak by following local health protection team advice

Numbers 10 – 12 must be followed in every case where they are relevant.

All actions should minimise the chances of being a close contact, which is defined as:

- Face to face contact including being coughed on and having a face to face contact within 1m; or
- Being within 1m for one minute or longer without face to face contact; or
- Being within 2m of someone for more than 15 minutes either as a one-off or added up over a day; or
- Travelled in the same vehicle

Assessment conducted by:	Jo Buttery	Job title:	Business Manager	Covered by this assessment	Staff, pupils, contractors, visitors, volunteers
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Date of assessment:	15.06.2021	Review interval:	Half termly	Date of next review:	As required
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Related documents	
Trust documents:	<p>Government guidance:</p> <p>Actions for early years and childcare providers during the coronavirus (COVID-19) outbreak</p> <p>Guidance for full opening - schools - GOV.UK</p> <p>Safe working in education, childcare and children’s social care settings, including the use of personal protective equipment (PPE)</p> <p>COVID-19: cleaning of non-healthcare settings - GOV.UK</p> <p>Safe working in education, childcare and children’s social care</p> <p>Face coverings in education - GOV.UK</p>

Risk matrix

Risk rating High (H), Medium (M), Low (L)		Likelihood of occurrence		
		Probable	Possible	Remote
Likely impact	Major: Causes major physical injury, harm or ill-health.	H	H	H
	Severe: Causes physical injury or illness requiring first aid.	H	M	L
	Minor: Causes physical or emotional discomfort.	M	L	L

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
1. Establishing a systematic process of partially opening, including social distancing guidance					
1.1 Capacity					
Available capacity of the school is reduced when social distancing guidelines are applied	H	<ul style="list-style-type: none"> Social distancing to be promoted wherever possible Bubbles agreed by year groups Agreed new timetable and arrangements confirmed Arrangements in place to support pupils not attending school with remote learning at home Face masks to be worn by all staff (excluding medical exemptions) in communal and circulation spaces where social distancing cannot be maintained 	Yes	<ul style="list-style-type: none"> Inclusion area to create provision for remote learning Reminders of wearing facemasks in place 	M
1.2 Organisation of teaching spaces					
Classroom sizes will not allow adequate social distancing	H	<ul style="list-style-type: none"> Classrooms re-modelled, with chairs and desks in rows facing in the same direction to support social distancing Clear signage displayed in classrooms promoting social distancing Face masks to be worn by staff (excluding medical exemptions) in all communal and circulation areas where social distancing cannot be maintained Doors and windows will be to provide constant background ventilation and to their maximum when spaces aren't occupied by students (eg. breaks/changeover) to purge the air (with the exception of fire doors) Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 	Yes	<ul style="list-style-type: none"> Classroom re-modelling in place Signage in place Reminders of wearing facemasks Air-con set to natural flow 	M

<p>Large spaces need to be used as classrooms</p>	<p>M</p>	<ul style="list-style-type: none"> ● Limits set for large spaces (e.g. hall, sports hall, dining hall) for teaching. ● Large gatherings prohibited. ● Design layout and arrangements in place to enable social distancing e.g. students facing the same way in dining areas and not sat face to face. 	<p>Yes</p>	<ul style="list-style-type: none"> ● Capacity signs on doors ● No large gatherings ● Dining hall re-modelled 	<p>L</p>
<p>1.3 Availability of staff and class sizes</p>					
<p>The number of staff who are available is lower than that required to teach classes in school and operate effective home learning</p>	<p>M</p>	<ul style="list-style-type: none"> ● The health status and availability of every member of staff is known and is regularly updated so that deployment can be planned. ● Shielding guidance in place for CEV colleagues and students in line with national guidance and individual risk assessment template updated for those returning after shielding. ● Technology available in school to allow all staff to deliver and support remote and on site learning ● Flexible and responsive use of teaching assistants and pastoral staff to supervise classes is in place ● Specialist directors deployed to support staffing levels in schools ● Full use is made of test and trace to inform staff deployment. ● Non-specialist teachers may be used to deliver content provided by subject specialists. ● Regular LFD testing for staff and secondary students attending school site ● LFD testing encouraged prior to events where staff come together in managed, socially distanced groups ● Staff or students in close contact will follow PHE guidance on self isolation 	<p>Yes</p>	<ul style="list-style-type: none"> ● Individual risk assessments in place were required, staff aware of the symptoms of covid-19 and absence reporting ● Shielding letters received where required ● ICT in place ● TAs and LMs available to support in lessons ● Directors available within academy ● LFD testing in place ● Process in place for close contacts 	<p>L</p>
<p>Re-timetabling and extended days mean that staff exceed their contracted working hours</p>	<p>M</p>	<ul style="list-style-type: none"> ● Directed time calculations reworked and shared with staff ● PPA allocations still provided on timetables ● Where timetable restricts PPA or exceeds weekly hours for teachers, a two weekly timetable agreed to compensate 	<p>Yes</p>	<ul style="list-style-type: none"> ● Re-timetabling and extended days not required at present ● PPA available 	<p>L</p>

		<ul style="list-style-type: none"> Hourly rates of pay agreed for staff who are asked to work additional hours beyond their contracted hours 		<ul style="list-style-type: none"> 2 weekly timetable not required at present Additional hours not required at present 	
Staff are required to isolate following holidays abroad, making them unavailable for the start of the new term	M	<ul style="list-style-type: none"> All staff have been advised to follow government advice on the booking of holidays All staff have been advised of the need to be available for work and to plan any quarantine timings into their holiday plans Staff managing attendance policy and absence policies to be followed 	Yes	<ul style="list-style-type: none"> Shared via email and added to briefing All policies shared 	L
1.4 The school day					
The start and end of the school day create risks of breaching social distancing guidelines	H	<ul style="list-style-type: none"> Start and departure times are managed The number of entrances and exits to be used is maximised. Different entrances/exits are used for different bubbles if entering at the same time. Staff and pupils are briefed and signage provided to identify which entrances, exits and circulation routes to use. A plan is in place for managing the movement of people on arrival to avoid groups of people congregating. Attendance patterns have been optimised to ensure maximum safety. One way, keep left, systems around the school Accessibility for disabled students and staff have been considered within changes. Extra curricular activities recommenced from 8 March with activities that promote control measures 	Yes	<ul style="list-style-type: none"> Bubble entrances/exits are in place Staff and pupils aware of routes, signage available Start of the day students to enter their bubble entrance and keep left. Accessibility to school remains All extra curricular activities to follow this RA 	M

<p>Wrap around care provided in school is not able to comply with social distancing or bubble separation</p>	<p>M</p>	<ul style="list-style-type: none"> • School provided breakfast will be grab bags that can be distributed to classrooms or separate areas for each bubble (if provided) • After school activities will have normal control measures in place 	<p>Yes</p>	<ul style="list-style-type: none"> • Breakfast distributed to bubbles • After school activities to follow this RA 	<p>L</p>
<p>1.5 Planning movement around the school</p>					
<p>Movement around the school risks social distancing not being maintained</p>	<p>H</p>	<ul style="list-style-type: none"> • Circulation plans have been reviewed and revised • One-way, keep left, systems are in place where possible • Posters in corridors regarding social distancing • Appropriate signage is in place to clarify circulation routes • Pinch points and bottlenecks are identified, staffed and managed accordingly • Staff remain in own classroom/offices and monitor social distancing on corridors at lesson changeover • Lesson change over and movement around school is organised to avoid overcrowding • Pupils are regularly briefed regarding observing social distancing guidance • Appropriate duty rota and levels of supervision are in place • Risk assessment in place for children who require support under EHCP where social distancing cannot be implemented e.g. TA pushing wheelchair • Play areas will be divided if more than one bubble is to use it at the same time • Face masks must be worn by staff in communal and circulation areas unless an exemption applies 	<p>Yes</p>	<ul style="list-style-type: none"> • Routes in place • No pinch points/bottlenecks identified at present • Supervision in corridors to ensure direct movement • Assemblies and tutor time revisit social distancing • Duty rota in place • RA's in place for EHCP students • Air-con set to natural flow 	<p>M</p>

