

School Covid-19 Risk Assessment & Checklist

School:	St Mary's Catholic Primary School & Nursery
Address:	Hornchurch Drive, Chorley. PR7 2RJ
Completed by:	Patrick Smyth
Date:	03.01.22 updated 05.01.22 updated 28.01.22 updated 28.02.22
Proposed review date:	PS to review at end of spring term

Instructions

As an employer, you must by law protect workers and others from risks to their health and safety. This includes risks from COVID-19.

COVID-19 is a workplace hazard and it must now be managed in the same way as other workplace hazards. This includes:

- completing a suitable and sufficient assessment of the risks of COVID-19 in the workplace and
- identifying control measures to manage the risk.

Failure to carry out a suitable and sufficient risk assessment and put in place sufficient control measures may be considered a breach of health and safety law.

You must regularly review and update your risk assessments - treating them as 'living documents', as the circumstances in your school and public health advice changes. This includes having active arrangements in place to monitor whether the controls are effective and working as planned. For more information on what is required of school leaders in relation to health and safety risk assessments and managing risk, see the advice on the government website: [health and safety advice for schools](#) or the [Health and Safety web pages](#) via the Schools Portal.

Text highlighted in yellow relates to **new** amendments to the content covering issues 6 to 8 of this document.

<p>Potential hazards & guidance on how to control them</p>	<p>Do you believe the hazard is adequately controlled? Yes or No</p>	<p>Recommended Controls Measures</p> <p>Control measures must be amended to reflect the circumstances of your workplace by removing, adding, or amending content below.</p>
	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>necessary hands will be washed using soap and running water and dried thoroughly.</p> <ul style="list-style-type: none"> • Pupils are reminded how to catch coughs and sneezes if a tissue is not readily available i.e. in the crook of the elbow rather than in the hands. • Posters display good hand washing technique and government guidelines on good respiratory hygiene. • Staff supporting others to evacuate are aware of the need to follow hand washing or sanitising instructions. • First aiders will pay particular attention to sanitisation measures immediately before and following the administration of first aid. • Staff who have assisted someone who has taken unwell with COVID-19 symptoms are aware of the need to follow appropriate handwashing guidelines. • Staff handling deliveries will observe good hand hygiene.
<p>Reduce the risk of the virus spreading through contact with contaminated surfaces</p>		
<p>COVID-19 can still be spread through touching contaminated surfaces.</p> <p>An appropriate cleaning schedule must be in place and maintained. This should include regular cleaning of areas and equipment (for example, twice per day), with a particular focus on frequently touched surfaces.</p>	<p>Yes</p>	<ul style="list-style-type: none"> • An enhanced cleaning schedule is in place. A documented cleaning checklist identifies cleaning requirements and individual responsibilities. • Rooms/shared areas are cleaned regularly; at least twice day e.g. Quad/ hall

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<p>Where cleaning is required after a known or suspected case of COVID-19, refer to the guidance on cleaning in non-healthcare settings.</p> <p>Provide extra non-recycling bins for the disposal of single use face coverings and PPE.</p> <p>Refer to the guidance on how to dispose of personal or business waste including face coverings and PPE.</p>		<ul style="list-style-type: none"> • Repeatedly touched objects such as railings/bannisters, door and window handles, taps, desk/tabletops, computer equipment, MFDs, telephones and toilet facilities are frequently cleaned. • Classroom based resources that are shared such as books, play equipment, toys, sports equipment, outdoor play equipment, art and science equipment are cleaned regularly. • Where non-symptomatic children present behaviours which may increase the risk of droplet transmission such as biting, licking, kissing or spitting there will be increased vigilance of cleaning of frequently touched surfaces. • Staff and pupils are encouraged to have their pens and pencils to avoid the need to share items that cannot be easily cleaned. • Unnecessary sharing including the sharing of items that do not contribute to a pupil's education or development is discouraged. • Staff have been instructed on cleaning and sanitising requirements including the use of chemicals and cleaning materials and instructions on the use of PPE. • Waste cleaning materials are disposed of in the usual way unless it is confirmed or suspected that they are contaminated as a result of a member of staff or pupil displaying symptoms. School follows the procedures set out in the Government guidance Cleaning in Non-Health Care Settings following a confirmed or suspected case of COVID-19 on site. • Contaminated or suspected contaminated waste is double bagged, labelled and stored for 72 hours before being disposed of with general waste.

