



**Southcoates**  
Primary Academy



## **COVID-19 annex to the Child Protection Policy at Southcoates Primary Academy**

**01.04.2020**

### **Response to COVID-19**

There have been significant changes within our setting in response to the outbreak. Many young people are now at home and staffing is likely to be significantly affected through illness and self-isolation.

Despite the changes, the school's Child Protection Policy is fundamentally the same: **children and young people always come first, staff should respond robustly to safeguarding concerns and contact the Designated Safeguarding Lead in line with our established safeguarding procedure.**

This annex sets out some of the adjustments we are making in line with the changed arrangements in the school and following [advice from government](#) and local agencies.

**Academy: Southcoates Primary Academy**  
**Policy owner: Mr T. Chamberlain & Mrs D. Thurston**  
**Date: 13.04.2020**  
**Date shared with staff: 13.04.2020**

# COVID-19 school closure arrangements for Safeguarding and Child Protection at Southcoates Primary Academy

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## 1 - Context

From 20<sup>th</sup> March 2020 parents were asked to keep their children at home, wherever possible, and for schools to remain open only for those children of workers critical to the COVID-19 response - who absolutely need to attend.

Schools and all childcare providers were asked to provide care for a limited number of children - children who are vulnerable, and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home.

**In principle, every child who can be safely cared for at home should be, to limit the chance of the virus spreading.**

This addendum of the Enquire Learning Trust Safeguarding Policy contains details of our individual safeguarding arrangements in the following areas:

### Key contacts at Southcoates Primary Academy

Role	Name	Contact number	Email
Designated Safeguarding Lead	Dawn Thurston	01482 701407	d.thurston@southcoates.hull.sch.uk
Deputy Designated Safeguarding Lead	Tom Libera	01482 701407	t.libera@southcoates.hull.sch.uk
Headteacher	Ted Chamberlain	01482 701407	t.chamberlain@southcoates.hull.sch.uk
Trust Safeguarding Manager	Jaimie Holbrook	-	<a href="mailto:Jaimie.holbrook@enquirelearningtrust.org">Jaimie.holbrook@enquirelearningtrust.org</a>
Chair of Governors	Rebecca Clayton	-	<a href="mailto:Rebecca.clayton@enquirelearningtrust.org">Rebecca.clayton@enquirelearningtrust.org</a>
Safeguarding Trustee			
Key Family Support / Early Help contact	Rachel Gleadhill	01482 701407	r.gleadhill@southcoates.hull.sch.uk

## 2 - Designated Safeguarding Lead

Southcoates Primary Academy has a Designated Safeguarding Lead (DSL) and a Deputy DSL.

The Designated Safeguarding Lead is: Mrs Dawn Thurston

The Deputy Designated Safeguarding Leads are: Mr Ted Chamberlain and Mr Tom Libera

The optimal scenario is to have a trained DSL (or deputy) available on site. Where this is not the case a trained DSL (or deputy) will be available to be contacted via phone or online video - for example when working from home.

This might include updating and managing access to child protection online management system, CPOMS and liaising with the offsite DSL (or deputy) and as required liaising with children's social workers where they require access to children in need and/or to carry out statutory assessments at the school or college.

It is important that all Southcoates Primary Academy staff and volunteers have access to a trained DSL (or deputy). On each day staff on site will be made aware of that person is and how to speak to them.

The DSL will continue to engage with social workers, and attend all multi-agency meetings, which can be done remotely.

## 3 - Children of critical workers:

If a parent is a critical worker and work can be done at home, they should stay at home. **If they are a critical worker, they should still keep their child at home where possible.** Every child who can be safely cared for at home should be, to limit the chance of the virus spreading.

*Government guidance as to who qualifies as a critical worker is included in Appendix A*

### Critical workers new to role:

In some cases, parents will have new jobs as critical workers. Please subject them to the same scrutiny and process as used previously:

- They must provide evidence of their employment/ shift pattern before their child is allowed to attend school.

- Check the providence of this information if you feel you need to. This may mean contacting the employer for confirmation or further details.

It is essential that you try to maintain a consistent threshold. During the initial closure of schools on Monday 23<sup>rd</sup> March, you will have made some decisions as to who does and who doesn't constitute a critical worker. Parents may use this to benchmark against.

## **4 - Attendance monitoring**

Local authorities and education settings do not need to complete their usual day-today attendance processes to follow up on non-attendance.

