






RISK ASSESSMENT

Subject of Assessment	Whole School return – September 2020	 Social distancing to minimise potential spread	Assessment Date	03/09/2020
Location	Northern Parade Infant & Junior Schools	 Hygiene protocols to minimise potential spread	Review Date	Weekly
Assessor	Richard Hunter (Executive Headteacher)	 Additional considerations to manage & control risks		

Information: This risk assessment is to be read through completely. Note that this must be a dynamic risk assessment and changes may be made through an ad-hoc basis due to changes in Government advice; any possible cases of CV-19 etc

Link to Government advice:




- [Guidance for full opening: schools](#) – with additional guidance of the where of face masks issued on 25/08/2020
- [Guidance for full opening: special schools](#) (this includes guidance on students with EHC plans that should be useful for mainstream schools as well)
- [Actions for education settings to prepare for wider opening](#)
- [Implementing preventative measures in education settings](#)
- [Safe working in settings](#)
- [Coronavirus \(COVID-19\): home test kits for schools and FE providers](#)
- [What parents and carers need to know to return to school in Autumn](#)




Hierarchy of controls (Taken from the above advice)





In all education, childcare and social care settings, preventing the spread of coronavirus involves dealing with direct transmission (for instance, when in close contact with those sneezing and coughing) and indirect transmission (via touching contaminated surfaces). A range of approaches and actions should be employed to do this. These can be seen as a hierarchy of controls that, when implemented, creates an inherently safer system, where the risk of transmission of infection is substantially reduced. These include:







- minimising contact with individuals who are unwell by ensuring that those who have coronavirus symptoms, or who have someone in their household who does, do not attend childcare settings, schools or colleges
- cleaning hands more often than usual - wash hands thoroughly for 20 seconds 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
- ensuring good respiratory hygiene - promote the 'catch it, bin it, kill it' approach
- cleaning frequently touched surfaces often using standard products, such as detergents and bleach
- minimising contact and mixing by altering, as much as possible, the environment (such as classroom layout) and timetables (such as staggered break times)




This can be summed up as: Eliminate, Substitute, Isolate, Control, PPE.



Ref	The column below highlights key areas of risk	Control Measures	Risk Level	Additional control measures to reduce risk	Residual Risk Level
1	Social Distancing 	<p>Create 'Class Bubbles' – a self-contained unit connected to relevant adult. Adults - only interact with appointed Class bubble group. Treat each Class Bubble as a household. Use a principle of best endeavours to maintain 2 metre social distancing where possible. All teachers and TAs to wear a face covering when teaching from the front or supporting children in their learning. This will assist in keeping all within our school community safe when Social distancing is difficult to maintain even when applying the principle of best endeavours. When moving around the school a face covering is to be worn at all times. This will assist in keeping individuals safe when social distancing is difficult to maintain.</p>	High	Bubble size – 30 (plus Class Teacher). Face coverings to be worn	Medium
2	Pupil / Adult with symptoms before start of school 	<p>Pupils/staff who show symptoms should not attend school but and follow Government guidance to isolate at home. Anyone self-isolating with symptoms will be encouraged to access testing Should phone school immediately. Within the Class Bubble group we will endeavour to maintain social distancing as far as possible.</p> <p>The Class Bubble group will remain at school until notification of test result.</p> <p>Remote Learning offer e.g. Use booked meetings/phone calls to check in while self-isolating (pastoral & curriculum). Staff in isolation to then join the home learning & Google classroom teams.</p>	Medium	Clear communication so all staff & parents know what to do in the event of symptoms (Help Guidance sheets).	Low
3	Basic classroom set up 	<p>Class Bubble – maximum of 30 pupils in a classroom. One classroom – Class Bubble. Remove unnecessary furniture to assist 'Social distancing'. Two children per table (where appropriate). Child to use same table through the school day. Remove soft furnishings, soft toys etc that are hard to clean. Where possible (temperature dependent) open windows & doors & ensure good ventilation.</p> <p>Very basic first aid kit in each room (sick bowls, plasters where appropriate) Cleaning kit (spray, wipes & blue paper towel) available for staff in each bubble to quickly clean areas. Where possible prop open doors to enable better ventilation & avoid frequent use of door handles. It is our view that opening fire doors (other than those around a kitchen/fire ignition source) to increase ventilation & avoid frequent contact of door handles etc is an acceptable risk. Site team</p>	High	Best endeavour used to ensure social distancing. Provide individual trays or Ziploc bags for each pupil with books and equipment to limit sharing. May require specific medical items for pupils with specific medical risk assessments (e.g. epi-pens).	Medium