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		<ul style="list-style-type: none"> Where it is not possible to store waste for 72 hours, arrangements will be made for collection by the school's specialist clinical waste contractor.
<p>Personal protective equipment & face coverings</p>		
<p>Directors of public health will continue to advise individual settings experiencing outbreaks on the need to introduce face coverings in school. Any local introduction of face coverings will be subject to routine review and removed at the earliest opportunity.</p> <p>Most staff in schools will not require PPE beyond what they would normally need for their work. The guidance on the use of PPE in education, childcare and children's social care settings provides more information on the use of PPE for COVID-19.</p> <p>Additional PPE for COVID-19 is only required in a very limited number of scenarios:</p> <ul style="list-style-type: none"> if an individual child, young person or student becomes ill with COVID-19 symptoms and only then if close contact is necessary when performing aerosol generating procedures (AGPs) <p>Non-symptomatic children who present behaviours which may increase the risk of droplet transmission such as biting, licking, kissing or spitting or who require care that cannot be provided without close hands-on contact, should continue to receive care</p>	<p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes made aware of from March 2020</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p>	<ul style="list-style-type: none"> Staff who are already using PPE to protect against non-COVID-19 risks, will continue to do so. Use of PPE has been determined by an assessment of risks in the workplace. Staff may wear face coverings if it makes them feel safer or more comfortable. First Aiders have read and follow the Government guidance for first responders and the HSE Guidance on First Aid during the coronavirus pandemic. When caring for someone with COVID-19 symptoms a face mask should be worn if social distancing cannot be maintained and if contact is necessary, gloves, an apron and a face mask should be worn. Additional PPE is made available in First Aid boxes and alongside Defibrillators. Disposable gloves, an impermeable apron and a fluid resistant surgical face mask are to be worn when delivering hands on first aid to adults where close contact cannot be avoided. If a risk assessment indicates the likelihood of contamination by splashes, droplets of blood or body fluids, disposable eye protection (such as a face visor or goggles) will be worn.
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<p>in the same way as before COVID-19, including any existing routine use of PPE.</p> <p>No additional PPE should be necessary because staff are dealing with non-symptomatic children in a non-healthcare setting, therefore the risk of viral transmission is very low.</p> <p>Delivering First Aid to pupils Children and young people who require first aid should continue to receive care in the same way. No additional PPE is needed because of COVID-19 for anyone who does not have symptoms.</p> <p>First Aiders should familiarise themselves with the Government guidance for first responders and the HSE Guidance on First Aid during the coronavirus pandemic.</p> <p>The safe removal of PPE is a critical consideration to avoid self-contamination. Staff should familiarise themselves with the Government guidance on the use of personal protective equipment.</p> <p>Disposal of PPE Disposal of used PPE and other waste should be in line with cleaning non-healthcare settings outside the home.</p> <p>Settings such as special schools that generate clinical waste should continue to follow their usual waste policies.</p>	<p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p>	<ul style="list-style-type: none"> • Staff are aware of the need to report insufficient levels of PPE to their line manager. • Disposable gloves and impermeable aprons must be worn when cleaning areas that have been occupied by someone displaying COVID-19 symptoms. • Staff are aware of the arrangements for the safe use and disposal of PPE including face masks/face coverings.