Southcoates Primary Academy and social workers will agree with parents/carers whether children in need should be attending school. Southcoates Primary Academy will then follow up on any pupil that they were expecting to attend, who does not. Southcoates Primary Academy will also follow up with any parent or carer who has arranged care for their child(ren) and the child(ren) subsequently do not attend.

To support the above, Southcoates Primary Academy will, when communicating with parents/carers and carers, confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

In all circumstances where a vulnerable child does not take up their place at school, or discontinues, Southcoates Primary Academy will notify their social worker.

## **5 - Safeguarding Training and induction**

DSL training is very unlikely to take place whilst there remains a threat of the COVID 19 virus. Professional development opportunities are, however, available to all staff through our Flick Learning platform (<https://app.flicklearning.com/local/login>) and through Safeguarding Pro.

For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

All existing school staff have had safeguarding training and have read part 1 of Keeping Children Safe in Education (2019). The DSL should communicate with staff any new local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers enter Southcoates Primary Academy, they will continue to be provided with relevant safeguarding information.

If staff are deployed from another education or children's workforce setting to our school, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that:-

- the individual has been subject to an enhanced DBS and children's barred list check
- there are no known concerns about the individual's suitability to work with children
- there is no ongoing disciplinary investigation relating to that individual

For movement within the Trust, schools should seek assurance from the partner school that the member of staff has had relevant safeguarding training.

Upon arrival, they will be given:

- A copy of the school's behaviour policy setting out your expectations (sanctions may not be relevant here, but it will set out your expectations)
- Health and Safety policy including fire procedures
- First Aid procedures
- Code of conduct
- Details of the key person working in school they can request support from (this will be flexible so it may be wise to have single point where this is displayed each day)
- A timetable of the school day and relevant collection/ drop-off points

## **6 - Safer recruitment/volunteers and movement of staff**

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children. When recruiting new staff, Southcoates Primary Academy will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2019) (KCSIE).

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

Where Southcoates Primary Academy are utilising volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE. Under

no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Southcoates Primary Academy will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 163 of KCSIE.

Southcoates Primary Academy will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA's 'Teacher misconduct advice for making a referral.

During the COVID-19 period all referrals should be made by emailing [Misconduct.Teacher@education.gov.uk](mailto:Misconduct.Teacher@education.gov.uk)

Whilst acknowledging the challenge of the current National emergency, it is essential from a safeguarding perspective that any school is aware, on any given day, which staff/volunteers will be in the school or college, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such, Southcoates Primary Academy will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

## **7 - Online safety in academies**

Southcoates Primary Academy will continue to provide a safe environment, including online. This includes the use of an online filtering system.

Where students are using computers in school, appropriate supervision will be in place.

## **8 - Children and online safety away from academies**

It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the Child Protection Policy and where appropriate referrals should still be made to children's social care and as required, the police.

Online teaching should follow the same principles as set out in the MAT code of conduct.

Southcoates Primary Academy will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

Below are some things to consider when delivering virtual lessons, especially where webcams are involved:

- No 1:1s, groups only
- Staff and children must wear suitable clothing, as should anyone else in the household.
- Any computers used should be in appropriate areas, for example, not in bedrooms; and the background should be blurred.
- The live class should be recorded so that if any issues were to arise, the video can be reviewed.
- Live classes should be kept to a reasonable length of time, or the streaming may prevent the family 'getting on' with their day.
- Language must be professional and appropriate, including any family members in the background.
- Staff must only use platforms provided by Southcoates Primary Academy to communicate with pupils
- Staff should record, the length, time, date and attendance of any sessions held.

## **9 - Supporting children not in school**

Southcoates Primary Academy is committed to ensuring the safety and wellbeing of all its Children and Young people.

Where the DSL has identified a child to be on the edge of social care support, or who would normally receive pastoral-type support in school, they should ensure that they maintain communication with that pupil directly or through the relevant social worker.

Details of communication must be recorded on CPOMS.

The communication arrangements for pupils can include; remote contact, phone contact, door-step visits. Other individualised contact methods should be considered and recorded.

Southcoates Primary Academy and its DSL will work closely with all stakeholders to maximise the effectiveness of any communication arrangements.

Arrangements must be reviewed regularly (at least once a fortnight) and where concerns arise, the DSL will consider any referrals as appropriate.

The school will share relevant safeguarding messages on its website and social media pages.



Southcoates Primary Academy recognises that school is a protective factor for children and young people, and the current circumstances, can affect the mental health of pupils and their parents/carers. Teachers at Southcoates Primary Academy need to be aware of this in setting expectations of pupils' work where they are at home.