		<p>members will be double checking all doors & ensuring they are closed at the end of the school day.</p> <p>Shared area – tables to be named for each class to avoid class bubbles crossing over when carrying out interventions in shared areas.</p>		<p>A's to be appointed to 1 class when carrying out interventions</p>	
4	<p>Handwashing</p> 	<p>Wash hands thoroughly with hot water, if possible, & soap for 20 seconds. If necessary, use a high-alcohol content sanitiser. Adequate supplies of soap in toilets. Alcohol based sanitiser in reception and other key areas. Wash hands at appropriate & regular times (arrival, before and after lunch etc). Provide assistance for young pupils who might not be able to clean hands independently. Electric hand dryers to be disconnected. Site team to ensure paper towels are replenished frequently.</p>	High	Use NHS videos & learn songs & rhymes to reinforce thorough handwashing.	Medium
5	<p>Good respiratory hygiene</p> 	<p>Tissues available in classrooms. Pupils reminded of good hygiene routines. Bins emptied regularly-additional lidded bins to be placed in key locations. Signage in all classrooms (Catch it, Kill It, Bin It posters).</p>	High	<p>Rolls of bags (nappy sacks or dog poo) to be used where bins are not lidded.</p> <p>Use laminated signs.</p>	Medium
6	<p>Cleaning</p> 	<p>Cleaners to clean classrooms thoroughly using standard products. Disinfectant spray bottle, wipes & blue paper towels available in each classroom. As part of the Class Bubble group timetable, areas will be left vacant during the day for cleaner/staff to go in & clean tables, chairs, door handles & taps. Frequently touched surfaces to be cleaned often (door handles, items used by multiple children between each use). For some items (e.g. photocopiers and printers), additional items may be provided. Where possible, reduce the use of shared items – ensure all items are wiped and cleaned if they have been shared (e.g. lpads). Reduce difficult to clean items (e.g. soft furnishings) in classrooms & throughout school areas. Additional cleaning staff will be rota'd for daytime cleaning. (Redeployment of Leapfrog Staff) Staff will be explicitly asked to support the cleaning through the school sites – in particular, frequently touched items & surfaces. Site manager, SLT & admin staff to monitor stock levels of cleaning supplies for each site. To inform Local Authority, KGA, DfE if it becomes difficult to source stock (PCC & Government assistance available). Pack lunch boxes to be wiped over in order to reduce risk of spreading force. Additional cleaning – ALL staff to take responsibility in cleaning ensuring the safety of all staff and children. Site Staff will ensure that Cleaning resources are stocked at the end of each day. This is a big ask but essential to prevent the spread of the infection. Every 28 days whole school is treated with an electro clean product.</p>	High	Provide cleaners with additional materials & protection.	Medium




7	Corridors and stairwells 	<p>Stagger timetable to minimise contact & clashing of movement with breaks/lunch/toilets.</p> <p>Signage on floors (hazard tape) to indicate social distancing convention – use of ARROWS</p> <p>One way system where possible walk on the left - in old buildings can be narrow & this might be the best way to minimise social contact.</p>	Medium	<p>Additional adults to monitor pupil movement when they leave classroom bubble e.g. to go to the toilets.</p>	Low
8	Reception office area 	<p>Clear signage outside & within reception to reinforce key messages.</p> <p>Limit number of people entering reception area - marks on floor.</p> <p>Clear message to parents-phone / email best method of contact.</p> <p>Check physical distance in reception as to how many visitors allowed in. Leave table in lobby area for deposit of goods/communications.</p> <p>Hand sanitiser dispensers available.</p> <p>Communication to regular delivery suppliers as to procedure in place (no signature required for many companies now).</p>	High	<p>Physical plastic shield for main reception desk area.</p> <p>Parents advised that they should make pre-arranged appointments to enter school where at all possible.</p>	Low
9	Toilets – Pupils 	<p>Each Class Bubble to use a designated toilet. This will be clearly labelled.</p> <p>Staff to monitor usage & reduce number using under bubble groups</p> <p>Site manager & admin staff to monitor stock levels of soap etc.</p> <p>Clear signage on washing of hands (in toilets, classrooms & around the school).</p> <p>Electric hand dryers to be disconnected & paper towels with lidded bins provided.</p>	High	<p>Additional adults to monitor pupil movement when they leave classroom bubble e.g. to go to the toilets.</p>	Medium
10	Toilets – Staff 	<p>Designated toilets for staff.</p> <p>Site manager & admin staff to monitor stock levels of soap etc.</p> <p>Clear signage on washing of hands (in toilets, classrooms & around the school).</p> <p>Electric hand dryers to be disconnected & paper towels with lidded bins provided</p>	High	<p>Depending on size / number of toilets, may need a sign on the door to indicate use.</p>	
11	Behaviour Children not able to follow behaviour expectations	<p>Clear behaviour policy in place (visible signage on doors/classroom bubble areas).</p> <p>Behaviour policy to be communicated to staff, parents and pupils before return to school.</p> <p>Behaviour policy to include clear consequences-again with full communication to all relevant parties.</p> <p>A child to be promoted by class teacher to follow agreed behaviour policy</p> <p>Child - given time out in an allocated space (Meeting room – Infants. Dragon Den – Junior)</p>	Medium	<p>Apply pre-COVOD-19 Behaviour policy but with additional health & safety related issues, rewards & sanctions.</p>	Low






