

HEALTH & SAFETY
Risk Assessment Form 1 (VERSION 2.)
This Form can be used for the assessment of all organisational risks. This Form may be used in conjunction with Risk Assessment Form 2 – Agreed Actions
Date of Assessment: 25/08/21 reviewed 30/11/21, reviewed 14/12/21, reviewed 05/01/22
Assessed by: SMT
Location: Whole School
Assessment Activity / Area / Type: Reopening the academy during the COVID-19 pandemic from September 2021
Do the hazards create a business continuity risk? Yes / No
Review cycle: Updated as needed and in line with guidance
Review parties: Blackpool Council Health & Safety Team/ Ellis Whittam Health & Safety Team/ Trade Unions



Context

- Coronavirus is a type of virus, which is part of a group of viruses that are common across the world. Typical symptoms of the virus include a fever, cough and loss of taste or smell that may develop into severe pneumonia, causing shortness of breath and breathing difficulties.
- The World Health Organisation (WHO) declared the rapid spread of Coronavirus as a global pandemic on 11/03/2020.
- The government provide regular advice and guidance to schools in relation to the system of controls required to operate safely.
- This Risk Assessment has been updated as part of ongoing provision from 1st September 2021, and has been updated on ~~14th December 2021~~ 5th January 2022

What action should we take?

- Monitor local authority, government and Public Health England guidance and request and follow advice when needed.
- Manage communications to the academy community in line with guidance provided.
- In line with management of infectious disease, take measures to prevent the spread of infection in line with government guidance.
- Put measures in place to manage suspected and/or confirmed cases of Coronavirus in line with Public Health England guidance

Assessment

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
1. Establishing a systematic process of full opening, including social distancing					
1.1 Net capacity					
Available capacity of the school is reduced when social distancing guidelines are applied	H	<ul style="list-style-type: none"> The government requires all pupils to attend as normal from September 2021 Social distancing no longer required as a control measure 	YES		L
1.2 Organisation of teaching spaces					
Classroom layout will hinder the ability to minimise contact and mixing and promotion of robust hand and respiratory hygiene.	H	<ul style="list-style-type: none"> 'Bubble' structure no longer necessary. Contingency plan in place should this need to be re-instated. Classroom layout allows easy access to sinks/sanitizer stations, tissues and bins to aid promotion of robust hand and respiratory hygiene. Contract tracing managed by NHS track and trace rather than the academy. 	YES		L
Use of other internal spaces to promote will minimising contact and mixing where possible	M	<ul style="list-style-type: none"> 'Bubble' structure no longer necessary. Contingency plan in place should this need to be re-instated. Ventilation promoted in shared spaces – Mechanical systems set to provide regular ventilation (Breathing Buildings). Staff required to open manually operated windows wherever possible and, periodically, internal doors to allow a throughput of air. 'Shared' spaces subject to a timetable to support limited use. Assembly and lunch routines re-instated with orderly access and seating arrangements to reduce mixing. Water fountains have been re-commissioned - pupils and staff bring in their own water bottles to be re-filled. Virtual options for face-to-face should be considered wherever possible Adults wear face coverings in corridors and communal areas 	YES		L
1.3 Availability of staff and class sizes					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
The number of staff who are available may be lower than that required to teach classes in school and operate effective home learning (where required)	H	<ul style="list-style-type: none"> The health status and availability of every member of staff is known and is regularly updated so that deployment can be planned, spreadsheet held and regularly reviewed. All school staff are consulted regularly. Twice weekly Lateral Flow testing in place (September 2021) – additional testing routines may be required for possible contacts (currently contacts are requested to take LFT daily for 7 days). If a positive result is returned isolation rules begin without the need of a confirmatory PCR test. Full use is made of those staff who may need to self-isolate or shield and are well enough to plan/ support learning. Programme in place to facilitate return to work, i.e., Individual Risk Assessment/ individual interview/discussions and re-integration. Daily monitoring of staffing levels provided to the Government as required. Detailed individual RAs written in line with government/NHS guidance for staff who need them (re: COVID-19), including staff who are pregnant Vaccination status of staff surveyed to enable appropriate measures should they be determined as a contact 	YES	<p>External guidance followed in relation to isolation rules for the Omicron variant</p> <p>All contacts requested to take LFT daily for 7 days</p>	M
1.4 Prioritising provision					
Prioritisation of provision for vulnerable pupils in school	M	<ul style="list-style-type: none"> Known children with pastoral and SEND are prioritised and staff allocated appropriately. Efforts continue to improve the attendance of vulnerable pupils and those from disadvantaged backgrounds taking into account individual circumstances. Engagement with and effective use of government initiatives to support meeting of pupils' needs. External specialist support will be enabled as usual with additional safety measures in place in line with this Risk Assessment. Child protection and safeguarding policy reviewed as needed to ensure fit for purpose. 	YES		M

