



Company name: John Taylor MAT **Assessment carried out by** The Forest Family (All Saints CE, Rangemore and Needwood CE Primary School).
Date of next review: Weekly **Date assessment was carried out:** 15.5.20

This plan follows the format of the HSE Risk assessment form and assesses risk and our solutions for mitigation of risk as well as management of our return plan and has been taken from:

- Actions for educational and childcare settings to prepare for wider opening from 1 June 2020
<https://www.gov.uk/government/publications/actions-for-educational-and-childcare-settings-to-prepare-for-wider-opening-from-1-june-2020>
- Coronavirus (COVID-19): implementing protective measures in education and childcare setting
<https://www.gov.uk/government/publications/coronavirus-covid-19-implementing-protective-measures-in-education-and-childcare-settings>
- Opening schools for more children and young people: initial planning framework for schools in England
<https://www.gov.uk/government/publications/actions-for-educational-and-childcare-settings-to-prepare-for-wider-opening-from-1-june-2020/opening-schools-for-more-children-and-young-people-initial-planning-framework-for-schools-in-england>
- What parents and carers need to know about schools and other education settings during the coronavirus outbreak
<https://www.gov.uk/government/publications/closure-of-educational-settings-information-for-parents-and-carers>
- Planning Guide for Primary Schools
<https://www.gov.uk/government/publications/preparing-for-the-wider-opening-of-schools-from-1-june/planning-guide-for-primary-schools>

Please read in conjunction with our Corona Virus RETURN Action Plans and management of risk and recovery plan.

If the risk owner is the Executive Headteacher (EHT) the contingency in their absence are the senior leadership team.

Where the risk manager is another member of staff, contingency is up line to senior leaders.

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
1. Establishing a systematic process of partial opening, including social distancing – Risk owner - EHT					
1.1 Net capacity					
Available capacity of the school is reduced	H	<ul style="list-style-type: none"> • Agreed number of children who can attend the premises on any given day to enable compliance with social distancing rules. 	Y	-Establish numbers of children who will attend – be clear that parents cannot	M

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
when social distancing guidelines are applied		<ul style="list-style-type: none"> Agreed new timetable and arrangements confirmed for each year group. Arrangements in place to support children when not at school with remote learning at home. 	<p>Y</p> <p>Y</p>	<p>pick and choose as 'bubbles' cannot change.</p> <p>-Cascade information to staff.</p> <p>-Dynamically manage staffing based on absences.</p>	
1.2 Organisation of teaching spaces					
Classroom sizes will not allow adequate social distancing	H	<ul style="list-style-type: none"> Classroom size and numbers reviewed. Class sizes and timetables/staffing amended allowing for reduced numbers in line with government guidance (i.e. a maximum of 15 children per class) Explore the use of other spaces such as the school hall. Classrooms re-modelled, with chairs and desks in place to allow for social distancing. Spare chairs removed from desks (and rooms) so they cannot be used – can they be stored in another classroom / sheds? Clear signage displayed in classrooms promoting social distancing. Classes stay together with their teacher and do not mix with other children or staff. THIS IS A RISK as we have a large number of part time staff. 	<p>Y</p> <p>Y</p> <p>Y</p> <p>planned not completed. Not yet To be made</p> <p>As best as possible.</p>	<ul style="list-style-type: none"> Explore possibilities to limit movement of part time staff – such as a week on week off – but this is challenging with their own child care etc. – Accept that we will have more than 1 consistent member of staff and use IT to teach and social distancing in order to mitigate this contact. Plans in pace for classroom modelling but it will be completed just prior to children attending as school is currently in use and it is not essential that staff come in any sooner than they have to. Communication of rules and expectations and subsequent monitoring. 	M