		<ul style="list-style-type: none"> • Doors and windows will be opened to provide constant background ventilation and maximised when spaces aren't occupied by students (eg. breaks/changeover) to purge the air (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 			
1.6 Curriculum organisation					
<p>Pupils will fall behind in their learning during school closures and achievement gaps will have widened</p>	H	<ul style="list-style-type: none"> • High quality remote and blended learning provision for all children • Technology provided to support remote learning where children cannot attend school • Gaps in learning are assessed and addressed in teachers' short, medium and longer term planning • Praising stars will be used to assess the impact of interventions • Curriculum has been reordered to focus on learning priorities for the phase of education if it cannot all be caught up • Plans for intervention are in place for those pupils who have fallen behind in their learning • Additional funding for 'catch up' will be focused to ensure it targets children who have missed learning, this may include 1:1, summer schools etc 	Yes	<ul style="list-style-type: none"> • Usual lessons and high standards in place • ICT available • Ongoing • Praising stars utilised as usual • Curriculum will be reviewed by DEEP experience • Interventions are available • Additional funding available 	M

<p>Periods of isolation create additional gaps in learning</p>	<p>M</p>	<ul style="list-style-type: none"> • Blended learning/remote learning plans in place • Children lacking technology to support remote learning identified and technology provided • EdTech demonstrators providing training to staff to increase confidence and ability to provide remote learning 	<p>Yes</p>	<ul style="list-style-type: none"> • Usual lessons in place • ICT available • Edtech certification available 	<p>L</p>
<p>Library book sharing risks virus infection</p>	<p>M</p>	<ul style="list-style-type: none"> • Libraries will not be used as a social space for children • Children will be managed in small numbers to select a book • Returned books will be quarantined for 72 hours before being returned to library shelves 	<p>Yes</p>	<ul style="list-style-type: none"> • LRC available to each bubble • Timetable in place 	<p>L</p>
<p>Singing spreads virus through spittle or aerosol transmission</p>	<p>M</p>	<ul style="list-style-type: none"> • No choirs or large group singing • No singing unless social distancing can be maintained and rooms are ventilated and bubbles maintained • No performance to audiences • See page 54 of DfE guidance for details 	<p>Yes</p>	<ul style="list-style-type: none"> • No large singing groups required • Classroom can be ventilated 	<p>L</p>
<p>Practical music lessons spread virus through spittle and touch</p>	<p>M</p>	<ul style="list-style-type: none"> • Music lessons in the curriculum to be theory and touch instruments that can be easily cleaned only (no wind or brass unless sole users) • Peripatetic music lessons to continue with the child using an instrument solely used by them • Doors and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 	<p>Yes</p>	<ul style="list-style-type: none"> • Wipes available in all classrooms • Room can be ventilated • Air-con set to natural flow 	<p>L</p>

<p>PE curriculum cannot be delivered in full whilst maintaining social distancing</p>	<p>M</p>	<ul style="list-style-type: none"> • Sport to be delivered outdoors wherever possible • Techniques practised rather than engaging in physical contact sports unless national guidance available • Sports with national body guidance prioritised and guidance put in place in full • No school to school competitions until grassroots sports recommence nationally • See page 57 of DfE guidance 	<p>Yes</p>	<ul style="list-style-type: none"> • Outdoor areas available • Lessons planned to focus on non contact • Curriculum to dictate priorities • No competitions planned 	<p>L</p>
<p>1.7 Staff workspace</p>					
<p>Staff rooms and offices do not allow for observation of social distancing guidelines</p>	<p>H</p>	<ul style="list-style-type: none"> • Staff rooms and offices have been reviewed and appropriate configurations of furniture and workstations have been put in place to allow for social distancing • Staff have been briefed on the use of these rooms • Posters in place regarding social distancing and hygiene. • Communal equipment removed or measures in place to disinfect between use. • Face masks must be worn by staff in communal areas unless an exemption applies where a 2m social distance cannot be maintained • Doors and windows will be opened to provide constant background ventilation and maximised when spaces aren't occupied by students (eg. breaks/changeover) to purge the air (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 	<p>Yes</p>	<ul style="list-style-type: none"> • All alterations to rooms and offices complete • Staff informed in briefing how to use rooms, capacity signs, wipes and gel • Air-con set to natural flow 	<p>M</p>
<p>1.8 Managing the school lifecycle</p>					

<p>Limited progress with the school's calendar and work plan because of COVID-19 measures</p>	<p>M</p>	<ul style="list-style-type: none"> • School calendar for the year rationalised. • Senior Leadership Team (SLT) and staff work plans to include short- and medium-term planning. • Staff recruitment to continue employing social distancing • Re-timetabling completed • Plans and capacity in place should re-timetabling be required mid-year • Decision made and communicated early that Y11 prom cannot be supported for 2021 as we will not know the restrictions that will be in place 	<p>Yes</p>	<ul style="list-style-type: none"> • Work plans ongoing • Re-timetabling to be reviewed • Prom decision communicated 	<p>L</p>
<p>Transition for 21/22 is not in place due to lockdown/restrictions</p>	<p>H</p>	<ul style="list-style-type: none"> • Subject to local guidance, transition can be planned with appropriate risk assessment and control measures in place to maintain bubbles • Executive Principals to sign off plans and RAs for transition • Pastoral staff will speak with pupils and their parents about the next stage in their education and resolve any issues • Regular communications with the parents and pupils are in place, including letters, newsletters and social media • Virtual tours of the school are available for parents and pupils. • Online induction days for pupils and parents are in place • Secondary academies have undertaken ongoing virtual transition activity with feeder primary schools • Additional transition activity has taken place for students with identified SEND • New pupils will have enhanced induction in the first weeks of the September term 	<p>Yes</p>	<ul style="list-style-type: none"> • Careers involvement ongoing virtually • Year 7 induction planned via Inclusion • Communication plans in place • Virtual tours will be available • Online induction available if required • Transition in plan 	<p>M</p>

		<ul style="list-style-type: none"> Summer schools considered to help engage children as part of transition 			
1.9 Governance and policy					
Directors are not fully informed or involved in making key decisions	M	<ul style="list-style-type: none"> Online and face to face meetings are held regularly with the Board of Directors. The Board of Directors are involved in key decisions. Governors are briefed regularly on the latest government guidance and its implications for the school, and updated RAs shared 	Yes	<ul style="list-style-type: none"> Regular meetings in plan Regular communication in plan Governor meetings on school calendar 	L
1.10 Policy review					
Existing policies on safeguarding, health and safety, fire evacuation, medical, behaviour, attendance and other policies are no longer fit for purpose in the current circumstances	H	<ul style="list-style-type: none"> All relevant policies have been revised to take account of government guidance on social distancing and COVID-19 and its implications for the school. Staff, pupils, parents and governors have been briefed accordingly. 	Yes	<ul style="list-style-type: none"> Policies shared from Trust Policies are shared locally once released from Trust 	L
1.11 Communication strategy					
Key stakeholders are not fully informed about changes to policies and procedures due to COVID-19, resulting in risks to health	H	<p>Communications strategies for the following groups are in place:</p> <ul style="list-style-type: none"> Staff Pupils Parents Governors/Trustees Local authority Regional Schools Commissioner 	Yes	<ul style="list-style-type: none"> Communication strategies are in place 	M

