



**Risk assessment for safe working in education during the Coronavirus outbreak.
November 2020 Update following the new national restrictions implemented 05.11.2020.**

Assessors: Zoe Scott

Date of completion: November 2020

Useful contact information: Z. Scott (07967971821) OPTION 1

DFE COVID-19 - Educational advice line - 0800 046 8687

Staffordshire County Council Health and Safety Service - [01785 355777](tel:01785355777)

Public Health England - 0344 225 3560

NHS – 111

DfE Guidance for Full Opening: Schools: "Returning to school is vital for children's education and for their wellbeing. Time out of school is detrimental for children's cognitive and academic development, particularly for disadvantaged children. This impact can affect both current levels of education, and children's future ability to learn, therefore we need to ensure all pupils can return to school sooner rather than later.

The risk to children themselves of becoming severely ill from coronavirus (COVID-19) is very low and there are negative health impacts of being out of school. We know that school is a vital point of contact for public health and safeguarding services that are critical to the wellbeing of children and families.

Given the growing evidence base, the balance of risk is now overwhelmingly in favour of children returning to school. For the vast majority of children, the benefits of being back in school far outweigh the very low risk from coronavirus (COVID-19)."

Settings are advised to report outbreaks e.g. where they have 2 or more confirmed/suspected cases within 14 days (linked to staff or pupils) to Public Health England and the Local Authority Outbreak Management Team. If they have a single case, they are also encouraged to report this to the Local Authority Outbreak Management Team for early advice and support.

Please report by emailing the council C19LocalOutbreakControl@staffordshire.gov.uk The Education and Early Years LA Outbreak control team can be contacted on C19LOC.education@staffordshire.gov.uk

Key Links:

[Guidance for schools](#)

[Guidance for full opening: schools](#)

[Guidance for education settings: new national restrictions](#)

[New national restrictions](#)

[COVID-19 cleaning in non-healthcare settings outside the home](#)

[Face coverings in education](#)

[Hygiene: handwashing, sanitation facilities and toilets](#)

[Safe working in education](#)

[Air conditioning and ventilation during the coronavirus pandemic](#)

[Keeping children safe in out-of-school settings: code of practice](#)

[Coronavirus test kits for schools](#)

[Safer travel guidance for passengers](#)

[Guidance for vulnerable individuals](#)

[Transport](#)

[RCOG](#)

[Sports Guidance](#)

Date Assessment Completed: what are the hazards?	Who might be harmed?	What are you already doing? List the control measures already in place	Academy Specific Control Measures	Risk Rating (H/M/L)	What further action, if any, is necessary, if so what action is to be taken by whom and by when?
<p>1. Poor Infection control standards and non adherence to the system of controls.</p>	<p>Staff Pupils Visitors</p>	<p>Hand and Respiratory Hygiene</p> <ul style="list-style-type: none"> • All staff are aware of government guidance surrounding maintaining hygiene and have ease of access to such guidance. • Staff teach and remind pupils regarding maintaining good hygiene standard such as regular hand washing (with soap and water for at least 20 seconds), not touching mouth/nose/eyes, using and disposing of tissues appropriately. • Pupils are supervised by staff when washing their hands, where necessary. Songs used to help pupils with hand washing. • Staff and pupils advised surrounding the importance of handwashing with soap and water: <ul style="list-style-type: none"> ○ Before leaving home ○ On arrival at the academy ○ After using the toilet ○ After breaks and sporting activities ○ Before food preparation and before eating food, including snacks ○ Before leaving the academy ○ Before and after activities such as forest school, catering lessons and science lessons ○ After coughing / sneezing • Posters are displayed around prominent areas of the building, including those which are in most regular use such as toilets and kitchenettes. • Sanitiser stations are set up around the school in key areas- entrance, staffroom, classrooms and bathrooms. • Parents informed about the use of sanitiser in school and to advise of any concerns in relation to this. • Staff and pupils are advised of the importance of using tissues and covering their face when sneezing / coughing (but not with their hands). 'Catch it, bin it, kill it' guidance is followed. • E-bug resources are available to use. • Tissues are available for use by staff and pupils in each room. Tissues are disposed of in a lined and lidded bin, emptied at least daily. Lidded 	<p>July 20th and September 1st 2020. Staff meeting to discuss hygiene routines that will need to continue in September.</p> <p>Staff to continue using the tick charts to record cleaning.</p> <p>All classes to have a talk on their first day about the hygiene routine and what is expected of them.</p> <p>Ensure we add toilets and bin lids to the cleaning regime as more children are using them. Remind staff that if bins are full or overflowing they must be emptied.</p>	<p>H</p>	<p>ZS to lead inset 1/9/20 With all staff</p> <p>September 2020</p> <p>Pupils encouraged to bring in sanitiser from home due to time taken away from learning. Children asked to bring labelled bottles of sanitiser. Class bottle of sanitiser available for use throughout the day.</p> <p>Soap and water to be used before lunch.</p>

		<p>bins are located in each room and are either operated by a pedal or regularly sanitised. Staff to report issues with waste clearance to Z. Scott or H. Mayhew.</p> <ul style="list-style-type: none"> Academy risk assessments and procedures are accessible to all staff at all times and are located in the staffroom and on website. Rules and routines have been communicated to pupils and parents/carers, including alterations to the behaviour policies and procedures. Children who are younger or have more complex needs are supervised and supported with hand and respiratory hygiene. Children with complex needs who struggle to maintain as good respiratory hygiene and considered and supported in individual risk assessments. <ul style="list-style-type: none"> Monitoring will take place by Z. Scott, to support compliance with the control measures. New staff are inducted to safety measures implemented by the academy to control the risks of COVID-19. <p>Cleaning and hygiene supplies</p> <ul style="list-style-type: none"> All areas that house soap/hand towels/sanitiser are inspected regularly to ensure stocks are sufficient. Orders are placed on a regular basis to ensure that stocks do not run out. Sufficient amounts of soap (or hand sanitiser where applicable), clean water and paper towels are in stock. Bar soap is not used, nor are non-disposable hand towels. Soap and water available in every toilet and every facility which is used for making food / drinks. As far as possible, soap and water available locally to areas in use within the academy. In the absence of immediately accessible soap and water, hand sanitiser is available. Hand sanitisers which are potentially flammable are used and stored appropriately in accordance with the material safety data sheets and COSHH. <p>Cleaning</p> <ul style="list-style-type: none"> Cleaning is undertaken by the contracted cleaning company / in house cleaning team daily, to specific standards for maintaining COVID-19 secure workplaces under the academy's enhanced cleaning 	<p>Letter sent to parents regarding new routines on Wednesday 15th July. Behaviour policy was updated for Covid – we will continue to use this.</p> <p>New office staff will be inducted ASAP</p> <p>All classes to have a nominated person to monitor supplies and refill when required.</p> <p>Hi-spec risk assessment</p> <p>Children are able to bring in their own, named sanitiser. Children are not to share with others.</p>	<p>H</p> <p>H</p>	<p>Annex to Behaviour policy updated September 7th 2020 to include children hurting others deliberately.</p> <p>Serious incidents book to be used by all staff.</p>
--	--	---	---	-------------------	--

		<p>programme. Specific cleaning risk assessments and specifications are in place for this activity, as supplied by the academy (for in house cleaning) / the contractor (for contracted cleaning)</p> <ul style="list-style-type: none"> • The COVID-19 cleaning in non-healthcare settings outside the home guidance is followed. • Children using sanitiser to be supervised and any spillages to be signed (where appropriate) and cleaned. • COSHH is kept on file for the use of hand sanitisers, soaps and other cleaning materials. This is shared with staff. • Classrooms are to be kept clean and tidy, cleanliness is monitored by staff using each room and concerns must be reported to Z. Scott • All touch points and shared areas such as toilets and staffrooms will be thoroughly cleaned at the end of each day, with cleaning in the interim during the school day, using anti-bacterial agents / detergents. • The cleaning schedule ensures more frequent cleaning of rooms / shared areas used by different groups, regular cleaning of surfaces that are frequently touched, toilets cleaned regularly and pupils are encouraged to clean their hands thoroughly after using the toilets. • The academy will be deep cleaned during holiday periods. <p>PPE</p> <ul style="list-style-type: none"> • The academy ensures a stock of PPE is in place, should this be required. PPE is located in every room, as are cleaning materials. • Those wearing PPE to receive training in how to put the PPE on and also remove it safely - https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/877658/Quick_guide_to_donning_doffing_standard_PPE_health_and_social_care_poster_.pdf • Consideration given to staff and pupil clothing expectations and information shared with staff to ensure clothes worn are easily washable. Pupils wear uniform which is washed regularly. • Where recommended, face coverings are used. Face coverings should be worn by all adults when moving around the premises, outside of classrooms or activity rooms, such as in corridors and communal areas where social distancing cannot easily be maintained. Face coverings are worn by pupils in Doves and Eagles when travelling on PE transport. • Some individuals are exempt from wearing face coverings and the academy implements its' PPE policy in accordance with this exemption. 	<p>Touch points are cleaned before school, mid-morning, lunchtime, mid-afternoon and at the end of each day.</p> <p>Cleaning tick sheets to be used each day.</p> <p>Each class has a stock of PPE and in medical room and staff bathroom.</p> <p>Children are wearing uniform 3 days a week, a PE uniform on Tuesdays to reduce the changing of clothes at school and Fridays will be own clothes days to reduce pressure on parents and for pupil/staff well-being.</p> <p>All classrooms to have at least one open window.</p> <p>Door between classrooms in main building propped open.</p>	<p>H</p> <p>H</p>	<p>Children are continuing to wear school PE uniforms on a Tuesday and non-uniform on a Friday. To be reviewed at October half term.</p> <ul style="list-style-type: none"> • Fire door between Sparrows
--	--	--	---	-------------------	---

	<ul style="list-style-type: none">• Guidance is provided on the use of face coverings in education - https://www.gov.uk/government/publications/face-coverings-in-education/face-coverings-in-education.• The academy's policy on face covering is that all visitors wear them. All staff outside of their own classrooms must wear them. All parents must wear them at drop off and collection. Staff have the option of wearing them in lesson time.• There is a process in place for removing face covering when pupils and staff who use them arrive at the academy. Individuals are instructed not to touch the front of their face covering whilst in use or when removing them. They must wash their hands immediately on arrival and dispose of temporary face coverings in a covered bin. Re-usable face coverings will be placed in a plastic, sealed bag and taken home. Hands will be washed thoroughly before going to class. <p>Reference to PPE means:</p> <ul style="list-style-type: none">• fluid-resistant surgical face masks (also known as Type IIR)• disposable gloves• disposable plastic aprons• eye protection (for example a face visor or goggles) <p>The PPE that should be used in the following situations when caring for someone with symptoms of coronavirus (COVID-19) is:</p> <ul style="list-style-type: none">• a face mask should be worn if a distance of 2 metres cannot be maintained• if contact is necessary, then gloves, an apron and a face mask should be worn• eye protection if a risk assessment determines that there is a risk of fluids entering the eye, for example, from coughing, spitting or vomiting <p>When PPE is used, it is essential that it is used properly. This includes scrupulous hand hygiene and following guidance on how to put PPE on and take it off safely in order to reduce self-contamination.</p> <p>Face masks must:</p> <ul style="list-style-type: none">• cover both nose and mouth• not be allowed to dangle around the neck	<p>Ensure staff close them each evening and in the event of a fire.</p> <p>November 2020</p> <p>Staff to wear masks or shields when walking around school and in communal areas.</p>	<p>and Robins to be shut by ZS at the end of each day and in the event of fire detected.</p> <p>H. Mayhew/ S. Searle to put on website.</p> <p>ZS to induct new staff.</p> <p>Class teaches to organise a monitor (TA)</p>
--	--	--	--