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Large spaces need to be used as classrooms	H	<ul style="list-style-type: none"> Limits planned for our hall. Large gatherings prohibited. Design layout and arrangements in place to enable social distancing – roll out tables, 1 child per end is 1.5 – 2m distance – children need to stay at ends. Manage tessellation of tables for diagonal 2m. 	Y To be set up	Communication of rules and expectations and subsequent monitoring.	M
1.3 Availability of staff and class sizes					
The number of staff who are available is lower than that required to teach classes in school and operate effective home learning	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. Full use is made of those staff who are self-isolating or shielding but who are well enough to teach lessons online. Flexible and responsive use of teaching assistants and pastoral staff to supervise classes is in place. Full use is made of testing to inform staff deployment. Home / distance learning in place using Portal and Class Dojo which can be utilised with those in attendance at school to support staff levels and wellbeing. 	Y	<ul style="list-style-type: none"> Timetables in place utilising all teaching and support which have taken into account shielding staff. Standby SLT to cover teaching the immediate need. Testing information to staff. 	M
1.4 Prioritising provision					
The continued prioritisation of vulnerable children and the children of critical workers will create 'artificial	H	<ul style="list-style-type: none"> Plans are in place to meet the learning needs of the children who are outside of the main cohorts attending school. Pastoral and EHCP/SEND support is deployed wherever possible to support prioritised children. 	Y	<ul style="list-style-type: none"> Groupings planned to best place key worker / vulnerable children in their nearest age group (dependent on size of group) 	

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groups' within schools when they reopen		<ul style="list-style-type: none"> Efforts continue to improve the attendance of vulnerable children and those from disadvantaged backgrounds. A plan is in place for the phasing in of the other cohorts. 		i.e. y3-5 with Y6 and Y2 with Y1.	
1.5 The school day					
The start and end of the school day create risks of breaching social distancing guidelines	H	<ul style="list-style-type: none"> Pick up and drop off times are staggered. The number of entrances and exits to be used is maximised Different entrances/exits are used for different groups Needwood and one-way system All Saints. Staff and children are briefed and signage provided to identify which entrances, exits and circulation routes to use. A plan is in place for managing the movement of people on arrival to avoid groups of people congregating. – cones for each family. Floor markings are visible where it is necessary to manage any queuing. Attendance patterns have been optimised to ensure maximum safety. 	<p>Y</p> <p>Y</p> <p>Y</p> <p>Signage needs to be set up</p> <p>Daily placement – who is responsible?</p>	<ul style="list-style-type: none"> Communication of rules and expectations and subsequent monitoring. 	M
1.6 Planning movement around the school					
Movement around the school risks breaching social distancing guidelines	H	<ul style="list-style-type: none"> Circulation plans have been reviewed and revised. Corridors are divided where feasible. Appropriate signage is in place to clarify circulation routes. 	<p>Y</p> <p>Y</p> <p>To add</p> <p>Y</p>	<ul style="list-style-type: none"> – Communication of rules and expectations and subsequent monitoring. - Timings of movement clear and staggered 	L

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> Pinch points and bottle necks are identified and managed accordingly. Movement of children around school is minimised as much as possible, with children staying in classrooms and staff moving round. Children are regularly briefed regarding observing social distancing guidance. Appropriate duty rota and levels of supervision are in place. 	<p>Y</p> <p>Y</p> <p>Y</p>		
1.7 Curriculum organisation					
Children will have fallen behind in their learning during school closures and achievement gaps will have widened	H	<ul style="list-style-type: none"> Gaps in learning are assessed and addressed in teachers' planning. – challenge in place where staff are teaching children that are not in their year group (an understanding expected standards) and are not children they know - as well as the need to often speak with the child closely and clearly to identify needs). Home /distance learning is continuing and is complements in-school learning and address daps identified. Plans for intervention are in place for those children who have fallen behind in their learning. 	Y	<ul style="list-style-type: none"> Communication of expectations and subsequent monitoring. 	M
1.8 Staff workspaces					
Staff rooms and offices do not allow for observation of social distancing guidelines	H	<ul style="list-style-type: none"> Staff rooms and offices have been reviewed and appropriate configurations of furniture and workstations have been put in place to allow for social distancing. Staff have been briefed on the use of these rooms. 	To do. Challenge at NW.	<ul style="list-style-type: none"> Communication of expectations and subsequent monitoring. 	M/L

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
1.9 Managing the school lifecycle					
Limited progress with the school's summer term calendar and work plan because of COVID-19 measures	M	<ul style="list-style-type: none"> • School calendar for the summer term rationalised. • Senior Leadership Team (FLT) to include short- and medium-term planning. • Staff recruitment for September 2020 completed. • Staffing timetables, PPA and directed time plans completed. • School improvement plans developed. • SEFs updated in the light of school changes. • Pupil and sports premium reports completed and uploaded. • Performance review 2020 considerations planned • CPD for 2020 planned. • Curriculum and timetable for September 2020 completed. 	All summer to dos		L
Children moving into our school in reception and moving onto high school from y6 – as well as new families - support those who not feel prepared for the transition	H	<ul style="list-style-type: none"> • A plan is in place for nurture to work with children and their parents about movement to the next stage in their education and resolve any issue – Smart moves program conducted. • There is regular and effective liaison with the high schools our children go to. assist with children's transition. • Regular communications with the parents of incoming children are in place, including letters, newsletters and zoom school visits and meetings. 	Y Y Y Y	<ul style="list-style-type: none"> • Meetings all booked with new Rec. Zoom links to send. Collation of responses seen. 	L