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> • RAs in place for EHCP children. 			
1.5 The school day					
The start and end of the school day minimise contact and mixing where possible	L	<ul style="list-style-type: none"> • Restrictions around contact and mixing no longer in place – contingency plan in place should this change. • Access plan in place and published on the academy website. • The number of entrances and exits used is maximised. • Use of allocated entrances/exits to groups are used to reduce numbers and minimise contact. • Adults wear face coverings in corridors and communal areas 	YES		L
1.6 Planning movement around the school					
Movement around the school hinders the ability to minimise contact and mixing and promotion of robust hand and respiratory hygiene.	M	<ul style="list-style-type: none"> • Restrictions around contact and mixing no longer in place • Movement of staff and pupils around school is minimised as much as possible, with staff and pupils staying in classrooms during learning time as much as possible and left only policy continues. • Toilets continue to be allocated to classes. • Adults wear face coverings in corridors and communal areas 			L
1.7 Curriculum organisation					
Pupils may need additional support upon the full return to school	H	<ul style="list-style-type: none"> • Broad and ambitious curriculum continues from September 2021. • Pupil needs identified through assessment/observation/surveys/discussions/parental feedback to inform teaching and learning. • In KS1 and KS2 prioritise identifying gaps and re-establishing good progress taking into account pupil wellbeing. • Remote education is integrated into school curriculum planning to support children unable to attend due to COVID-19 reasons 	YES		M

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		<p>and who are well enough to work.</p> <ul style="list-style-type: none"> Restrictions in relation to sharing of equipment/resources no longer in place; pupils should continue to wash hands before and after use of shared resources. Engagement with and effective use of government initiatives to support meeting of pupils' needs. Curriculum areas previously limited no longer subject to restriction e.g., music, sports however hygiene measures and the need of ventilation remain in place and are followed. 			
1.8 Staff workspaces					
Staff rooms and offices hinder the ability to minimise contact and mixing and promotion of robust hand and respiratory hygiene.	H	<ul style="list-style-type: none"> Restrictions around contact and mixing no longer in place Elements of full PPE* available for staff to use as they feel comfortable and in required circumstances i.e., dealing with someone with COVID-19 symptoms and first aid. Additional cleaning resources available for staff to use. Personal cups/crockery/cutlery continue to be used. Handwash, sanitiser, tissues and bin in place to support robust hand and respiratory hygiene. Adults wear face coverings in corridors and communal areas 	YES	<p>*Full PPE = 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> <p>NOTE: CLOTH FACE COVERINGS ARE NOT CLASSED AS PPE</p>	L
1.9 Managing the school lifecycle					
Limited progress with the academy calendar due to COVID-19 measures	M	<ul style="list-style-type: none"> Academy calendar drawn considering reduced restrictions and will be revisited in line with any required contingency measures. Remote meetings and training continue to be promoted. 	YES		L
1.10 Governance and policy					
Governors are not fully informed or involved in making key decisions	M	<ul style="list-style-type: none"> Trustees are briefed regularly on the latest government guidance and its implications for the school. Trustees are fully aware of this Risk Assessment and Contingency plan Trustees are advised in relation to covid cases and related issues within the academy 	YES		L