		<ul style="list-style-type: none"> • not be touched once put on, except when carefully removed before disposal • be changed when they become moist or damaged • be worn once and then discarded - hands must be cleaned after disposal <p>Ventilation</p> <ul style="list-style-type: none"> • Indoor work spaces are well ventilated using natural ventilation (in cooler weather windows should be opened 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. • Where possible and safe to do so (bearing in mind fire safety and safeguarding), doors are propped open to limit use of door handles and aid ventilation. • Staff prop designated doors open in the morning before children arrive. • Where windows cannot open due to mechanical failure – report to Z. Scott • Where mechanical ventilation is in place this should be checked to ensure it is in working order. • To balance the need for increased ventilation while maintaining a comfortable temperature, the following measures are used as appropriate to the facilities in each room: <ul style="list-style-type: none"> - opening high level windows in preference to low level to reduce draughts - increasing the ventilation while spaces are unoccupied (e.g. between classes, during break and lunch, when a room is unused) - providing flexibility to allow additional, suitable indoor clothing. For more information see school uniform - rearranging furniture where possible to avoid direct drafts • Heating used as necessary to ensure comfort levels are maintained particularly in occupied spaces. 	<p>Staff to decide if they want to wear masks or shields in classrooms.</p> <p>Younger children are encouraged to sit away from the teachers and teaching assistants when on the carpet.</p> <p>November 2020</p> <p>ALL windows to be open /partially open throughout the day.</p> <p>All doors to be left open to ventilate the classrooms during break times.</p>		
--	--	--	--	--	--

<p>2. Staff / pupils who become unwell with COVID-19 symptoms or confirmed COVID-19</p> <p>Staff / pupils / visitors who become unwell with COVID-19 symptoms or confirmed COVID-19 whilst on site</p>	<p>Staff Pupils Visitors</p>	<p>The academy ensures that staff members and parents/carers understand that they will need to be ready and willing to:</p> <ul style="list-style-type: none"> • book a test if they or their child are displaying symptoms. Staff and pupils must not come into the school if they have symptoms and must be sent home to self-isolate if they develop them in school. All children can be tested if they have symptoms, including children under 5, but children aged 11 and under will need to be helped by their parents or carers if using a home testing kit. • provide details of anyone they or their child have been in close contact with if they were to test positive for coronavirus (COVID-19) or if asked by NHS Test and Trace • self-isolate if they have been in close contact with someone who tests positive for coronavirus (COVID-19), or if anyone in their household develops symptoms of coronavirus (COVID-19) <p>Having a test at a testing site will deliver the fastest results. The test kits sent to schools are provided to be used in the exceptional circumstance that an individual becomes symptomatic and schools believe they may have barriers to accessing testing elsewhere - Coronavirus (COVID-19): test kits for schools and FE providers.</p> <p>If someone with symptoms tests negative for coronavirus (COVID-19), then they need should stay at home until they are recovered as usual from their illness but can safely return thereafter. The only exception to return following a negative test result is where an individual is separately identified as a close contact of a confirmed case, when they will need to self-isolate for 14 days from the date of that contact.</p> <p>Symptoms and Positive Test Results If you have COVID-19 symptoms or have received a positive test result Stay at home and begin to self-isolate for 10 days from when your symptoms start. Arrange to have a test for COVID-19 if you have not already had one. The result of the test will determine how long you must stay at home and self-isolate.</p> <p>Stay at home while you are waiting for a home test kit or a test site appointment.</p> <p>A positive test result means you must complete a 10-day isolation period.</p>	<p>This is stated in the letter to parents 15/7/20</p> <p>Parents have been given a Covid 'what to do' poster on DOJO Sept 13th 2020.</p> <p>ZS has attended webinars from HSE Staffordshire</p>	<p>H</p> <p>H</p>	<p>New track and trace system when signing in was created September 1st 2020 for anyone visiting school to complete.</p>
--	--------------------------------------	--	---	-------------------	---

		<p>If your test is negative, you can stop self-isolating as long as you are well.</p> <p>If you do not have symptoms but have tested positive for COVID-19, stay at home and self-isolate for 10 days from the day the test was taken. If you develop symptoms after your test, restart your 10-day isolation period from the day the symptoms start.</p> <p>If you live in the same household as someone with COVID-19 Stay at home for 14 days. The 14-day period starts from the day the first person in your house developed symptoms or, if they do not have symptoms, from the day their test was taken.</p> <p>If you do not have symptoms of COVID-19 yourself you do not need a test. Only arrange a test if you develop COVID-19 symptoms.</p> <p>If you develop symptoms and your test result is positive, follow the same advice for people with COVID-19 to stay at home and self-isolate for 10 days from when your symptoms started, regardless of where you are in your 14-day period.</p> <p>If you have a positive COVID-19 test result If your test result is positive, you must continue to self-isolate for 10 days from when your symptoms started, or when your test was taken.</p> <p>If you have a negative COVID-19 test result</p> <p>A negative result means the test did not find COVID-19 at the time the test was taken.</p> <p>If you have a negative test result, you can stop isolating as long as:</p> <ul style="list-style-type: none"> • you are well • no-one else in your household has symptoms • if anyone else in your household has symptoms they have also received a negative test result • you have not been advised to self-isolate by NHS Test and Trace • you have not arrived into the UK from a non-exempt country within the last 14 days <p>Anyone in your household who is isolating because of your symptoms can also stop isolating.</p>	<p>The girls bathroom in Eagles will remain in use</p>	<p>H</p>	<p>In the event of a pupil becoming unwell with symptoms of Covid they will be sat in The Nest. (room between eagles and Doves) They will be collected by parents or careres</p>
--	--	---	--	----------	--

		<p>If your test result is negative but you still have symptoms, you may have another virus such as a cold or flu. You should stay at home until you feel well. Seek medical attention if you are concerned about your symptoms.</p> <p>https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection</p> <p>Managing confirmed cases:</p> <ul style="list-style-type: none"> • The academy will contact their local health protection team. • The HPT will carry out a rapid risk assessment to confirm who has been in close contact with the person during the period that they were infectious. • The HPT will work with the academy to guide them through the actions they need to take. Based on the advice from the HPT, the academy must send home those people who have been in close contact with the person who has tested positive, advising them to self-isolate for 14 days since they were last in close contact with that person when they were infectious. Close contact means: <ul style="list-style-type: none"> - Direct close contacts - face to face contact with an infected individual for any length of time, within 1 metre, including being coughed on, a face to face conversation, or unprotected physical contact (skin-to-skin) - Proximity contacts - extended close contact (within 1 to 2 metres for more than 15 minutes) with an infected individual - Travelling in a small vehicle, like a car, with an infected person • The HPT will provide definitive advice on who must be sent home. The academy keeps a (proportionate) record of pupils and staff in each group, and any close contact that takes place between children and staff in different groups. • A template letter will be provided to the academy on the advice of the HPT, to send to parents and staff if needed. • The academy will not share the names or details of people with coronavirus (COVID-19) unless essential to protect others. • The academy will not request evidence of negative test results or other medical evidence before admitting children or welcoming them back after a period of self-isolation. • Household members of those contacts who are sent home do not need to self-isolate themselves unless the child, young person or staff member who is self-isolating subsequently develops symptoms. If someone in a 	<p>unless someone becomes unwell, then this will be only used for the poorly person. Eagles girls will need to use Doves bathroom. Staff to ensure toilets are cleaned between groups if this is to happen. Eagles girls to access Doves bathroom via courtyard with adult supervision.</p>	<p>from the courtyard.</p>
--	--	---	---	----------------------------

		<p>class or group that has been asked to self-isolate develops symptoms themselves within their 14-day isolation period they should follow guidance for households with possible or confirmed coronavirus (COVID-19) infection. They should get a test, and:</p> <ul style="list-style-type: none"> - if someone who is self-isolating because they have been in close contact with someone who has tested positive for coronavirus (COVID-19) starts to feel unwell and gets a test for coronavirus themselves, and the test delivers a negative result, they must remain in isolation for the remainder of the 14-day isolation period. This is because they could still develop coronavirus (COVID-19) within the remaining days. - if the test result is positive, they should inform their setting immediately, and should isolate for at least 10 days from the onset of their symptoms (which could mean the self-isolation ends before or after the original 14-day isolation period). Their household should self-isolate for at least 14 days from when the symptomatic person first had symptoms, following guidance for households with possible or confirmed coronavirus (COVID-19) infection <p>Becoming unwell in the educational setting:</p> <ul style="list-style-type: none"> • If a child or staff member develops symptoms (new continuous cough, temperature, anosmia) whilst at school, they must immediately inform Z. Scott • In an emergency, the academy will call 999 if a person is seriously ill or injured or their life is at risk. • If staff members become unwell at school, they will return home, their emergency contact will be notified. If they are too unwell to drive, their emergency contact will be asked to collect them and the staff member will wait in the medical room (SENS room) • Pupils will await collection from a parent / carer in the medical room in isolation, as far as is reasonably practicable without compromising the safety of the pupil. • This room should be behind a closed door (where possible) and with appropriate adult supervision. Ideally, a window should be opened for ventilation. • If it is not possible to isolate the individual, move them to an area which is at least 2 metres away from other people, and ensure that others do not access this area, especially those who are vulnerable and clinically extremely vulnerable. • Remove soft resources from the isolation room / area, prior to use. • If the individual needs to go to the bathroom while waiting to be collected, they should use a separate bathroom (where possible) which should be 		H	
--	--	---	--	---	--

		<p>thoroughly cleaned and disinfected before being used by anyone else. (Bathroom to be signed as closed after use and during deep cleaning).</p> <ul style="list-style-type: none">• PPE worn by staff caring for the child while they await collection, and if a distance of 2 metres cannot be maintained (such as for a very young child or a child with complex needs). The member of staff helping the child does not need to go home themselves unless they develop symptoms or test positive or requested to do so by NHS test and trace.• If contact is necessary, then disposable gloves, a disposable apron and a fluid-resistant surgical face mask are worn by the supervising adult. If there is a risk of splashing to the eyes, for example from coughing, spitting, or vomiting, then eye protection should also be worn.• Staff wash their hands thoroughly for 20 seconds after any contact with someone who is unwell.• Those wearing PPE to receive training in how to put it on and remove it safely. PPE is located in staff bathrooms and in each classroom base.• PHE advise that routinely taking the temperature of pupils is not recommended as this is an unreliable method of identifying COVID-19.• Test and trace service information provided as - https://www.gov.uk/guidance/nhs-test-and-trace-how-it-works• Test and trace privacy information provided - https://www.gov.uk/government/publications/coronavirus-covid-19-testing-privacy-information/testing-for-coronavirus-privacy-information-quick-read• The academy asks parents and staff to inform them immediately of the results of a test: <p>If someone tests negative, if they feel well and no longer have symptoms similar to coronavirus (COVID-19), they can stop self-isolating. They could still have another virus, such as a cold or flu – in which case it is still best to avoid contact with other people until they are better. Other members of their household can stop self-isolating.</p> <p>If someone tests positive, they should follow the 'stay at home: guidance for households with possible or confirmed coronavirus (COVID-19) infection' and must continue to self-isolate for at least 7 days from the onset of their symptoms and then return to school only if they do not have symptoms other than cough or loss of sense of smell/taste. This is because a cough or anosmia can last for several weeks once the infection has gone. The 7-day period starts from the day when they first became ill. If they still have a high temperature, they should keep self-isolating until their temperature returns to normal. Other members of their household should continue self-isolating for the full 14 days.</p>			
--	--	---	--	--	--

		<p>Cleaning affected areas</p> <ul style="list-style-type: none"> • Contract cleaning providers to undertake a deep clean of the academy setting / affected area. Deep clean the affected area with disinfectant / bleach after someone with symptoms has left. (Sign the affected area as out of use to permit deep clean). • Cleaning risk assessments must be followed. • Ensure that affected areas are not accessed by staff or children. • Items which cannot be adequately cleaned (such as soft resources that the potentially infected person comes into contact with) to be appropriately disposed of. 			
<p>3. Vulnerable workers – higher risk of contracting COVID-19 / high risk of adverse health effects if COVID-19 is contracted</p>	<p>Staff and pupils who are clinically extremely vulnerable, those who are clinically vulnerable</p>	<p>The UK Chief Medical Officers have issued a statement on schools and childcare reopening which states that there is a very low rate of severe disease in children from COVID-19. Schools have their own measures in place to limit the risk of transmission which can be found in guidance on reopening of schools.</p> <p>Those attending the academy are advised to travel by walking or cycling if they can. For longer journeys, or if they are unable to walk or cycle, try to minimise the number of people they come into close contact with. Travelling by car is likely to mean fewer social contacts than travelling by public transport but avoid sharing a car with people outside of your immediate household or support bubble.</p> <p>Children</p> <p>Most children originally identified as clinically extremely vulnerable no longer need to follow original shielding advice. Parents advised to speak to their child's GP or specialist clinician to understand whether their child should still be classed as clinically extremely vulnerable.</p> <p>Those children whose doctors have confirmed they are still clinically extremely vulnerable are advised not to attend childcare or nursery during the period this advice is in place.</p> <p>Children who live with someone who is clinically extremely vulnerable, but who are not clinically extremely vulnerable themselves, should still attend education or childcare.</p> <p>Parents of clinically extremely vulnerable children will receive a letter confirming this advice.</p>	<p>We do not have any clinically extremely vulnerable members of staff in school.</p> <p>Individual risk assessments of pupils will take place.</p> <p>Parents to inform Z. Scott if they are classed as clinically extremely vulnerable.</p>	<p>M</p> <p>H</p>	