Protecting people at higher risk of infection

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<p>There are some groups who are still considered to be at higher risk of severe illness from coronavirus. See guidance: people at higher risk from COVID-19, protecting people previously considered clinically extremely vulnerable from COVID-19, HSE guidance protect vulnerable workers during COVID-19 and Government Guidance, Coronavirus (COVID-19): advice for pregnant employees.</p> <p>On-site provision should in all cases be retained for vulnerable children and young people and the children of critical workers. If settings must temporarily stop on-site provision on public health advice, they should discuss alternative arrangements for vulnerable children and young people with the Lancashire County Council.</p> <p>Further information is available in the guidance on supporting pupils at school with medical conditions.</p> <p>Extra consideration needs to be given to workers facing mental and physical health difficulties. Those who are clinically extremely vulnerable are no longer advised to shield but must continue to be supported by discussing with them their individual needs and supporting them in taking any additional precautions advised by their clinicians.</p> <p>Please refer to Government Guidance, Coronavirus (COVID-19): advice for pregnant employees.</p>	<p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">N/A</p> <p style="text-align: center;">Yes</p>	<ul style="list-style-type: none"> • The school works closely with parents of children who are extremely vulnerable to support a return to school, carrying out an individual risk assessment as necessary. • An individual risk assessment has been completed for any staff member who is in a vulnerable category (high risk 2020 – 2021), significant risk factors or who is experiencing mental health issues due to COVID-19. • A new & expectant mother risk assessment and individual Covid-19 risk assessment has been completed for all pregnant staff.

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<p style="text-align: center;">Reduce the spread of COVID-19 by ensuring people stay at home if they are unwell or tested positive for COVID-19 isolate when they are legally required to do so</p>		
<p>Staff and pupils are encouraged to follow safer behaviours including;</p> <ul style="list-style-type: none"> • staying at home if they are unwell • taking a test if they have COVID-19 symptoms and staying at home and avoiding contact with other people if they test positive. <p>Staff and pupils who test positive will continue to be advised to stay at home and avoid contact with other people. After 5 days, they may choose to take a Lateral Flow Device (LFD) followed by another the next day - if both are negative, and they do not have a temperature, they can safely return to school.</p> <p>Close contacts will be identified via NHS Test and Trace and education settings will no longer be expected to undertake contact tracing. Managers and employees should refer to the government guidance NHS Test and Trace in the workplace.</p> <p>An individual is legally required to self-isolate if they</p> <ul style="list-style-type: none"> • have tested positive for COVID-19 • have COVID-19 symptoms • live in a household with someone who has symptoms, unless they're exempt from self-isolation • have been told to self-isolate by NHS Test and Trace <p>Close contacts without symptoms are exempt from self-isolation if;</p>	<p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p>	<ul style="list-style-type: none"> • Staff and pupils who feel unwell will be encouraged to stay at home and to take a test if they have COVID-19 symptoms. • Staff and pupils who test positive will be advised to stay at home and avoid contact with other people. After 5 days, they may choose to take a Lateral Flow Device (LFD) followed by another the next day - if both are negative, and they do not have a temperature, they will be permitted to return to school. • School will follow the guidance in the latest PHE (Lancashire) Schools Resource Pack which provides advice on managing positive cases and who to contact for help. • Staff and pupils are required to stay at home if they have COVID-19 symptoms and to seek a confirmation PCR test. • If anyone in school develops COVID-19 symptoms, however mild, they will be sent home and advised to take a PCR test. Any staff displaying symptoms will be mindful not to come into contact with other staff. Any rooms they have used will be cleaned after they have left. • Staff and pupils (aged 6 and over) identified as a close contact by NHS Test & Trace are advised to take an LFD test every day for 7 days. • Staff and pupils with a positive LFD test are required to isolate but are not required to take a confirmatory PCR test.

