



COVID-19: Generic Health and safety risk assessment

Please note: this risk assessment should be undertaken in conjunction with the guidance on school reopening issued by the Department for Education as follows:

<https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools>

[Coronavirus \(COVID-19\): implementing protective measures in education and childcare settings](#)

[Safe working in education, childcare and children's social care settings, including the use of personal protective equipment \(PPE\)](#)

School name:	Copthorne Primary School	Assessment conducted by – name:	Stephanie Ngenda / SLT / Shared with all staff for feedback		
Covered by this assessment:	Star staff, pupils, contractors, visitors, volunteers, vulnerable people	Assessment conducted by – job title:	Head of School		
Assessment date:	01/11/2020	Review interval:	Monthly	Date of next review:	01/12/2020

Note: Risks assessments must be reviewed quarterly, whenever there is a significant change in the activity and following any incident. Risk assessments must be retained for a period of 6 years.

Related documents

Trust/Local Authority documents:	Government guidance: https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools Coronavirus (COVID-19): implementing protective measures in education and childcare settings Safe working in education, childcare and children's social care Coronavirus (COVID-19) Collection: guidance for schools and other educational settings Actions for schools during the coronavirus outbreak Coronavirus (COVID-19): Education and childcare COVID-19: cleaning in non-healthcare settings
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Risk matrix

Risk rating High (H), Medium (M), Low (L)		Likelihood of occurrence				
		Probable	Possible	Remote		
Likely impact	Major: Causes major physical injury, harm or ill-health.	H	H	H		
	Severe: Causes physical injury or illness requiring first aid.	H	M	L		
	Minor: Causes physical or emotional discomfort.	M	L	L		
Area for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further measures required/ comments (including by whom and by when)	In place? (Yes/No)	Residual risk rating (H/M/L)
Infection control						
Spread of COVID-19 due to poor hygiene and infection control	H	<ul style="list-style-type: none">Current government guidance is being applied, and specifically the PHE system of control measures set out in the latest government guidance are in place as follows: <p>1. Minimise contact with individuals who are unwell by ensuring that those who have coronavirus (COVID-19) symptoms, or who have someone in their household who does, do not attend school</p> <p>The information below is included in the school's reopening plan. This information is issued at staff and pupil briefings and in letters home to parents:</p> <ul style="list-style-type: none">Anyone with symptoms must remain at home and self-isolate for 7 days from testing positive. Anyone in their household needs to self-isolate for 14 days (including siblings).Any pupil or staff member needs to go home immediately if they have symptoms. They should take a test as soon as possible.A child with symptoms awaiting collection needs to be isolated and kept at a distance of 2m from the supervising staff member, ideally in a well-ventilated place. PPE is required if this distance cannot be maintained or there is a risk of contaminated bodily fluids.	Y	<ul style="list-style-type: none">Regular hand washing schedules in place for each class/bubbleDesignated toilets/handwashing station identified for each bubble.Staff complete COVID—19 training on SmartlogSchedule for bins to be emptied and disinfected – SB	Y	L



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		<ul style="list-style-type: none">If the child uses the bathroom, it must be thoroughly disinfected before use by anyone else.Everyone must wash their hands thoroughly for 20 seconds with soap and running water or use hand sanitiser after any contact with someone who is unwell.Routinely taking the temperature of pupils is not recommended by Public Health England as this is an unreliable method for identifying coronavirus (COVID-19). <p>In addition:</p> <ul style="list-style-type: none">Staff are reminded that they have received training on infection control that gives them a good understanding of how the spread of coronavirus occurs and can be mitigated.Infection control training is arranged for new staff. <p>2. The use of face coverings</p> <ul style="list-style-type: none">Parents / carers will be required to wear face coverings when dropping off and collecting children on the playground, unless exempt.Staff who choose to wear face coverings in school are permitted to do so <p>3. Clean hands thoroughly more often than usual</p> <ul style="list-style-type: none">Handwashing / sanitising is scheduled into the school day. It takes place as a minimum: when pupils, staff or visitors enter the school; at break; before and after lunch; before leaving school; whenever the toilet is used.It is defined which bubbles are using which toilets and sinks.A tick sheet/ board is maintained when handwashing has taken place as a visual reminder.				