		<p>Staff</p> <p>Those individuals who are clinically extremely vulnerable are advised to work from home and not to go into work. Individuals in this group will have been identified through a letter from the NHS or from their GP, and may have been advised to shield in the past. Staff should talk to their employers about how they will be supported, including to work from home where possible, during the period of national restrictions.</p> <p>All other staff should continue to attend work, including those living in a household with someone who is clinically extremely vulnerable.</p> <p>Clinically vulnerable staff (including BAME and pregnant staff)</p> <ul style="list-style-type: none"> Clinically vulnerable (but not clinically extremely vulnerable) staff will be supported in the academy by an individual risk assessment, detailed proportionate and robust control measures. Some people with particular characteristics may be at comparatively increased risk from COVID-19. If individuals with significant risk factors are concerned, the academy will discuss staff concerns and explain the measures the academy is putting in place to reduce risks. More guidance and advice on coronavirus (COVID-19) and pregnancy is available from the Royal College of Gynaecologists. All pregnant women should take particular care to practise frequent, thorough hand washing, and cleaning of frequently touched areas in their home or workspace. Pregnant women should follow the latest government guidance on staying alert and safe (social distancing) and avoid anyone who has symptoms suggestive of coronavirus. If the staff member is in their third trimester (more than 28 weeks' pregnant) you should be particularly attentive to social distancing. <p>Key advice for pregnant women during the pandemic:</p> <ul style="list-style-type: none"> Follow the guidance on staying alert and safe (social distancing) and staying safe outside the home including appropriate use of face coverings for the general public and clinically vulnerable people, including pregnant women (this guidance covers England only - if you live in Scotland, Wales or Northern Ireland, you should follow the specific advice in those parts of the UK) 	<p>Staff risk assessments will be reviewed by September 2020.</p> <p>Ensure parents know they need to inform us of any medical advice we need to follow.</p> <p>One member of staff to return to full time work following risk assessment.</p>	<p>M</p> <p>H</p> <p>H</p>	
--	--	---	--	----------------------------	--

- Keep mobile and hydrated to [reduce the risk of blood clots in pregnancy](#)
- [Stay active with regular exercise](#), a healthy balanced [diet, and folic acid and vitamin D supplementation](#) to help support a healthy pregnancy
- Attend all of your pregnancy scans and antenatal appointments unless you are advised not to
- Contact your maternity team if you have concerns about the wellbeing of yourself or your unborn baby

More information on [pregnancy and coronavirus is available on the NHS website](#).

Clinically vulnerable children (including BAME children)

- For children who fall into the clinically vulnerable category, parents are informed that they should follow medical advice if their child is in this category.
- Parents will inform the academy of medical advice provided for the child and the child will be supported by an individual risk assessment as required.

Further control measures

- PPE will be available to support staff whose role involves direct support to pupils, for example, first aid, intimate care, care and supervision of a child with symptoms.
- The academy will follow Government and HR guidance in relation to supporting individuals who are clinically extremely vulnerable and clinically vulnerable.
- If a **staff member or child lives in a household with someone who is clinically extremely vulnerable**, as set out in the guidance for [staying alert and safe \(social distancing\)](#), they not need to shield themselves, but they should do what they can to support the clinically extremely vulnerable individual to stay safe.
- Those who live with someone who is clinically vulnerable can come to work as normal.
- New staff are inducted to safety measures implemented by the academy to control the risks of COVID-19 and are advised to inform Z. Scott if

		<p>they fall into the clinically extremely vulnerable or vulnerable category so that a risk assessment can be implemented.</p> <ul style="list-style-type: none"> • Those who fall into the clinically extremely vulnerable or vulnerable category over their course of employment should inform Z. Scott once they become aware. • Pregnant staff still follow the government guidance on clinically vulnerable people https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19. Pregnancy risk assessments implement measures to control the risks from COVID-19. • If there is a rise in the transmission of disease locally, vulnerable individuals may be advised to shield during the period of the increased transmission and may not attend school at this time. 			
<p>4. Vulnerable children and those with complex needs</p> <p>Close contact with staff members – social distancing not adhered to</p> <p>Risk of respiratory hygiene requirements not being adhered to</p>	<p>Staff and pupils</p>	<p>EHCPs and Individual Risk Assessments</p> <ul style="list-style-type: none"> • Children with an EHCP to have an EHC Plan risk mitigation form in place. • Those attending the academy with complex needs but who don't have an EHC Plan should have an individual risk assessment in place. • Staff who interact with these children have a copy of the EHC Plan / individual risk assessment. • SENCO to be available to support as required. • Follow the most up to date government guidance regarding caring for vulnerable children - https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-on-vulnerable-children-and-young-people/coronavirus-covid-19-guidance-on-vulnerable-children-and-young-people and SEND risk assessment guidance - https://www.gov.uk/government/publications/coronavirus-covid-19-send-risk-assessment-guidance/coronavirus-covid-19-send-risk-assessment-guidance • Academy is aware that there may be additional pupils, including those with SEND, who display symptoms of stress or anxiety and additional support may be needed for them. Support provided on individual need, according to risk assessment and EHCP. • Individual risk assessments will include the control measures where children are exposed to additional risks from the COVID-19 risk management measures (e.g. leaving doors open for ventilation purposes). • Individual risk assessments will be reviewed regularly and discussions will take place with parents during the review period. • There are clear safety procedures in place for each pupil with regards to essential visitors such as educational psychologists, CAMHS, behavioural support. 	<p>Ensure J. Hine is aware of updates.</p> <p>Daily well-being activities to take place. Pupils know what to do if they are feeling overwhelmed or worried. Any pupils identified with needs to be timetables for Listening ear counselling.</p>	<p>M</p>	<p>See recovery plan Specialised support from SUAT In house Listening Ear counselling available</p>

		<ul style="list-style-type: none"> Pupils are supported to maintain standards of respiratory hygiene and hand washing. <p>Supporting pupils with physical needs:</p> <ul style="list-style-type: none"> Wherever possible, physical contact and working in close proximity should be kept to a minimum. PPE to be available for staff where required to enable them to provide support in accordance with the child's individual needs. Ensure regular sanitisation of mobility aids such as walkers. Permit access to physiotherapists and other relevant outside agencies as required, maintain respiratory hygiene and hand washing measures. Individual risk assessment to be adapted to include specific control measures for individuals in accordance with their exact physical needs. <p>Journeys should only be made:</p> <ul style="list-style-type: none"> for education or childcare for work purposes to exercise outdoors or visit an outdoor public place for visiting venues that are open for a medical reason, such as taking someone to hospital 	Only essential visitors allowed in school.	H	
<p>5. Cross contamination</p> <p>Maintaining social distancing</p> <p>Use of shared spaces and resources</p> <p>Before and after school clubs</p> <p>Pick up and drop off times</p> <p>Dedicated school transport</p>	Staff, pupils, parents, visitors at risk of virus transmission	<p>Maintaining social distancing and use of the 'bubble' / 'group' system:</p> <ul style="list-style-type: none"> Staff and pupils to observe social distancing measures from each other when in school and avoid any physical contact, as far as is reasonably practicable. Children will mix in consistent groups "bubbles" according to the feasibility of keeping distinct groups whilst teaching a broad and balanced curriculum. Where staff need to move between classes and year groups, they should try and keep their distance from pupils and other staff as much as they can, ideally 2 metres from other adults. The academy is taking practical measures to minimise the number of contact that pupils and staff have during the school day and close contact is avoided between these groups. Adults should maintain 2 metre distance from each other, and from children where circumstances allow. Avoid close face to face contact and minimise time spent within 1 metre of anyone. For children who are old enough, they should be supported to maintain distance, not touch staff and peers. Sharing rooms and social spaces between groups is limited as much as possible. 	<p>Each class to become a bubble.</p> <p>If bubbles cannot be maintained, then social distancing will.</p> <p>Due to being so small the whole school is part of a consistent bubble.</p> <p>Staff movement between classes will be limited.</p> <p>Staff morning breaks will be separate from each other due to addition of snack time in the timetable. Staff will have</p>	H	Staff to stick to a rule of 3 in the staffroom. Other staff to use HT office or Robins classroom.

<p>Use of offices and staff shared areas</p> <p>Restrictive physical intervention</p> <p>Visitors</p> <p>Arrival to and departure from the academy</p>		<ul style="list-style-type: none"> • Pupils will be seated side by side and facing forwards, rather than face to face, unnecessary furniture will be moved out of classrooms to make more space. • Work spaces will be arranged so that desks are as far apart as possible. • Children are encouraged to keep their distance within groups. • Assemblies and collective worship are not undertaken with more than one group at one time. • The academy has timetabled classes and break times in a staggered fashion to help keep groups apart and minimise movement around the building and grounds, to avoid crowding and creating busy shared areas such as corridors. • The academy will not implement rotas. <p>Use of pupil shared areas and resources:</p> <ul style="list-style-type: none"> • Each group has equipment for their classroom and for play time. Children have basic resources (e.g. pen, pencil) which are named for their use. Resources are kept in labelled containers. • Pupils limit the amount of equipment they bring into school each day, to essentials such as lunch boxes, hats, coats, books, stationery. Bags are allowed. • Pupils and teachers can take books and other shared resources home, although unnecessary sharing should be avoided, especially where this does not contribute to pupil education and development. Similar rules on hand cleaning, cleaning of the resources and rotation apply to these resources. • Classroom based resources, such as books and games, can be used and shared within the bubble; these are cleaned regularly, along with all frequently touched surfaces. • Resources that are shared between classes or bubbles, such as sports, art and science equipment are cleaned frequently and meticulously and 	<p>their break with the children. Lunchbreaks will need to be split into 2 areas- staffroom and the HT office. Daily worship will be held within each classroom.</p> <p>YN, YN, Y1, to have playtime together</p> <p>Y2, 3,4,5,6, to share playtime. Each class group will have their own area of the playground.</p> <p>Lunchtime will be split into 2 groups and they will swap lunch/play. Lunchtime supervisors will stay with their groups.</p> <p>Pupils will not congregate on the courtyard.</p> <p>If using the school field, bubbles will stay separate with one member of lunch staff with each bubble.</p> <p>Reading sessions will be built into the school timetable.</p>	<p>H</p>	<p>September 7th 2020 -children are allowed to bring in one bag in which to store all equipment, to avoid placing items around the classroom.</p>
--	--	--	---	----------	--

		<p>always between bubbles, or rotated to allow them to be left unused and out of reach for a period of 48 hours (72 hours for plastics) between use by different bubbles.</p> <ul style="list-style-type: none"> • Devices disinfected before and after use. Children allocated one computer/laptop and/or tablet and they will continue to use only their own device as far as reasonably practicable. Where this is not practicable, the device will be fully disinfected before and after use. • Any shared surfaces will be disinfected before and after use. • Where play equipment is used by multiple groups, the groups do not use it simultaneously. • Children encouraged not to put resources in their mouths and are supervised according to the planned timetable. Children taught expectations about sneezing, coughing and touching, mouth, nose and eyes. • Outdoor learning will be prioritised as much as possible. The timetable is refreshed to ensure that learning outdoors can be maximised. • Outdoor playground equipment is more frequently cleaned. This also applies to resources used inside and outside by wraparound care providers. Multiple groups do not use it simultaneously. • Movement around the school site is kept to a minimum, while passing briefing is low risk we will minimise the risk of creating busy areas within school. <p>break times and lunchtimes are staggered to ensure that children are not moving around the building at the same time.</p> <ul style="list-style-type: none"> • Circulations and other indoor areas which are 'pinch points' for potential close contact/gathering such as toilets, to be marked to aid social distancing. One way systems and signage may also be used. This includes stair cases, where relevant in the building. • Rooms are accessed directly from outside where possible. • Staff support children to understand the distancing and hygiene rules in a way that is suitable for each individual. • At break times, children clean their hands before eating and enter the dining space in their groups. • Dining facilities are cleaned between each staggered break. • Shared areas are cleaned after each use; the academy timetable permits sufficient cleaning before the changeover between groups. • Limit the number of children or young people who use the toilet facilities at one time. A queue system may be used with staff supervision. 	<p>11/9/20 Children are able to return reading books on a Friday into a class quarantine box where they will remain for 72hrs.</p> <p>Z. Scott to liaise with Littleton Green regarding</p>	<ul style="list-style-type: none"> - Reading books are now being distributed on a Monday to then be returned to school on Fridays into a class quarantine box for 72 hrs before they go back into circulation. - School books are handled by the children rather than the pupils and are marked using tamps. Whole class record sheets will be used instead of leaving comments in pupil's books. <p>September 15th 2020</p> <p>Crusade Travel policy-</p> <p>All children on the PE coach must wear a mask</p>
--	--	---	---	--

