



**Shaw
Education
Trust**

COVID -19

Living with COVID-19 in the Workplace Guidance

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This policy outlines Shaw Education Trust's (SET) expectations since the lifting of COVID-19 restrictions in England. This policy sets out the actions taken by the Trust and expectations for employees now that we are "living with COVID-19)

Introduction

Shaw Education Trust is committed to ensuring the health and safety of all employees and young people within our schools and academies. This policy sets out the measures the Trust is taking to comply with the Governments guidance as we continue to keep our employees and young people safe, as well as setting out the steps our employees take to reduce transmission of COVID-19 especially during the winter months.

Infection Control Measures

All employees should follow these guidelines from the World Health Organisation on infection control whilst at work and in their daily lives. This includes:

- Frequently cleaning their hands by using alcohol-based hand rub or soap and water
- When coughing and sneezing covering your mouth and nose with a flexed elbow or tissue, throwing this tissue away immediately and washing their hands
- Avoiding close contact with anyone who has a fever and cough.

Employees with Symptoms of a Respiratory Infection including COVID-19 (including with a positive COVID-19 test result)

Most people can no longer access free testing for COVID-19, however this guidance is applicable whether you have a positive test or not.

If you have symptoms of a respiratory infection and/or a high temperature AND you do not feel well enough to go to work or carry out normal activities try to stay at home and avoid contact with other people. If you feel well, you should continue with your usual routines.

There is currently no legally required length of time someone with COVID-19 should stay off work, indeed if you feel well you should continue with

your usual activities. The Shaw Education Trust Attendance Management Policy will apply when someone is off with COVID-19. The usual sick pay rules will also apply.

Children and Young People (aged 18 years and under) with Symptoms of a Respiratory Infection including COVID-19 (including with a positive COVID-19 test result)

Respiratory infections are common in children and young people especially during the winter months. Symptoms can be caused by the common cold, respiratory infections, COVID-19 and RSV etc. It is not recommended that children and young people are tested for COVID-19 unless directed to do so from a healthcare professional.

For most children and young people, these illnesses are not serious, and if they feel unwell and not able to attend school, they should soon recover.

Attending education is hugely important for children and young people's health and their future. As with any other illness, if they feel well, they should be in school.

Children and young people with mild symptoms such as a runny nose, sore throat or slight cough who are otherwise well can continue to attend their education setting.

Children and young people who are unwell and have a high temperature should stay at home and avoid contact with people where they can. Once they no longer have a high temperature and they are well enough they can resume normal activities and attend their education setting.

All children and young people with symptoms should be encouraged to cover the mouth and nose with a tissue when coughing and/or sneezing and wash their hands regularly.

Children and young people should continue to attend their education setting if they live with someone who tests positive for COVID-19.

Long COVID

For some people, COVID-19 can cause symptoms that last for a long time after the infection. This is called 'post covid syndrome' or 'long covid'. The effects can last for weeks, months and even years. This means it can affect someone's ability to work or cause them to take time off sick.

If this is the case the Shaw Education Trust Attendance Management Policy will apply when someone is off with COVID-19 or long covid. The usual sick pay rules will also apply.

Long covid is a new illness and may take some time to fully understand the effect it can have on a person's day to day activities and is currently understood that the symptoms can last or come and go for several months or years. Reasonable adjustments may need to be considered rather than trying to work out if an employee's condition is a disability. For further information or to find out more please contact the SET People Team.

Further Information

Education Mutual Insurance

For those who have bought into the Education Mutual staff insurance policy there is a wide range of support available such as access to mental health services, physio services, surgical assistance, mental health first aid, 24hr GP and nursing services. <https://educationmutual.co.uk/>

Education Support Helpline

Education Support offer a free and confidential 24/7 emotional support helpline (09000 562 561).The link to the website is: <https://www.educationsupport.org.uk/helping-you/telephone-support-counselling>.

GOV.CO.UK

<https://www.gov.uk/guidance/people-with-symptoms-of-a-respiratory-infection-including-covid-19>



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