		<ul style="list-style-type: none"> Professional associations Other partners 			
1.12 Staff induction and CPD					
Staff are not trained in new procedures, leading to risks to health	H	<ul style="list-style-type: none"> Induction and CPD programmes are in operation for all staff and include: Infection control Fire safety and evacuation procedures Positive behaviour management Safeguarding Risk management 	Yes	<ul style="list-style-type: none"> Relevant staff have relevant training 	M
Staff training expires leading to risk that the trust can not appropriately support children e.g. first aid, MAPA, MHFA, DSL	H	<ul style="list-style-type: none"> First Aid is up to date or if not, planned CPD is in place Online training sought to replace or supplement training that is due to expire Support from leaders in the Trust who have up to date training 	Yes	<ul style="list-style-type: none"> First aiders available with valid training DSL in place with valid training Support is available 	M
New staff are not aware of policies and procedures prior to starting at the school when it reopens	H	<ul style="list-style-type: none"> Induction programmes are in place for all new staff – either online or in-school – prior to them starting. 	Yes	<ul style="list-style-type: none"> Whole school RA to be shared with usual induction process 	M
Staff do not receive ongoing CPD leading to retention issues	M	<ul style="list-style-type: none"> Learning and performance sessions will be provided in school with social distancing and using technology The OIE will continue to support CPD through the offer of face to face and online programmes Flick online learning will support with statutory, mandatory and additional training 	Yes	<ul style="list-style-type: none"> L&P or small group work in place online and face to face OIE available Flick available online 	L

				<ul style="list-style-type: none"> • Training also shared on email 	
Staff recruitment is disrupted due to COVID-19	M	<ul style="list-style-type: none"> • Staff recruitment will continue as planned • Safer recruitment checks to continue in full 	Yes	<ul style="list-style-type: none"> • Safer recruitment in place at all times 	L
1.13 Meal Provision					
Reduced food offers are available due to kitchen and dining capacity	H	<ul style="list-style-type: none"> • A range of hot a cold food will be available (although this may not be a full menu) • Dining staggered to ensure full bubble can be catered for • Additional large spaces in school considered for dining • FSM available in school for any children requiring one, FSM vouchers or hampers for those students who can not attend due to medical or other restrictions 	Yes	<ul style="list-style-type: none"> • Menus available • Dining within bubbles • Additional spacing not required • FSM available 	M
1.14 Risk Assessment					
Risks are not comprehensively assessed in every area of the school in light of COVID-19, leading to breaches of social distancing and hygiene guidance.	H	<ul style="list-style-type: none"> • Risk assessment from other partners completed • Risk assessments are updated or undertaken before the school reopens and mitigation strategies are put in place and communicated to staff covering: <ul style="list-style-type: none"> - Personal care - EHCP - Vulnerable staff (age, BAME, gender, pregnant) - MAPA 	Yes	<ul style="list-style-type: none"> • Risk assessments required from partners • Individual RA's in place where required 	L

1.15 School transport

<p>If any students use public transport: Changes to bus schedules as a result of COVID-19 adversely affect pupils' attendance and punctuality and do not align with staggered start and departure times</p>	<p>M</p>	<ul style="list-style-type: none"> • The details of how pupils will travel to and from school are known. • Effective liaison with bus companies is used as a basis for planning staggered start and departure times, where required. • Home learning and telephone support established where a child is unable to attend school due to transport issues. • Children encouraged to use other forms of transport, including cycling and walking. • Children advised how to queue at bus stops employing social distancing • Children advised how to use facial coverings (aged over 11) on public transport and remove safely on arrival at school • Additional hand washing and sanitising facilities available at bus parks and entrances to school. • Queuing at the school at the end of the day is managed to ensure social distancing 	<p>Yes</p>	<ul style="list-style-type: none"> • Majority of students walk/bike to the academy • Inclusion to communicate • Inclusion to identify and ensure in place • In place • Travelling by bus advice available on website • Hand washing available at all bubble entrances • Staggered departure in place 	<p>L</p>
<p>If any students use home/school dedicated buses: Social distancing is not adhered to and bubbles mix</p>	<p>M</p>	<ul style="list-style-type: none"> • Effective liaison with local authorities and bus companies to understand their risk assessments and control measures, including additional cleaning • Children to be seated in bubble groups where possible, including social distancing • Vehicles will be ventilated with windows open where possible • Children advised how to queue at bus stops employing social distancing • Children advised how to use facial coverings (over age 11) and remove safely on arrival at school • Additional hand washing and sanitising facilities available at bus parks and entrances to school. 	<p>Yes</p>	<ul style="list-style-type: none"> • Inclusion to communicate • Inclusion to share bubble details • Windows to be open • Travelling by bus advice available on website • Hand washing available at all bubble entrances • Staggered departure in place 	<p>L</p>

		<ul style="list-style-type: none"> • Queuing at the school at the end of the day is managed to ensure social distancing 			
<p>If any children use home school taxis and escorted home/school transport: Social distancing can not be maintained due to the need for support or the size of the vehicle</p>	M	<ul style="list-style-type: none"> • Liaison with local authority to understand the control measures in place and risk assessments • Children to be seated apart as far as possible from other children and adults • Hand washing/sanitising on boarding and disembarking • Face coverings to be used if appropriate • Vehicles will be ventilated with windows open where possible 	Yes	<ul style="list-style-type: none"> • Inclusion received RA • Inclusion to share bubble details • Hand washing available at all bubble entrances • Facemasks to be worn • Windows to be open 	L
1.16 Multi-site working					
<p>Staff who normally work across multiple sites risk the spread of infection across sites</p>	H	<ul style="list-style-type: none"> • Government guidance allows staff to move between sites, • Twice weekly staff LFD testing • Office spaces will have maximum capacity numbers and homeworking will be used to support rotas where needed • If there is a need to change the designated site to manage operational risks at that site, hygiene precautions will be put in place before arriving at the new site. 	Yes	<ul style="list-style-type: none"> • LFD testing in place • Capacity signs in place • No requirement to change site 	M
1.17 Attendance and Punctuality					

<p>Children do not attend school consistently as habits and social norms have changed</p>	<p>M</p>	<ul style="list-style-type: none"> • The need and value of attendance at school will be regularly reinforced with children and families • PR campaigns regarding attendance will be launched • Attendance staffing requirements will be kept under review to ensure that all absence is chased effectively • Regular safeguarding/welfare phone calls to those children not attending • Attendance fines will be reintroduced • EHE is discouraged where requested by parents/carers • Any concerns about EHE and child safety are reported to DSL and safeguarding policy followed 	<p>Yes</p>	<ul style="list-style-type: none"> • Attendance team to support • DEEP experience to coordinate PR campaigns • Attendance staffing to be reviewed, LMs to support own year groups • Safeguarding calls in place • Attendance will report poor attendance • All concerns shared and reported 	<p>L</p>
<p>1.18 Alternative Provision</p>					
<p>Control measures are not in place for children attending alternative provision or otherwise accessing part time education</p>	<p>M</p>	<ul style="list-style-type: none"> • Liaison with AP providers where children attend full time to ensure that risk assessment and control measures are in place in line with government guidance • Where attendance is part time, liaison to identify the risks of movement between settings • Children not to attend more than 1 setting in the same day 	<p>Yes</p>	<ul style="list-style-type: none"> • RA to be received from other providers • Part time is to be planned to reduce risk • Children will not attend more than one setting in the same day 	<p>L</p>
<p>1.19 School Visits and Trips</p>					