## **10 - Alternative provision**

Local arrangements are now required in order to determine the best way to protect vulnerable children in AP, including by keeping AP settings open where it is feasible to do so. Local authorities will be best placed to determine how this can be delivered locally, working closely with local schools and headteachers, and regional school's commissioners.

Where it is not possible for an AP setting to remain open to support this small group of vulnerable children, local authorities and schools will need to assess the safeguarding needs of those children on a case by case basis, working with social workers and other agencies to make appropriate arrangements for any vulnerable children that will be affected by their AP setting closing.

## **11 - Peer on Peer Abuse**

Southcoates Primary Academy recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a school receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within of the Child Protection Policy.

The school will listen and work with the young person, parents/carers and any multiagency partner required to ensure the safety and security of that young person.

Concerns and actions must be recorded on CPOMS and appropriate referrals made.

## **12 - Safeguarding Adults**

It is important to ensure that our own critical workers are safeguarded against the spread of the virus.

**Set out below are considerations for adults:**

## Vulnerable workers:

The government have contacted approximately 1500 workers who may be at high risk should they contract the virus. School leaders should request that any staff member receiving one of these letters should let them know immediately. **These workers should be shielded and remain at home.**

Some workers will have respiratory problems such as asthma. Where an adult has acute symptoms, they should stay at home.

If a member of staff feels they may be at risk but have not had a letter yet, they should wait until the 29<sup>th</sup> March before contacting their GP for a shielding note. **They should remain at home until this point.**

As a guide, a staff member may be at risk if they are taking:

- Any biologic therapy, also called a mAb (Xolair/omalizumab, Nucala/mepolizumab, Cinquaero/reslizumab, Fasenra/benralizumab)
- Steroid tablets or liquid every day
- Antibiotic tablets or liquid for asthma every week (e.g. azithromycin)
- Tiotropium
- A combination inhaler that also contains a long-acting bronchodilator (e.g. Seretide, Fostair, Symbicort) at **a high daily steroid dose**
- An inhaler with **a high daily steroid dose** AND you are taking Montelukast

Or, if:

- *You have been admitted to hospital for your asthma in the last 12 months*
- *You have ever been admitted to an intensive care unit for your asthma*

**Further advice can be found here:**

<https://www.asthma.org.uk/advice/triggers/coronavirus-covid-19/>

## 13 - Maintenance

There is still a requirement for our buildings to have statutory maintenance and the need for possible reactive maintenance. This will ensure our schools to remain safe and operational whilst in use. To enable us to have works carried out, minimise disruption and prevent the spread of the COVID-19 virus by either our employees, pupils or external contractors.

### **Planned Preventative Maintenance (PPM)**

All PPM will be **deferred until further notice**. Including monitoring of systems.

### **Reactive maintenance (emergency or non-emergency)**

Works **only** to be undertaken if it's to prevent an **unsafe condition** or that keep our buildings from **operating safely**.

A safe system of work needs to be provided - following the social distancing guidelines.

### **Projects (academy)**

- *Internal* - all planned projects will be **deferred until further notice**. A safe system of work needs to be in place prior to restarting - following the social distancing guidelines.
- *External* - all planned projects will be **deferred for a minimum 8 weeks**. Contractors will have restricted access to areas around site and no access to school provision, such as WCs, staff rooms etc.

A safe system of work and a risk assessment clearly identifying the risk is low. Needs to be provided prior to recommencement of project - following the social distancing guidelines.

Contractors will have restricted access to school buildings or rooms and no access to WCs, rooms or facilities that the academy actively use.

## 14 - Safer working-practices

### **For people working within school premises.**

This applies to all key workers who come into school premises.

#### **Protect yourself and others**

- Keep social distance – do not shake hands and try not to touch your face / people / surfaces / objects unless necessary

- Cover your mouth with a tissue when you cough or sneeze, then throw the tissue in the bin and wash your hands
- Wash your hands for 20 seconds more often e.g. when you start or finish work, when you enter and leave the building, using electronic signing systems, or before and after eating your lunch
- Keep your work area clear and clean e.g. wipe surfaces and equipment frequently with a wipe or normal cleaning agent at the end of the day
- Consider introducing handwashing routines for all staff, i.e. stop work or lesson to wash hands once per hour
- Staff should change clothing and shower daily and we should ask parents if they could wash children's clothes more frequently
- Electronic signing in systems and main entrance handles cleaned by person upon entry and on exit
- Where practicable, keep your distance from other employees (2 meters)
- Leave the building and stay at home for 7 days if you have COVID-19 symptoms (temperature over 37.8 and/or new and persistent cough)
- Stay home for 14 days if anyone in your household has started to have COVID-9 symptoms