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		<ul style="list-style-type: none"> Virtual tours of the school are available for parents and children. Online induction days for children and parents are planned. 	Y		
1.10 Governance and policy					
Governors are not fully informed or involved in making key decisions	H	<ul style="list-style-type: none"> Online meetings are held regularly with governors. Governing bodies are involved in key decisions on reopening. Governors are briefed regularly on the latest government guidance and its implications for the school. 	Y Y Y	<ul style="list-style-type: none"> Ensure Governors are communicated with at each level – remembering that not all Governors are parents and therefore not in our full communication loop. 	L
1.11 Policy review					
Existing policies on safeguarding, health and safety, fire evacuation, medical, behaviour, attendance and other policies are no longer fit for purpose in the current circumstances	H	<ul style="list-style-type: none"> All relevant policies have been revised to take account of government guidance on social distancing and COVID-19 and its implications for the school. Staff, children, parents and governors have been briefed accordingly. 	Y but not within policy other than safeguarding.	<ul style="list-style-type: none"> Checks to be made. Safeguarding is updated and dynamic changes in our covid-19 plans are policy change implication Communication with Governors and staff and families where necessary of changes made. 	L
1.12 Communication strategy					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Key stakeholders are not fully informed about changes to policies and procedures due to COVID-19, resulting in risks to health	M	<ul style="list-style-type: none"> Communications strategies for the following groups are in place: <ul style="list-style-type: none"> Staff Children Parents Governors JTMAT Local authority/Regional Schools Commissioner / Professional associations 	<p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>U</p> <p>Y where relevant</p>	Monitoring and checks all groups communicated with.	L
1.13 Staff induction and CPD					
Staff are not trained in new procedures, leading to risks to health	H	<ul style="list-style-type: none"> A clear staff information book of expectations and changes provided prior to opening. Induction and CPD programmes are in operation for all staff prior to reopening, and include: <ul style="list-style-type: none"> Infection control Fire safety and evacuation procedures Constructive behaviour management Safeguarding Risk management 	<p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p>	<ul style="list-style-type: none"> Plans sent to staff with good time and clarity on actions and rules/expectations. H&S training with ATF includes infection control for all to complete during lockdown Training on 1st June clear. 	L
New staff are not aware of policies and procedures prior to starting at the school when it reopens	H	<ul style="list-style-type: none"> Induction programmes are in place for all new staff – either online or in-school – prior to them starting. The revised plans are issued to all new staff prior to them starting. 	<p>Y</p> <p>Y</p>	We have 2 staff, to ensure we have been really clear and, when in school, sign induction book.	L
1.14 Free school meals					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Children eligible for free school meals do not continue to receive food / vouchers on the days that they are not in school	H	<ul style="list-style-type: none"> • FLT and office staff ensure children eligible for free school meals receive free meals when in school and continue to receive vouchers/school meals when not in school. 	Y		L
1.15 Risk assessments					
Risks are not comprehensively assessed in every area of the school in light of COVID-19, leading to breaches of social distancing and hygiene guidance.	H	<ul style="list-style-type: none"> • Risk assessments are updated or undertaken before the school reopens and mitigation strategies are put in place and communicated to staff covering: <ul style="list-style-type: none"> • Different areas of the school • When children enter and leave school • During movement around school • During break and lunch times • Delivering aspects of the curriculum / provision where shared equipment is used – ensuring bubbles have their own equipment, toys etc. and they remain with that group. 	Y Y Y Y Y	<p>Communication of expectations and subsequent monitoring.</p> <p>Ensure bubbles are self-sufficient and reevaluate tasks if necessary.</p>	L
1.16 School transport					
Changes to bus schedules as a result of COVID-19 adversely affect children' attendance and punctuality and do not align with staggered start and departure times	H	<p>NEEDWOOD ONLY</p> <p>The details of how children will travel to and from school are known prior to opening.</p> <ul style="list-style-type: none"> • Effective liaison with bus companies is used as a basis for planning staggered start and departure times. 	Y	<ul style="list-style-type: none"> • Currently liaising with school journeys – secure info from families. • Plans for entry of children due to different times to stagger. 	L