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		<ul style="list-style-type: none">Handwashing routines are re-taught to pupils using visual resources e.g. suitable videos.Checks are scheduled during the day on stocks of hand sanitiser, soap and paper towels. Steps are taken to ensure that there is sufficient supply in school. <p>4. Ensure good respiratory hygiene by promoting the 'catch it, bin it, kill it' approach</p> <ul style="list-style-type: none">Posters are downloaded/made/bought that remind pupils and staff about the approach and the importance of handwashing and are displayed around the school, particularly by washbasins/ toilets and at entry/exit points.The location of bins around the school is checked on, and more are ordered if necessary.A schedule for bins to be emptied / disinfected is in place and is adhered to.Pupils using public transport are reminded of the need to wear face coverings/masks.A stock of masks is maintained and made available for staff who can't socially distance (for use if they are required to provide first aid / intimate care to pupils with COVID-19 symptoms) and for pupils who do not have a mask for use on public transport. <p>5. Introduce enhanced cleaning, including cleaning frequently touched surfaces often, using standard products such as detergents. and bleach</p> <ul style="list-style-type: none">The caretaker ensures delivery of the induction package to cleaning staff so they fully understand their role in preventing the spread of coronavirus.The cleaning schedule is reviewed and if necessary additional staff hours are provided to ensure that DfE listed criteria are met.Stock checks and stock control are maintained				



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		<p>6. Minimise contact between individuals and maintain social distancing wherever possible</p> <ul style="list-style-type: none">• Bubbles are full classes or year groups.• Staff are kept consistent with each bubble as far as possible.• In class, furniture is arranged so that children are facing forwards and sitting side by side.• Any furniture that is surplus to requirements is removed.• As far as possible, children are taught not to touch each other or staff. This will involve re-learning about play time.• A 2m distance between the bubbles is maintained when 2 or 3 classes bubbles (from the same year group) are together in the same space e.. split hall.• Staggered start and finish times, staggered break times and staggered lunch times are implemented.• Children are taught in age appropriate ways about coronavirus, how it is spread and how they can play their part in keeping everyone safe.• For each class/bubble, basic equipment (such as pen/ pencil/ eraser/ ruler) that pupils routinely need is collated and kept in separate bags. These are made available to any pupil who does not have their own equipment. Each pupil keeps this bag of equipment for their own use. <p>7. Where necessary, wear appropriate personal protective equipment (PPE)</p> <ul style="list-style-type: none">• The school continues to maintain and monitor stocks of PPE and has access to supplier lists.• Staff are supplied with PPE when supervising a pupil who has symptoms of COVID-19 (if 2m social distancing cannot be ensured) and for the provision of routine intimate care to pupils that involves the use of PPE.				



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		<ul style="list-style-type: none">Gloves and aprons are provided for cleaning staff.Face masks are worn by staff when cleaning visible bodily fluids from suspected COVID-19 case.Stocks of PPE are regularly monitored and replenished <p>8. Always keeping occupied spaces well ventilated</p> <ul style="list-style-type: none">Windows should be kept open. In cooler weather, windows should be opened just enough to allow ventilation. At break times they can be opened more widely to purge the air in the space. <p>9. Engage with the NHS Test and Trace process</p> <ul style="list-style-type: none">School leaders understand the complexity of the arrangements for testing and self-isolation and ensure that staff and parents are fully aware of them. Special advice sheets are prepared in the event that a child is sent home with symptoms, for the parents of that child and other members of the bubble. CPOMS is updated.Staff induction for return to school includes information about the NHS Test and Trace process. <p>10. Manage confirmed cases of coronavirus (COVID-19) amongst the school community</p> <ul style="list-style-type: none">The contact details for local Public Health England team and local authority health and safety team are readily to hand.A clear process is in place for notifying the local health protection team and the local authority of any cases that test positive.A spreadsheet is maintained to record all staff and pupils who are self-isolating who have tested positive. These spreadsheets are kept up to date.				