	<ul style="list-style-type: none"> Sanitising agents are kept in each room to ensure that cleaning can take place if a pupil coughs or sneezes on any surfaces or equipment. <p>PE and Sports</p> <p>It is important that children continue to remain fit and active and, wherever possible, have the 60 active minutes of daily physical activity recommended by the Chief Medical Officers.</p> <p>Schools have the flexibility to decide how physical education, sport and physical activity will be provided whilst following the measures in their system of controls.</p> <p>Sports whose national governing bodies have developed guidance under the principles of the government’s guidance on team sport and been approved by the government are permitted. Schools must only provide team sports listed on the return to recreational team sport framework. Competition between different schools should not take place, in line with the wider restrictions on grassroots sport.</p> <ul style="list-style-type: none"> The academy refers to the following advice for sports and PE - return to recreational team sport framework and guidance from Sport England for grassroot sport, the Association for Physical Education and the Youth Sport Trust The academy arranges PE and sports under the following principles: <ul style="list-style-type: none"> Keep pupils in small consistent groups Equipment used must be thoroughly cleaned between groups Avoid contact sports Prioritise outdoor sports and large indoor spaces used where it is not, maximising natural ventilation flows (through opening windows and doors or using air conditioning systems wherever possible) Where sports take place inside, maximising distance between people and scrupulous attention to cleaning and hygiene is required External facilities can be used, and government guidance on transport must be followed if transport is used. <p>(External facilities can also be used in line with government guidance for the use of, and travel to and from, those facilities.</p> <p>Schools are able to work with external coaches, clubs and organisations for curricular activities where they are satisfied that it is safe to do so. Where</p>	<p>their risk assessment for minibus use.</p> <p>Trays and cutlery to be based in each room. Trolley to be wiped down between each class. ZS to liaise with Siobhan.</p> <p>Parents to book in advance. Limit number of children to 15. Children will have tables for each class for activities. Children to stay in their groups.</p>	<p>M</p> <p>M</p>	<p>whilst being transported.</p>
--	---	--	-------------------	----------------------------------

		<p>schools are offering extra-curricular activities (that is, before and after school clubs) they should only do so where it is reasonably necessary to support parents to work, search for work, or undertake training or education, or where the provision is being used for the purposes of respite care).</p> <p>The academy refers to the following guidance:</p> <ul style="list-style-type: none"> • guidance on the phased return of sport and recreation and guidance from Sport England for grassroot sport • advice from organisations such as the Association for Physical Education and the Youth Sport Trust • guidance from Swim England on school swimming and water safety lessons available at returning to pools guidance documents • using changing rooms safely <p>Performing Arts</p> <ul style="list-style-type: none"> • Singing, wind and brass instrument playing can be undertaken in line with government and DCMS guidance - working safely during coronavirus (COVID-19): performing arts. • The academy minimises contacts and mixing. The academy takes particular care in music, dance and drama lessons to observe social distancing where possible. • The academy keeps any background or accompanying music to levels which do not encourage teachers or other performers to raise their voices unduly. Where possible, microphones are used to reduce the need for shouting or prolonged periods of loud speaking or singing. • Where possible, individuals do not share microphones. If they are shared, the academy follows the guidance on handling equipment. • The academy follows the latest advice in the DCMS performing arts guidance, implementing performance events in the lowest risk order as described. If planning an outdoor performance the Academy also gives particular consideration to the guidance on delivering outdoor events. • Playing instruments and singing in groups takes place outdoors wherever possible. • If indoors, a room with as much space as possible is used, for example, larger rooms; rooms with high ceilings are expected to enable dilution of aerosol transmission, limit the numbers to account for ventilation of the space and the ability to social distance and ensure good ventilation. • Singing, wind and brass playing does not take place in larger groups such as choirs and ensembles, or assemblies unless significant space, 	<p>Staggered drop offs on the church path. Eagles- 8.45- 3.15pm Eagles and Doves with siblings in school- 8.55- 3.10pm Doves and Sparrows without siblings in school- 9.05- 3.00pm</p> <p>PARENTS ARE NOT TO DROP CHILDREN AND LEAVE UNLESS COLLECTED BY CORRECT ADULT.</p> <p>Liaise with Littleton Green.</p> <p>M</p>	<p>H</p>	<p>Crusade Travel policy is for all pupils and staff to wear maske whilst on the coach.</p>
--	--	--	---	----------	---

		<p>natural airflow (at least 10l/s/person for all present, including audiences) and strict social distancing and mitigation can be maintained.</p> <ul style="list-style-type: none">• Pupils to be positioned back-to-back or side-to-side when playing or singing (rather than face-to-face) whenever possible. Position wind and brass players so that the air from their instrument does not blow into another player. If the activity is face-to-face and without mitigating actions, 2 metres is appropriate.• Increased handwashing before and after handling equipment, especially if being used by more than one person.• Place name labels on equipment to help identify the designated user, for example, percussionists' own sticks and mallets.• If instruments and equipment have to be shared, the academy disinfects regularly (including any packing cases, handles, props, chairs, microphones and music stands) and between users, following government guidance on cleaning and handling equipment available at hygiene: handwashing, sanitation facilities and toilets.• Instruments should be cleaned by the pupils playing them, where possible.• Limit handling of music scores, parts and scripts to the individual using them. <p>Before and after school clubs:</p> <ul style="list-style-type: none">• Provision will operate alongside wider protective measures, including keeping children within their year groups or bubbles where possible. If it is not possible to maintain bubbles being used during the school day then the academy should use small, consistent groups.• Parents advised to limit the number of different wraparound providers they access, as far as possible.• The academy encourages parents to seek assurance that the providers are carefully considering their own protective measures, and only use those providers that can demonstrate this.• After school clubs will not run during a National lockdown unless absolutely necessary for parents to be able to continue to go to work. <p>Pick up / drop off:</p> <ul style="list-style-type: none">• The academy has a pick up and drop of protocol for parents to support the minimisation of contact. Only one parent can be in attendance.• Pick up and drop off times are staggered according to groups.• Parents are informed of the pickup and drop off procedures and reminders are provided as required. Markings are provided externally, as is signage, on the entrance route.	<p>Cleaning tick sheet for staffrooms to be implemented.</p> <p>Behaviour policy annex has been shared with parents regarding COVID 19.</p>	<p>H</p>	<p>Staff to use the dishwasher to ensure mugs and plates are safely sanitised.</p> <p>Annex to behaviour policy updated and sent out to parents to ensure they understand the importance of good behaviour to keep everyone safe.</p> <p>September 2020- Non essential visitors are not allowed on school</p>
--	--	---	---	----------	---

		<ul style="list-style-type: none"> • Staff supervise pick up and drop offs to ensure that the system in place is utilised appropriately. • Parents drop children off and collect them without approaching staff and are informed to keep at a 2 metre distance away from others. • Parents email / call staff with queries rather than speaking to them whilst on duty during pick up and drop off times. • Parents are not permitted to gather at entrance gates or doors, or enter the site unless they have a pre-arranged appointment outside of periods during the day which are of 'high traffic' and this can be conducted safely. • The academy encourages walking or cycling to school. • Keeping facilities and equipment clean - touch points (e.g. handrails and gates) are included in increased cleaning regimes. • For staff arriving at the same time they should continue to maintain social distancing rules. <p>Dedicated school transport and wider public transport:</p> <ul style="list-style-type: none"> • Where possible this should reflect groups taking school transport by the bubbles that are adopted within school • Use of hand sanitiser upon boarding and/or disembarking vehicle • Additional cleaning of vehicles is implemented with regular cleaning of touching • There is organised queuing and boarding where possible. Vehicle is parked to permit this. • Distancing within vehicles is undertaken wherever possible. • Families encouraged not to take public transport. • The academy will implement travel plans and control measures with transport providers, where relevant. • Children aged 11 and over to wear a face covering (other than those exempt - safer travel guidance for passengers). • Children must not board home to school transport if they, or a member of their household, has symptoms of coronavirus (COVID-19). <p>Public:</p> <ul style="list-style-type: none"> • The use of public transport, particularly in peak times, should be kept to an absolute minimum. • The academy encourages parents, staff and pupils to walk or cycle to school if at all possible. • The above control measures must be implemented for public transport use. 	<p>Visitors must log names, address, and contact numbers and these should be kept for at least 21 days.</p>	<p>H</p>	<p>premises unless after 3pm.</p> <p>Visitors to the office can be during school hours. Social distancing rules apply.</p> <p>Visitors to classroom (only essential) must wear a mask at all times.</p> <p>Workmen are not allowed into school until after 3pm unless there is an emergency, then they must wear masks.</p> <p>Staff meetings and training online where possible.</p>
--	--	---	---	----------	---

	<ul style="list-style-type: none">• <p>Offices and staff shared areas:</p> <ul style="list-style-type: none">• Office team to maintain working consistently at a desk as far as possible and limit hot-desking and the sharing of mice / keyboards / phones.• Wash hands after receiving / opening parcels and post.• Wipe desk, mouse, keyboard and phone regularly, with suitable antibacterial agents.• Wipe photocopier throughout the day, with suitable antibacterial agents.• Perspex screen installed in key areas of the academy, e.g. reception, main office, where social distancing could be difficult to maintain.• iPad signing in / out system is cleaned on a regular basis, throughout the day. Hand sanitisation prior to use.• Consideration given to deliveries. Deliveries may be dropped off in academy entrances without accessing the main body of the building (as long as a staff member can accept a delivery and subsequently bring this inside). Delivered to source where it is safe and possible to do so, where there is a significant risk of injuries associated with manual handling.• Shared staff spaces are set up and used to help staff to distance from each other. Use of staff rooms should be minimised, although staff must still have a break of a reasonable length during the day.• Staff have staggered lunch breaks / take lunch breaks in designated areas to minimise crowding in the staff room.• White goods in the staff room are regularly sanitised.• Staff maintain social distancing in the staff room and avoid overcrowding.• The staff room is ventilated whilst in use.• Staff shared areas and touch points such as handles, white goods, toilet facilities are cleaned throughout the day to regular frequencies.• Documentation should, where possible, be sent to colleagues via email.• Individuals should wash their hands before and after use of welfare facilities. Door handles will be regularly cleaned.• Where meetings are necessary, social distancing rules apply and are to be facilitated where there is sufficient space to do so, this may be outdoors but if indoors must be in well-ventilated rooms.• Staff encouraged to bring their own food which does not require any preparation or heating in communal facilities.• Where used, communal facilities such as a microwave are subject to effective cleaning after each use.			
--	---	--	--	--

		<ul style="list-style-type: none"> Remove all communal tea towels, shared equipment and cutlery and provide paper towels. No cash on the premises. All payments made by parentpay. <p>Restrictive physical intervention:</p> <ul style="list-style-type: none"> Review behaviour management plans in advance of full opening, as necessary. Establish clear guidelines with staff for prevention and then de-escalation strategies as much as possible to negate the need for RPI. Plans consider behaviour triggers and earlier de-escalation solutions including working with smaller groups to permit and support management and spot these earlier too. RPI to be used in accordance with the policy and where there is no alternative to maintain the safety of the child / staff member / others in the vicinity. Staff providing RPI are trained to do so. If non-symptomatic children present behaviours which may increase the risk of droplet transmission (such as biting, licking, kissing or spitting) or require care that cannot be provided without close hands-on contact, they should continue to receive care in the same way, including any existing routine use of PPE. Issues will be specific to each child or young person and individual responses will be required therefore the academy reviews and updates existing risk assessments. <p>Visitors:</p> <p>The academy restricts all visits to the setting to those that are absolutely necessary. This means suspending parent and carer visits for:</p> <ul style="list-style-type: none"> new admissions, settling-in children new to the setting attending organised performances Arrangements in place for any visitors/ contractors on site, protocols and expectations shared. No visitors permitted where they are symptomatic – visitors are asked on arrival. Posters displayed in reception as a reminder. Supply teachers, peripatetic teachers and/or other temporary staff can move between schools. They should ensure they minimise contact and maintain as much distance as possible from other staff. Temporary staff are informed of academy hygiene and social distancing arrangements, and further relevant COVID-19 risk management measures. 			
--	--	---	--	--	--