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		<ul style="list-style-type: none"> Development of online communication tools to enhance collaboration being used. Full governance timetable in place. 			
1.11 Policy review					
Existing policies not written to address requirements around COVID 19	M	<ul style="list-style-type: none"> Policies reviewed and agreed by GB (where required) in line with the academy planner and government and Public Health England guidance in relation to Infection control and COVID. Relevant policies published to appropriate audiences. Addendums in place where needed 	YES		L
1.12 Communication strategy					
Key stakeholders are not fully informed about changes to policies and procedures due to COVID-19, resulting in risks to health	H	<ul style="list-style-type: none"> Communications strategies (e.g., text, School APP, Website) for the following groups are in place: <ul style="list-style-type: none"> Staff Pupils Parents Trustees Local authority Professional associations Other partners Provision of information in alternative formats to promote access, e.g., video, written, pictorial. Provision of information in line with issue of guidance to ensure information is up to date and to promote engagement. 	YES		L
1.13 Staff induction to new routines					
Existing staff are not trained in new procedures, leading to risks to health	M	<ul style="list-style-type: none"> A revised staff handbook (further updated in Jan 22) issued to all staff which continues to be reviewed, updated and shared. Contingency plan published. Collective responsibility. Weekly staff updates provide information about changes to requirements. 	YES		L

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> Staff returning to the academy following absence have an RTW where updates in procedures can be shared and an Individual RA drawn if needed. Vaccination status of staff surveyed to enable appropriate measures should they be determined as a contact 			
New school staff are not aware of policies and procedures prior to starting at the school when it reopens	M	<ul style="list-style-type: none"> Induction programmes are in place for all new staff in school prior to them starting. The revised staff handbook is issued to all new staff prior to them starting. Visits prior to opening. Direct communication line with SLT/Line Managers. 	YES		L
1.14 Free school meals					
Pupils eligible for free school meals do not continue to receive FSM on the days that they are not in school due to COVID	M	<ul style="list-style-type: none"> The school office to manage FSM requirements for any eligible pupils who cannot be on-site due to reasons related to COVID-19. 	YES		L
1.15 Risk assessments					
Risks are not comprehensively assessed in every area of the school in light of COVID-19	H	<ul style="list-style-type: none"> Risk assessments are updated or undertaken and mitigation strategies are put in place and communicated to stakeholders. Risk assessments for individual children will be carried out in liaison with parents/carers as appropriate. Ongoing reviews linked to government and/or Public Health England guidance. 	ongoing		M
2. Investing in safety equipment and health and safety arrangements to limit the spread of COVID-19					
2.1 Cleaning					
Cleaning capacity is reduced so that an initial	H	<ul style="list-style-type: none"> A deep cleaning strategy is no longer required. Touch surface cleaning to remain and additional resources still provided to staff to support robust hygiene measures. 	YES		L

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deep-clean and ongoing cleaning of surfaces are not undertaken to the standards required		<ul style="list-style-type: none"> Contingency plan in place should measures need to be increased. Specific cleaning regimes followed when a case suspected. 			
2.2 Hygiene and handwashing					
Inadequate supplies of soap and hand sanitiser mean that pupils and staff do not wash their hands with sufficient frequency	H	<ul style="list-style-type: none"> Sufficient handwashing facilities and sanitiser dispensers within the academy at key entry and exit points in addition to the sink, water and soap and sanitiser in every classroom. Monitoring arrangements are in place to ensure that supplies of soap, hand towels and sanitiser are maintained throughout the day by way of daily checks. Children are taught how to apply sanitiser safely and are supervised in line with age and need. All sanitisers are 70%+ alcohol Stairwell toilets to be used when children outside. Portable sanitiser for extended time in external areas. Staff advised to keep portable sanitiser out of reach of children. Where children/staff bring in own sanitiser requested to be 70%+ alcohol and for personal use only. 	YES		L
Pupils forget to wash their hands regularly and frequently	H	<ul style="list-style-type: none"> Staff training includes the need to remind pupils of the need to wash their hands regularly and frequently with warm water and soap and not to touch their faces. Posters to reinforce the need to wash hands regularly and frequently. Staff modelling and promoting hand washing using the guidelines provided (e.g., E BUG). 	YES		M
Staff and pupils do not have good respiratory hygiene		<ul style="list-style-type: none"> Staff training includes the need to remind pupils of the need to promote the catch it, bin it, kill it' approach. Posters to reinforce the catch it, bin it, kill it' approach in place. Tissues provided in all classrooms and shared areas. Lidded bins in all classrooms and some toilets. 			

