

Name of school	Pinner Wood School
Name of Assessor	Sarah Marriott/Carl Batson
Date of Assessment	7th July 2020 Revised 5th November 2020 Additions 4th January 2021 - National Lockdown Updated 24th February 2021 - Return to School March 2021 Revised 20th August 2021 Revised 9th December 2021 Revised 10th Jan 2022

This RA is linked to the latest Government Guidance found here: <https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/schools-covid-19-operational-guidance>

CONTENT

1	Before reopening
2	Workplace actions
3	Movement around school
4	Pupils/staff at school
5	Work/school travel
6	Cleaning
7	Waste disposal
8	Hygiene and welfare
9	Teaching and resources
10	Outdoor areas
11	Shared spaces
12	Visitors/Contractor/Visits
13	Inbound goods
14	Evacuation
15	First Aid/PPE
16	Suspected case of Covid
17	Staff/pupil wellbeing
18	Forward planning
19	Specific vulnerable groups
20	Staff absence

Guide to Determining Risk

1. Determine Severity (You need to consider the potential of the hazard you have identified, has it the potential to kill or cause major injury, or will it just cause minor cuts or bruising?)

High	Death, major injury (broken bones etc.), or illness causing long-term disability.
Medium	Injuries or illness causing short-term disability.
Low	All other injuries and illnesses, cuts, bruises etc.

2. Determine Likelihood of Occurrence What is the chance that the hazard will result in an injury (is it near certain that it will happen or is it remote, taking into consideration duration and frequency of exposure and adequacy of existing precautions?)

High	Where it is certain or almost certain that harm will occur in the next year.
Medium	unlikely for harm to occur in the next year, but possible.
Low	Where harm is very unlikely.

3. Calculate Risk (Once you have determined the severity and estimated the likelihood weigh up the risk using the table below)

	Severity		
Likelihood	Low	Medium	High
Low	Low	Low	Medium
Medium	Low	Medium	Medium
High	Medium	Medium	High

4. Determine Appropriate Action

Exposure to Covid-19 due to contact with contaminated persons/surfaces							
What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Risk Rating	Who needs to carry out the action?	When is the action needed by?	Done
1. BEFORE RE-OPENING (IF SCHOOLS ARE TO CLOSE)							
1.1 Cleaning	Staff/Pupils exposed to corona virus due to contaminated surfaces	The School should be thoroughly cleaned prior to the wider opening of the school		M	Mgt/ Site Team/ Cleaning company	Booked for 2 weeks before return	Will arrange if necessary
1.2 Maintenance/Statutory Inspections	Staff/Pupils exposed to failure of equipment that may result in injury	Review arrangements for building related systems including gas, fire safety, kitchen equipment, security and access control, intruder alarms, ventilation?	Where pieces of equipment or machinery, such as lifts, fume cupboards etc. require thorough examination or testing (TE&T) they must all be within their testing cycle. If this has elapsed then these item(s) cannot be used until they have passed the required tests. Their use will therefore need to be postponed until testing has taken place.	M	Mgt/ Site Team	Before opening	All up to date or scheduled
1.3 Health and Safety Checks	Staff/Pupils exposed to conditions may result in injury	Undertake usual health and safety check of the building and school site	Visual inspection of the school building to identify issues that need remedying	M	Mgt/ Site Manager	Before opening and daily thereafter	All up to date or scheduled
1.4 Water Systems	Staff/Pupils exposed to legionella in water systems. Risk of contracting legionnaires disease	Review arrangements for building related systems including hot and cold water. Flush little used outlets		M	Mgt/ Site Manager	Before opening	Completed
What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Risk Rating	Who needs to carry out the action?	When is the action needed by?	Done
2. WORKPLACE/WORK STATION							
2.1 Number of Pupils in a classroom	Staff/Pupils exposed to corona virus due to contaminated surfaces		We will continue to review the situation as the guidance changes	M	MGT/ Staff	Prior to all opening	09.12.2021
2.2 Social Distancing around school	Social distancing is now no longer required in the guidance. However, at PW we will be respectful of each other and be aware of personal space.	Workstations in Offices/IT suite are an acceptable distance apart	Briefings will be outside where possible or distanced in Upper Hall Laptops have been issued to also enable safe working at various locations	M	MGT/ Staff WIBIRD	On-going	09.12.2021