		<p>Child's parent to be contacted and asked to collect child as behaviour is questioning the safety of children in other class bubbles.</p> <p>Child to come in on a limited timetable. (If child is still unable to make safe choices)</p> <p>Child to be educated at home.</p>			
12	Outdoor spaces 	<p>Class Bubble groups to play only with other members of their own bubble group</p> <p>Class Bubble groups to play in designated & marked areas only.</p> <p>Bubble groups to remain 2 metres away from other bubble groups – Best endeavours.</p> <p>Outdoor play equipment is cleaned with electro clean guaranteed virus free for 28 days.</p> <p>Chn are reminded of playing safe within a smaller space.</p> <p>Equipment will be removed if play deems to be unsafe. Use of sponge balls, chn encouraged to keep below waist level.</p>	Medium	Bubble play area will be as closely accessible to classroom bubble spaces as possible.	Low
13	Hall Spaces 	<p>Hall spaces should be avoided being used.</p> <p>If used - Use of effective timetabling to ensure Class bubble groups do not mix, space is well ventilated.</p> <p>Hall spaces to be cleaned between each Class Bubble group use at the end of each day thoroughly.</p>	Medium	Halls not to be used for lunchtime eating at all.	Low
14	Offices 	<p>Limit numbers of staff working in offices.</p> <p>Where possible, assign members of staff an individual desk/workstation in office so that keyboards / tables are not being shared.</p> <p>Where printers and photocopiers are shared, ensure there is a disinfectant cleaning solution available in between use or provide gloves for use.</p>	Medium	Meetings in offices will not be held unless 2 metre distance can be enforced.	Low
15	Staffroom 	<p>Staff use of staff room – will have capacity of 8 people at any one time. Learning bubbles will be advised to facilitate a staff space for breaks and PPA</p> <p>Lunchtimes staggered for staff (in line with timetabling).</p> <p>Remove soft furnishings e.g. cushions, where possible.</p> <p>Remove extraneous furniture to enable better social distancing between staff.</p> <p>Additional signage reminding staff to wash their hands very regularly.</p> <p>Site manager & admin staff to ensure there is washing up liquid available and cleaning materials at start and end of day.</p> <p>Staff reminded to clean their own cups/plates etc & put away so surfaces are clear.</p>	Medium	Soft furnishings such as chairs labelled “do not use”, if unable to be cleaned / stored.	Low
16	Transport 	<p>Pupils should be encouraged to follow the Governments advice on transport:</p> <p>https://www.gov.uk/guidance/coronavirus-covid-19-safer-travel-guidance-for-passengers</p> <p>Encourage parents, children, young people & staff to walk or cycle to their education setting where possible.</p> <p>Minibus use should only be by 2 adults, the driver & 1 other who is 2 metres away.</p>	Medium	Face covering use to be discussed with HT if proposed on minibus.	Low