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
2. Investing in safety equipment and health and safety arrangements to limit the spread of COVID-19 - Risk owner - EHT					
2.1 Cleaning					
Cleaning capacity is reduced so that an initial deep-clean and ongoing cleaning of surfaces are not undertaken to the standards required	H	<ul style="list-style-type: none"> • Liaise with SLA team. • An enhanced cleaning plan is agreed and implemented which minimises the spread of infection. • Ensuring all higher level cleaning can be conducted in the time and changes to cleaning staff hours are increased if necessary. 	Y Y Y	•	M
2.2 Hygiene and handwashing					
Inadequate supplies of soap and hand sanitiser mean that children and staff do not wash their hands with sufficient frequency	M	<ul style="list-style-type: none"> • An audit of handwashing facilities and sanitiser dispensers is undertaken before the school reopens and additional supplies are purchased if necessary. • Monitoring arrangements are in place to ensure that supplies of soap, hand towels and sanitiser are maintained throughout the day. 	Y	Orders already completed.	L
Children forget to wash their hands regularly and frequently	H	<ul style="list-style-type: none"> • Staff training includes the need to remind children of the need to wash their hands regularly and frequently. • Posters and electronic messaging boards reinforce the need to wash hands regularly and frequently. • School leaders monitor the extent to which handwashing is taking place on a regular and frequent basis. 	Y Y Y	-	L

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Staff and children need their own soap due to regularly washing and irritability	H	<ul style="list-style-type: none"> Communication and COSHH statements secured. 	Y	-	L
2.3 Clothing/fabric					
Not wearing clean clothes each day may increase the risk of the virus spreading	H	<ul style="list-style-type: none"> Agreed to relax expectations prior to the school opening on the wearing of uniforms by children and business dress by staff to minimise risks. Expectations and guidance are communicated to parents. 	Y Y	-	L
The use of fabric chairs may increase the risk of the virus spreading	H	<ul style="list-style-type: none"> Take fabric chairs out of use where possible. Where that is not possible then ensure chairs are limited to single person use. 	To be done.	<ul style="list-style-type: none"> Move fabric chairs from corridors. Communication re staff own DSE chairs. 	L
2.4 Testing and managing symptoms					
Testing is not used effectively to help manage staffing levels and support staff wellbeing	H	<ul style="list-style-type: none"> Guidance on getting tested has been published. The guidance has been explained to staff as part of the induction process. Post-testing support is available for staff through the school's health provider. 	Y Y Y	-	M

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Infection transmission within school due to staff/children (or members of their household) displaying symptoms	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. This includes the use of testing for both staff and children and appropriate action, in line with government guidance, should the tests prove positive or negative. Children, parents and staff are aware of what steps to take if they, or any member of their household, displays symptoms. This includes an understanding of the definitions and mitigating actions to take in relation to the terms clinically vulnerable and clinically extremely vulnerable should these apply. A record of any COVID-19 symptoms in staff or children is reported to the trust or local authority. 	<p>To set up properly when more children and staff</p> <p>Y</p> <p>Y</p> <p>Y</p>	<ul style="list-style-type: none"> Clear in our covid plan. Communication and monitoring. 	M
Staff, children and parents are not aware of the school's procedures (including on self-isolation and testing) should anyone display symptoms of COVID-19	L	<ul style="list-style-type: none"> Staff, children and parents have received 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. This guidance has been explained to staff and children as part of the induction process. Any updates or changes to this guidance are communicated in a timely and effective way to all stakeholders. All children within a bubble should be notified if one falls ill (or a member of staff falls ill) without disclosing names or medical information. 	<p>Y</p> <p>Y</p>	Regular reminders.	L