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3. MOVEMENT AROUND SCHOOL *School corridors are approx 2m wide - All to follow 'keep left' policy to minimise contact							
3.1 Break/Lunch times	Contact with different groups of people increases risk of infection Staff/Pupils coming in	There is no longer a requirement to stagger lunch and break times. Due to the nature of our site, we will go back to children playing in phases in playground areas. All children will eat in the dining room/Den but will sit in year groups.	We will continue to review the situation as the guidance changes	L	Mgt	Rota in place for lunchtime	09.12.2021
3.2 Use of corridors	Staff/Pupils coming in contact with different groups of people	We urge staff and pupils to 'Keep to the left'		L	MGT/ Staff/ Site team	Prior to opening	09.12.2021
3.3 Use of staff rooms	Staff/Pupils coming in contact with different groups of people	Large (Main staff room) back in action Staff can have lunch in classrooms if they wish		L	MGT/ Staff/ Site team	Prior to opening	09.12.2021
3.4 Arrival	Promoting good hygiene on arrival to school	Staff/Pupils - On arrival all staff/pupils are also required to wash hands using nearest available toilet or use the sanitiser provided in reception (staff)	Staff can now tap in with badge to limit contact	M	Mgt / Staff/ Pupils	Ongoing	09.12.2021
3.5 Assembly times	Staff/Pupils coming in contact with different groups of people increases risk of infection	Assemblies split - 3 year groups upstairs, 3 downstairs		M	Mgt	Ongoing	09.12.2021
3.6 Pupils mobile phones	Year 5 & 6 can bring phones in if walking home alone, but these cannot be placed in the office as to limit movement around the school.	Class teachers will be issued a locked box or locked drawer to store phones. Teachers sign phones in and out. Parents told that they bring these at their own risk.		L	Mgt	Ongoing	09.12.2021

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4. PUPILS/STAFF AT SCHOOL							
4.1 Face Covering	Pupils/staff wearing face covering in school may inadvertently increase the risk of transmission Visitors/Contractors	December 2021 guidance states masks are mandatory in communal areas. We require all visitors and contractors to wear masks around the school unless exempt		L	Mgt	Communicate to all parents/visitors expected to come into school. Communicated to staff 29th Nov 2021	09.12.2021
4.2 Attendance	Not coming to school can have a detrimental effect on pupils' life chances	Pupils attendance mandatory - communicate to parents. Revoke attendance policies. Record attendance as normal using SIMS	Attendance mandatory	M	Mgt/ Attendance officer	Ongoing	09.12.2021
4.3 Pupils that cannot attend school	Pupils that cannot attend school due to medical reasons or self-isolating	Families to contact school to inform of absence. Remote learning platform in place offering learning/slides that are happening in school	Keep remote learning platform up to date	L	Mtg	Prior to opening	09.12.2021
4.4 Other School Activities	School activities increases the contact with different groups	School clubs running - mixed phases		M	Mgt/ Office Team	Ongoing	09.12.2021
4.5 Staff Testing	Asymptomatic staff could infect others without realising	Staff in primary schools will continue to test with LFD's twice a week at home, as per existing guidance on testing for staff in primary schools and nurseries	<p>March 2021 at PW:</p> <p>All staff on site have been provided with tests to do at home.</p> <p>This is encouraged but optional. If you opt out, speak to SLT/Sue about this.</p> <p>Staff to test on a Monday and Thursday morning before school.</p> <p>Report results to Govt.</p> <p>Further information can be found in the specific RA on this.</p> <p>The Government will review this continually.</p>	L	Mgt	Prior to opening	09.12.2021

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5. WORK/SCHOOL RELATED TRAVEL							
5.1	Staff/Pupils should not be coming into contact with potentially contaminated surfaces and increasing risk of infection.	Pupils/staff can come to school in PE wear on PE days so they do not need to change.	Avoid touching of people's personal items.	M	Staff		09.12.2021

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6. CLEANING *Cleaning Contractors Risk Assessment can be accessed from the Site Team Office. *PPE should be used in all situations it is required. *Gloves and eye covering if using cleaning products etc.							
6.1 General Cleaning Failing to effectively clean the workplace will increase the risk of transmission through touching contaminated surfaces	Staff Pupil Visitors Contractors	Staff to regularly disinfect and sanitise education tools, e.g. books, whiteboard, computers etc. Take responsibility for their own areas and used items. Toilets to be cleaned regularly and pupil must be encouraged to clean their hand thoroughly after using the toilet. Public Health England has published revised guidance: https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings to advise on general cleaning required in addition to the existing advice on cleaning those settings when there is a suspected case.	To ensure that the school is thoroughly cleaned prior to the fully reopening, regularly thereafter. To ensure tha all staff are made aware of this arrangement through regular communications. To remove all soft toys, soft furnishings and toys that are hard to clean.	M	Mgt	Ongoing	09.12.2021
6.2 Enhanced cleaning	Staff/Pupils encountering potentially contaminated surfaces increases risk of infection	<p>Enhanced Cleaning Cleaning of rooms and shared areas that are used by separate groups (where possible); frequently touched objects/surfaces such as door handles, light switches, handrails, table-tops, play equipment, toys, electronic devices (such as phones) - as required</p> <p>Cleaning workstations These will be cleaned during the daily cleaning cycle. However, staff should be advised to wipe their workstations before and after use.</p> <p>Frequently touched items Photocopiers/printers/whiteboards/doorhandles etc. Wipes (or colution) will be available for staff to use on the keypads etc prior to and after use. A cleaning regime on all touch points is in place.</p>	<p>SANTISING WILL TAKE PLACE ON REQUEST Staff members are required to vacate promptly and to adopt a 'clear-desk' policy to enable this process. (If your desk is not clear, thorough cleaning cannot take place)</p> <p>To ensure that cleaning arrangements include regular systematic checks.</p> <p>To ensure that antibacterial wipes (or solution) are/is provided.</p> <p>To ensure, where applicable, that staff are reminded to clean their own telephones and keyboards etc. pre-use and at end of day. SITE TEAM to be informed in good time to facilitate cleaning</p>	M	Cleaner Site staff	Ongoing	09.12.2021