17	Parental drop off and pick up 	<p>Stagger start of the day for Class bubble groups. Limit parents accompanying children to school to one only/Parents not allowed on to school site. Arrange additional staff to do gate / handover duties. Designated staff to collect Class bubble group children from agreed collection point & take into class. Use multiple entrances to prevent parents / pupils “bunching up”. Frequent communication to parents on appropriate social distancing. Parents to wear face coverings when dropping off and collecting children. Pupils to be given blob of hand sanitiser as they enter school gate then immediately wash their hands after putting belongings on their own chair / table. Pupils to wash hands on entering / leaving the school without fail.</p>	High	Use tape & signage to indicate 2 m distance at school gates & along school perimeter fencing.	Medium
18	Lunchtimes / Catering arrangements 	<p>Stagger lunchtimes for each Class bubble group. Each bubble group to each in their designated area. Lunch to be delivered by staff who will remain outside the bubble. Catering staff in kitchens must maintain 2 metre social distancing whilst working where possible. Pupils should wash hands before & after lunch. Staff on hand to clean table’s that will be used by anyone for eating in bubble groups. Any child bringing in a packed lunch from home, must have it cleaned / wiped over by an adult in school.</p>	High	School meals will be delivered to classroom bubble spaces by lunchtime staff.	Medium
19	Specialist Subjects 	<p>Specialist teachers – lessons will take place in classrooms. Adults move round. PPA provision – Staff can work across different groups in order to deliver the school timetable, but they will keep their distance from students and other staff as much as they can (ideally 2 metres apart). Close face-to-face contact will be avoided, and time spent within 1 metre will be minimised. Share resources will be thoroughly cleaned after use or left for 72 hours to quarantine.</p> <p>Music Lessons will take place in the Performance studio. The studio has a raised ceiling and is line with guidance. The space will be continually ventilated. Children will be sat 1metre apart, forward facing. Singing will take place in group of 15. There will be a 15 minute window to allow the space to be adequately ventilated before the next teaching group arrives. Teacher (optional) will wear a visor.</p> <p>Lessons that involve singing, chanting, shouting or playing instruments will be limited to no more than 15 students, and will take place outside wherever possible (if taking place inside, the space will be</p>	Medium	<p>Equipment will not be shared & must be cleaned before & after use.</p> <p>Space to be ventilated at all times.</p>	Low





		<p>well ventilated). Students will be positioned either back-to-back or side-to-side at an appropriate distance. Instruments won't be shared. Singing or instrument playing won't take place in any larger groups such as choirs or assemblies.</p> <p>For physical activity, contact sports will be avoided. PE specialist teaching will be delivered outside with bubble groups being brought to fresh air by their bubble staff leader. When weather does not permit this the PE teacher will teach from the front socially distancing from the children. Necessary support and guidance with minimal social distancing to occur in Early Years when children are getting changed</p> <p>Outdoor sports will be prioritised where possible, or large indoor spaces could be used for activities with reduced physical activity for example Cosmic Kids. Distance between students will be maximised as much as possible.</p>			
20	<p>IT classroom use</p> 	<p>Timetable effectively so that bubble groups can be separated from using IT equipment or spaces at the same time (i.e. 1 in, 1 out with time for a member of staff to clean).</p> <p>Provide a disinfectant spray, wipes & paper towels to wipe down keyboards between bubble group use.</p> <p>Children are not permitted to use the interactive wipes boards. Use of Ipads to be timetabled and thoroughly cleaned</p> <p>Ipads are treated with electro clean</p>	Medium	<p>Label ipads / laptops where possible so that they are only being used by a single adult / child. Equipment must be cleaned before & after use.</p>	Low
21	<p>PPE</p> 	<p>Only guidance for PPE is where it is currently used (facilities, science, technology, first aid etc) or when a specified person is dealing with a person with symptoms of COVID-19.</p> <p>Government line on PPE: "The majority of staff in education settings will not require PPE beyond what they would normally need for their work, even if they are not always able to maintain a distance of 2 metres from others. PPE is only needed in a very small number of cases" PPE is required where:</p> <ul style="list-style-type: none"> • where it is routinely used for intimate care needs • where a person becomes unwell with symptoms of coronavirus <p>The school will provide PPE in these cases.</p> <p>Where PPE is recommended to be re-used (e.g. goggles, visor), they must be cleaned between use. Pupils should not be wearing their own PPE at schools, following the Government advice.</p> <p>Face coverings to be worn in all communal areas of school and when teaching. (Visitors and staff)</p>	Medium	<p>See below for use of PPE when administering first aid.</p>	Low