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<ul style="list-style-type: none"> • they are fully vaccinated • aged under 18 and 6 months • they are taking part in a vaccine trial • are not vaccinated for medical reasons <p>Instead, they will be advised to take an LFD test every day for 7 days. Anyone who's LFD test comes back positive should isolate and take a confirmatory PCR test to verify the result.</p> <p>Children under 5 years are exempt from self-isolation and do not need to take part in daily testing of close contacts.</p> <p>The 10-day self-isolation period for people who record a positive LFD/PCR test result for COVID-19 has been reduced to 5-7 days when they get a negative LFD result on day 5 & 6-6 & 7 of their isolation period and they do not have a high temperature.</p> <p>Refer to the latest government guidance Stay at home: guidance for households with possible or confirmed coronavirus (Covid-19) infection for further information.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<ul style="list-style-type: none"> • Staff and pupils with a positive PCR result will be required to self-isolate for 10 days and will be supported to do so. Individuals who have tested negative on day 5 & 6-6 & 7 of their self-isolation period and do not have a temperature will be permitted to end their isolation and return to school on day 6. • Staff, parents and pupils are made aware of the virus symptoms; • Staff and parents have been instructed to inform school immediately of the results of a test so that an assessment can be made of the potential impact on school; • If someone with symptoms tests negative and have not been told by the Test & Trace Team to self-isolate, if they feel well and have been without a fever for 48 hours they can stop self-isolating; • Staff who have assisted someone who has taken ill with COVID-19 symptoms and any pupils who have been in close contact with them, will wash their hands with warm, running water and soap for a minimum of 20 seconds. They do not need to go home unless they display the symptoms themselves or are advised to do so by NHS Test and Trace, the School or Local Health Protection Team; • If a pupil displays symptoms they will not be permitted to remain in school. Child should be taken to the KS2 outdoor Quiet Area (which is sealed off) where there is PPE. Supervising adult must don and doff PPE as appropriate if they cannot keep a 2-m distance or if they do not feel comfortable without. They must follow the donning and doffing guidance. More information on PPE use can be found here. If contact with the pupil displaying symptoms is necessary, then disposable gloves, a disposable apron and a fluid-resistant surgical face mask should be worn by the supervising adult.

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	<p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p>	<ul style="list-style-type: none"> • Where possible, a TA should take the child rather than class teacher or other available member of staff e.g. HT or office staff to minimise disruption to learning of the rest of the class. Supervising adult to communicate with office via Walkie Talkies (WTs). Parent to be contacted to send child home. Child taken to entrance via outside of school when they are collected. • In unlikely event KS2 Quiet Area cannot be used, the pupil will be placed in the Quiet Room with window opened for ventilation, whilst being mindful of individual pupils' needs; • If it is not possible to isolate the pupil e.g. if it causes them undue distress or they need to remain under adult observation, an assessment will be carried out to see whether it is sufficient to move them to an area which is at least 2 metres away from others; • If an individual (adult or child) showing COVID-19 symptoms, needs to use the toilet while waiting to go home, they will use the Gents/ Disabled toilet if possible. The bathroom will then be cleaned and disinfected before being used by anyone else. • The area around the person with symptoms will be cleaned and disinfected using disposable cloths or paper towels and disposable mop heads after they have left to reduce the risk of passing the infection on to other people as per the COVID-19: cleaning of non-healthcare settings guidance; • When caring for someone with symptoms of coronavirus (COVID-19) a face mask should be worn if a distance of 2 metres cannot be maintained. If direct contact is necessary, then gloves, an apron and a face mask should be worn; • If a pupil becomes unwell with symptoms of coronavirus and needs direct personal care before they can return home, a fluid-resistant