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Staff, children and parents are not aware of the school's procedures should there be a confirmed case of COVID-19 in the school	L	<ul style="list-style-type: none"> Staff, children and parents have received clear communications informing them of current government guidance on confirmed cases of COVID-19 and how this will be implemented in the school. This guidance has been explained to staff and children as part of the induction process. Any updates or changes to this guidance are communicated in a timely and effective way to all stakeholders. 	Y Y Y	-	L
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	M	<ul style="list-style-type: none"> First Aid certificates extended for three months. A programme for training additional staff is in place. Collaborative arrangements for sharing staff with other schools in the locality have been agreed. 	Y Y Y	A large number of staff are trained, 3 senior leaders with Safeguarding also.	L
2.6 Medical rooms					
Medical rooms are not adequately equipped or configured to maintain infection control	H	<p>All Saints only: Social distancing provisions are in place for medical rooms.</p> <ul style="list-style-type: none"> Additional rooms are designated for children with suspected COVID-19 whilst collection is arranged. (medical room and Class 4 RM, Millennium room at NW) Procedures are in place for medical rooms to be cleaned after suspected COVID-19 cases, along with other affected areas, including toilets. 	Y Y Y	Rooms need to be prepared as have soft furnishings etc.	M
2.7 Communication with parents					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Parents and carers are not fully informed of the health and safety requirements for the reopening of the school	M	<ul style="list-style-type: none"> As part of the overall communications strategy referenced in 1.12, parents are kept up to date with information, guidance and the school's expectations on a weekly basis using a range of communication tools. A COVID-19 section on the school website and newsletter is created and updated. Parent and pupil rules and expectations information provided. 	<p>Y</p> <p>To add website section</p> <p>Y</p>	<p>To add website section</p> <p>Clear info for parents provided.</p> <p>Children friendly rules created.</p> <p>(all thought processes completed, documents to be created).</p>	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 weekly basis via email, text and the school's website. 	Y	Regular reminders.	L
2.8 Personal Protective Equipment (PPE)					
Provision of PPE for staff where required is not in line with government guidelines	M	<ul style="list-style-type: none"> Government guidance on wearing PPE is understood, communicated and sufficient PPE has been procured. Those staff required to wear PPE (e.g. SEND intimate care; receiving/handling deliveries; cleaning staff) have been instructed on how to put on and how to remove PPE carefully to reduce contamination and also how to dispose of them safely. Staff are reminded that wearing of gloves is not a substitute for good handwashing. 	<p>Y</p> <p>Y</p> <p>Y</p>	<p>Gloves, aprons in stock and further order in,</p> <p>Visor provided for medical procedures, toileting and first aid.</p> <p>Communication and monitoring.</p>	L
3. Maximising social distancing measures - Risk owner - EHT					
3.1 Pupil behaviour					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Children' behaviour on return to school does not comply with social distancing guidance	H	<ul style="list-style-type: none"> • Clear messaging to children on the importance and reasons for social distancing is reinforced throughout the school day by staff and through posters, and floor markings. For young children this is done through age-appropriate methods such as stories and games. • Staff model social distancing consistently. • The movement of children around the school is minimised. • Large gatherings are avoided. • Break times and lunch times are staggered and structured to support social distancing and are closely supervised. • The school's behaviour policy has been revised to include compliance with social distancing and this has been communicated to staff, children and parents. • Senior leaders monitor areas where there are breaches of social distancing measures and arrangements are reviewed. • Messages to parents reinforce the importance of social distancing. • Arrangements for social distancing of younger children have been agreed and staff are clear on expectations. 	<p>Y</p> <p>Y Y Y</p> <p>Y</p> <p>To do</p> <p>Y</p> <p>Y – to explore further</p>	<p>Update behaviour policy and communicate.</p>	M
3.2 Classrooms and teaching spaces					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
The size and configuration of classrooms and teaching spaces does not support compliance with social distancing measures	H	<ul style="list-style-type: none"> Net capacity assessment completed, with each classroom and teaching space compliant with social distancing measures and in line with government guidance (i.e. a maximum of 15 children per class – except where room are not suitable for this number). All furniture not in use has been removed from classrooms and teaching spaces. Arrangements are reviewed regularly. 	Y To be done Y	Configuration to be considered more formally.	L
3.3 Movement in corridors					
Social distancing guidance is breached when children circulate in corridors	H	<ul style="list-style-type: none"> Circulation plans have been reviewed and amended. One-way systems are in operation where feasible – but challenging in our environments. Circulation routes are clearly marked with appropriate signage / floor markings. Any pinch points/bottle necks are identified and managed accordingly. The movement of children around school is minimised as much as possible. Where possible, children stay in classrooms and staff move around. Children are briefed regularly regarding observing social distancing guidance whilst circulating. Appropriate supervision levels are in place. 	Y Y Y Y Y Y	Communication and expectations. # Support for young children, exercise, singing et.c to maintain concentration.	M
3.4 Break times					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Children may not observe social distancing at break times	H	<ul style="list-style-type: none"> Break times are staggered. External areas are designated for different groups. Children are reminded about social distancing as break times begin. Social distancing signage is in place around the school and in key areas. Supervision levels have been enhanced, especially with younger children, to support social distancing. 	<p>Y</p> <p>Y</p> <p>Y</p> <p>To add</p> <p>Y – challenge at lunch.</p>	Signage for social distancing.	M
3.5 Lunch times					
Children may not observe social distancing at lunch times	H	<ul style="list-style-type: none"> Staggered lunches. Packed lunches only – limits use of cutlery, movement etc. Children are reminded about social distancing as lunch times begin. Children wash their hands before and after eating. Dining area layouts have been configured to ensure social distancing – children in classrooms in the initial weeks. Floor markings are used to manage queues and enable social distancing. Guidance has been issued to parents and children on packed lunches (e.g. the use of disposable bags instead of lunch boxes). Eating areas are cleaned after lunch. 	<p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>To be added</p> <p>Y</p>	<ul style="list-style-type: none"> 	M
3.6 Toilets					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Queues for toilets and handwashing risk non-compliance with social distancing measures	H	<ul style="list-style-type: none"> Queuing zones for toilets and hand washing have been established and are monitored. Designated toilets provided for each bubble. Floor markings are in place to enable social distancing. Children know that they can only use the toilet one at a time. Children are encouraged to access the toilet during class/throughout the day to help avoid queues. The toilets are cleaned frequently. Monitoring ensures a constant supply of soap and paper towels. Bins are emptied regularly – and are flip tops to contain contents. Children are reminded regularly on how to wash hands and young children are supervised in doing so. 	Y Y Y Y Y Y	•	L
3.7 Medical Rooms					
The configuration of medical rooms may compromise social distancing measures	H	<p>RM only</p> <p>Social distancing provisions are in place for medical rooms.</p> <ul style="list-style-type: none"> Additional rooms are designated for children with suspected COVID-19 whilst collection is arranged. Procedures are in place for medical rooms to be cleaned after suspected COVID-19 cases, along with other affected areas, including toilets. 	Y Y Y	•	M
3.8 Reception area					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Groups of people gather in reception (parents, visitors, deliveries) which risks breaching social distancing guidelines	NA	<ul style="list-style-type: none"> • Lines outside expect visitors to queue. • Only one on entry at a time. • Social distancing points are clearly set out, using floor markings, continuing outside where necessary. • Office staff expected to open window and stand bac. • Social distancing guidance is clearly displayed to protect reception staff (e.g. distance from person stood at reception desk). • Non-essential deliveries and visitors to school are minimised. • Arrangements are in place for segregation of visitors. • No parents on the premises. 	Y Y Y Y Posters to be created Y Y Y	<ul style="list-style-type: none"> • Signage to be created. • Communication with staff, parents and potential known visitors – of expectations. 	NA
3.9 Arrival and departure from school					
Children and parents congregate at exits and entrances, making social distancing measures difficult to apply	H	<ul style="list-style-type: none"> • Start and finish times are staggered. • The use of available entrances and exits is maximised one way at AS and 2 sites at NW). • Social distancing guidelines are reinforced at entrances and exits through signage and floor/ground markings, including external drop-off and pick-up points. • Weekly messages to parents stress the need for social distancing at arrival and departure times. 	Y Y Signage to be created Y	<ul style="list-style-type: none"> • Signage to be created 	L
3.10 Transport					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
The use of public and school transport by children poses risks in terms of social distancing	H	<ul style="list-style-type: none"> Guidance on busses –guidance is in place for children and parents on how social distancing can be observed on public and school transport. This includes advice on the use of face coverings if children are travelling with children other than from their own class. Discussions have been held with the relevant public transport authority and with bus companies on how social distancing measures will be applied. 	To prepare Y	<ul style="list-style-type: none"> Prepare liaise with journey team for advice 	M
3.11 Staff areas					
The configuration of staff rooms and offices makes compliance with social distancing measures problematic	H	<ul style="list-style-type: none"> Reconfiguration of staff rooms and offices has been undertaken prior to the school opening to allow for social distancing between staff. 	To be done	<ul style="list-style-type: none"> To be done and communication clear 	L
4. Continuing enhanced protection for children and staff with underlying health conditions - Risk owner - EHT					
4.1 Children with underlying health issues					
Children with underlying health issues or those who are shielding are not identified and so measures have not been put in place to protect them	H	<ul style="list-style-type: none"> Parents have been provided with clear guidance and this is reinforced on a regular basis. Parents have been asked to make the school aware of children' underlying health conditions and the school has sought to ensure that the appropriate guidance has been acted upon. The school, and parents are clear about the definitions and associated mitigating strategies relation to people who are classed as clinically vulnerable and clinically extremely vulnerable. Schools have a regularly updated register of children with underlying health conditions. 	Y Y Y Y		L