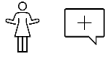



22	First Aid 	<p>School should identify specified individuals to be responsible for first aid (provision, equipment & facilities). Consider Staggered Playtimes. Accident reporting procedures to remain unchanged. The minimum number of first aiders must be on site at all times. Low risk first aid equipment (e.g. box of plasters, sick bowls) should be made available in each bubble classroom out of reach of pupils.</p> <p>PPE to be available for first aiders: fluid-resistant surgical mask, disposable gloves, disposable apron & fluid-resistant surgical face mask. If there is a risk of splashing then suitable eye protection should also be worn. This equipment should be kept apart from standard first aid equipment and only used when a suspected COVID-19 case following Government guidelines.</p>	High	<p>LA have provided PPE supplies to every school & more can be purchased.</p> <p>Eye protection has be donated.</p>	Medium
23	Pupil / staff shows Covid 19 symptoms whilst at school 	<p>Follow Government advice: If anyone becomes unwell with a new, continuous cough, a high temperature or loss of taste or smell in an education or childcare setting, they must be sent home and advised to follow the COVID-19: guidance for households with possible coronavirus infection guidance.</p> <p>If a child is awaiting collection, they should be moved, if possible, to a room where they can be isolated behind a closed door, depending on the age of the child and with appropriate adult supervision if required. Ideally, a window should be opened for ventilation. If it is not possible to isolate them, move them to an area which is at least 2 metres away from other people.</p> <p>If they need to go to the bathroom while waiting to be collected, they should use a separate bathroom if possible. The bathroom should be cleaned and disinfected using standard cleaning products before being used by anyone else.</p> <p>PPE should be worn by staff caring for the child while they await collection if a distance of 2 metres cannot be maintained (such as for a very young child or a child with complex needs).</p> <p>In an emergency, call 999 if they are seriously ill or injured or their life is at risk. Do not visit the GP, pharmacy, urgent care centre or a hospital.</p> <p>If a member of staff has helped someone who was unwell with a new, continuous cough, a high temperature or loss of taste or smell, they do not need to go home unless they develop symptoms themselves (and in which case, a test is available) or the child subsequently tests positive (see ‘What happens if there is a confirmed case of coronavirus in a setting?’ below). They should wash their hands thoroughly for 20 seconds after any contact with someone who is unwell. Cleaning the affected area with normal household disinfectant after someone with symptoms has left will reduce the risk of passing the infection on to other people. See the COVID-19: cleaning of non-healthcare settings guidance.</p>	High	<p>The school has produced helpful one page guidance for each bubble classroom & other school areas so all staff are clear.</p>	Medium



		The child/staff member isolates for 7 days from when symptoms started. The rest of the household need to isolate for 14 day. Other children in bubble remain in school until test results are received.			
24	Actions following a confirmed case 	<p>Individuals will be directed to follow Government Guidelines.</p> <p>When a child, young person or staff member develops symptoms compatible with Coronavirus, they should be sent home & advised to self-isolate for 7 days. Their fellow household members should self-isolate for 14 days. All staff & pupils who are attending an education or childcare setting will have access to a test if they display symptoms of coronavirus, & are encouraged to get tested in this scenario.</p> <p>Where the child, young person or staff member tests negative, they can return to their setting & the fellow household members can end their self-isolation.</p> <p>Where the child, young person or staff member tests positive, the rest of their class bubble group within their childcare or education setting should be sent home & advised to self-isolate for 14 days. The other household members of that wider class or group do not need to self-isolate unless the child, young person or staff member they live with in that group subsequently develops symptoms.</p> <p>As part of the national test & trace programme, if other cases are detected within the cohort or in the wider setting, Public Health England's local health protection teams will conduct a rapid investigation & will advise schools & other settings on the most appropriate action to take. In some cases a larger number of other children, young people may be asked to self-isolate at home as a precautionary measure – perhaps the whole class, site or year group. Where settings are observing guidance on infection prevention and control, which will reduce risk of transmission, closure of the whole setting will not generally be necessary.</p>	High	<p>The school has produced helpful one page guidance for each bubble classroom & other school areas so all staff are clear.</p> <p>Local health advice will be sought as soon as possible if clarification is required.</p>	Medium
25	Meetings (Small 2-3 people) with pupils 	<p>Meetings to use a booking in system to meet staff outside of family bubble.</p> <p>Members to be 2m apart where possible.</p> <p>Open windows to allow air circulation.</p> <p>Consider holding meetings in outside areas.</p> <p>Clean area after use.</p>	Medium	Parents with communications about their children should be addressed via telephone or email.	Low
26	Meetings (Small 2-3 people) between staff 	<p>Meetings to be remote where possible.</p> <p>Members to be 2m apart where possible.</p> <p>Open windows to allow air circulation.</p> <p>Consider holding meetings in outside areas.</p> <p>Clean area after use.</p>	Medium	Staff receive clear guidance.	Low