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		<ul style="list-style-type: none">Use is made of any template letters provided by Public Health England / local authority as directed locally. <p>11. Contain any outbreak by following local health protection team advice</p> <ul style="list-style-type: none">Advice provided by the local health protection team is acted on immediately. <p>Good working relationships are established and maintained enabling rapid communication with local authorities and local Public Health England.</p> <ul style="list-style-type: none">				
Pupils operate in discrete class group 'bubbles' but there are risks of these bubbles mixing at certain times	H	<ul style="list-style-type: none">Current government guidance is being applied.Each discrete class group 'bubble' remains in their own classroom where most of their learning will take place unless children are taught across a year group or share areas of provision such as Y6 and EYFS. In these cases, the year group will form a bubble. Children from this bubble will be taught in designated areas.Pupils observe hygiene guidance and wash hands frequently.Teachers moving between groups comply with social distancing and hygiene guidance.Timetable and arrangements for each bubble avoid contact between bubbles when moving outside their designated space.Staggered arrival and leaving times; break times and lunch times are in place. See attached rota.	Y	<ul style="list-style-type: none">Groups will be kept apart from other groups where possible and older children will be encouraged to keep their distance within groups.Classrooms will not be shared by groups e.g. clubs taking place.Although it will be avoided where possible, teachers and other staff can operate across different classes and year groups in order to facilitate the delivery of the school timetable if needed. In such cases, staff will be directed to ensure good hand-washing routines etc.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.Pupils will only interact with peers from their 'bubble'.Playtimes will be staggered.Each class will have 15 minute slots and group leaders / support staff will take out their own class.Gap in-between sessions to minimise the number on corridors/using toilets and cloakrooms at any one time.Sets of equipment for each bubble will be available to take on the playground. They will be sanitised at the end of each day.	Y	L



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				<ul style="list-style-type: none"> Each staff member will have their own set of set of equipment e.g. pens and stationary etc. Lunch times will be staggered. (See overview) Reception, Year 5 and 6 will eat in the hall. As appropriate, equipment, tables and chairs will be sanitised after each year group. All other groups will eat in classrooms. Weather permitting - outdoor picnic lunch timetabled to be arranged by individual teachers in consultation with each other following social distancing guidance. Year groups will use designated toilets close to their learning base with social distancing observed. No assemblies or large gatherings will take place. Assemblies to take place in classrooms or via video link within the classes in school. Additional opportunities for fresh air and exercise Non overnight domestic trips will resume Autumn 2020. Overnight stays remain cancelled. 		
Maintaining effective social distancing to prevent spread of COVID-19	H	<ul style="list-style-type: none"> Current government guidance is being applied. Pupils are operating in discrete class group 'bubbles'. Expectations of social distancing are established and communicated to all staff and relevant pupils before school reopens. For pupils this includes expectations within and outside their bubble. For teachers this includes expectations on social distancing at all times, and when moving between bubbles. Staff and pupils are regularly reminded about social distancing. Clear social distancing signage is in place throughout the school. Arrangements have been made for assigned pupils and staff only to mix in their small, consistent group or 'bubble'. Supervision and staggering of break times prevents pupils from different bubbles from mixing in toilets. 	Y	<ul style="list-style-type: none"> 'Welcome back to school' information shared with children via Marvellous Me, including expectations on social distancing. Where children are not collected by parents/carers at the allotted time, they should be seated in the small hall following social distancing guidance. They will be supervised by a member of the office staff until parents arrive, to collect them. Parents will then wait at the front entrance whilst their child is brought to them. 	Y	L