### **If someone becomes unwell with COVID-19 symptoms whilst in our building**

- Discreetly move person to isolation room avoiding contact with others, surfaces & highly populated areas
- Ask person to go home or be collected and self-isolate
- Isolate room and clean after person have left build
- Try and gather any details of where else the employee has been within the building to ensure a full clean can take place

### **Keep up to date**

It is important for us to stay up to date and work to the current guidance. Please check latest guidance on <https://www.nhs.uk/>

### **Support each other**

Work together and support each other to make the system work for all associated with the Enquire Learning Trust.

### **For people home working.**

This applies to all workers who work from home.

### **Protect yourself and others**

- Stay at home – no unnecessary journeys or social contact
- Shop for "basic necessities" as infrequently as possible. Use delivery services where you can
- Only leave home for essential shopping, medical needs and one form of exercise a day. Keep your distance from others (2 meters)
- Only travel to work if absolutely necessary
- Avoid public gathering of more than two people (excluding people you live with)

- Don't visit other people's houses or socialise outside your home
- Cover your mouth with a tissue when you cough or sneeze, then throw the tissue in the bin and wash your hands
- Use a sleeve if you have to and wash clothing
- Avoid touching eyes, nose and mouth
- Wash your hands for 20 seconds more often
- Stay home for 14 days if anyone in your household has started to have COVID-9 symptoms
- If your symptoms get worse or are no better after seven days use the online 111 coronavirus service at [111.nhs.uk](https://111.nhs.uk)
- Keep in regular contact using either; mobile phones, telephones or e-mail.
- Home workers should be capable of responding correctly if they have an accident whilst at home.

### **Use of computers**

Some workers may experience fatigue, eye strain, upper limb problems and backache from overuse or improper use of computer whilst home working. These problems can also be experienced from poorly designed workstations or work environments. The causes may not always be obvious and can be due to a combination of factors. The key points to minimise are:

#### ***Getting comfortable***

- Forearms should be approximately horizontal, and the user's eyes should be the same height as the top of the screen.
- Make sure there is enough workspace to accommodate all documents or other equipment. A document holder may help avoid awkward neck and eye movements.
- Arrange the desk and screen to avoid glare, or bright reflections. This is often easiest if the screen is not directly facing windows or bright lights.
- Adjust curtains or blinds to prevent intrusive light.
- Make sure there is space under the desk to move legs.
- Avoid excess pressure from the edge of seats on the backs of legs and knees.
- A footrest may be helpful, particularly for smaller users.

#### ***Portable computers***

These same controls will also reduce the risks associated with portable computers. However, the following may also help reduce manual handling, fatigue and postural problems:

- Consider potential risks from manual handling if users have to carry heavy equipment and papers.
- Whenever possible, users should be encouraged to use a docking station or firm surface and a full-sized keyboard and mouse.
- The height and position of the portable's screen should be angled so that the user is sitting comfortably, and reflection is minimised (raiser blocks are commonly used to help with screen height).
- More changes in activity may be needed if the user cannot minimise the risks of prolonged use and awkward postures to suitable levels.

### ***Changes in activity***

Breaking up long spells of DSE work helps prevent fatigue, eye strain, upper limb problems and backache. The following may help users:

- Stretch and change position.
- Look into the distance from time to time, and blink often.
- Change activity before users get tired, rather than to recover.
- Short, frequent breaks are better than longer, infrequent ones.
- 

### **Keep up to date**

It is important for us to stay up to date and work to the current guidance. Please check latest guidance on <https://www.nhs.uk/>

### **Support each other**

Work together and support each other to make the system work for all associated with the Enquire Learning Trust. This is going to be a difficult time for everyone, and we need to come together to ensure all of our employees feel connected and supported. Get in touch with your colleagues and check on them. Speak to the central team if needed. Just speak up if you need any support or help – there's always someone available at the end of a phone.