27	Meetings (Small 2 - 3 people) with external bodies 	<p>Meetings to be remote where possible. Members to be 2m apart where possible. Open windows to allow air circulation. Consider holding meetings in outside areas. Clean area after use.</p>	Medium	Staff receive clear guidance.	Low
28	Meetings (large) 	<p>Meetings to be remote where possible. Assembly groups in classrooms or remotely. Large staff meetings held under social distancing conventions or remotely. Clean area after use.</p>	Medium	Staff receive clear guidance.	Low
29	School events (Open Evening, Parents evening) 	<p>Large scale meeting such as open evenings to be postponed. Parents' evening to be conducted (where appropriate) using remote methods (telephone or Zoom).</p>	Medium	LGB informed & agreed with school suggested procedures.	Low
30	Fire / Evacuation 	<p>All schools must relook at their fire plan & fire risk assessment to ensure any changes captured in this document are reflected in updated procedures. This might include:</p> <ul style="list-style-type: none"> ● updated evacuation areas ● updated registration details (moving to family group registration) ● updated responsibilities for staff ● maintain a 2 meter social distancing between each bubble group & between each bubble group & other persons present where safe to do so. <p>All changes to fire /evacuation procedures must be communicated to all staff, pupils & relevant stakeholders.</p>	High	Regular emergency evacuation procedures have been taking place during lockdown.	Low
31	Shielded (extremely clinically vulnerable) pupil 	<p>Continue to shield at home following Government guidelines. If the guidance is paused, all staff and students are expected to come into school, apart from staff who can continue to work from home (e.g. some admin staff).</p> <p>November 2nd 2020 - You will be aware that the Local Authority is working with the NHS to ensure the safety of children who are Clinically Extremely Vulnerable. As you know PCC have sent schools the names of those children should you have any on roll. Hayden Ginns will be sending head teachers and DSLs some additional advice on this. Please do not hesitate to get in touch with us about any individual cases you would like to discuss. Follow Guidance from PCC.</p>	Low		Low

32	Shielded (extremely clinically vulnerable) staff member 	<p>Continue to shield at home following Government guidelines If guidance is paused, Staff who are clinically vulnerable or clinically extremely vulnerable and coming into school will be placed in the safest possible on-site roles where it's possible to maintain social distancing. <u>Individual risk assessments</u> will help with this.</p> <p>November 2nd 2020 – Staff who have received letters/texts/emails informing them they are ECV to work remotely at home.</p> <p>Any staff member whose circumstances have changed since November 2nd will be reviewed case by case.</p>	Low		Low
33	Clinically vulnerable Pupil 	<p>Pupils should follow medical advice and inform school. If the guidance is paused, all staff and students are expected to come into school, apart from staff who can continue to work from home (e.g. some admin staff) in agreeance with SLT.</p>	Low		Low
34	Clinically vulnerable Staff member 	<p>The staff are advised to take extra care in observing social distancing & should work from home where possible.</p> <p>Staff who are clinically vulnerable or clinically extremely vulnerable and coming into school will be placed in the safest possible on-site roles/working base where it's possible to maintain social distancing. Individual risk assessments will help with this.</p> <p>The Trust will endeavour to support this, for example by asking staff to support remote education, carry out lesson planning or other roles which can be done from home. If individuals cannot work from home, they may be offered the safest available on-site roles, staying 2 metres away from others wherever possible. The individual may choose to take on a role that does not allow for this distance if they prefer to do so in negotiation with the HT. If they have to spend time within 2 metres of other people, the school will assess & discuss with them whether this involves an acceptable level of risk. Please refer to the HR staff FAQs for further information.</p> <p>All BAME Risk Assessments to be revised and updated in line with Guidance.</p>	Medium	<p>Individual discussion & agreement is advisable before moving to more formal procedures ie compromise not compulsion.</p> <p>SLT to conduct conversations with relevant staff.</p>	Low
35	Living in the same household with a shielded person (extremely clinically vulnerable) – Pupil or Staff 	<p>Shielding was paused on 1st August if shielding is reintroduced the following applies It is advised staff only attend an education setting if stringent social distancing can be adhered to. If stringent social distancing cannot be adhered to, the Government do not expect those individuals to attend work. The school will support these individuals to work at home where possible or return to work where stringent social distancing can be adhered to. Please refer to the HR staff FAQs for further information.</p>	High		Low