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		<ul style="list-style-type: none">• Arrangements for the provision of PPA do not undermine the integrity of any bubble.• Where necessary, classrooms have been remodelled so that pupils are in rows facing the front.• Spare chairs and desks have been removed.• Classrooms are well-ventilated.• Outdoor learning is incorporated into the curriculum where possible, although outdoor play equipment must not be used without thorough cleaning between usage of pupils from different 'bubbles'.• Floor markings clearly demarcate social distancing measures in areas where queues may form.• Whole staff meetings, congregational assemblies and other large gatherings will not take place. Staff meetings will take place via Zoom, or where possible, socially distanced in the hall. Assemblies will take place online.• Signage is in place to deter parents from gathering at the school gate.• Restrictions are placed on the number of staff using staff rooms and communal working spaces at any one time.• Arrangements are put in place in kitchens to remind staff of the need to work separately from each other.• Increased supervision levels for younger pupils support social distancing during lessons and at social times.• Access to toilets is planned and managed to avoid large groups/queues from forming.• Activities that involve shared resources/equipment are avoided.• Where possible, one-way systems are implemented for circulation. Routes are clearly marked with appropriate signage.				



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		<ul style="list-style-type: none"> • Appropriate signage and floor markings are in place to protect reception staff so that they can remain at a distance of 2m from any visitors. Where possible, they are further protected by screens. • Dining area layouts are configured to ensure separation of diners. Tables/chairs are cordoned off where distancing is not possible. • Breaks are staggered and designated areas are used by particular groups of pupils during social times (both inside and outside the building). • Pupil behaviour policy has been reviewed and updated in light of the new discrete class group bubble arrangements and social distancing with clear sanctions in place for anyone ignoring or deliberately flouting the rules, including exclusion where required. • Senior leadership closely monitor compliance with the bubble arrangements - through daily walks through school and in the playgrounds at the start and end of each day - and social distancing and adjust procedures where necessary. 				
There is a member of staff or pupil with suspected COVID-19 symptoms in school	H	<ul style="list-style-type: none"> • Current government guidance is being applied. • The school engages fully with the NHS Test and Trace process and staff and parents understand and act on their obligations under NHS Test and Trace to get tested if they show symptoms of COVID-19 • Advice is sought from the local public health protection team and acted on according to the result of the test. If the test is positive this may mean sending other pupils in the bubble home to isolate together with staff members who may have been in close contact as defined in the latest government guidance (families of staff/pupils without symptoms do not need to self-isolate unless the staff member/pupil develops symptoms). 	Y	<ul style="list-style-type: none"> • If a child is awaiting collection, they should be moved, to a room where they can be isolated behind a closed door (Deputy's room), depending on the age and needs of the child, with appropriate adult supervision if required. • The window should be opened for ventilation. • If it is not possible to isolate them e.g. the room is occupied, they should be moved to an area which is at least 2 metres away from other people. • If they need to go to the bathroom while waiting to be collected, they should use the disabled toilet. The bathroom must then be cleaned and disinfected using standard cleaning products before being used by anyone else. 	Y	L



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		<ul style="list-style-type: none"> Staff, pupils and parents have been briefed regarding the need to self-isolate with symptoms or if anyone in household has symptoms in accordance with the latest government guidance. Procedures are in place to ensure that staff, pupils or visitors do not enter the school if: they have COVID-19 symptoms/ live with someone who has COVID-19 symptoms / have been told to self-isolate by a healthcare professional until is safe to do so according to the latest government guidance. Any staff/pupils who become unwell at school must be isolated immediately and sent home as soon as possible with arrangements made for them to take a test under NHS Test and Trace. A room and separate toilet have been designated to accommodate any suspected case whilst they are waiting to be collected. Additional spaces have been identified in the event of multiple simultaneous cases arising. Arrangements are in place for staff supervision of any pupil displaying COVID-19 symptoms (2m distancing should be observed and where this is not possible, they should wear suitable PPE). Staff and pupil absence related to COVID-19 is monitored and carefully tracked so that no pupils or staff are accepted back into school before the incubation timeline has elapsed as set out in the latest government guidance. Arrangements are in place to notify the Trust/Local Authority of any pupils or staff who test positive for COVID-19. Pupils suspected of having COVID-19 will be sent home until confirmation of a test result under NHS Test and Trace is received and advice is received from the local health protection team. 		<ul style="list-style-type: none"> A face mask should be worn by the supervising adult if a distance of 2 metres cannot be maintained. If contact with the child or young person is necessary, then gloves, an apron and a IIR face mask should be worn by the supervising adult. If a risk assessment determines that there is a risk of splashing to the eyes, for example from coughing, spitting, or vomiting, then eye protection should also be worn. As is usual practice, in an emergency, 999 will be called if someone is seriously ill or injured or their life is at risk. Where the child or staff member tests negative, they can return to their setting and the fellow household members can end their self-isolation. Where the child, young person or staff member tests positive, the rest of their class or group within their childcare or education setting should be sent home and 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. School will engage with the NHS test and 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 and will advise schools and 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. 		