<p>The resumption of non-overnight school visits poses risks to infection control</p>	<p>M</p>	<ul style="list-style-type: none"> ● International trips must not be planned for this academic year or before 5 September 2021 ● Domestic day trips which are essential to the curriculum can go ahead with appropriate risk assessment in place ● Domestic residential trips which are essential to the curriculum can go ahead with appropriate risk assessments in place ● Trip risk assessments must detail how the following will be addressed: <ul style="list-style-type: none"> ○ Existing bubbles from school are maintained ○ Bubbles of no more than 30 - smaller if possible ○ Staffing must be from existing workforce and bubbles, no parents/carers/volunteers to join ○ Contingency plans in case a member of the trip becomes symptomatic ○ frequent cleaning and sanitisation of bathrooms, kitchens, dining, Frequent touch areas and communal areas ○ How will students be transported within control measures ○ Ventilation ○ Integrity of bubbles maintained at all times 	<p>Yes</p>	<ul style="list-style-type: none"> ● All trips to subject to SLT approval and entry to the trip system 	<p>L</p>
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1.20 Asymptomatic Transmission

<p>Transmissions due to asymptomatic cases, especially of the new variants, put pupils and staff at risk and could result in some transmissions in schools going undetected</p>	<p>H</p>	<ul style="list-style-type: none"> In-school and home testing is provided in line with current government guidance. <p><i>(Scientific evidence indicates that lateral flow testing recognises new variants of Covid-19)</i></p> <ul style="list-style-type: none"> Any testing arrangements carried out in school are in line with government guidance and are covered by an appropriate risk assessment, with additional control measures in place as required. A separate risk assessment for COVID-19 testing in schools is in place to cover testing arrangements (refer to the Trust 'COVID-19 Risk Assessment: School Based Asymptomatic Testing' for further details). 	<p>Yes</p>	<ul style="list-style-type: none"> Testing in place Testing RA complete and weekly checklists in place LFD available Separate RA complete 	<p>M</p>
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2. Investing in safety equipment and health and safety arrangements to limit the spread of COVID-19

2.1 Cleaning

<p>Cleaning capacity is reduced so that cleaning of surfaces are not undertaken to the standards required</p>	<p>H</p>	<ul style="list-style-type: none"> An enhanced cleaning schedule is agreed and implemented which minimises the spread of infection. Working hours for cleaning staff are increased as needed. Dining areas, toilets and high frequency areas are prioritised in additional cleaning schedules and for cleaning between use by different bubbles Cleaning logs completed in key areas e.g. toilets, dining and high frequency areas. Classroom timetabling is shared to attempt to clean classrooms when free 	<p>Yes</p>	<ul style="list-style-type: none"> Enhanced cleaning in place Additional hours available if required 	<p>M</p>
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2.2 Hygiene and handwashing

<p>Inadequate supplies of soap and hand sanitiser mean that pupils and staff do not wash their hands with sufficient frequency</p>	<p>H</p>	<ul style="list-style-type: none"> • An audit of handwashing facilities and sanitiser dispensers has been undertaken and additional supplies are purchased if necessary. • Monitoring arrangements are in place to ensure that supplies of soap, hand towels and sanitiser are maintained throughout the day. • Additional external wash basins have been provided at key points around the school. 	<p>Yes</p>	<ul style="list-style-type: none"> • Stock checked daily • Stations are checked twice daily • External basins in situ 	<p>M</p>
<p>Pupils forget to wash their hands regularly and frequently</p>	<p>H</p>	<ul style="list-style-type: none"> • Staff training includes the need to remind pupils of the need to wash their hands regularly and frequently. • Hand washing is timetabled for arrival at school, when changing rooms, return from breaks and before and after eating • Posters and electronic messaging boards reinforce the need to wash hands regularly and frequently. 	<p>Yes</p>	<ul style="list-style-type: none"> • Signage in place • SLT on duty 	<p>M</p>

2.3 Clothing/fabric

<p>Standard uniform/staff dress code leads to coldness due to additional ventilation of spaces</p>	<p>M</p>	<ul style="list-style-type: none"> • Children encouraged to wear warmer items of uniform when relevant during cold weather • Hardship monitored closely to ensure no children are disadvantaged/items purchased in these cases by the school • Staff encouraged to wear warmer items of clothing/outdoor when relevant 	<p>Yes</p>	<ul style="list-style-type: none"> • Hardship monitoring ongoing • Staff and students communications shared relating to dress code 	<p>L</p>
<p>The use of fabric chairs may increase the risk of the virus spreading</p>	<p>M</p>	<ul style="list-style-type: none"> • Take fabric chairs out of use where possible. • Where that is not possible then ensure chairs are limited to single person use. 	<p>Yes</p>	<ul style="list-style-type: none"> • Fabric chairs removed where possible • Remaining fabric chairs single use 	<p>L</p>

2.4 Testing and managing symptoms

<p>Testing is not used effectively to help manage staffing levels and support staff wellbeing</p>	<p>H</p>	<ul style="list-style-type: none"> • Twice weekly home LFD testing available for staff • Testing and tracing in place nationally. • Process provided to schools to explain what they need to do if they have a positive case confirmed. • Guidance on getting PCR tested if symptomatic has been published. • The guidance has been explained to staff as part of the induction process. • Home PCR Test Kits issued to staff/students/parents in exceptional circumstances where attendance at a test centre is not possible. 	<p>Yes</p>	<ul style="list-style-type: none"> • Testing and tracing in place • Process in place • Staff/students to follow government guidance at all times • Forms part of the current induction process 	<p>M</p>
<p>Infection transmission within school due to staff/pupils (or members of their household) displaying symptoms</p>	<p>H</p>	<ul style="list-style-type: none"> • Regular staff LFD testing and mass student testing to identify asymptomatic cases and allow isolation • Robust collection and monitoring of absence data, including tracking return to school dates, is in place. • Staff and students over 18 encouraged to download NHS Covid-19 app and engage with Test and Trace • Advice given on how to use the app and when to turn off to avoid false results • Procedures are in place to deal with any pupil or staff displaying symptoms at school. This includes the use of testing for both staff and pupils and appropriate action, in line with government guidance, should the tests prove positive or negative. • Pupils, parents and staff are aware of what steps to take if they, or any member of their household, displays symptoms 	<p>Yes</p>	<ul style="list-style-type: none"> • LFD testing to take place twice a week • Attendance system in place • Test and trace discussed in briefing • Clear procedures are in place for symptomatic staff/students • All pupils, parents and staff aware to follow government guidance at all times • Reporting process in place 	<p>M</p>

		<ul style="list-style-type: none"> ● A record of any COVID-19 symptoms in staff or pupils is reported to the trust. ● Each school knows how to notify DfE contact line for advice. ● Government advice followed for identifying contact levels: <ul style="list-style-type: none"> - anyone who lives in the same household as another person who has COVID-19 symptoms or has tested positive for COVID-19 - anyone who has had any of the following types of contact with someone who has tested positive for COVID-19: <ul style="list-style-type: none"> - face-to-face contact including being coughed on or having a face-to-face conversation within one metre - been within one metre for one minute or longer without face-to-face contact - been within 2 metres of someone for more than 15 minutes (either as a one-off contact, or added up together over one day) 		<ul style="list-style-type: none"> ● Advice sort and followed from DfE contact line 	
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		- travelled in the same vehicle or a plane			
Staff, pupils and parents are not aware of the school's procedures (including on self-isolation and testing) should anyone display symptoms of COVID-19	H	<ul style="list-style-type: none"> Staff, pupils and parents have received clear communications informing them of current government guidance on the actions to take should anyone display symptoms of COVID-19 and how this will be implemented in the school. This guidance has been explained to staff and pupils as part of the induction process. Any updates or changes to this guidance are communicated in a timely and effective way to all stakeholders. 	Yes	<ul style="list-style-type: none"> All staff, pupils and parents are aware to follow government guidance at all times Part of current induction process 	M
Staff, pupils and parents are not aware of the school's procedures should there be a confirmed case of COVID-19 in the school	H	<ul style="list-style-type: none"> Staff, pupils and parents have received clear communications informing them of current government guidance on confirmed cases of COVID-19 and how this will be implemented in the school. This guidance has been explained to staff and pupils as part of the induction process Any updates or changes to this guidance are communicated in a timely and effective way to all stakeholders. 	Yes	<ul style="list-style-type: none"> All staff, pupils and parents are aware to follow government guidance at all times Part of current induction process Updates to be provided via SMS, website, briefing, email 	M
2.5 First Aid/Designated Safeguarding Leads					
The lack of availability of designated First Aiders and	H	<ul style="list-style-type: none"> Sufficient first aiders are available to deal with positive case 	Yes	<ul style="list-style-type: none"> First aid training in date 	M