		<ul style="list-style-type: none"> • Specialists, therapists, clinicians and other support staff for pupils with SEND should provide interventions but with relevant C19 measures in place. • Visitors to the site are informed of physical distancing and hygiene measures on or before arrival. Where visits can happen outside of school hours, they should. • A record is kept of all visitors. • Arrangements in place for any externally employed adults delivering learning in school e.g. sports coaches, music tutors, forest school leaders. Protocols and safety expectations shared on or before arrival. • Where relevant, visitors are asked for their own COVID-19 safety risk assessments, such as agencies delivering services to the academy and contractors. • Arrangements in place for contractors visiting to undertake key works such as statutory compliance. Their employer may require them to wear PPE. This should be documented as part of the risk assessment carried out by the Contractor. • Staff to report concerns with contractors and visitors according to the usual procedures (H&S Policy). • Visitors working closely with children may wear PPE where risk assessment deems it necessary. • Visitors make drinks and put their cups in the dishwasher / washing up, wiping down surfaces with anti-bacterial agents after doing so. • Meetings with visitors take place in locations where social distancing can be permitted. Meeting spaces are cleaned following use. • Meetings take place by conference call where possible. <p>Staff arrival to and departure from the academy:</p> <ul style="list-style-type: none"> • Sanitise personal items on a regular basis, on arrival and departure from the academy. This includes pens and electronic items such as laptops and phone. • Clean and wipe down vehicle interior touch points, e.g. steering wheel, gear lever, door handles etc. prior to commencing inward and outward journey. • Individuals observe the social distancing rules, including entering and exiting the academy. • If there is more than one person arriving or leaving at the same time, which is a strong possibility due to common start and finish times, individuals should keep their distance and enter the building separately, allowing their colleague plenty of time to clear the entrance area. • There will be a designated person responsible for ensuring the main doors are wiped regularly throughout the day. 			
--	--	---	--	--	--

<p>6.Safeguarding</p>	<p>Staff Pupils</p>	<ul style="list-style-type: none"> • Safeguarding arrangements and procedures in place from September 2020, in accordance with KCSIE 2020 guidance. • Safeguarding provision reviewed to support returning children (e.g. where new issues have arisen, or existing ones escalated). Necessary changes and referrals considered, as more children return to school. • Behaviour rules reviewed and communicated to staff, parents, pupils. • Safeguarding provision in place for vulnerable children. • Staffing ratios are proportionate and appropriate for the number of children returning. • Safeguarding policies and procedures are accessible to all staff at all times. • Designated Safeguarding Lead and/or Deputy Safeguarding Lead is on site and contactable at all times and staff and children are informed of who safeguarding leads are. • First Response is contactable by 0800 1313 126 or out of hours- 0345 604 2886. • The academy follows government guidance regarding vulnerable children, including COVID-19 specific guidance. • Safeguarding online continues, including checking apps, websites and search results before using them with children and supervising children when using the internet, talk to children about safe use of the online environment and ensure safety modes and filters are applied. • Parents provided with resources for children to use at home, including safe internet links to resources, which have been pre checked. Parents provided with information regarding working safely online. • Staff trained in how to ensure online safety (training also available on the National College). • The National Cyber Security Centre offers guidance on which video conference service is right for you and using video conferencing services securely • Safeguarding and remote education during coronavirus (COVID-19), as well as statutory guidance on online safety keeping children safe in education. • Virtual meeting policy in place 	<p>KCSIE – discussed at inset 1st September 2020 with all staff.</p> <p>H. Mayhew to update safeguarding information on website.</p>	<p>H</p>	<p>Changes to Safeguarding staff structure- September 2020</p> <p>DSL- Z. Scott Deputy DSL- L.Glover /H. Mayhew</p>
<p>7. Close contact with pupils and potentially waste including -</p>	<p>Staff Pupils</p>	<p>Intimate Care:</p> <ul style="list-style-type: none"> • Wherever possible, staff to encourage children to undertake self-care and staff supervise as necessary in accordance with safeguarding and intimate care policies. • If contact is necessary, then disposable gloves, a disposable apron and a fluid-resistant surgical face mask should be worn by the adult. If there is a 	<p>EYs children should be encouraged to clean themselves and change themselves. Children</p>	<p>H</p>	

<p>Delivery of first aid and where required, intimate care</p> <p>Cleaning of bodily fluids</p> <p>Disposal of potentially infectious waste</p> <p>Caring for those with symptoms</p>		<p>risk of splashing to the eyes, for example from coughing, spitting, or vomiting, then eye protection should also be worn.</p> <ul style="list-style-type: none"> Once completed all disposable protective equipment should be disposed of and hands should be thoroughly washed by the staff member and child for at least 20 seconds after PPE has been removed. Care to be undertaken in a facility which is local to handwashing facilities, or should as a minimum provide sanitiser which the staff member will use before accessing handwashing facilities. The area in which the care has been undertaken to be sanitised immediately following use. Waste to be disposed of in accordance with the infection control policy and risk assessments. <p>First Aid:</p> <ul style="list-style-type: none"> First aid needs assessment to be revised as required and establish the levels of first aid staff needed. At least one qualified first aider to be on site at all times (first aid at work and paediatric). Disposable gloves, a disposable apron and a fluid-resistant surgical face mask should be worn by the staff member. If there is a risk of splashing to the eyes, for example from coughing, spitting, or vomiting, then eye protection should also be worn. First aid to be undertaken in a facility which is local to handwashing facilities, or should as a minimum provide sanitiser which the staff member will use before accessing handwashing facilities. The area in which the first aid has been undertaken to be sanitised immediately following use. Waste to be disposed of in accordance with the infection control policy and risk assessments. Accidents and incidents to be reported in accordance with the usual guidance, using the My Health and Safety system as required, according to the nature of the accident / incident. Hands must be washed with soap and water for at least 20 seconds after PPE has been removed. Staff are trained in the correct 'donning and doffing' of PPE. PPE is available for use in each room where this may be required. This extends beyond first aid rooms and is provided in classrooms and offices too. Use a face shield for resuscitation. Academy to ensure face shields are in stock. <p>Cleaning of bodily fluids:</p> <ul style="list-style-type: none"> Pupils are regularly reminded to catch coughs and sneezes with a tissue / elbow. Where pupils are unable or less able to do this, PPE will be available for cleaning. 	<p>requiring further cleaning may need to be collected by parents.</p>	<p>8 members of staff and volunteers trained in paediatric first Aid September 4th 2020. All other staff have first aid qualifications.</p> <p>Donning and doffing posters displayed in school.</p>
---	--	---	--	--

		<ul style="list-style-type: none"> • Disposable gloves, a disposable apron and a fluid-resistant surgical face mask should be worn by the staff member. If there is a risk of splashing to the eyes, then eye protection should also be worn. • Area in question to be cordoned and access by those not undertaking cleaning activities is to be prevented. • Cleaning materials to be disposed of in accordance with the risk assessments and infection control policy. • Surfaces, resources and touch points are cleaned regularly throughout the day but will be subject to an additional clean where there is a risk of contamination from body fluids. • Follow government guidance for the decontamination of non-healthcare settings - https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings • Hands must be washed with soap and water for at least 20 seconds after PPE has been removed. • Information on cleaning and disinfection can be found - https://www.staffordshire.gov.uk/secure/Schools/Health-and-Safety/Health-and-Safety/Procedures/Health/Diarrhoea-and-Vomiting/Community-outbreaks-of-Diarrhoea-and-Vomiting-DV.aspx • Infection control information including a film for staff to watch is also available on the SLN - https://www.staffordshire.gov.uk/secure/Schools/Health-and-Safety/Health-and-Safety/Procedures/Health/Communicable-Diseases/Communicable-Diseases-and-Infection-Control.aspx <p>Waste disposal for possible COVID-19 materials (government guidance):</p> <ul style="list-style-type: none"> • Waste from possible COVID-19 cases and cleaning of areas where possible cases have been (including disposable cloths and tissues): <ul style="list-style-type: none"> • To be put in a plastic rubbish bag and tied when full. • The plastic bag should then be placed in a second bin bag and tied. • It should be put in a suitable and secure place and marked for storage until the individual's test results are known. (boiler room) • Waste to be stored safely and kept away from children. You should not put your waste in communal waste areas until negative test results are known or the waste has been stored for at least 72 hours: 		H	
--	--	---	--	---	--

		<ul style="list-style-type: none"> • If the individual tests negative, this can be put in with the normal waste. • If the individual tests positive, then store it for at least 72 hours and put in with the normal waste (check for any additional requirements from the waste carrier). • Where storage for at least 72 hours is not appropriate, arrange for collection as a Category B infectious waste either by your local waste collection authority if they currently collect your waste or otherwise by a specialist clinical waste contractor. They will supply you with orange clinical waste bags for you to place your bags into so the waste can be sent for appropriate treatment. • Wear appropriate PPE during cleaning and disposal. Hands must be washed with soap and water for at least 20 seconds after PPE has been removed. • Change gloves before proceeding to take the waste to the correct receptacle due to the risk of transference to touch points such as door handles. • Ensure waste is appropriately stored and not accessible to others, <p>Waste disposal for non COVID-19 materials:</p> <ul style="list-style-type: none"> • Follow the infection control policy and associated risk assessments. • Wear appropriate PPE during cleaning and disposal. Hands must be washed with soap and water for at least 20 seconds after PPE has been removed. • Change gloves before proceeding to take the waste to the correct receptacle due to contact with touch points. <p>Waste Segregation:</p> <ul style="list-style-type: none"> • All wastes produced must be placed in appropriately coloured / labelled bag. • Each bag must be filled to no more than two thirds capacity. • Each bag must be securely fastened with adhesive tape or plastic security grips to prevent risks of spillage of contents. • Bins to be sanitised regularly throughout the day or have pedals. <p>Those wearing PPE to receive training in how to remove it safely.</p>		M	
--	--	---	--	---	--

<p>8. Fire safety and evacuation</p> <p>High traffic on evacuation routes</p> <p>Non adherence to social distancing in an emergency</p>	<p>Staff Pupils</p>	<ul style="list-style-type: none"> • Adjustments made to the fire evacuation procedure as necessary. This is communicated to staff and pupils – fire evacuation to be practised during each term. • Register of pupils and staff to be completed daily and a copy given to the staff members on duty, for registration following emergency evacuation. • Fire marshal(s) to be on site during hours of occupation. Staff are clear regarding their designated roles during evacuation. • Personal emergency evacuation plans / individual risk assessments include measures for emergency evacuation of vulnerable individuals are in place and communicated to those on site who need to be aware of the control measures and methods of evacuation. • All fire doors and internal doors should be fully closed to prevent any spread of fire. Staff to open required doors upon reoccupation of the building. • All building occupants to use their nearest available exit and evacuate as quickly as possible in a calm and quiet manner. Safe and prompt evacuation to be prioritised over social distancing. • Staff supporting pupils to evacuate (for example, those in close proximity) will be provided with PPE as required. 	<p>New Sparrows children to know the fire drill for main building.</p> <p>Each class to be told their new arrangements.</p> <p>Have a walk through before a proper drill.</p> <p>Decide roles for staff in fire drill- who will check toilets, staffroom, small group work area? Who will close fire doors?</p>	H	
<p>9. Cleaning</p> <p>General cleaning</p> <p>During outbreaks of infection</p> <p>Hazardous substances</p>	<p>Staff supporting cleaning</p> <p>Staff</p> <p>Pupils</p>	<ul style="list-style-type: none"> • PPE is provided for cleaning. • Each classroom and office provided with tissues, PPE and cleaning agents. • Cleaning surfaces are sanitised following coughs / sneezes and hands are washed for 20 seconds. • Staff report low stocks of products and PPE to office manager who will arrange re-stocking of the items on the same day. • Gloves are disposed of following each use and are changed between cleaning areas e.g. gloves are changed after cleaning toilet areas and before moving onto another area of the academy building. • Contracted cleaning providers have their own risk assessments for cleaning in school settings which are communicated with cleaning staff and the academy. 	<p>November 2020 All staff are responsible for cleaning down their classroom areas after use. Shared resources are thoroughly cleaned regularly throughout the and toilet areas.</p>	H	