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
4.2 Staff with underlying health issues					
Staff with underlying health issues or those who are shielding are not identified and so measures have not been put in place to protect them	H	<ul style="list-style-type: none"> • All members of staff with underlying health issues, those within vulnerable groups or who are shielding have been instructed to make their condition or circumstances known to the school. Records are kept of this and regularly updated. • Members of staff with underlying health conditions have been asked to seek and act on the advice of their GP/consultant/midwife or current government advice. • Staff are clear about the definitions and associated mitigating strategies relation to people who are classed as clinically vulnerable and clinically extremely vulnerable. • All staff with underlying health conditions that put them at increased risk from COVID-19 are working from home in line with national guidance. • Current government guidance is being applied. 	<p style="text-align: center;">Y</p> <p style="text-align: center;">Y</p> <p style="text-align: center;">Y</p> <p style="text-align: center;">Y</p> <p style="text-align: center;">Y</p>		L
5. Enhancing mental health support for children and staff - Risk owner - EHT					
5.1 Mental health concerns – children					
Children' mental health has been adversely affected during the period that the school has been closed and by the	H	<ul style="list-style-type: none"> • There are sufficient numbers of trained staff available to support children with mental health issues. • There is access to designated staff for all children who wish to talk to someone about wellbeing/mental health. • Wellbeing/mental health is discussed regularly in PSHE/virtual assemblies/pupil briefings (stories/toy 	<p style="text-align: center;">Y</p> <p style="text-align: center;">Y</p> <p style="text-align: center;">Y</p>		M