Designated Safeguarding Leads puts children's safety at risk		<ul style="list-style-type: none"> • A programme for training additional staff is in place. • Collaborative arrangements for sharing staff with other schools in the locality have been agreed. 		<ul style="list-style-type: none"> • Training online • Collaborative arrangements available if required 	
2.6 Medical rooms					
Medical rooms are not adequately equipped or configured to maintain infection control	H	<ul style="list-style-type: none"> • Social distancing provisions are in place for medical rooms. • Additional room designated for pupils or staff with suspected COVID-19 whilst collection is arranged. • Procedures are in place for medical rooms to be cleaned after suspected COVID-19 cases, along with other affected areas, including toilets. • Doors and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 	Yes	<ul style="list-style-type: none"> • Designed room in place • Cleaner available when required • Air-con set to natural flow 	M
2.7 Communication with parents					
Parents and carers are not fully informed of the health and safety requirements for the reopening of the school	H	<ul style="list-style-type: none"> • As part of the overall communications strategy referenced in 1.11, parents are kept up to date with information, guidance and the school's expectations as appropriate using a range of communication tools. • A COVID-19 section on the school website is created and updated. 	Yes	<ul style="list-style-type: none"> • Communication strategy in place • Available on website 	M
Parents and carers may not fully understand their responsibilities should a child show symptoms of COVID-19	H	<ul style="list-style-type: none"> • Key messages in line with government guidance are communicated, as necessary, via email, text and the school's website. 	Yes	<ul style="list-style-type: none"> • Communication strategy in place 	M

2.8 Personal Protective Equipment (PPE)

Provision of PPE for staff where required is not in line with government guidelines	H	<ul style="list-style-type: none"> • Government guidance on wearing PPE is understood, communicated and sufficient PPE has been procured. • Those staff required to wear PPE (e.g. SEND intimate care; supporting a child with COVID-19 symptoms; cleaning staff) have been instructed on how to put on and how to remove PPE carefully to reduce contamination and also how to dispose of them safely. • Staff are reminded that the wearing of gloves is not a substitute for good handwashing. 	Yes	<ul style="list-style-type: none"> • Sufficient PPE sourced, guidance shared with staff • Donning and doffing shared with staff • Handwashing signage to promote 	M
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2.9 Catering

Dining space can not cater for numbers of children with appropriate cleaning and hygiene	H	<ul style="list-style-type: none"> • Additional dining spaces identified if needed • Secondary - all students facing same way and social distancing in place by removing use of seats • Dining spaces cleaned between bubbles or bubbles kept separated due to small numbers • Doors and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 	Yes	<ul style="list-style-type: none"> • Additional space not required • Students not face to face • Cleaning timetable in place • Room can be ventilated • Air-con set to natural flow 	M
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2.10 Finance

Cash brought into the academy spreads the virus through handling	M	<ul style="list-style-type: none"> • Cashless system in place 	Yes	<ul style="list-style-type: none"> • Cash not accepted 	L
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2.11 Gifts

Children bring gifts for the end of term that spread the virus	M	<ul style="list-style-type: none"> Those that are brought should be accepted, hands washed and then quarantined as appropriate 	Yes	<ul style="list-style-type: none"> Holding room available 	L
3. Maximising social distancing measures					
3.1 Pupil behaviour					
Pupils' behaviour does not comply with social distancing guidance	H	<ul style="list-style-type: none"> Staff model social distancing consistently. The movement of pupils around the school is minimised where possible. Large gatherings are avoided. Break times and lunch times are structured to support social distancing and are closely supervised. The school's behaviour policy has been revised to include compliance with social distancing and this has been communicated to staff, pupils and parents. Senior leaders monitor areas where there are breaches of social distancing measures and arrangements are reviewed. Messages to parents reinforce the importance of social distancing. 	Yes	<ul style="list-style-type: none"> Staff model social distancing No large gatherings permitted Social times remain in bubbles Updated behaviour policy shared SLT on duty Communication strategy in place 	M
3.2 Classrooms and teaching spaces					
The size and configuration of classrooms and teaching spaces does not support government guidance	H	<ul style="list-style-type: none"> All furniture not in use has been removed from classrooms and teaching spaces or made inaccessible. Arrangements are reviewed regularly Unnecessary equipment removed from classrooms Equipment in practical subjects will be cleaned between use by different bubbles or additional items purchased so that items are not shared beyond the bubble Tables in rows with children facing the front to avoid face to face Entering and exiting the classroom is 'one person at a time' 	Yes	<ul style="list-style-type: none"> Furniture has been made inaccessible or removed Arrangements are reviewed during site walks Unnecessary equipment has been made inaccessible or removed 	M

		<ul style="list-style-type: none"> • Doors and windows will be opened where possible (in line with previous section on ventilation) to encourage natural ventilation of rooms and spaces (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 		<ul style="list-style-type: none"> • Practical equipment cleaned after each use • Tables facing front • Entering/exiting supervised by teacher • All rooms can be ventilated • Air-con set to natural flow 	
3.3 Movement in corridors					
<p>Social distancing guidance is breached when pupils circulate in corridors</p>	H	<ul style="list-style-type: none"> • Circulation plans have been reviewed and amended. • One-way, keep left, systems are in operation where feasible. • Posters in corridors and circulation areas on social distancing • Floor markings in key areas • Any pinch points/bottle necks are identified and managed accordingly. • In secondary, staff meet and greet students on the corridor to promote social distancing. • Social time change overs are staggered to avoid overcrowding. • Appropriate supervision levels are in place. • Accessible routes have been planned where necessary. • Face coverings must be worn by staff in communal areas where 2m social distancing cannot be maintained, unless an exemption applies • Doors and windows will be opened to provide constant background ventilation and maximised when spaces aren't occupied by students (eg. 	Yes	<ul style="list-style-type: none"> • One way routes in operation throughout lesson times • Signage in place • No pinch points/bottlenecks identified at present • Duty rota in place • Reminders of wearing facemasks • Air-con set to natural flow 	M

		<p>breaks/changeover) to purge the air (with the exception of fire doors)</p> <ul style="list-style-type: none"> Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 			
3.4 Break times					
Pupils may not observe social distancing at break times	H	<ul style="list-style-type: none"> Break times are staggered External areas are designated for different groups Social distancing signage is in place around the school and in key areas Additional handwashing facilities in place and encouraged after break times Face coverings must be worn by staff in communal areas unless an exemption applies 	Yes	<ul style="list-style-type: none"> Signage in place Hand washing available and promoted 	M
3.5 Lunch times					
Pupils may not observe social distancing at lunch times	H	<ul style="list-style-type: none"> Pupils wash/sanitise their hands before and after eating. Dining area layouts have been configured to ensure social distancing. Water fountains restricted to bottle filling only Additional arrangements are in place, such as staggering lunch times Eating areas are cleaned between bubbles by catering, cleaning or MSA staff. Face coverings must be worn by staff in communal areas where a 2m social distance cannot be maintained unless an exemption applies 	Yes	<ul style="list-style-type: none"> Hand washing available Dining area set out to avoid face to face contact Reminders of wearing facemasks Air-con set to natural flow 	M