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		<ul style="list-style-type: none"> Staff modelling and promoting good respiratory hygiene using the guidelines provided (e.g., E BUG). Adults wear face coverings in corridors and communal areas 			
2.3 Clothing/fabric					
The use of fabric items may increase the risk of the virus spreading	M	<ul style="list-style-type: none"> Restrictions around use of resources no longer in place. Promotion of regular washing of items continues. Contingency plan in place should a review be required. 	YES		L
2.4 Self-isolation, managing symptoms and testing					
Promotion of testing is not used effectively to help manage staffing levels and support staff wellbeing	M	<ul style="list-style-type: none"> Lateral flow testing undertaken by participating staff twice a week 3-4 days apart. If a positive result is returned isolation rules begin without the need of a confirmatory PCR test. Limited supply of PCR testing kits on site (provided by the government). Confirmatory PCR tests required following any positive LFT test results – a negative PCR taken within 2 days of a positive LFT overrides the self-test result. Staff with symptoms must isolate and obtain a PCR test. Test and trace managed by NHS. All contacts requested to take LFT daily for 7 days Vaccination status of staff surveyed to enable appropriate measures should they be determined as a contact 	YES	External guidance followed in relation to isolation rules for the Omicron variant	L
Infection transmission within school due to staff/pupils (or members of their household) displaying symptoms or who need to self-isolate	H	<ul style="list-style-type: none"> Robust collection and monitoring of absence data, including tracking return to school dates, is in place. Procedures are in place to deal with any pupil or staff displaying symptoms at school, including updated isolation plans (internal and external). Government and Public Health England advice and guidance inform this. Pupils, parents and staff are made aware of what steps to take if they, or any member of their household displays symptoms and particularly the requirement to stay at home. 	YES	External guidance followed in relation to isolation rules for the Omicron variant	M

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		<ul style="list-style-type: none"> • Pupils, parents and staff are made aware of the need to consult advice upon quarantine following travel abroad. • Pupils are encouraged to tell an adult if they feel unwell. • Detailed records of any reported COVID-19 symptoms in staff or pupils is held by the academy. • Home School Agreement includes this information and request for parents to monitor pupil health. • Vaccination status of staff surveyed to enable appropriate measures should they be determined as a contact 			
Staff, pupils and parents are not aware of the school's procedures (including on self-isolation and testing) should anyone display symptoms of COVID-19	M	<ul style="list-style-type: none"> • Staff, pupils and parents have been provided with clear communications informing them of current government guidance on the actions to take should anyone display symptoms of COVID-19 and how this will be implemented in the school. • Any updates or changes to this guidance are communicated in a timely and effective way to all stakeholders. • Home School Agreement includes this information and request for parents to monitor pupil health. • Vaccination status of staff surveyed to enable appropriate measures should they be determined as a contact 	Yes	External guidance followed in relation to isolation rules for the Omicron variant	L
Staff, pupils and parents are not aware of the school's procedures should there be a confirmed case of COVID-19 in the school	M	<ul style="list-style-type: none"> • Senior staff ensure they are up to date with the latest guidance on how to manage a confirmed case of COVID-19 and seek advice from the Local Authority and Public Health England accordingly. • Senior staff ensure they are up to date with the latest guidance on how to contain an outbreak of COVID-19 and seek advice from the Local Authority and Public Health England accordingly. • A contingency plan is in place to manage any outbreak. • Staff and parents will be provided with clear communications informing them of the procedures following a confirmed case if we are advised to do so (Track and Trace now undertaken by the NHS). • Links to government guidance have been published to staff and 	Yes	External guidance followed in relation to isolation rules for the Omicron variant <ul style="list-style-type: none"> • self-isolation may now end after 7 days, following 2 negative LFD (lateral flow device) tests taken 24 hours apart. The first LFD test should not be taken before the sixth day 	L