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
COVID-19 crisis in general		<p>characters are used for younger children to help talk about feelings).</p> <ul style="list-style-type: none"> Resources/websites to support the mental health of children are provided. 	Y		
5.2 Mental health concerns – staff					
The mental health of staff has been adversely affected during the period that the school has been closed and by the COVID-19 crisis in general	H	<ul style="list-style-type: none"> Staff are encouraged to focus on their wellbeing. FLT are proactive in discussing wellbeing with the staff that they manage, including their workload. Workload has been considered and distribution of roles (home / distance learning and in school planning) and PPA provided –use of shielding staff at home is effective. Staff briefings and training have included content on wellbeing. Staff briefings/training on wellbeing are provided. Staff have been signposted to useful websites and resources. 	Y Y Y Y Y Y		M
Working from home can adversely affect mental health	H	<ul style="list-style-type: none"> Staff working from home due to self-isolation have regular catch-ups with colleagues Staff are encouraged to speak regularly with colleagues, take regular breaks and exercise- socially distanced. Appropriate work plans have been agreed with support provided where necessary. Staff working from home may help provide remote learning for any children who need to stay at home. 	Y Y Y Y		M
5.3 Bereavement support					

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
Children and staff are grieving because of loss of friends or family	H	<ul style="list-style-type: none"> The school has access to trained staff who can deliver bereavement counselling and support. Support is requested from other organisations when necessary. Packs and books are prepared. 	Y When applicable		M
6. Maintaining educational provision for children of key workers and vulnerable children - Risk owner - EHT					
6.1 Maintaining provision					
Educational provision must still be maintained for priority children when the school reopens	M	<ul style="list-style-type: none"> Current government guidance is being followed. Liaison is continuing with parents who are key workers and the parents of vulnerable children to agree required provision. The facility for full-time attendance is available where required. Arrangements are in place to ensure that this cohort is tracked and supported effectively. Arrangements are in place where supervision for children of key workers needs to be extended beyond the normal school day. Arrangements are in place to supervise children of key workers and vulnerable children over any holiday periods in-line with current government guidance. 	Y Y Y Y Y	<ul style="list-style-type: none"> 	L
7. Operational issues - Risk owner - EHT					
7.1 Review of fire 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, due to: Reduced numbers of children/staff 	Y Y	Consider new updated plans. – current plans are for much smaller numbers.	L