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				<ul style="list-style-type: none">• If a member of staff has helped someone who was unwell with a new, continuous cough or a high temperature, they do not need to go home unless they develop symptoms themselves or the pupil or staff member subsequently tests positive. They should wash their hands thoroughly for 20 seconds after any contact with someone who is unwell.• The area around the person with symptoms must be cleaned with normal household bleach after they have left to reduce the risk of passing the infection on to other people• Parents/carers collecting a child who has developed symptoms at school can be issued with a home testing kit, where it is thought that providing one will significantly increase the likelihood of them getting tested.		
Access to / from site	H	<ul style="list-style-type: none">• Arrangements for dropping off and picking up pupils have been reviewed. Staggered arrivals/pick-ups have been scheduled.• Parents have been told to avoid getting out of cars where possible and to avoid congregating at the school entrance.• Staff, pupils and parents have been briefed regarding new arrangements, including staggered start/finish times.• Supervision supports the observation of social distancing rules when pupils get in and out of vehicles near the school entrance.• The number of entrances and exits to be used has been maximised. Separate managed entrances/exits are used for different groups.• Outside doors are used to access classrooms directly where these are available.• No non-essential visitors are admitted to school.• Procedure is in place for receptionist to check that no one enters the school who has COVID-	Y	<ul style="list-style-type: none">• Start and departure times are staggered.• All children will enter through only their one designated entrance on the front or back playground. Parents will be informed of this. This entry will be monitored by SLT members.• The number of entrances and exits to be used is maximised.• Different entrances/exits are used for different groups.• Staff, pupils and parents are briefed and signage provided to identify which entrances, exits and circulation routes to use.• A plan is in place for managing the movement of people on arrival to avoid groups of people congregating.• Floor markings are visible where it is necessary to manage any queuing.• See drop off and collection timetable using different entrances and exits, attached	Y	L



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		<ul style="list-style-type: none">19 symptoms or lives with someone who has COVID-19 symptoms.Staff, where possible, use their ID badge to sign in hands-free.If the signing in screen is used, the member of staff is directed to use hand sanitiser before and after using the touch screen.The signing in touch screen is cleaned frequently with disinfectant wipes.Visitors will be shown to the staffroom when they arrive, as a waiting area, to minimise interactions with people.Protocols are agreed with transport provider(s) to reflect social distancing so that pupils do not sit next to each other on buses /in contracted taxis unless they are in the same 'bubble'Recommendations are made to parents/pupils to avoid using public transport where possible.Designated person(s) are assigned to receive deliveries.Deliveries are managed effectively in a timely manner, with recipients adhering to social distancing and wearing PPE where appropriate.		<ul style="list-style-type: none">Drop off times 8.30am & 8.45 am / Collection times 2.45pm & 3.00pm – parents informed. No late arrivals admitted.No parents allowed into school. Parents to wait outside designated entrance on marked area.Gates will not be unlocked until 8.25am and 2.40pmEntry and exit points into the playground clearly signposted. SLT on duty to reinforce expectations.Training will inform staff of plans to move through schoolChildren briefed on changes to movement through schoolLetter to parents re changes to drop off and collection points.Floor markings on the playgroup using hoops / tapeSigns re social distancing on outdoor areas e.g. school gates.Floor markings show clearly designated waiting points for each individual family with a one meter distance established.Parents to wait on marked areas for their child to be handed over at collection times.If children are reluctant to come in, staff would use verbal encouragement.Gates will be set with a timer to be automatically open, rather than having to use the buzzer at high traffic times.Parents briefed before arrival on the routines and expectationsWhere children are not collected by parents/carers at the allotted time, they should be seated in the small hall following social distancing guidance. They will be supervised by a member of the office staff until parents arrive, to collect them. Parents will then wait at the front entrance whilst their child is brought to them.		