### **Statutory checks, safety and services of buildings**

With the potential of site managers or caretakers becoming ill or self-isolating. Those who are unaccustomed with managing the site on a day-to-day basis will need to contingency plan and consider:

#### **Statutory Inspections /checks**

- Fire call point testing – weekly check and test
- Emergency light – monthly check and test
- Fire door – monthly checks
- Firefighting equipment – monthly checks
- External play equipment – monthly checks
- Flushing of infrequently used outlets – weekly (or longer - due to the exceptional circumstances)

#### **Fire safety**

- Be made aware of fire alarm codes, contacts and procedures
- Sprinkler system checks - weekly
- Evacuation / emergency exercise drills – once per term

## Services isolation points

- Be made aware of gas, electrical and water isolation points and procedures in case of emergency

## Keyholders & Security

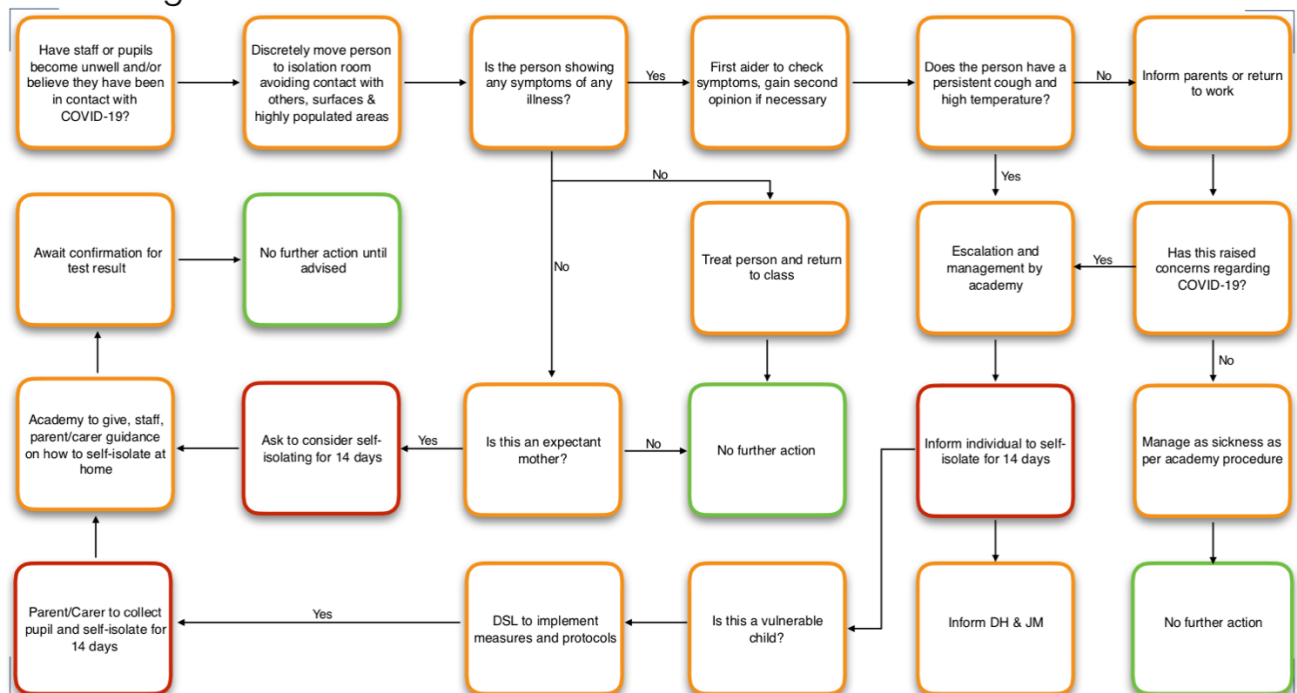
- Be made aware of keys for locks or combination codes
- Be made aware of alarm security codes, contacts and procedures

You should refer to your Management of Premises document as will provide more detailed information, contacts and guidance. This should be circulated to who'll be in local 'control of the building' in the event of an absence.