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> Possible absence of fire marshals (several fire marshals are in place) Social distancing rules during evacuation and at muster points Possible need for additional muster point(s) to enable social distancing where possible Staff and children have been briefed on any new evacuation procedures. Incident controller and fire marshals have been trained and briefed appropriately. 	<p>Plans are needed</p> <p>“</p> <p>“</p> <p>Y</p>		
Fire evacuation drills - unable to apply social distancing effectively	H	<ul style="list-style-type: none"> Plans for fire evacuation drills are in place which are in line with social distancing measures. 	Plans are needed		L
Fire marshals absent due to self-isolation	H	<ul style="list-style-type: none"> An additional staff rota is in place for fire marshals to cover any absences and staff have been briefed accordingly. 	Y		M
7.2 Managing premises on reopening after lengthy closure					
All systems may not be operational	H	<p>Needwood only</p> <p>Government guidance is being implemented where appropriate.</p> <p>All systems have been recommissioned.</p>	Y		L
Statutory compliance has not been completed due to the availability of contractors during lockdown	L	<ul style="list-style-type: none"> All statutory compliance is up to date. Where water systems have not been maintained throughout lockdown, chlorination, flushing and certification by a specialist contractor has been arranged. restriction of contractual visitors to the school site to as small a number as possible. 	<p>Y</p> <p>All maintained</p>		L

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
7.3 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"> Ongoing works and scheduled inspections for schools (e.g. estates related) have been designated as essential work by the government and so are set to continue. An assessment has been carried out to see if any additional control measures are required to keep staff, children and contractors safe. Assurances have been sought from the contractors that all staff attending the setting will be in good health (symptom-free) and that contractors have procedures in place to ensure effective social distancing is maintained at all times. Temperature checks are carried out on arrival and before entering the school building. Alternative arrangements have been considered such as using a different entrance for contractors and organising classes so that contractors and staff/children are kept apart. Social distancing is being maintained throughout any such works and where this is not possible arrangements are reviewed. In addition to arrangements for COVID-19, normal contractor procedures are being applied and have been updated in light of COVID-19 (including contractor risk assessments and method statements, and contractor induction). restriction of contractual visitors to the school site to as small a number as possible. 	<p>Y</p> <p>Y</p> <p>Y</p> <p>? have a non-contact thermometer</p> <p>Y</p> <p>Y</p> <p>Y</p>	<p>To plan</p>	M

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
8. Finance - Risk owner – EHT					
8.1 Costs of the school's response to COVID-19					
The costs of additional measures and enhanced services to address COVID-19 when reopening places the school in financial difficulties	H	<ul style="list-style-type: none"> Additional cost pressures due to COVID-19 identified and an end-of-year forecast which factors them in has been produced. Trust finance team has been consulted to identify potential savings in order to work towards a balanced budget. Additional COVID-19 related costs are under monitoring and options for reducing costs over time and as guidance changes are under review. Additional sources of income are under exploration. The school's projected financial position has been shared with governors and Trust. 	Y		M
			Y		
			Y		
			N		
Y					
9. Governance - Risk owner - EHT					
9.1 Oversight of the governing body					
Lack of Governor oversight during the COVID-19 crisis leads to the school failing to meet statutory requirements.	M	<ul style="list-style-type: none"> The governing body continues to meet regularly via online platforms. The governing body agendas are structured to ensure all statutory requirements are discussed and school leaders are held to account for their implementation. The Headteachers / Business managers report to governors includes content and updates on how the school is continuing to meet its statutory obligations in addition to covering the school's response to COVID-19. 	Y		L
			Y		

What are the hazards?	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	What further action do you need to take to control the risks?	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> Minutes of governing body meetings are reviewed to ensure that they accurately record governors' oversight and holding leaders to account for areas of statutory responsibility. Governors will engage with the School Representation Group of the Trust Trust documents and CST updates will be shared with them. Regular dialogue with the Chair of Governors and those governors with designated responsibilities is in place 	Y Y		
10. Additional site-specific issues and risks - Risk owner - EHT					
Settings to add any site-specific issues/arrangements here and ensure mitigation strategies are in place to address them					
		•		•	

Assessment

Signature of Assessor(s):



Print Name: C. Gethin

Date Assessed: 15th May 2020

Signature of Line Manager: **FOR M DONOGHUE TO ADD**

Print Name: C. Gethin

Review Date: 1st June 2020

Communication and Review

This risk assessment should be communicated to all employees and relevant persons who may come into contact with the hazards being assessed. The assessment must be reviewed annually or following a significant change, accident or violent incident.