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Lack of / incorrect use of PPE or inappropriate disposal leading to increased risk of infection	H	<ul style="list-style-type: none">• The latest government guidance on wearing PPE in schools is applied.• Guidance has been issued to staff around need for and how to put on and take off PPE correctly.• The need for PPE in some circumstances, such as providing intimate care, will be subject to a thorough individual risk assessment.• Adequate supplies of PPE are secured for staff where risk assessment identifies wearing of PPE is required.• Spill kits are available to be used when cleaning visible bodily fluids produced by a person with coronavirus (COVID-19) to reduce the risk of contamination.• Guidance has been issued regarding the correct disposal of PPE.• Staff will be provided with face masks if specifically required. Gloves and aprons will also be available if required.	Y	<ul style="list-style-type: none">• Stocks of PPE are regularly monitored and replenished – SB / RC• Government has advised there is no need for staff or pupils to wear face coverings or face masks as a matter of course when in school.• Catering staff and cleaners are provided with PPE.• List of staff requiring PPE established to ensure enough supplies.• Single use PPE – gloves, aprons etc double bagged with bot bags tied separately, secured for 72 hours then disposed of with school rubbish.• Boxes of tissues and lidded bins to dispose of tissues in, to be available in all classrooms and offices.• Separate bins for PPE disposal in medical rooms, kitchens and Early Years areas.• Children, young people and students whose care routinely already involves the use of PPE due to their intimate care needs should continue to receive their care in the same way• If a child becomes unwell with symptoms of coronavirus and needs direct personal care until they can go home, a fluid-resistant surgical face mask should be worn by the supervising adult if a distance of 2 metres cannot be maintained.• If contact with the child or young person is necessary, disposable gloves, a disposable apron and a fluid-resistant surgical face mask should be worn by the supervising adult.• The majority of staff in school will not require PPE beyond what they would normally need for their work. PPE is only needed in a very small number of cases, including:<ul style="list-style-type: none">• where an individual child or young person becomes ill with coronavirus (COVID-19) symptoms while at schools, and only then if a distance of 2 metres cannot be maintained.• Where a child or young person already has routine intimate care needs that involves the use of PPE,	Y	L



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				<p>in which case the same PPE should continue to be used.</p> <ul style="list-style-type: none"> If a risk assessment determines that there is a risk of splashing to the eyes, for example from coughing, spitting, or vomiting, then eye protection should also be worn. Some pupils with complex needs will struggle to maintain as good respiratory hygiene as their peers, for example those who spit uncontrollably or use saliva as a sensory stimulant. A risk assessments will be drawn up in order to support these pupils and the staff working with them. These pupils will not be denied face to face education. 		
Staff and pupil wellbeing						
Staff and pupils (or close family members), which current evidence suggests, have increased vulnerability to infection or poorer outcomes from COVID-19	H	<ul style="list-style-type: none"> The latest government guidance is applied. Staff who are deemed to be extremely clinically vulnerable have been directed to work from home. Children who are classed as extremely clinically vulnerable will not attend school and will be provided with remote learning throughout the national lockdown. An audit has been undertaken to assess the vulnerability of staff (and close family members), including those who are extremely clinically vulnerable and clinically vulnerable. An audit has been undertaken to assess the vulnerability of pupils (and close family members). Separate risk assessments have been undertaken for staff and pupils who are clinically vulnerable, or who have family members who are extremely clinically vulnerable and clinically vulnerable. Discussions are held with staff and parents where specific circumstances may apply in line with the latest government guidance, and 	Y	<ul style="list-style-type: none"> Letter and online link from Exceed re staffing availability and underlying health issues. HR contacted all staff by phone to discuss underlying medical conditions. Staff with underlying health issues have been provided with updated guidance and discussions have been held with them regarding returning to work. All members of staff with underlying health issues, those within vulnerable groups or who are shielding have been instructed to make their condition or circumstances known to the school. Records are kept of this and regularly updated. Members of staff with underlying health conditions have been asked to seek and act on the advice of their GP/consultant/midwife or current government advice. Staff are clear about the definitions and associated mitigating strategies in relation to people who are classed as clinically vulnerable and clinically extremely vulnerable as set out in the latest government guidance. 	Y	L