		<ul style="list-style-type: none"> • In house cleaning has a specific risk assessment for cleaning, adapted for specific arrangements for COVID-19, which is communicated with cleaning staff. • Deep cleans to be organised where required, especially during outbreaks. • Government guidance states that all surfaces that a case, or suspected case of COVID-19 has come into contact with, or has potentially come into contact with must be cleaned thoroughly using disposable cloths or paper roll and disposable mop heads and detergents/disinfectants as detailed in their guidance for cleaning non healthcare settings. • Cleaning staff use colour code system when using cleaning materials to avoid cross contamination. • Cleaning materials used where there is known to be a case of COVID-19 will be disposed of in accordance with section 7. • Cleaning equipment for different areas must be stored separately to avoid cross contamination (e.g. toilets and kitchen). • Staff cover all new and existing cuts / skin breakages with waterproof dressings prior to cleaning, and wear PPE. • Cleaning specification to be adapted to address higher risk areas to a greater depth and frequency during periods of infection outbreak e.g. touch points. • Staff clean key areas of the building throughout the day such as touch points. PPE is provided. • Avoid creating splashing and spray when cleaning. Use dispensers which help staff to avoid this. • When items cannot be cleaned or laundered using detergents e.g. soft items, these should be steam cleaned or disposed of. • Those wearing PPE to receive training in how to remove it safely. • Government guidance regarding cleaning to be followed - https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings • Academy staff should not be using contractor equipment and visa-versa. If cleaning equipment is being shared then this should be stopped. • COSHH • Increased cleaning will be taking place during this period and academy cleaners, contractors and catering staff have a COSHH assessment and MSDS in place for any cleaning substances/ substances hazardous to health in use. • Any new substances brought to site must be risk assessed, this requires a Material Safety Data Sheet (SDS) to be obtained and a risk assessment of the use of the substance to be carried out, 			<p>September Inset 2020 Staff were informed of where the COSHH sheets were filed and why we have them.</p>
--	--	---	--	--	---

		<ul style="list-style-type: none"> • Staff undertaking some cleaning (e.g. their own workspaces for example) therefore a COSHH assessment for substances used is in place and communication of the control measures in a COSHH assessment must be given to all staff using the substances. • Individual staff may also wish to bring substances to school to clean their personal belongings. In this situation, if academy leaders permit these substances to be brought to site, all good practice and usual arrangements must apply, and permission granted for their use once a COSHH assessment has taken place. • Some pupils may wish to have their own hand sanitiser with them for personal use. This may be beneficial for pupils with allergies etc. The academy policy on this is clearly communicated to parents. Pupils should be self-sufficient in being able to use and apply these safely. 			
<p>10. Catering</p> <p>Contracted / in house catering</p> <p>Adherence to food hygiene standards</p>	<p>Staff / pupils Catering staff</p>	<ul style="list-style-type: none"> • Pupils are supervised during break and lunch times, and when accessing drinking facilities. Pupils are taught and reminded not to share cutlery, cups, drinks or food. • Disposable items for drinking and eating may be used. • All cutlery and cups are thoroughly cleaned in the dishwasher at high temperatures after use. • Hands are washed before and after eating, for at least 20 seconds. • Children queue for their lunch in accordance with academy distancing procedures and lunch breaks are staggered. • Markings are provided as required. OR lunch is brought to the classroom for children to eat at their designated table and tables are sanitised before and after eating. • Families have been asked to provide water bottles for pupils which are sanitised at home at the end of every day. • Risk assessments for the catering provision at the academy are provided by the catering contractor / catering manager. • Food Safety Management System (FSMS) that includes existing food hygiene guidance and HACCP processes is followed. • Frequent handwashing and maintaining good hygiene practices in food preparation and handling areas must be maintained, with hand washing for at least 20 seconds before preparing food / drinks. • Frequently clean and disinfect objects and surfaces that are touched regularly, using standard cleaning products. 	<p>ZS to share our risk assessment and go through new routine with lunchtime staff.</p> <p>August 2020</p> <p>November 2020</p> <p>Arrangements have now been changed so that the children's dinners are plated up and taken to them in Eagles and Doves class to avoid walking through bubbles.</p>	<p>M</p>	

		<ul style="list-style-type: none">• The FSA's guidance on good hygiene practices in food preparation and their HACCP processes guidance is intended to ensure staff follow good hygiene practices to prevent the spread of disease to food. Key safety points include being fit for work, washing hands and wearing aprons or other clean clothing as appropriate. The FSA Safe Method checklist allows employers to assess the personal hygiene and fitness to work practices in their workplace.• The World Health Organization (WHO) advises that the likelihood of an infected person contaminating commercial goods is low. The risk of catching the virus that causes COVID-19 from a package that has been moved, travelled, and exposed to different conditions and temperature is also very low.• Food packaging is not known to present a specific risk, but staff should ensure it is cleaned and handled in line with usual food safety practices.• Cleaning should be in line with food hygiene practice and the environmental controls set out in the business' HACCP. Staff should continue to follow existing risk assessments and safe systems of working.• Arrangements in place for food deliveries.• School kitchens can continue to operate, but must comply with the guidance for food businesses on coronavirus (COVID-19).			
--	--	---	--	--	--

<p>11. Security of Site and Building</p> <p>Internal statutory compliance tasks</p> <p>Contractors on site for essential works such as statutory compliance</p> <p>Use of air conditioning and ventilation systems in the building</p>	<p>Staff Pupils Visitors</p>	<ul style="list-style-type: none"> • Designated entrances and exits to be used (other than for emergency evacuation where all available exits must be used). • Doors may be propped open (where this adheres to fire safety and safeguarding requirements). Those doors which pose a safeguarding risk if propped open e.g. those which exit by a car park or main road to continue to be made secure. • Ensure that any planned service or testing schedules continue accordingly in order to maintain statutory compliance. Academy to ensure all required testing has taken place prior to re-opening in accordance with premises checklists and government guidance. All checks have been complied with in time for extended re-opening and urgent points to action have been addressed. • DFE guidance has been consulted and the following areas have been deemed safe: <ol style="list-style-type: none"> 1. Hot and cold water systems 2. Gas safety 3. Fire safety 4. Kitchen equipment 5. Specialist equipment use by pupils 6. Security including access control and intruder alarms 7. Ventilation • Internal compliance checks such as fire alarm checks and water hygiene checks to be undertaken as per usual schedules. Defects or issues raised to be actioned prior to reopening. The checks are undertaken satisfactorily, recorded and urgent defects and issues have been addressed. • Full premises inspection to be conducted prior to opening and any issues to be addressed accordingly. The inspection been undertaken satisfactorily, recorded and urgent defects and issues have been addressed. • All bins are emptied regularly and secured well away from the building and hazardous waste stored and secured appropriately. • If visitors are essential, arrangements to ensure safe working must be implemented such as social distancing, hand hygiene, 'catch it, bin it, kill it' guidance. • Contractors are informed of site safety and COVID-19 risk management measures through the induction and hazard exchange process (and in advance as required). Contractors may provide the academy with copies of their own risk management information. • Visitors, including contractors, are informed that they are not permitted to attend if they have any symptoms and leave site if it becomes apparent that they do have symptoms. 	<p>Don to come during Summer holidays.</p>	<p>H</p>	
--	--------------------------------------	---	--	----------	--

		<ul style="list-style-type: none"> • If symptoms occur, this should be reported by telephone according to the contractor's usual procedures and also immediately to the academy contact via telephone, as opposed to face to face with the site. The work area to be cordoned immediately and deep cleaned (along with touch points around the site). • Staff working on site are made aware of contractor / visitors on site, the visit's working arrangements and therefore supervise children accordingly. • Where contracted staff need access to the building, cleaning staff will be informed to thoroughly clean these areas of the building as part of their daily routine. • No hand shaking with visitors or contractors. • Access government guidance for the management of premises during the coronavirus outbreak - https://www.gov.uk/government/publications/managing-school-premises-during-the-coronavirus-outbreak/managing-school-premises-which-are-partially-open-during-the-coronavirus-outbreak • Checks made to ensure that air conditioning and ventilation systems do not pose a risk to the spread of COVID19. If checks reveal that a risk is posed, these systems will be isolated. 			
<p>12. Mental Health and Wellbeing of staff and pupils</p> <p>Workload</p> <p>Communication</p> <p>External conditions – hot weather, potential increase in adverse outcomes amongst the same population groups affected by both high temperatures and COVID-19</p>	<p>Staff</p> <p>Pupils</p>	<p>Communication:</p> <ul style="list-style-type: none"> • Information shared with staff around new working practises, amendments to usual working patterns/practices and groups. Staff have been consulted regarding the risk assessment; concerns and queries which arise in relation to academy risk management strategy should be raised Z.Scott • Leaders/managers endeavour to have supportive conversations with employees to discuss concerns and fears as soon as they arise. • Early communications with employees such as online meetings and calls used during the planning stage to alleviate fears and allow employees to ask questions. • The approach for inducting new starters has been reviewed and updated in line with current situation. • Plans shared with the Local Academy Council who are clear on their role in the planning and fully re-opening of the academy, including support to leaders. • Communications with parents include risk management measures including social distancing. Pupils are taught about changes to the timetable, social distancing arrangements, staggered start times/breaks/assemblies/home time, hygiene requirements, social distancing. 	<p>INSET whole staff Monday 20th July and 1st September 2020.</p> <p>Letter going out 15th July 2020. Risk assessment to go on website.</p>		<p>Ongoing daily briefings to share updates with staff.</p>

		<ul style="list-style-type: none"> • Head Teacher / SLT contactable by phone for staff working in school or at home during working school hours (e.g. clinically extremely vulnerable staff, those who are self-isolating). • Regular communication and updates are provided for all parties. • Children taught about mental wellbeing specific to the current crisis. Staff discuss with children and communicate with parents accordingly. • Methods of communication established with parents. • Staff have a platform to discuss concerns. • Staff provided with breaks during the day and access to welfare facilities. • Staff report concerns with travelling to work to their line manager so that a safe travel plan can be agreed with the academy. • Guidance and training provided for staff to ensure they can understand and enforce new routines and support pupils understand. • The behaviour policy is reviewed, new measures implemented and a compassionate and proportionate approach is taken to those who exhibit problematic behaviours. • Reviews of team stress and wellbeing risk assessments undertaken as necessary / wellbeing support plan in place for pupils and staff. <p>Pupils:</p> <ul style="list-style-type: none"> • If parents of pupils with significant risk factors are concerned, the academy will discuss their concerns and provide reassurance of the measures they are putting in place to reduce the risk in school. • Staff support pupils to: Rebuild friendships and social engagement Address and equip pupils to respond to issues linked to coronavirus (COVID-19) Improve their physical and mental wellbeing <ul style="list-style-type: none"> • The academy provides more focused pastoral support: Support for resilience, mental health and wellbeing including anxiety, bereavement and sleep issues Support for pupils with additional and complex health needs Supporting vulnerable children and keeping children safe <p>Resources:</p> <ul style="list-style-type: none"> • Mental health and wellbeing resources are available via email communications and online resources. Supporting resources provided by SUAT. • Plan likely mental health, pastoral or wider wellbeing support for children returning to school (for example, bereavement support). 			
--	--	--	--	--	--