		<ul style="list-style-type: none"> • Doors and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 			
3.6 Toilets					
Queues for toilets and handwashing risk non-compliance with social distancing measures	H	<ul style="list-style-type: none"> • Separate toilets for different bubbles where possible • The toilets are cleaned frequently. • Monitoring ensures a constant supply of soap and paper towels. • Bins are emptied regularly. • Pupils are reminded regularly on how to wash hands and young children are supervised in doing so. • Face coverings must be worn by staff in communal areas where a 2m social distance cannot be maintained unless an exemption applies • Doors and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 	Yes	<ul style="list-style-type: none"> • Toilets are regularly monitored by duty staff and SLT • Enhanced cleaning in place • Stock checked at least twice a day • Air-con set to natural flow 	M
3.7 Medical Rooms					
The configuration of medical rooms may compromise social distancing measures	H	<ul style="list-style-type: none"> • Social distancing provisions are in place for medical rooms. • PPE provided in medical room for first aiders • Additional room designated for pupils with suspected COVID-19 whilst collection is arranged. • Procedures are in place for medical rooms to be cleaned after suspected COVID-19 	Yes	<ul style="list-style-type: none"> • Capacity numbers on doors • PPE available for all first aiders • Cleaners available 	M

		<p>cases, along with other affected areas, including toilets.</p> <ul style="list-style-type: none"> • Doors and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 		<ul style="list-style-type: none"> • Air-con set to natural flow 	
3.8 Reception area					
<p>Groups of people gather in reception (parents, visitors, deliveries) which risks breaching social distancing guidelines</p>	H	<ul style="list-style-type: none"> • Social distancing points are clearly set out, • Social distancing guidance is clearly displayed to protect reception staff (e.g. distance from person stood at reception desk). • Screens between Receptionist and visitor installed if not already in place • Meeting room identified for essential meetings where social distancing can be complied with. • Non-essential deliveries and visitors to school are minimised. • Arrangements are in place for segregation of visitors. • Visitor logs kept to support Track and Trace • Face coverings must be worn by visitors in communal areas unless an exemption applies • Doors and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors) • Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 	Yes	<ul style="list-style-type: none"> • Screen in place • Meeting room available with social distancing • Non essential signage on main gate • Visitor track and trace in place • Reminders of wearing facemasks • All scheduled visitors working in the academy to review this whole school RA prior to visit. • Air-con set to natural flow 	M
3.9 Arrival and departure from school					

<p>Pupils and parents congregate at exits and entrances, making social distancing measures difficult to apply</p>	<p>H</p>	<ul style="list-style-type: none"> • Start and finish arrangements are in place to mitigate against congregation of large groups • The use of available entrances and exits is maximised. • Social distancing guidelines are reinforced at entrances and exits through signage • Parents and carers to be advised that all communication(s) will be undertaken by telephone or letter to eradicate the need to present themselves on site beyond designated drop off/pick up points 	<p>Yes</p>	<ul style="list-style-type: none"> • Students accompanied in classroom group by teacher to site exit • Social distancing in place • Communication strategy in place 	<p>M</p>
<p>3.10 Transport</p>					
<p>The use of public and school transport by pupils poses risks in terms of social distancing</p>	<p>H</p>	<ul style="list-style-type: none"> • Guidance is in place for pupils and parents on how social distancing can be observed on public and school transport. This includes advice on the use of face coverings if pupils are travelling on public transport. • Guidance in place for pupils and parents on how to enter and exit buses whilst complying with social distancing. • Discussions have been held with the relevant public transport authority and with bus companies on how social distancing measures will be applied. • Hand sanitizers and hand washing available on arrival at school • Windows to be open on transport where possible for natural ventilation 	<p>Yes</p>	<ul style="list-style-type: none"> • Available on website • Inclusion team communicated with relevant transport • Hand washing stations available • Transport RA received 	<p>M</p>
<p>3.11 Staff areas</p>					
<p>The configuration of staff rooms and offices makes compliance with social distancing measures problematic</p>	<p>H</p>	<ul style="list-style-type: none"> • Reconfiguration of staff rooms and offices has been undertaken to allow for social distancing between staff. 	<p>Yes</p>	<ul style="list-style-type: none"> • Reconfiguration complete • Hot desking not required 	<p>M</p>

		<ul style="list-style-type: none"> Hot desking will be stopped, only one member of staff allocated to a desk unless it can be cleaned between users WFH will remain in place to allow rotas of staff where maximum room occupancy does not allow all staff to return at once Face coverings must be worn by staff in communal areas unless an exemption applies Doors and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors) Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 		<ul style="list-style-type: none"> Reminders of wearing facemasks. Air-con set to natural flow 	
3.12 Catering					
Social distancing is not possible in kitchen/catering areas	H	<ul style="list-style-type: none"> 1 member of staff in small areas e.g. fridges, store rooms at any time Staff instructed in social distancing PPE provided if social distancing cannot be maintained Catering staff advised on more frequent handwashing as well as before and after preparing food Catering staff advised to remain behind the counter during serving Doors and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors) Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow 	Yes	<ul style="list-style-type: none"> Capacity in small areas in place Staff instructed to social distance PPE not required as can social distance Catering staff aware of hand washing Catering staff remain behind the counter when serving All rooms can be ventilated Air-con set to natural flow 	M
3.13 Home Visits					

<p>Staff are placed at risk of contracting COVID whilst undertaking home visits</p>	<p>M</p>	<ul style="list-style-type: none"> • Social distancing will be maintained throughout - knock on door and step back 2m • All usual control measures for home visits should also be followed • Additional risk assessment for home visits circulated to relevant staff 	<p>Yes</p>	<ul style="list-style-type: none"> • Social distancing required • Usual process followed • DEEP lead created additional risk assessment 	<p>L</p>
<p>4. Continuing enhanced protection for children and staff with underlying health conditions</p>					
<p>4.1 Pupils with underlying health issues</p>					
<p>Pupils with underlying health issues are not identified and so measures have not been put in place to protect them</p>	<p>H</p>	<ul style="list-style-type: none"> • Parents have been provided with clear guidance and this is reinforced on a regular basis. • Parents have been asked to make the school aware of pupils' underlying health conditions and the school has sought to ensure that the appropriate guidance has been acted upon • Individual risk assessments undertaken for any student identified being at higher risk e.g. BAME, ECV and actions put in place in agreement with student/parents • Remote learning provided for any child still required to medically shield (supported by medical evidence) • EHCP and risk assessments updated • Schools have a regularly updated register of pupils with underlying health conditions. • Transparent face coverings provided for staff where this will support children with additional communication requirements • Specialists, therapists and clinicians who support SEND pupils can attend school with appropriate systems of control in place 	<p>Yes</p>	<ul style="list-style-type: none"> • Inclusion communicate were there are health needs • Student informed to keep the school up to date with student health concerns • Individual RAs complete • Remote learning available • EHCPs and RAs updated • Students health conditions logged • Transparent face coverings available 	<p>M</p>
<p>4.2 Staff with underlying health issues</p>					

<p>Staff with underlying health issues or those who are still required to shield are not identified and so measures have not been put in place to protect them</p>	<p>H</p>	<ul style="list-style-type: none"> • All members of staff with underlying health issues, those within vulnerable groups or who were previously shielding have been instructed to make their condition or circumstances known to the school. Records are kept of this and regularly updated. • Members of staff with underlying health conditions have been asked to seek and act on the advice of their GP/consultant/midwife or current government advice. • Individual staff risk assessments undertaken and updated for the return of staff who were shielding where additional risk factors identified e.g. BAME, male, over 70, pregnant, extremely clinically vulnerable • Current government guidance is being applied 	<p>Yes</p>	<ul style="list-style-type: none"> • Communication sent to all staff • All staff to follow government advice/guidance • Individual RA completed where necessary • All guidance is adhered too 	<p>M</p>
<p>5. Enhancing mental health support for pupils and staff</p>					
<p>5.1 Mental health concerns – pupils</p>					
<p>Pupils’ mental health has been adversely affected during the period that the school has been closed and by the COVID-19 crisis in general</p>	<p>H</p>	<ul style="list-style-type: none"> • There are sufficient numbers of trained staff available to support pupils with mental health issues. • There is access to designated staff for all pupils who wish to talk to someone about wellbeing/mental health. • Wellbeing/mental health is discussed regularly in PSHE/virtual assemblies/pupil briefings (stories/toy characters are used for younger pupils to help talk about feelings). • Resources/websites to support the mental health of pupils are provided. 	<p>Yes</p>	<ul style="list-style-type: none"> • Trained staff available to support students • Designated staff available • Wellbeing is discussed frequently • Resources available 	<p>M</p>
<p>Additional safeguarding concerns are identified on children’s return to school</p>	<p>H</p>	<ul style="list-style-type: none"> • All staff received safeguarding training as part of the INSET on the first day of term • New starters receive training as part of induction 	<p>Yes</p>	<ul style="list-style-type: none"> • Safeguarding training complete • Included within induction 	<p>M</p>