		<p>If a child, then they should only attend if can follow and understand these instructions-if not, should stay at home.</p> <p>November 2nd 2020 – Chil;dren can continue to attend school.</p>			
36	<p>Living in the same household with a clinically vulnerable person</p> 	Child or staff member can still attend their education setting.	Low		Low
37	<p>Pregnancy</p> 	<p>A work place RA will be provided for all members of staff who are pregnant. They should only continue to work if the RA advises them to do so. The school will remove or manage any risks and suitable alternative work /arrangements will be offered. The school will insure they are able to adhere active national guidance on social distancing.</p> <p>After 28 weeks the RA will be revised and amended in order that a more precautionary approach is taken with emphasise placed on the importance on social distancing.</p> <p>If pregnant with under lying health conditions advice for clinical vulnerable individuals will be followed.</p>	Medium	School and employee to work on a case by case basis.	Low
38	<p>Facilities –General</p> 	<p>Checklist to be followed to ensure all statutory checks have been completed & are up to date after any period of shutdown.</p> <p>Standard daily checklists for facilities completed as usual.</p> <p>Specifically, all water outlets should be flushed and legionella checks completed & up to date. Fire alarm system should be fully tested as usual.</p> <p>Areas in use will be well ventilated by opening windows or using ventilation units. Doors will be propped open, where fire safety and safeguarding wouldn't be compromised.</p> <p>Lidded bins will be provided in classrooms and other key locations to dispose of tissues and any other waste. Outdoor space will be used for exercise and breaks, and for education where possible</p> <p>All access control arrangements & external opening fire doors double checked to ensure all working.</p> <p>Unions & others have produced checklists.</p>	High	School has be opened throughout lockdown e.g. Easter Holidays & Bank Holidays so most utilities have continued to be used.	Low
39	<p>Facilities-Staffing</p> 	<p>Maintain health & safety compliance checks & routine site safety inspections (to be recorded). These include but are not limited to:</p> <ul style="list-style-type: none"> · Water hygiene/legionella · Gas safety · Electrical safety · Fire safety security · Heating Ventilation and Air Conditioning. (Doors will be propped open, where fire safety and safeguarding wouldn't be compromised.) · Daily & monthly site safety checks, including security and access system 	High	Update contractor Site Induction procedures to include a COVID-19 declaration.	Medium

		<p>Fire, first aid and emergency procedures will be reviewed to make sure they can still be followed with limited staff and changes to how the school space is being used.</p> <p>Site manager to schedule an agenda for daily cleaning tasks.</p> <p>Staff to support caretaking & cleaning team with any and all ad-hoc cleaning requests.</p> <p>Regular monitoring of stock levels for cleaning supplies.</p> <p>Assist with advising and implementing government COVID-19 guidelines as necessary.</p> <p>Assist the school with advising and implementing government COVID-19 guidelines as necessary, to include installing 2 metre safe distance markers, displaying posters, etc.</p>			
40	School Trips 	<p>School trips (both local & wider) have been cancelled until August 2020 at the earliest. Waiting for Government advice about those trips planned for after August 2020.</p> <p>Do not plan any further trips or those that require pupil payment until Government / KGA advice is updated.</p>	Low		Low
41	Contractors 	<p>Standard contractor H&S procedures apply.</p> <p>Site manager should contact their regular contractors to establish risk assessments that specifically reference COVID-19 control measures.</p> <p>Site & admin staff should ensure that contractors are aware of local rules for each school (availability of classrooms; opening hours etc.) when signing in at site.</p> <p>Site & admin staff to supervise induction process on arrival. To include; ·</p> <p>Contractor to sign Site Induction form · Carry out a dynamic risk assessment to identify that any proposed work is safe to continue in keeping with government covid-19 guidelines · If necessary barrier off work area · Can the work be postponed for a more suitable & safer time of day? · Correct PPE is worn.</p>	High		Medium
42	Capital and Condition Works 	<p>Where possible, capital/condition works should be deferred to the Summer holidays. Where it is necessary to begin capital works early, contractors should work with the site & admin team and the school to establish safe systems of work & provide a risk assessment that specifically references COVID-19.</p>	Low		Low
43	Morning / Evening opening & lets e.g. Leapfrog Club, after school clubs 	<p>Leapfrog - has been suspended until further notice.</p>	High	Reopening will be reviewed in accordance with Government Guidance.	Medium
44	Pupil well-being 	<p>Pastoral staff (Senco & Dragon's Den) to plan likely mental health, pastoral or wider well-being support for children returning to school (for example, loss & bereavement support).</p> <p>The above needs to not compromise the same issues for those pupils remaining at home.</p>	High	Develop Caring curriculum 7 remind children of Dragon Values especially Resilient Ruby.	Medium