		<ul style="list-style-type: none"> • Children learning from home have access to and are provided with educational resources from home so that they can continue with their education. Parents are directed to learning resources. • Support provided to leaders from SUAT and EIPs. • Mental health and wellbeing resources and policy on the website and shared with staff, including how to support and manage mental health. • Safeguarding arrangements to remain. • Academy provides information for staff regarding how to get further support and counselling. • PPE provided for staff working in school settings. • Consider support available from staff absence insurance providers, for staff wellbeing. • Staffordshire Learning Net and Government website have resources available to support staff mental health and wellbeing. • HR provider available for support and guidance. • 07.06.2020 government released guidance regarding extra mental health support for pupils and teachers - https://www.gov.uk/government/news/extra-mental-health-support-for-pupils-and-teachers?utm_source=6a4d6818-9fb1-4052-b27f-2a182ba79179&utm_medium=email&utm_campaign=govuk-notifications&utm_content=daily. • Staff may wish to access the free MindEd learning platform for professionals, which includes a coronavirus (COVID-19) staff resilience hub with materials on peer support, stress, fear and trauma and bereavement. • Staff advised that it is important to take care of your mind as well as your body and that you get further support if you need it. Follow the advice that works for you in the guidance on how to look after your mental health and wellbeing during COVID-19. • Staff advised to try to focus on the things you can control, such as where you get information from and actions you can take to help you feel prepared. The Every Mind Matters page on anxiety and NHS mental wellbeing audio guides provide further information on how to manage anxiety. • If you're still struggling after several weeks and it's affecting your daily life, contact NHS 111 online. If you have no internet access, you should call NHS 111. • The Department for Education is providing additional support for both pupil and staff wellbeing in the current situation. Information about the extra mental health support for pupils and teachers is available. • The Education Support Partnership provides a free helpline for school staff and targeted support for mental health and wellbeing. 			
--	--	--	--	--	--

	<ul style="list-style-type: none"> • DfE has also published a range of resources, including <u>case studies to support remote education</u> and help address staff workload, this includes case studies on managing wellbeing. <p>Risk assessments:</p> <ul style="list-style-type: none"> • Individual risk assessments completed as required to support staff and pupils, for mental and physical health. Individual risk assessments provided for staff who fall into vulnerable groups including clinically vulnerable and BAME and pregnant staff. Risk assessments are reviewed regularly according to the need and role of the individual. • EHC Plans are in place for children. • Staff aware of how to access support and implement a risk assessment as required. • Named person to oversee wellbeing, planning and monitoring. • Support plan in place which everyone has access to, providing a structure of support and resources which can be used. • Identified key people with personal strengths in supporting pupils who may present with issues/changes in behaviour. (K. Patterson) • Continue to maintain the good links you already with families, signposting them to resources they may find helpful. • Free training/guidance via The National College which all staff can access. • Transport plan to be implemented with staff who cannot walk, drive or cycle to work. <p>Workload:</p> <ul style="list-style-type: none"> • Staff understand how and where to communicate concerns regarding workload. • Staff encouraged to take regular breaks from their workstation and in accordance with home working guidance and risk assessments. • Staff have access to refreshments. • Staff encouraged to access wellbeing materials online such as the website, SLN, PHE, government website and via email circulations. • Workload shared across staff according to job role and location of work (school or home). • It is important that planning builds in the need to avoid increases in unnecessary and unmanageable workload burdens. This could include a review of existing practices in this respect and schools may wish to draw on DfE's <u>workload reduction toolkit</u>. <p>Heatwave Plan for England – COVID 19 amplifies the risks of hot weather:</p>		H	
--	---	--	---	--

		<ul style="list-style-type: none"> • The Heatwave Plan for England is underpinned by the Heat-Health alerting system which runs annually from June 1st to 15th September. (To sign up for the alerts, please email the Met Office at: enquiries@metoffice.gov.uk with subject “Hot weather alerts”). • Everybody can be affected by high temperatures, but there are certain factors that increase an individual’s risk during a heatwave. • Clinical vulnerabilities that have been linked with worse outcomes from COVID-19 that are also risks for heat related harms are: • high blood pressure • chronic obstructive pulmonary disease • heart and lung conditions (cardiovascular disease) • conditions that affect the flow of blood in the brain (cerebrovascular disease) • kidney disease. • Ventilation in workspaces is reviewed to ensure that the building can be ventilated as much as possible, for example, by opening windows and doors (giving consideration to fire safety and security), activating ventilation systems (where it is safe to do so), using blinds to reduce heat and create cross ventilation if possible • Reduce excessive sun exposure and physical activity • Ensure adequate fluid intake and access to water is made regularly • Ensure those attending the workplace have sun screen applied prior to arrival • Outdoor work to be conducted in areas of shade, as much as possible • Revise PE activities where necessary • Follow PHE and SCC guidance for managing warm weather conditions • Staff working at home to understand how to keep their home cool in accordance with PHE guidance • Staff to recognise the symptoms of heat related illness and seek suitable medical support for those affected by the symptoms. Staff and pupils know who to report heat related illness to on site • Keep up to date with the forecast – staff and parents advised regarding control measures • Use outdoor spaces considerately and keep appropriate distances • Monitor temperatures in rooms where necessary and identify those who are potentially at risk • Implement specific risk assessment for adverse weather conditions where required • Understand who may be at risk due to health conditions and implement individual risk assessments where needed 			
--	--	---	--	--	--

13. Home working	Staff working from home	<ul style="list-style-type: none"> Working from home risk assessments and policies have been shared with and are accessible to staff. Staff aware of how to report issues when working from home. Communication is maintained between staff working in school and staff working at home, by appropriate means. As far as is reasonably practicable, ensure staff are aware of risk management measures for: appropriate desk and display screen set up, fire and electrical issues, managing stress and welfare, manual handling, lone working, slips, trips and falls. Staff to follow home working risk assessments. Home working Health and Safety policy on the website 	Staff can work at home during their PPA sessions.		
14. Data protection	Staff and pupils	<ul style="list-style-type: none"> During the current climate, continued vigilance in online security, including checking unusual requests, suspicious links and attachments from any recipients, even where known to the academy, is still vital. Ensure awareness of data protection and compliant records management policies to keep data safe. Maintain data security measures whilst home working. Maintain confidentiality surrounding sensitive matters, ensure written information which is of a personal, confidential or sensitive nature is communicated in a manner which maintains its' security and is only shared with those who need to receive this information. Data sharing is undertaken in a secure manner e.g. encrypted email attachments, in accordance with data protection policies. Ensure devices are kept secure and personal or confidential information is not accessible to others in school or at home. Ensure portable media is encrypted. Staff understand how to report concerns relating to data protection and how to access IT support if needed. Procedures for potential data breaches and information requests still apply. 			
15. Holiday clubs Wrap around care School clubs	Staff and pupils	<p>The DfE has confirmed that the following activities are still able to go ahead during this period:</p> <ul style="list-style-type: none"> Any activities which take place during school hours – so any lunch or break-time club is permitted, as long as it follows the government's broader schools' guidance. 	<p>After school clubs to close during lockdown 2</p> <ul style="list-style-type: none"> Survey taken with parents found that there was nobody 		

		<ul style="list-style-type: none"> • Any activities whose primary purpose is to enable parents or carers to work, such as after-school clubs in primary schools. • Any activities which are focused on education or training, including 1:1 or group tuition, catch-up clubs, revision clubs, etc. • Breakfast clubs whose primary purpose is providing food for vulnerable children. <p>Out-of-school activities (including wraparound care) may continue to operate if their primary purpose is providing registered childcare, or where they are offering other childcare activities, where this is reasonably necessary to enable parents to:</p> <ul style="list-style-type: none"> • work or search for work • undertake training or education <p>Out-of-school activities may continue to operate for the purposes of respite care, including for vulnerable children.</p> <p>Out-of-school activities that are primarily used by home educating parents as part of their arrangements for their child to receive a suitable full-time education (which could include, for example, tuition centres, supplementary schools, or private tutors) may also continue to operate for the duration of the national restrictions.</p> <p>Youth support services, including 1-1 youth work and support groups, may also continue to operate.</p> <p>The academy (and providers) undertake risk assessments and implement the system of controls set out in the protective measures for holiday clubs and after-school clubs and other out-of-school clubs for children during the coronavirus (COVID-19) outbreak guidance. All other out of school activities, not being primarily used by parents for these purposes, should close for face-to-face provision for the duration of the national restrictions.</p> <p>In out-of-school settings, face coverings should be used where it is a requirement of the indoor setting and where the teaching, training or activity is taking place in an area in which children aged 11 and over or staff are likely to come into contact with other members of the public.</p> <p>Where it is not possible, or it is impractical to group children in the same bubbles as they are in during the school day, the academy and external providers may need to group children with others from outside their school day bubble. If the academy needs to do this, it will seek to keep children in</p>	<p>using the club that would have difficulty attending work without the clubs running.</p> <ul style="list-style-type: none"> • It was decided that we needed to limit bubbles mixing as far as possible. • We decided that we wanted to limit exposure from adults to children and vice versa as much as possible unless necessary and our clubs were not proved essential • BNbreakfast club was proved essential so is therefore running, however children are kept in their bubbles. 		
--	--	--	---	--	--

		<p>small, consistent groups with the same children each time, as far as this is possible.</p> <p>The academy consults the guidance produced for providers who run community activities, holiday clubs, after-school clubs, tuition and other out-of-school provision for children, as much of this will be useful in planning extra-curricular provision.</p> <p>Where parents use childcare providers or out of school extra-curricular activities for their children, the academy encourages parents and carers to seek assurance that the providers are carefully considering their own protective measures, and children should only attend settings that can demonstrate this. DfE has also issued guidance for parents and carers</p> <p>Decisions on group sizes for holiday clubs are based on:</p> <ul style="list-style-type: none">• the current government guidance on social distancing• the ability of the children in attendance to maintain social distancing• the age of the children in attendance• nature of your activity or provision (for example, static, classroom set-up rather than an activity that requires a range of movement)• the size or layout of the premises <p>Potential challenges to achieving consistent groups may include:</p> <ul style="list-style-type: none">• children attending based on varying booking patterns• the ongoing receipt of additional bookings throughout the summer period due to work and shift patterns• the emergence of safeguarding or welfare concerns• variance in the ages of children attending• the 'drop in' nature of some services and activities, for example support groups for vulnerable young people <p>To overcome such challenges, providers must use their best judgement in creating and frequently reviewing groups in order to minimise the amount of 'mixing' (for example, the number of different people each child comes into contact with); and should also ensure they are keeping up-to-date records of</p>			
--	--	--	--	--	--

		<p>the children attending their settings, including the specific groups and members of staff they have been assigned to.</p> <p>Any decisions should be taken with full consideration of any ongoing welfare needs or safeguarding concerns.</p> <p>As the risk of transmission is considerably lower outdoors, providers who normally run sessions indoors should consider whether they are able to do so safely outside.</p> <p>Where this is not possible, providers who offer classroom-based provision should refer to the guidance for schools for more advice on practical steps that can be taken to implement the control measures outlined above, such as ensuring desks are spaced as far apart as possible, following the below principles:</p> <ul style="list-style-type: none">• Minimising 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, or who have been advised by NHS Test & Trace to self-isolate do not attend your setting• Keeping facilities and equipment clean - touch points (e.g. handrails and gates) should be particular areas of focus for increased cleaning• Using signs, posters and regular reminders to build awareness of good handwashing technique, the need to increase handwashing frequency, avoid touching your face, and to cough or sneeze into your arm rather than your hand• Providing more waste facilities and more frequent rubbish collection• Providing hand sanitiser in multiple locations• using disposable paper towels in handwashing facilities, where possible• Minimising use of portable toilets• Setting clear use and cleaning guidance for toilets to ensure they are kept clean and social distancing is achieved• Use technology to communicate with parents and carers digitally where possible.• Tell children, young people, parents, carers or any visitors, such as suppliers, not to enter your setting if they are displaying any symptoms of coronavirus (COVID-19) (following the COVID-19: guidance for households with possible coronavirus (COVID-19) infection).			
--	--	--	--	--	--

		<ul style="list-style-type: none"> • Encourage parents to avoid using public transport to get to your setting. Ideally, they should walk or cycle where possible or use a private vehicle (provided they are only travelling with those from within their household). • Reduce contact between parents and carers when dropping off and picking up their children, for example by limiting drop off and pick up to one parent or carer per family and staggering timings. • When allocating drop off and collection times to parents, avoid scheduling these during peak hours for public transport. • Tell parents and young people their allocated drop off and collection times and the process for doing so, including protocols for minimising adult to adult contact (for example, which entrance to use). • Work with parents and carers to consider how best to manage dropping off their children while maintaining physical distancing. • Avoid the need for parents and carers to wait, but where they have to, consider whether physical distancing markings could be used. • Make clear to parents that they cannot gather at entrance gates or doors. • Think about engaging parents and children in education resources such as e-bug and PHE schools resources. • Ensure parents and young people are aware of recommendations on transport to and from education or childcare setting (including avoiding peak times). Read the Coronavirus (COVID-19): safer travel guidance for passengers. • Follow guidance for community facilities https://www.gov.uk/government/publications/covid-19-guidance-for-the-safe-use-of-multi-purpose-community-facilities/covid-19-guidance-for-the-safe-use-of-multi-purpose-community-facilities <p>Academy to check safety measures by providers using the facilities, prior to the service being delivered.</p> <p>Follow: https://www.gov.uk/government/publications/keeping-children-safe-in-out-of-school-settings-code-of-practice/keeping-children-safe-during-community-activities-after-school-clubs-and-tuition-non-statutory-guidance-for-providers-running-out-of-school-settings</p>			
16. Educational visits	Staff and pupils				

The department continues to advise against domestic (UK) overnight and overseas educational visits at this stage see coronavirus: travel guidance for educational settings.