5.2 Mental health concerns – staff

<p>The mental health of staff has been adversely affected during the period that the school has been closed and by the COVID-19 crisis in general</p>	H	<ul style="list-style-type: none"> • Staff are encouraged to focus on their wellbeing. • Line managers are proactive in discussing wellbeing with the staff that they manage, including their workload. • Staff briefings and training have included content on wellbeing. • Staff have been signposted to useful websites and resources. • Staff are encouraged to use the staff EAP 	Yes	<ul style="list-style-type: none"> • Line managers to discuss in PM reviews and fortnightly line manager meetings • Staff briefing to include well being • EAP available 	M
<p>Working from home can adversely affect mental health</p>	H	<ul style="list-style-type: none"> • Staff Pulse survey is used regularly to check on wellbeing. • Staff are encouraged to speak regularly with colleagues, take regular breaks and exercise. • Appropriate work plans have been agreed with support provided where necessary. • Staff working from home may help provide remote learning for any pupils who need to stay at home. 	Yes	<ul style="list-style-type: none"> • Line managers to identify any support required • Working from home staff are utilised • Rotas in place where necessary 	M

5.3 Bereavement support

<p>Pupils and staff are grieving because of loss of friends or family</p>	H	<ul style="list-style-type: none"> • The school has access to trained staff who can deliver bereavement counselling and support. • Support is requested from other organisations when necessary. • Bereavement training delivered to over 200 staff during June 2020 	Yes	<ul style="list-style-type: none"> • Selected staff have attended bereavement training • External support available 	M
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6. Operational issues

6.1 Review of fire procedures

<p>Fire procedures are not appropriate to cover new arrangements</p>	H	<p>Fire procedures have been reviewed and revised where required, due to:</p> <ul style="list-style-type: none"> • Bubbles not mixing 	Yes	<ul style="list-style-type: none"> • Fire walk throughs complete 	M
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		<ul style="list-style-type: none"> • Possible absence of fire marshals • Social distancing rules during evacuation and at muster points • Possible need for additional muster point(s) to enable social distancing where possible • Staff and pupils have been briefed on any new evacuation procedures. • Incident controller and fire marshals have been trained and briefed appropriately. • PEEPs reviewed and updated 		<ul style="list-style-type: none"> • PEEPs reviewed where necessary 	
Fire evacuation drills - unable to apply social distancing effectively	H	<ul style="list-style-type: none"> • Plans for fire evacuation drills are in place which are in line with social distancing measures. 	Yes	<ul style="list-style-type: none"> • Remain in bubbles 	M
Fire marshals absent due to self-isolation	H	<ul style="list-style-type: none"> • An additional staff rota is in place for fire marshals to cover any absences and staff have been briefed accordingly. 	Yes	<ul style="list-style-type: none"> • Additional staff have completed fire marshall training 	M
6.2 Contractors working on the school site					
Contractors on-site whilst school is in operation may pose a risk to social distancing and infection control	H	<ul style="list-style-type: none"> • Ongoing works and scheduled inspections for schools (e.g. estates related) will continue. • An assessment has been carried out to see if any additional control measures are required to keep staff, pupils and contractors safe. • Assurances have been sought from the contractors that all staff attending the setting will be in good health (symptom-free) and that contractors have procedures in place to ensure effective social distancing is maintained at all times. • Contractor risk assessment has been provided prior to works beginning • Alternative arrangements have been considered such as using a different entrance for contractors and organising 	Yes	<ul style="list-style-type: none"> • Risk assessment shared prior to visit • Assessment carried out by Site Manager • Contractors to declare they are symptom free • Contractor risk assessment carried out by Site Manager • Contractors do not have access to 	M

		<p>classes so that contractors and staff/pupils are kept apart.</p> <ul style="list-style-type: none"> • Social distancing is being maintained throughout any such works and where this is not possible arrangements are reviewed. • In addition to arrangements for COVID-19, normal contractor procedures are being applied and have been updated in light of COVID-19 (including contractor risk assessments and method statements, and contractor induction). 		<p>students were possible</p> <ul style="list-style-type: none"> • All contractors to follow government guidance • All usual procedures followed 	
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7. Finance

7.1 Costs of the school's response to COVID-19

<p>The costs of additional measures and enhanced services to address COVID-19 places the school in financial difficulties</p>	M	<ul style="list-style-type: none"> • Additional COVID-19 related costs are monitored and options for reducing costs as guidance changes are reviewed. • The school's projected financial position will be shared regularly with the Board 	Yes	<ul style="list-style-type: none"> • To be reviewed in monthly finance meetings 	M
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8. Governance

8.1 Oversight of the governing body

<p>Lack of governor oversight during the COVID-19 crisis leads to the school failing to meet statutory requirements.</p>	<p>H</p>	<ul style="list-style-type: none"> • The Trust Board continues to meet regularly online and face to face • The agendas are structured to ensure all statutory requirements are discussed and school leaders are held to account for their implementation. • The Principal’s report to governors includes content and updates on how the school is continuing to meet its statutory obligations in addition to covering the school’s response to COVID-19. • Regular dialogue with the Chair of Governors and those governors with designated responsibilities is in place. • Scheme of Delegation has been reviewed to ensure schools and the Trust can respond appropriately - delegated decisions tracked and reviewed. 	<p>Yes</p>	<ul style="list-style-type: none"> • All meetings scheduled for the academic year 	<p>M</p>
9. Additional site-specific issues and risks					
Settings to add any site-specific issues/arrangements here and ensure mitigation strategies are in place to address them safe					
<p>Site staff sharing tools and increasing risk of infection</p>	<p>M</p>	<ul style="list-style-type: none"> • Additional small items purchased to allow non-sharing • Cleaning of larger items between users 	<p>Yes</p>	<ul style="list-style-type: none"> • Additional purchases to be made if required • Wipes and gel available 	<p>L</p>
10. New Strain of Covid-19					
<p>New strain of COVID 19 identified which appears to be more transmissible</p>	<p>H</p>	<ul style="list-style-type: none"> • 2m Social distancing between adults and between adults and children in secondary classrooms. • Testing to be put in place to allow staff to be tested regularly through LFD test • Staff and students will be reminded of all the control measures identified in this risk 	<p>Yes</p>	<ul style="list-style-type: none"> • Desks facing forwards when 2m is not possible • Testing in place • Communicated via email, SMS, website, 	<p>M</p>

		assessment and the critical need to comply with them at all times		assemblies and tutor time	
11. Exam Series					
Normal exam conditions do not promote control measures	M	<ul style="list-style-type: none"> Any formal testing to take place in normal classroom conditions to maintain integrity of bubble arrangements Students reminded to bring their own stationery Exam invigilators will wear face masks throughout the exam and in circulation/corridors Additional SLT identified if exam invigilators are unavailable due to 	Yes	<ul style="list-style-type: none"> Communication strategy utilised to remind of the need of stationary Any additional will be new or cleaned prior Face masks available SLT available if required 	L