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	<p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p>	<p>surgical face mask should be worn by the supervising adult if a distance of 2 metres cannot be maintained.</p> <ul style="list-style-type: none"> • If a risk assessment determines that there is a risk of splashing to the eyes, e.g. from coughing, spitting, or vomiting, then eye protection will also be worn by the supervising adult. • If it is a member of staff and they can drive themselves home, they should do so immediately; • Where an adult needs to be collected, they should be taken preferably to outside the front entrance with a chair provided or if not possible (i.e. adverse weather) to the Quiet Room room where they can be isolated with the door closed and a window open for ventilation. • If dynamic risk assessment determines that there is a risk of splashing to the eyes, for example from coughing, spitting, or vomiting, by a person displaying symptoms then eye protection should also be worn. • All PPE worn by the supervising adult should be removed as per the donning and doffing guidance. This, along with disposable cleaning cloths and tissues, should be put it in a plastic rubbish bag and tied it when full. Place the plastic bag in a second bin bag and tie it. Put it in a suitable and secure place marked for storage for 72 hours, safely and securely kept away from children. Do not put the waste in communal waste areas until the waste has been stored for at least 72 hours. Kept in bin shed behind brown bins. Supervising adult to inform school office staff who will inform cleaning staff. • See donning and doffing of PPE guidance – staff training video – details shared with staff after training session

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		<ul style="list-style-type: none"> • In an emergency, call 999 if the person is seriously ill or injured or their life is at risk. Do not visit the GP, pharmacy, urgent care centre or a hospital. • The isolation area, toilets and anywhere else the symptomatic person has been should be cleaned after they have left following PHE guidance; • If class needs cleaning remove the rest of the children and staff to a different part of the school while cleaning takes place e.g. outdoors or school hall. (repeated later in RA). • The symptomatic pupil or adult should be tested for Covid-19. • Staff who have assisted someone who has taken ill with COVID-19 symptoms will wash their hands with warm running water and soap for a minimum of 20 seconds. They do not need to go home unless they display the symptoms themselves; • There is a sick bucket (double bagged) available in each class and there is also a sick bucket in KS2 Quiet area. • Customers, visitors and contractors are instructed not to attend site if they are displaying symptoms.
<p>Asymptomatic testing</p>		
<p>Staff and pupils who test positive will continue to be advised to stay at home and avoid contact with other people. After 5 days, they may choose to take a Lateral Flow Device (LFD) followed by another the next day - if both are negative, and they do not have a temperature, they can safely return to their normal routine).</p>	<p>Yes</p> <p>Yes</p>	<ul style="list-style-type: none"> • Staff and pupils who test positive will be advised to stay at home and avoid contact with other people. After 5 days, they may choose to take a Lateral Flow Device (LFD) followed by another the next day - if both are negative, and they do not have a temperature, they will be permitted to return to school. • Staff are required to undertake twice weekly home LFD tests.

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<p>Testing remains important in reducing the risk of transmission of infection within schools. That is why, whilst some measures are relaxed, others will remain.</p> <p>Staff in all education and childcare settings, should take one self-test at home either the evening or morning before they return after the school break, then continue to test twice weekly at home.</p> <p>Staff should undertake twice weekly home tests whenever they are on site until the end of September, when this will also be reviewed.</p> <p>Schools are strongly encouraged to ask parents and other visitors to take a lateral flow device (LFD) test before entering the school.</p> <p>Confirmatory PCR testing following a positive LFD result has been temporarily suspended from 11 January 2022. This means that staff and pupils who have had a positive LFD result and who are not displaying any symptoms, will no longer be advised to get a confirmatory PCR test.</p> <p>Even if someone has tested positive for COVID-19 within the last 90 days, they are strongly encouraged to take part in LFD testing on-site through ATS or at home once they have completed their isolation period for their prior infection.</p>		<ul style="list-style-type: none"> • Staff and pupils who have a positive LFD test are required to self-isolate and to seek a confirmation PCR test. • Staff are advised to take an LFD test at home the evening or morning before they return to school after the school break. • Parents and other visitors are asked to take a lateral flow device (LFD) test before entering the school. • Staff and pupils who have a positive LFD test are required to self-isolate, and to seek a confirmation PCR test, for 10 days and will be supported to do so. Individuals who have tested negative on day 5 & 6 & 7 of their self-isolation period and do not have a temperature will be permitted to end their isolation and return to school. •