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		<p>decisions are made accordingly on attendance at school.</p> <ul style="list-style-type: none"> Provision of support and individual risk assessments are put in place as necessary for individuals and groups in the school that are at increased risk from COVID-19 because of contextual factors (e.g. staff and pupils who are BAME, staff who are aged 55 or over). 		<ul style="list-style-type: none"> Leaders are cognisant of additional contextual factors that may make staff more susceptible to poor outcomes should they become infected with COVID-19. These include ethnicity and age. BAME staff and those over 55 years of age may be at heightened risk. Leaders take account of this in their risk assessments. Parents of pupils with underlying health conditions have been provided with updated guidance and discussions have been held with them on a case by case basis regarding attendance at school from September. Parents have been asked to make the school aware of pupils' underlying health conditions and the school has sought to ensure that the appropriate guidance has been acted upon. The school, and parents are clear about the definitions and associated mitigating strategies in relation to people who are classed as clinically vulnerable and clinically extremely vulnerable as set out in the latest government guidance. The register of pupils with underlying health conditions is regularly updated. 		
Mental health concerns for staff and pupils due to COVID-19	H	<ul style="list-style-type: none"> Wellbeing/mental health issues are discussed with pupils during PSHE/assemblies and at other appropriate opportunities. Age-appropriate websites/resources are provided for pupils. Staff direct pupils to these resources and are open to discussing them. Staff are directed to useful websites and resources that they might find helpful themselves. Line managers stay in touch regularly with staff and check that they are well. Staff briefings and training focus on wellbeing, recognising the importance of their own wellbeing and that of their pupils. 	Y	<ul style="list-style-type: none"> Communication strategy in place to ensure regular contact with staff to ensure wellbeing and keep workload under review. Guidance stating that TAs can teach groups will be used when drawing up rotas to allow staff adequate breaks / fair allocation of workloads. Staff are reminded of the Employee Assistance Programme Consult with and involve staff in the setting up of individual school plans and systems as far as possible and discuss the risk assessment. Working from home training completed on Smartlog. 	Y	M



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		<ul style="list-style-type: none">• Appropriate work plans are agreed with staff and support is provided where necessary.• Staff working from home help to provide remote learning for any pupils who are not at school.• Staff are considered as individuals and managed accordingly.• Wellbeing and work-life balance are promoted with all staff.• The school has access to trained staff who can deliver any bereavement counselling and support.		<ul style="list-style-type: none">• The school has access to trained staff who can deliver bereavement counselling and support. (Haris Khan)• Support is requested from other organisations when necessary.• Bereavement Policy ratified May 2020• There are sufficient numbers of trained staff available to support pupils with mental health issues.• There is access to designated staff for all pupils who wish to talk to someone about wellbeing/mental health.• Wellbeing/mental health is discussed regularly in PSHE/virtual assemblies/pupil briefings (stories/toy characters are used for younger pupils to help talk about feelings).• Resources/websites to support the mental health of pupils are provided.• Online training for staff on supporting pupils with mental health needs• Additional Mental Health and Wellbeing section added to the website.• Staff have access to 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		
Operational issues						
Existing site maintenance regimes are not up to date and/or all systems are not operational	H	<ul style="list-style-type: none">• Current government guidance is being applied.• All utilities and systems (including gas, heating, water supply, mechanical and electrical systems and catering equipment) have been re-commissioned before reopening as would have been the case after a long holiday period.• Where water systems have not been maintained in line with required schedules, they have been chlorinated, flushed and certified by a specialist contractor prior to reopening.	Y	Ensure Statutory Inspections are up to date for : <ul style="list-style-type: none">• Lifts and Lifting Equipment (if the scheduled inspections have not taken place in the last six months);• Pressure systems (if the scheduled inspections have not taken place in the last 12 months);• LEV (if the scheduled inspections have not taken place in the last 14 months);• Gas supplies (if the scheduled inspections have not taken place in the last 12 months);	Y	L