• Current government guidance is being applied, and specifically the DfE system of control measures set out in the latest government guidance are in place as follows:

1. Minimise contact with individuals who are unwell by ensuring that those who have coronavirus (COVID-19) symptoms, or who have someone in their household who does, do not attend school

The information below is included in the school’s reopening plan. This information is issued at staff and pupil briefings and in letters home to parents:

- Anyone with symptoms must remain at home and self-isolate for 10 days if they test positive. Anyone in their household needs to self-isolate for 10 days (including siblings).
- Any pupil or staff member needs to go home immediately if they have symptoms. They should take a PCR test as soon as possible.
- A child with symptoms awaiting collection needs to be isolated and kept at a distance of 2m from the supervising staff member, ideally in a well-ventilated place. PPE is required if this distance cannot be maintained or there is a risk of contaminated bodily fluids.
- If the child uses the bathroom, it must be thoroughly disinfected before use by anyone else.
- Everyone must wash their hands thoroughly for 20 seconds with soap and running water or use hand sanitiser after any contact with someone who is unwell. The area around the person with symptoms must be cleaned with disinfectant after they have left to reduce the risk of passing the infection on to other people.
- Routinely taking the temperature of pupils is not recommended by Public Health England as this is an unreliable method for identifying coronavirus (COVID-19).

In addition:

- Staff are reminded that they have received training on infection control that gives them a good understanding of how the spread of coronavirus occurs and can be mitigated.
- Infection control training is arranged for new staff.

2. Face Coverings

- Current government guidance regarding the wearing of face masks is followed
- All adults wear a mask or face covering in communal areas (such as corridors and halls) and where 2m social distancing cannot be maintained, excluding those with medical exemptions

- Face coverings are worn by adults and children over 11 when travelling on school buses and public transport.
- Directors of Public Health may also decide to take additional steps to further reduce risks of transmission in individual education settings where VoCs have been identified and may advise the temporary reintroduction of face coverings in an individual setting or a cluster of settings where necessary. This may include face coverings in communal areas (for pupils) and/or classrooms (both pupils and staff). In all cases any educational drawbacks in the recommended use of face coverings should be balanced with the benefits in managing transmission and should allow for reasonable exemptions for their use.

3. Clean hands thoroughly more often than usual

- Handwashing / sanitising is promoted throughout the school day.
- Bubbles are assigned specific toilets and sinks where possible
- Additional handwashing/sanitising facilities have been installed
- Checks are scheduled during the day on stocks of hand sanitiser, soap and paper towels. Steps are taken to ensure that there is sufficient supply in school.

4. Ensure good respiratory hygiene by promoting the 'catch it, bin it, kill it' approach

- Posters are downloaded/made/bought that remind pupils and staff about the approach and the importance of handwashing and are displayed around the school, particularly by washbasins/ toilets and at entry/exit points.
- The location of bins around the school is checked, and more are ordered if necessary.
- A schedule for bins to be emptied / disinfected is in place and is adhered to.
- Pupils using public transport are reminded of the need to wear face coverings/masks.
- A stock of masks is maintained and made available for staff who can't socially distance (for use if they are required to provide first aid / intimate care to pupils with COVID-19 symptoms) and for pupils who do not have a mask for use on public transport.

5. Introduce enhanced cleaning, including cleaning frequently touched surfaces often, using standard products such as detergents

- The school's business manager ensures delivery of the induction package to cleaning staff so they fully understand their role in preventing the spread of coronavirus.
- The cleaning schedule is reviewed and if necessary additional staff hours are provided to ensure that DfE listed criteria are met.
- Stock checks and stock control are maintained

6. Minimise contact between individuals and maintain social distancing wherever possible

- Arrangements are in place to limit the number of contacts between pupils and staff.
- Bubbles are used to keep groups separate.
- Individuals are encouraged to maintain social distancing where possible.
- In class, furniture is arranged so that children are facing forwards and sitting side by side.
- Any furniture that is surplus to requirements is removed.
- Arrangements are in place to alleviate congestion at key times eg. break, lunch, start and end of day
- Children are taught in age appropriate ways about coronavirus, how it is spread and how they can play their part in keeping everyone safe.
- For each class/bubble, basic equipment (such as pen/ pencil/ eraser/ ruler) that pupils routinely need is collated and kept in separate bags. These are made available to any pupil who does not have their own equipment. Each pupil keeps this bag of equipment for their own use.

- Resources are boxed, including library books, that are needed for particular classes, to avoid pupils using shared areas such as the school library.

7. Keeping Occupied spaces well ventilated

It is important to ensure it is well ventilated and a comfortable teaching environment is maintained. This can be achieved by a variety of measures including:

- Mechanical ventilation systems – these should be adjusted to increase the ventilation rate wherever possible, and checked to confirm that normal operation meets current guidance (if possible, systems should be adjusted to full fresh air or, if not, then systems should be operated as normal as long as they are within a single room and supplemented by an outdoor air supply)
- Natural ventilation – opening windows (in cooler weather windows should be opened just enough to provide constant background ventilation and opened more fully during breaks to purge the air in the space). Opening internal doors can also assist with creating a throughput of air
- Natural ventilation – if necessary external opening doors may also be used (as long as they are not fire doors and where safe to do so)
- Further advice on this can be found in Health and Safety Executive guidance on air conditioning and ventilation during the coronavirus outbreak and CIBSE coronavirus (COVID-19) advice

8. Where necessary, wear appropriate personal protective equipment (PPE)

- The school continues to maintain and monitor stocks of PPE and has access to supplier lists.
- Staff are supplied with PPE when supervising a pupil who has symptoms of COVID-19 (if 2m social distancing cannot be ensured) and for the provision of routine intimate care to pupils that involves the use of PPE.
- Gloves and aprons are provided for cleaning staff.
- Face masks are worn by staff when cleaning visible bodily fluids from suspected COVID-19 case.
- Stocks of PPE are regularly monitored and replenished
- Staff referred to the trust PPE guidance document

9. Promote and engage in asymptomatic testing, where available

3 tests in school (3 to 5 days apart) and 1 at home offered to all secondary students in first 2 weeks of return after 8 March 2021

Home tests offered to all secondary students after this, twice a week, reported to Test and Trace and school

Home testing twice a week available for all secondary staff

Home testing twice a week available for all primary staff

Close contact testing does not resume and close contacts required to self isolate

Small ATS maintained on site for students who are unable or unwilling to test at home

10. Promote and engage with the NHS Test and Trace process

- School leaders understand the complexity of the arrangements for testing and self-isolation and ensure that staff and parents are fully aware of them. Special advice sheets are prepared in the event that a child is sent home with symptoms, for the parents of that child and other members of the bubble.
- Staff induction for return to school includes information about the NHS Test and Trace process.

11. Manage confirmed cases of coronavirus (COVID-19) amongst the school community

- The contact details for local Public Health England team and local authority health and safety team are readily to hand.

- In line with current guidance, a clear process is in place to notify the appropriate authorities of any cases that test positive (e.g., the Trust, the Local Authority, the DfE/Local Health Protection Team as required).
- A spreadsheet is maintained to record all staff and pupils who are self-isolating who have tested positive. These spreadsheets are kept up to date.
- Use is made of any template letters provided by Public Health England / local authority as directed locally.
- Toolkit for confirmed COVID-19 cases in school including the Action Plan is followed for all confirmed cases.
- Support and advice are sought from the Trust for any queries/complex cases. Further advice is sought from the Local Authority/DfE/PHE as required.

12. Contain any outbreak by following local health protection team advice

- Advice provided by the local health protection team is acted on immediately.
- Good working relationships are established and maintained enabling rapid communication with local authorities and local Public Health England.