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<p>If you have previously received a positive COVID-19 test result, you are advised not to take another PCR test within 90 days of this result unless you develop any new main symptoms of COVID-19, or if you are required to take a PCR test upon entry into the UK.</p> <p>If you have a positive PCR test result within 90 days of a previous positive test result this may indicate a new infection so you must stay at home, self-isolate and follow the steps in this guidance again.</p> <p>Additional information on PCR test kits for schools and further education providers is available.</p> <p>The government sharing platform provides information and guidance for schools on testing arrangements.</p>		
<p>Reduce the risk of transmission through vaccination</p>		
<p>Vaccines are the best defence against COVID-19. They help protect young people and adults, and benefit those around them. Vaccination makes people less likely to catch the virus and less likely to pass it on.</p> <p>To book a vaccination, please visit: Book or manage a coronavirus (COVID-19) vaccination – NHS (www.nhs.uk).</p>		<ul style="list-style-type: none"> All eligible staff and students aged 12 and over are encouraged to take up the offer of the vaccine, including boosters.
<p>Reduce the risk for visitors and contractors</p>		

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<p>Provide clear guidance on how to reduce the risk of spreading COVID-19 to people when they arrive.</p> <p>Coordinate and cooperate with other occupiers, where the site and facilities are shared including landlords and other tenants.</p>	<p align="center">Yes</p>	<ul style="list-style-type: none"> Site guidance on social distancing and hygiene will be explained to visitors, parents/carers and contractors on or before arrival. Site rules are prominently displayed at all access points, including sanitising, handwashing, social distancing, not entering if symptomatic etc. JW/
<p align="center">Reduce the spread of COVID-19 during Educational Visits</p>		
<p>You should undertake full and thorough risk assessments in relation to all educational visits and ensure that any public health advice, such as hygiene and ventilation requirements, is included as part of that risk assessment.</p> <p>Risk assessments should consider contingency arrangements for a number of possibilities including a participant developing COVID-19 symptoms during the visit or a member of staff having to self-isolate and developing COVID-19 symptoms before a visit and being unable to attend.</p> <p>General guidance about educational visits is available and is supported by specialist advice from the Outdoor Education Advisory Panel (OEAP).</p>	<p align="center">Yes</p> <p align="center">Yes</p> <p align="center">Yes</p>	<ul style="list-style-type: none"> A full and thorough risk assessment will be completed taking account of any public health advice, such as hygiene and ventilation requirements. The risk assessment will be approved depending on the visit type, either by the school/nursery or LCCs Educational Visits Team via Evolve prior to the visit taking place. Risk assessments will consider contingency arrangements for a number of possibilities including staff having to self-isolate or participants developing COVID symptoms whilst on the visit or a member of staff developing COVID-19 symptoms before a visit and being unable to attend The school will liaise with the venue/activity provider as part of the risk assessment process to ensure it has made its own assessment of the risk of COVID-19 and implemented suitable controls measures to prevent infection. Preliminary visits to the venue will be carried out if deemed necessary to check measures are place.
<p align="center">Keep pupils and staff safe when travelling</p>		