45	Parental well-being 	<p>Pastoral staff (Senco & Dragon's Den) to plan likely mental health, pastoral or wider well-being support for parents of children returning to school (for example, fear & anxiety support). The above needs to not compromise the provision for parents who are struggling with managing & catering for their children at home.</p> <p>Signage outside to encourage Hans, face, space Guidelines.</p>	High	Designate some staff to support the pastoral staff team.	Low
46	Staff well-being 	<p>All employees have access to the schools' Employee Assistance Programme, which offers unlimited access to information, advice & emotional support on a number of well-being subjects including stress. Employees can access this site at www.my-eap.com/login. Password available from school.</p> <p>Employees can also access the 24 hours a day 365 days a year counselling support phone line on 0800 1116 387. Via this hotline employees can be assessed for access to four face to face counselling sessions.</p> <p>Staff can talk to or email their line manager in the first instance or contact the KGA HR provider Browne Jacobson or the Finance & Corporate Director of King's Group Academies for advice on policy & procedure (sue.collins@kingsacademies.uk).</p> <p>Well being sessions are being created to encourage being activity and embracing 'mindfulness'. Workload/life balance is constantly addressed during the current situation.</p>	Medium		Low

Risk Rating Matrix (Physical)

Risk level = Severity x Likelihood

Severity (S)	Likelihood (L)		
	Certain or near certain to occur (High)	Reasonably likely to occur (Medium)	Unlikely to occur (Low)
Fatality; major injury or illness causing long term disability (High)	HIGH (H)	HIGH (H)	MEDIUM (M)
Injury or illness causing short term disability (Medium)	HIGH (H)	MEDIUM (M)	LOW (L)
Other injury or illness (Low)	MEDIUM (M)	LOW (L)	LOW (L)

Risk Rating Matrix (Emotional)

Risk Rating Matrix (RR)	Likelihood (L)		
Severity (S)	Certain or near certain to occur (High)	Reasonably likely to occur (Medium)	Unlikely to occur (Low)
<p>Death/suicide, severe depression, long term mental health issues Long term / repeated deliberate risk-taking. Emotional impact severe enough to trigger referral to another service e.g. CAMHS/GP/EP and/or significant medical intervention e.g. attempted suicide/anorexia/school refusal (High)</p>	HIGH (H)	HIGH (H)	MEDIUM (M)
<p>Emotional response that results in deteriorating / erratic attendance, withdrawing / not engaging, anxiety, fear, worry, impacts on behaviour of others (e.g. negativity, irritability, negative emotions, lacks of concentration, lack of motivation) (Medium)</p>	HIGH (H)	MEDIUM (M)	LOW (L)
<p>Significant distress or upset that can be addressed or resolved within a few days i.e. has no lasting negative impact Upset/ distress that subsides relatively quickly and with minimal additional support i.e. within a day or so</p>	MEDIUM (M)	LOW (L)	LOW (L)

Residual Risk is the risk that remains after the additional control measures are in place.

ADDITIONAL INFORMATION: Notes, comments, further details, outline procedures, safe systems of work, standards, drawings, etc.
<p>See other school documentation e.g. Help Guides, maps, lists, timetables</p>

Risk Assessment Circulation list (tick box)								
Employees	✓	Pupils	Parents (on request)	KGA MAT	✓	Contractors	✓	Other parties
Signature of Head Teacher:								
Print Name:	MR Richard Hunter			Position:	Executive Headteacher			
Date Assessed:				Review Date:	Weekly			