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		<ul style="list-style-type: none"> Pest control is being utilised where necessary. Ventilation systems have been tested and any practical improvements to improve ventilation have been put in place A health and safety site inspection will take place prior to reopening. 		<ul style="list-style-type: none"> Fixed wiring (if the scheduled tests required by the regulations have not taken place in the last 5 years); PAT (if the scheduled tests required by the regulations have not taken place in line with your individual deadlines) <ul style="list-style-type: none"> ➤ Asbestos Management Plan (if the plan has not be re-assessed in the last 12 months); ➤ Sports Equipment (if the scheduled inspections have not taken place in the last 12 months); ➤ Fixed Outdoor Play Equipment (if the scheduled inspections have not taken place in the last 12 months); ➤ Tree surveys (if the scheduled inspections have not taken place in the last 12 months); 		
Current policies and procedures have not been adapted/updated to take account of COVID-19 impact	H	<ul style="list-style-type: none"> Existing policies and procedures have been updated/adapted to take account of COVID-19 impact. Fire procedures have been reviewed and revised where required, e.g. due to: <ul style="list-style-type: none"> ➤ pupils operating in discrete class group bubbles ➤ possible absence of Fire Marshalls ➤ social distancing rules during evacuation and at muster points Staff and pupils have been briefed on any new evacuation procedures. Incident controller and Fire Marshalls have been trained/ briefed appropriately. A staff rota for additional Fire Marshalls has been drawn up to cover any absences. Any additional staff temporarily taking on the role have been briefed accordingly. 	Y	<ul style="list-style-type: none"> All relevant policies have been revised to take account of government guidance on full reopening and its implications for the school, including attendance and behaviour policies. Staff, pupils, parents and governors have been briefed accordingly. Staff are aware of anticipated increase of disclosures after lockdown. Staff should be made aware of any / reminded of medical conditions / needs of the pupils they are caring for e.g. allergies, asthma etc. and devices such as epi pins and inhalers should be available wherever the pupil is. Ensure staff are trained in their use. 	Y	L
Third party contractors on-site whilst school is in operation may pose a	H	<ul style="list-style-type: none"> Assurances have been sought from the contractors that all staff attending the setting will be in good health (symptom free) and that contractors have procedures in place to ensure 	Y		Y	L



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risk to social distancing and infection control		<ul style="list-style-type: none">effective social distancing is maintained at all times.In addition to arrangements for COVID-19, normal contractor procedures are being applied and have been updated in light of COVID-19 (including contractor risk assessments and method statements, and contractor induction) and these have been reviewed.				
Staff shortages due to absence may compromise operational safety	H	<ul style="list-style-type: none">The health status and availability of every member of staff is regularly updated so that deployment can be planned.All SLT/senior staff members are briefed on each other's roles in order to avoid any single point of failure.Sufficient cover/supply staff are available.Roles have been reallocated to cover any critical functions where appropriate. Staff have appropriate competences and training to fulfil their roles.Staff have been trained /briefed across disciplines to avoid any single points of failure.There are sufficient qualified first aiders to cover the numbers of staff and pupils on site.	Y		Y	L
Additional site-specific issues						
Social distancing may not be maintained on school mini buses.	M	<ul style="list-style-type: none">Pupils on dedicated school mini buses do not mix with the general public and tend to be consistent. This means that the advice for passengers on public transport to adopt a social distance of two metres from people outside their household or support bubble, or a 'one metre plus' approach where this is not possible, will not apply on school mini buses.	Y	<ul style="list-style-type: none">Pupils will be grouped together within school bubbles.Children will use of hand sanitiser upon boarding and/or disembarkingAdditional cleaning of vehicles will be scheduled after use.Children will board and embark in organised queues.Distancing will be maintained vehicles wherever possibleFace coverings are not recommended for children under 11.	Y	L



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