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
		<p>families using the academy website.</p> <ul style="list-style-type: none"> Any updates or changes to this guidance are communicated in a timely and effective way to all stakeholders. Confirmatory PCR tests required following any positive LFT test results – a negative PCR taken within 2 days of a positive LFT overrides the self-test result. Contacts requested to take LFT daily for 7 days Staff required to self-isolate sent an email outlining expectations and links to key information. Upon return a RTW interview is undertaken Vaccination status of staff surveyed to enable appropriate measures should they be determined as a contact 			
2.5 First Aid/Designated Safeguarding Leads					
The lack of availability of designated First Aiders and Designated Safeguarding Leads puts children's safety at risk	H	<ul style="list-style-type: none"> Sufficient First Aid trained staff in place within the academy within each designated area. A safeguarding lead on call at all times. 	Yes		L
2.6 Medical Provision					
Medical rooms are not adequately equipped or configured to maintain infection control	H	<ul style="list-style-type: none"> The corridor area in each phase has an allocated space for minor first aid treatment (Non COVID 19). In an emergency situation, the designated medical room and full PPE* is available. Any individual who displays COVID 19 symptoms to be evacuated through the designated external door and to remain outside or isolated in a well-ventilated room in the academy if this is not possible until they leave the site. Any unwell individual will be accompanied by an adult (social distancing will be observed and a mask/gloves worn as appropriate). Procedures are in place for designated first aid areas and designated medical room to be cleaned after each use. Medicines to be administered in line with the medical policy. 	Yes		M

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> Routine immunisations (e.g., Flu spray) planned in consultation with medical experts and public Health England. Bump note routine continues (i.e., physical bump notes sent home with pupil). 			
2.7 Communication with parents					
Parents and carers are not fully informed of the health and safety requirements	H	<ul style="list-style-type: none"> As part of the overall communications strategy, parents are kept up to date with information, guidance and the school's expectations on a regular basis via the academy communication tools e.g., APP, text and the school's website. Parent information provided via the website (e.g. Q&A). Home-school agreement in place. 	YES		L
Parents and carers may not fully understand their responsibilities should a child show symptoms of COVID-19	H	<ul style="list-style-type: none"> Key messages in line with government guidance are reinforced on a regular basis via APP, text and the school's website. Home-school agreement in place. 	YES		L
2.8 Personal Protective Equipment (PPE)					
Provision of elements of and full PPE* for staff where required is not in line with government guidelines	H	<ul style="list-style-type: none"> Adults wear face coverings in corridors and communal areas Staff are reminded that wearing of gloves is not a substitute for good handwashing. PPE* should be worn when working with an adult/child with symptoms of COVID or in first aid situations. Ventilation is promoted within the academy 	YES		L
Provision of face masks for pupils where required is not in line with government guidelines	H	<ul style="list-style-type: none"> The use of face masks for children is not necessary. Pupils who wear masks on the journey to and from school must follow the process for wearing and removing masks safely. Where a pupil and their family opt to wear a mask, the academy will support this decision. 	YES		
3. Maximising social distancing measures					
3.1 Pupil behaviour					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
Pupils' behaviour on return to school does not comply with systems to minimise contact and mixing and promote robust hand and respiratory hygiene	H	<ul style="list-style-type: none"> • Promotion of staff to support pupils to follow the guidelines through repeated modelling and teaching at an age-appropriate level. • Home School Agreement in place. • Clear classroom rules and expectations for positive behaviour in place and revisited regularly to support school values. • Staff to have a full understanding of the needs of all children they are working with through communication with other key staff including SENCO, 'All About Me' and 'One Page Profiles' and individual risk assessments and plans. Included in these plans will be the elements of and full PPE* needed to keep staff safe. • Elements of and full PPE* equipment is available for staff to use as set out in this Risk Assessment. • Consequences in place where pupils deliberately fail to respond to repeated staff reminders to undertake health and hygiene routines. • Introduction of pupil plans continues which include strategies adapted to comply with good hand and respiratory hygiene. 	YES		L
3.2 Movement in classrooms					
The configuration of classrooms and teaching spaces does not promote minimal contact during movement	H	<ul style="list-style-type: none"> • Restrictions around contact and mixing no longer in place – contingency plan in place should this change. • Movement of staff and pupils around school is minimised as much as possible, with staff and pupils staying in classrooms during learning time as much as possible and left only policy continues. • Toilet continue to be allocated to classes. • Ventilation used as a measure, i.e., high windows kept open throughout the day where possible or if not possible opened at regular intervals; windows should be left open when the room is vacant to supplement the breathing building system. • Adults wear face coverings in corridors and communal areas 	YES		L
3.3 Movement in corridors					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
Social distancing/ minimising contact guidance is breached when pupils navigate around school	H	<ul style="list-style-type: none"> Restrictions around contact and mixing no longer in place – contingency plan in place should this change. Access plan in place and published on the academy website. The number of entrances and exits used is maximised. Use of allocated entrances/exits to groups are used to reduce numbers and minimise contact. Appropriate supervision levels are in place. Adults wear face coverings in corridors and communal areas 	YES		L
3.4 Break times					
Staff/pupils may not observe social distancing to minimise contact and mixing at break times	H	<ul style="list-style-type: none"> Restrictions around contact and mixing no longer in place – contingency plan in place should this change Break times are staggered. 	YES		L
3.5 Lunch times					
Pupils may not observe social distancing/minimising contact/ good hygiene measures at lunch times	H	<ul style="list-style-type: none"> Restrictions around contact and mixing no longer in place – contingency plan in place should this change. Pupils wash their hands before and after eating. Rubbish is bagged straight after eating. Eating areas are thoroughly cleaned. Lunches prepared on site are done in accordance with the catering company Risk Assessment. Adults wear face coverings in corridors and communal areas 	YES		L
3.6 Toilets					
Routines for use of toilets reduce the ability to minimise contact and mixing and promote robust hand and	H	<ul style="list-style-type: none"> Classrooms/Year Groups allocated specific toilets. Pupils sent to designated toilets one at a time. Any person leaving or entering a classroom will be asked to sanitise or wash their hands. 	YES		L