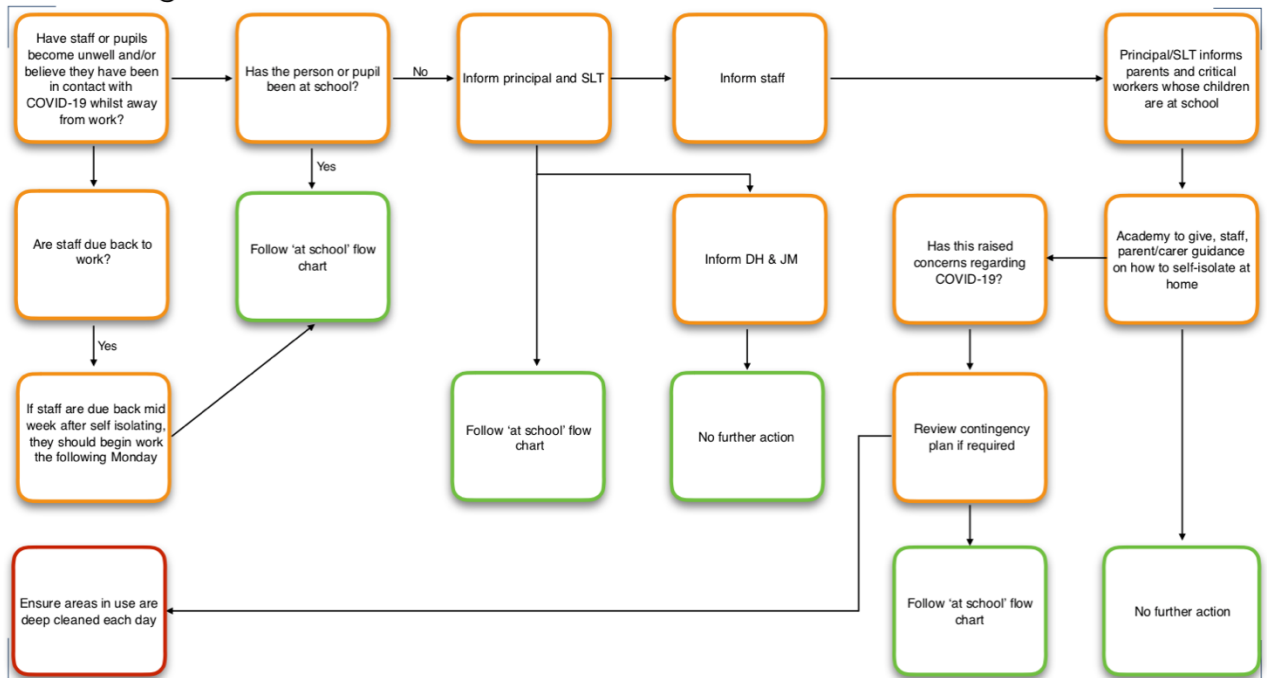
## 15 - Illness amongst staff

It is increasingly likely that staff will become infected by the virus. The flow charts below set out what to do should staff become ill at home and at work.

### Becoming ill at school



## Becoming ill at home



## APPENDIX A

### Definition of Critical Workers

#### Health and social care

This includes but is not limited to doctors, nurses, midwives, paramedics, social workers, care workers, and other frontline health and social care staff including volunteers; the support and specialist staff required to maintain the UK's health and social care sector; those working as part of the health and social care supply chain, including producers and distributors of medicines and medical and personal protective equipment.

#### Education and childcare

This includes nursery and teaching staff, social workers and those specialist education professionals who must remain active during the COVID-19 response to deliver this approach.

#### Key public services



This includes those essential to the running of the justice system, religious staff, charities and workers delivering key frontline services, those responsible for the management of the deceased, and journalists and broadcasters who are providing public service broadcasting.

### **Local and national government**

This only includes those administrative occupations essential to the effective delivery of the COVID-19 response or delivering essential public services such as the payment of benefits, including in government agencies and arms length bodies.

### **Food and other necessary goods**

This includes those involved in food production, processing, distribution, sale and delivery as well as those essential to the provision of other key goods (for example hygienic and veterinary medicines).

### **Public safety and national security**

This includes police and support staff, Ministry of Defence civilians, contractor and armed forces personnel (those critical to the delivery of key defence and national security outputs and essential to the response to the COVID-19 pandemic), fire and rescue service employees (including support staff), National Crime Agency staff, those maintaining border security, prison and probation staff and other national security roles, including those overseas.

### **Transport**

This includes those who will keep the air, water, road and rail passenger and freight transport modes operating during the COVID-19 response, including those working on transport systems through which supply chains pass.

### **Utilities, communication and financial services**

This includes staff needed for essential financial services provision (including but not limited to workers in banks, building societies and financial market infrastructure), the oil, gas, electricity and water sectors (including sewerage), information technology and data infrastructure sector and primary industry supplies to continue during the COVID-19 response, as well as key staff working in the civil nuclear, chemicals, telecommunications (including but not limited to network operations, field engineering, call centre staff, IT and data infrastructure, 999 and 111 critical services), postal services and delivery, payments providers and waste disposal sectors

## **17 - Support from the Multi-Academy Trust**

The Multi-Academy Trust (MAT) Central Safeguarding Team will provide support and guidance as appropriate to enable the DSL to carry out their role effectively.

The MAT will also provide regular group and individual supervision sessions. This may take the form of an online meeting.