In the autumn term, schools can resume non-overnight domestic educational visits. These trips should include any trips for pupils with SEND connected with their preparation for adulthood (for example, workplace visits, travel training etc.).

- The academy undertakes any visits in line with protective measures, such as keeping children within their consistent group, and the coronavirus (COVID-19) secure measures in place at the destination.
- As normal, the academy undertakes full and thorough risk assessments in relation to all educational visits to ensure they can be done safely. As part of this risk assessment, the academy considers what control measures need to be used and ensure they are aware of wider advice on visiting indoor and outdoor venues. The academy consults the government health and safety guidance on educational visits when considering visits, as necessary.
- The guidance in the OEAP 4.4k document for planning and managing activities is specific to operating during the COVID-19 pandemic which advises that it is particularly important to follow government guidance about 'social distancing', group sizes, personal protective equipment and hygiene, whether indoors or outdoors, on-site or off-site.
- The academy considers avoiding activities which have a high likelihood of minor injuries, so as to reduce the need for first aid, close contact with participants, or visits to hospital.
- If the planned activity is in an area open to the public, the academy considers carefully how to ensure that your group is isolated from the public.

Visits are risk managed under the following control measures:

- Regularly washing/sanitising hands including when going outside, before and after touching shared objects such as activity equipment, before eating, after using the toilet, when getting on or off transport such as a minibus, when returning inside;
- Avoiding touching objects shared by the public – for example, a member of staff could hold a gate open to avoid everyone touching it;
- Avoiding activities which involve touching each other (e.g. holding hands);
- Sanitising equipment before it is used.

		<ul style="list-style-type: none"> • Consider carrying, or having easily available, antiseptic hand gel, antiseptic wipes, tissues, bags for waste, gloves and face masks and possibly disposable aprons and eye protection, in case staff need to administer first aid or give direct support or personal care to a participant. • Be aware that antiseptic hand gel usually contains a high proportion of alcohol, and could therefore be a temptation for abuse by some young people. It should be used under close staff supervision. • During some activities, it may be possible to designate or mark out 'zones' within which individual participants work, to avoid contact between them. It is important to keep parents informed about your plans and the precautions you are taking, both indoors and outdoors, as they will naturally be concerned. • When planning a visit, the academy takes the current government guidance into account as part of your process of risk assessment, and then check it regularly in the days and weeks leading up to the visit. • Parents and participants may naturally be concerned, therefore the academy discusses their concerns and keeps them informed about the situation and how risks will be mitigated. • Because of COVID-19, there may be a higher than normal risk of leaders being unable to go on a visit, and so you may need to take this into account when planning the staffing of visits. • The academy checks that any provider you intend to use has assessed the risk of coronavirus and implemented control measures to prevent infection. Preliminary visits to check the measures in place and to discuss any issues with the provider are made as required. 			
<p>17. Staff taking leave</p> <p>Contracting COVID-19 abroad</p> <p>Self isolation / quarantine</p> <p>Delay to return to the UK</p>	<p>Staff</p>	<ul style="list-style-type: none"> • The government has set a requirement for people returning from some countries to quarantine for 14 days on their return. The latest guidance on quarantine can be accessed at coronavirus (COVID-19): how to self-isolate when you travel to the UK. This is shared with staff. • As would usually be the case, staff will need to be available to work at the academy during term time. Academy leaders discuss leave arrangements with staff before to inform workforce planning. • There is a risk that where staff travel abroad, their return travel arrangements could be disrupted due to factors arising beyond their control in relation to coronavirus (COVID-19), such as the potential for reinstatement of lockdown measures in the place they are visiting. 			

<p>18. Exams</p>	<p>staff</p>	<ul style="list-style-type: none"> • Public health guidance to support autumn exams has also been published. This guidance sets out arrangements that schools, colleges and other exam centres should implement when delivering exams in autumn 2020 to enable them to progress while reducing the transmission risk of coronavirus (COVID-19). • Exam rooms should be kept clean. Frequently touched surfaces (for example, door handles, individual desks) should be cleaned after every exam with the usual cleaning products, including the backs of chairs where candidates may pull chairs out to sit. • Rooms do not need to be left empty between exams, provided they are cleaned properly each time. • The guidance for cleaning non-healthcare settings sets out advice on general cleaning and on cleaning settings when there has been a suspected case of coronavirus (COVID-19). • Desks should not be set up face to face. For GCSE, AS and A level exams, the minimum distance in all directions from centre to centre of candidates' chairs must be 1.25 metres, following JCQ's Instructions for Conducting Examinations. This distance is the minimum that must be maintained for students within a group bubble. For VTQ exams, you should follow the guidance specified by the relevant awarding organisation. • All other candidates, whether in different group bubbles, private candidates or those returning to school or college to take exams, should be seated 2 metres apart from each other. These candidates can be seated in the same room. • There is no overall limit on the number of candidates who can sit in a room, as long as desks are correctly spaced. The upper limit to the number of candidates who can take an exam in a room together depends on the desk spacing requirements. • The importance of adequate ventilation should also be considered when selecting the room for exams. Good ventilation is important and you should maximise this wherever possible, for example, opening windows and propping open doors (not fire doors) where safe to do so (bearing in mind safeguarding in particular). For more advice, read the Health and Safety Executive guidance on air conditioning and ventilation during the coronavirus (COVID-19) outbreak. • Invigilators may walk up and down aisles between desks, but there must also be points in the room where an invigilator can stand at least 2 metres from the nearest desks and see all the candidates in the room. 			
-------------------------	--------------	--	--	--	--

		<ul style="list-style-type: none">• Candidates and invigilators do not need to wear face coverings during exams, but they may wear them if they wish to.• Candidates and invigilators should wear face coverings in communal areas.• The academy has protocols in place for visitors and temporary staff. Invigilators can move between different schools and colleges. They should minimise contact and maintain as much distance as possible from other staff. Further guidance about supply and peripatetic staff is in the school workforce section of the actions for schools during the coronavirus (COVID-19) outbreak.• Before the exams, invigilators are informed what they need to do to minimise contact and maintain as much distance as possible from other staff.• Invigilators do not need to wear gloves when collecting exam scripts from candidates but should wash their hands thoroughly and more frequently than usual and particularly after handling exam papers.• Invigilators and other staff are informed to stand alongside candidates when interacting with them, rather than face to face.• For encounters of over 15 minutes, for example, when scribes, readers or other individuals are supporting candidates, staff should maintain a 2 metre distance where possible, for example using a separate room from other candidates. If staff cannot maintain a 2 metre distance, they should avoid close face to face contact and minimise time spent within 1 metre of others. These arrangements may not be possible when working with some candidates who have complex needs, in which case these candidates' educational support should be provided as normal during exams. If candidates need to leave the exam room and need to be accompanied for more than 15 minutes, staff should maintain a 2 metre distance where possible. If this is not possible, staff should take mitigating measures, such as standing alongside the candidate and considering using a face covering.• The academy will take swift action if they become aware that a candidate entered for the autumn series exams has tested positive for coronavirus (COVID-19). They must follow the guidance outlined in actions for schools during the coronavirus (COVID-19) outbreak• Any candidate with symptoms of coronavirus (COVID-19) must stay at home for 10 days from the onset of symptoms and must not leave their homes.• Candidates will be unable to take exams during their period of isolation. If the candidate is not tested for coronavirus (COVID-19), they must isolate for 10 days from the onset of symptoms.			
--	--	---	--	--	--

		<ul style="list-style-type: none"> • Candidates who are clinically extremely vulnerable should refer to the shielding guidance. • The academy continues to make reasonable adjustments for candidates with special educational needs and disabilities. JCQ has published supplementary guidance to cover the autumn 2020 exam series. • The special educational needs coordinator (SENCo) ensures that the access arrangement is still appropriate, practicable and reasonable. 			
19. Lettings Adherence to hygiene requirements	Staff Pupils Lettings providers and attendees	<p>The academy may open up or hire out their premises for use by external bodies or organisations, such as external coaches or after-school or holiday clubs or activities. In doing so, the academy ensures that they work with providers to consider how they can operate within their wider protective measures and should also have regard to any other relevant government guidance.</p> <ul style="list-style-type: none"> • The academy carefully considers whether Lettings/hire will be appropriate at this time and consider the arrangements they wish to have in place to minimise the risk of exposure to Covid-19 virus. • Lettings of internal rooms and facilities are discouraged. • Where lettings are using outside areas for sporting activities the risk of interaction with academy premises such as touchpoints on gates/doors is assessed and included in lettings risk management documentation. • All lettings follow the guidance in Health and Safety for Lettings, including carrying out and recording the hazard exchange process and implementing specific risk assessments. • Enhanced cleaning and hygiene measures are implemented after a letting. • The academy discusses and records how those letting the premises will manage the risk of Covid-19 for themselves and for the academy community. 	N/A		

This risk assessment will be reviewed at least weekly to reflect any changes in guidance.

Signature of assessor: Z. Scott

Print name: Zoe Scott

Signature of approver:

Print name:

Date approved: 9/11/20

Annex A: Behaviour principles

In light of the need for children to behave differently when they return to school, and any new systems you have put in place to support that, you'll need to make changes to your behaviour policy. Behaviour policy changes will also need to be communicated to pupils, parents and staff.

Areas schools may wish to add to their behaviour policy are:

- following any altered routines for arrival or departure
- following school instructions on hygiene, such as handwashing and sanitising
- following instructions on who pupils can socialise with at school
- moving around the school as per specific instructions (for example, one-way systems, out of bounds areas, queuing)
- expectations about sneezing, coughing, tissues and disposal ('catch it, bin it, kill it') and avoiding touching your mouth, nose and eyes with hands
- tell an adult if you are experiencing symptoms of coronavirus (COVID-19)
- rules about sharing any equipment or other items including drinking bottles
- amended expectations about breaks or play times, including where children may or may not play
- use of toilets
- clear rules about coughing or spitting at or towards any other person
- clear rules for pupils at home about conduct in relation to remote education
- rewards and sanction system where appropriate
- Identify any reasonable adjustments that need to be made for students with more challenging behaviour.

Annex B: Principles for staff

1. Do not come to work if you have coronavirus (COVID-19) symptoms, or go home as soon as these develop (informing your manager), and access a test as soon as possible. You can do this by visiting the [NHS website to ask for a test](#) or calling the NHS on 119 if you do not have internet access.

2. Clean your hands more often than usual - with running water and soap and dry them thoroughly or use alcohol hand rub or sanitiser ensuring that all parts of the hands are covered.
3. Use the 'catch it, bin it, kill it' approach.
4. Avoid touching your mouth, nose and eyes.
5. Clean frequently touched surfaces often using standard products, such as detergents and bleach.
6. Think about ways to modify your teaching approach to keep a distance from children in your class as much as possible, particularly close face to face support (noting that it's understood that this is not possible at all times, which is why hygiene and hand cleaning is so important).
7. Consider avoiding calling pupils to the front of the class or going to their desk to check on their work if not necessary.
8. Help your class to follow the rules on hand cleaning, not touching their faces, 'catch it, bin it, kill it' etc. including by updating your classrooms displays with posters.
9. Prevent your class from sharing equipment and resources (like stationery).
10. Keep your classroom door and windows open if possible for air flow.
11. Limit the number of children from your class using the toilet at any one time.
12. Limit your contact with other staff members, and don't congregate in shared spaces, especially if they are small rooms.
13. Make sure you've read the school's updated behaviour policy and know what role in it you're being asked to take.