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
respiratory hygiene.		<ul style="list-style-type: none"> The toilets are cleaned frequently. Monitoring ensures a constant supply of soap, paper towels and sanitiser. Lidded bins with bags in some toilets and are emptied and sanitised regularly as part of the cleaning regime. Pupils are reminded regularly on how to wash hands and young children are supervised in doing so. Signage in place to support good hand hygiene in toilets. Toilets will be immediately cleaned following use by anyone displaying COVID-19 symptoms 			
3.7 Office area					
Groups of people gather in office (parents, visitors, deliveries) which hinders the ability to minimise contact and maintain social distancing.	H	<ul style="list-style-type: none"> Restrictions around contact and mixing no longer in place – contingency plan in place should this change. Due care will be taken to limit numbers accessing the reception area at once. Adults wear face coverings in corridors and communal areas 	YES		L
3.8 Arrival and departure from school – Travel arrangements/ use of the academy car park					
Travel arrangements and the use of the academy car park hinders the ability to minimise contact and mixing.	H	<ul style="list-style-type: none"> Restrictions around contact and mixing no longer in place – contingency plan in place should this change. The academy car park is reserved for academy staff and nursery use only unless in exceptional pre-agreed circumstances. 	YES		L
3.10 Transport					
The use of public transport hinders the ability to minimise contact and mixing and promotion of robust hand and respiratory hygiene.	M	<ul style="list-style-type: none"> Restrictions around contact and mixing no longer in place – contingency plan in place should this change. Staff and families signposted to latest government guidance regarding use of public transport via academy website. 	YES		L