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<p>Up to date guidance on COVID-19 and school travel is available from the School Transport team.</p>	<p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p>	<ul style="list-style-type: none"> • The control measures for dedicated transport have been aligned as far as possible with the principles underpinning the system of controls set out in school including ventilation, cleaning and hygiene. • When travelling on public or dedicated transport pupils, staff and parents are required encouraged to wear a face covering.
<p>Managing a COVID-19 outbreak in school</p>		
<p>Please refer to PHE North West Schools Resource Pack for advice on managing COVID-19 cases and outbreaks</p> <p>For support on outbreak management please contact; COVID19-HealthProtection@lancashire.gov.uk</p> <p>School should have contingency plans outlining what action to take if pupils or staff test positive for COVID-19, or how school would operate if advised to take extra measures to help break chains of transmission.</p> <p>Guidance on what to include in contingency framework and information on what circumstances might lead to additional action, and the steps to work through, are contained the government guidance Contingency framework: education and childcare settings January 2022.</p>	<p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p>	<ul style="list-style-type: none"> • An outbreak management plan PHE North West Schools Resource pack contained in is in place outlining how the school will operate if there is an outbreak in the school or local area. • Support is obtained as required from relevant teams including Lancashire Public Health Education Outbreak Management team. • School continues to record COVID-19 related absence in accordance with the information contained within the PHE North West Schools Resource Pack. • In the event of an outbreak any staff required to work from home will be supported to do so including ensuring they have suitable equipment, developing appropriate communication channels and looking after their physical and mental wellbeing. • A homeworking checklist and risk assessment has been completed for any staff working from home for a prolonged period which is reviewed on a 3-monthly basis. <i>Use HSE version as and when required.</i>

<p style="text-align: center;">Potential hazards & guidance on how to control them</p>	<p style="text-align: center;">Do you believe the hazard is adequately controlled? Yes or No</p>	<p style="text-align: center;">Recommended Controls Measures</p> <p style="text-align: center;">Control measures must be amended to reflect the circumstances of your workplace by removing, adding, or amending content below.</p>
<p>Communication, consultation and training</p>		
<p>Employers have a legal duty to consult workers on health and safety matters.</p> <p>To help workers feel safe returning to work employers should consult with them on any health and safety measures that have been put in place to reduce the risk of COVID-19 spreading.</p> <p>Schools continue to engage with staff (including through trade unions and employee representative groups) to monitor and understand any unforeseen impacts of changes to working environments.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<ul style="list-style-type: none"> • Clear and up to date information and guidance on how to manage the risks associated with Covid-19 is available via the schools portal and Government website. • Staff are consulted when considering local arrangements. • Signage, posters and other instructions use simple, clear messaging to explain guidelines using images and clear language, with consideration of groups for which English may not be their first language.
<p>Stress & Anxiety</p>		
<p>Mental health is important, especially during times of uncertainty. The government has published guidance on the mental health and wellbeing aspects of coronavirus (COVID-19).</p> <p>The Department for Education is providing additional support for both pupil and staff wellbeing in the current situation. Information about the extra mental health support for pupils and teachers is available.</p> <p>The Education Support Partnership provides a free helpline for school staff and targeted support for mental health and wellbeing.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<ul style="list-style-type: none"> • The Headteacher and other senior staff monitor working arrangements and offer support and advice where necessary. • A procedure is available for individuals to report concerns over breaches of school safe working policy/guidelines so that intervention can occur. All members of staff are encouraged to speak to colleagues about breaches or raise to the attention of the HT, or the CoG in the event it is the HT. • A risk assessment addressing COVID-19 concerns for an employee has been completed for any member of staff raising concerns about their safety or well-being and appropriate control measures identified and implemented.

Potential hazards & guidance on how to control them	Do you believe the hazard is adequately controlled? Yes or No	Recommended Controls Measures Control measures must be amended to reflect the circumstances of your workplace by removing, adding, or amending content below.
		<ul style="list-style-type: none">• Staff are made aware of sources of information via the school portal that will assist their wellbeing such as:<ul style="list-style-type: none">▪ Employee Wellbeing▪ MIND web site▪ H&S COVID-19 web page

ACTION PLAN - Further action / controls required						
Hazard	Action required	Person(s) to undertake action?	Priority	Projected time scale	Notes / comments	Date completed

Close contacts no longer need to self-isolate (if children or double-jabbed adults)
 people only self-isolate if they have symptoms, or positive LFD or PCR tests

no staggered pick-up/ drop off times

no one-way system for parents (and no need to wear masks on school site)