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4. Continuing enhanced protection for children and staff with underlying health conditions					
4.1 Pupils with underlying health issues					
Pupils with underlying health issues or those who are complying with clinical and/or public health advice are not identified and so appropriate measures have not been put in place	H	<ul style="list-style-type: none"> Parents have been provided links to government guidance. School holds a regularly updated register of pupils with underlying health conditions and communication logs. 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. Parents have been asked to make the school aware of pupils' who are classed as clinically vulnerable and clinically extremely vulnerable to allow individual risk assessments to be put into place where required. 	YES		L
4.2 Staff with underlying health issues					
Staff with underlying health issues or those who are complying with clinical and/or public health advice are not identified and so appropriate measures have not been put in place	H	<ul style="list-style-type: none"> Staff have been provided links to government guidance. All members of staff with underlying health issues have been asked 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 current government/public health advice. Working Risk Assessment and supportive measures in place for pregnant staff. Adults wear face coverings in corridors and communal areas Vaccination status of staff surveyed to enable appropriate measures should they be determined as a contact 	YES		L
5. Enhancing mental health support for pupils and staff					
5.1 Mental health concerns – pupils					
Pupils' mental health has been adversely affected during the period that the school has been partially open and by the COVID-	H	<ul style="list-style-type: none"> Mental Health and Wellbeing education central to the curriculum provision. There are provisions for pupils who wish to share wellbeing/mental health issues (Zumos). Wellbeing/mental health is discussed regularly in PSHE and 	YES		L

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19 crisis in general and/or changes in school provision		<p>pastoral provision.</p> <ul style="list-style-type: none"> Resources/websites/APP to support the mental health of pupils are provided. Key staff in place to support pupils and parents. 			
5.2 Mental health concerns – staff					
The mental health of staff has been adversely affected during the period that the school has been partially open and by the COVID-19 crisis in general and/or changes in school provision following phased return	H	<ul style="list-style-type: none"> Staff are encouraged to focus on their wellbeing. Line managers are proactive in discussing wellbeing with the staff that they manage, including their workload. Staff briefings and training have included content on wellbeing and the updated protocols and procedures in place. Open door approach to staff to encourage them to share concerns. Staff have been signposted to useful websites and resources. EAP/OCH support available. Information sharing in relation to changes in academy provision and practice upon full return. Staff supply insurance policy includes provision of enhanced wellbeing support. Stress RA available and promoted. 	YES		L
Working from home can adversely affect mental health and wellbeing.	H	<ul style="list-style-type: none"> Homeworking policy and contingency plan in place if required. 	YES		L
5.3 Bereavement support					
Pupils and staff are grieving because of loss of friends or family	H	<ul style="list-style-type: none"> The academy can signpost to professional support who can deliver bereavement counselling and support. EAP/OCH also in place. Open door approach to staff to offer the opportunity to share concerns. Pastoral systems in place to support children and their families. Trained staff in school to support bereavement and access to external support if needed. 	YES		L

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
6. Operational issues					
6.1 Review of fire and lockdown procedures					
Fire procedures are not appropriate to cover new arrangements	H	<ul style="list-style-type: none"> • Fire procedures have been reviewed and revised where required in line with the Fire and Emergency Service department. • Fire procedures shared and practiced with staff and pupils upon return. • SMT, Facilities Manager and fire marshals have been trained and briefed appropriately. 	YES		
Fire evacuation drills and other procedures - unable to apply social distancing effectively	H	<ul style="list-style-type: none"> • Restrictions around contact and mixing no longer in place – contingency plan in place should this change. • Plans for fire evacuation drills and lockdown procedure are in place as normal. 	YES		L
6.2 Contractors working on the school site					
Contractors on-site whilst school is in operation may pose a risk to social distancing and infection control	H	<ul style="list-style-type: none"> • Restrictions around contact and mixing no longer in place – contingency plan in place should this change. • All visitors to the setting will continue to confirm that they are in good health (symptom-free). • Adults wear face coverings in corridors and communal areas 	YES		L
7. Finance					
7.1 Costs of the school's response to COVID-19					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
The costs of additional measures and enhanced services to address COVID-19 places the school in financial difficulties	H	<ul style="list-style-type: none"> Additional cost pressures due to COVID-19 will be identified and monitored by trustees. 	YES		M
8. Governance					
8.1 Oversight of the governing board					
Lack of trustee oversight during the COVID-19 crisis leads to the school failing to meet statutory requirements.	H	<ul style="list-style-type: none"> The governing board meets regularly Online communication tools in place to share up to date information and keep all informed. Regular dialogue with the Chair of trustees and those governors with designated responsibilities is in place. 	YES		L
9. Additional site-specific issues and risks					
Settings to add any site-specific issues/arrangements here and ensure mitigation strategies are in place to address them					