<p>6.3 Cleaning of phones/IT equipment</p>	<p>Staff/pupils coming in contact with potentially contaminated surfaces increases risk of infection</p>	<p>IT equipment to be used by one person as a designated workstation where possible and cleaned (wiped down) pre-use and at the end of the day. Spaces around school used for PPA - including Media Suite, staff room and Spruce room</p>	<p>Staff can use phones in rooms but these must be wiped down with anti-bac wipes or disinfectant solution provided. Laptops purchased so PPA can be held in bigger spaces.</p>	<p>M</p>	<p>Staff</p>	<p>Ongoing</p>	<p>09.12.21</p>
<p>6.4 High touch items such as photocopiers/printers/white boards/toys/door handles</p>	<p>Staff/pupils encountering potentially contaminated surfaces increases risk of infection</p>	<p>All resources in classrooms that are used must be cleaned regularly. Put away things that are hard to clean. Gloves/wipes/spray can be placed at each photocopying stand. One person per year group to photocopy - using gloves (by machine) More frequent/daily wipe down of high passage area door handles and commonly used doors</p>	<p>All printers/photocopiers</p>	<p>M</p>	<p>Cleaners/ Mgt</p>	<p>Ongoing</p>	<p>09.12.21</p>
<p>6.5 Ventilation</p>	<p>Staff/pupils can be exposed to a high viral load in poorly ventilated spaces</p>	<p>All spaces should be well ventilated using windows etc. where possible. Consider opening some doors to limit touching of door handles and improve ventilation CO2 monitors in classroom - need to be on and registering ventilation. If Ventilation poor staff should takes steps to improve e.g. opening a window.</p>	<p>Ensure Fire Risk assessment is put into consideration when keeping doors open. Fire doors could be kept shut. Wedges for doors that can stay open (non-fire doors) Good ventilation in classrooms is vital Air quality monitors are available via the site office</p>	<p>M</p>	<p>Mgt/ Site team</p>	<p>Ongoing</p>	<p>09.12.21</p>

PW COVID-19 RISK ASSESSMENT

<p>6.6 Cleaning following a suspected or confirmed case of Coronavirus (COVID-19)</p>	<p>Staff/pupils coming in contact with potentially contaminated surfaces increases risk of infection</p>	<p>Have a clear procedure in place which follows the DFE guidance on the principles of cleaning as set out in the relevant DFE guidance https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings</p>	<p>Ensure Fire Risk assessment is put into consideration when keeping doors open. Fire doors could be kept shut. Wedges for doors that can stay open (non-fire doors) Good ventilation in classrooms is vital Air quality monitors are available via the site office</p>	<p>M</p>	<p>Cleaners/ Mgt</p>	<p>Ongoing</p>	<p>09.12.21</p>
<p>6.7 Cleaning supplies</p>	<p>Lack of cleaning supplies affects staff/pupils/cleaners fight to maintain good hygiene</p>	<p>Ensure you have sufficient quantities of cleaning supplies, sanitiser and hand soap</p>	<p>Bulk order of materials are being made</p>	<p>L</p>	<p>Mgt/ Site team</p>	<p>Ongoing</p>	<p>09.12.21</p>

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7. WASTE DISPOSAL							
7.1 Disposal of hazardous waste (used PPE, tissues etc.)	Staff/pupils improperly disposing of Covid-19 waste	Tissues will be provided for classrooms. Staff to replenish as needed. Staff/pupils to use tissues when coughing or sneezing and then place the used tissue in the bin before washing hands. All persons are reminded not to touch their eyes, nose or mouth if their hands are not clean. All staff, pupils and parents briefed on expectations and need to self-isolate in event of symptoms/household member self-isolating etc as per Government guidance	To ensure that the school is thoroughly cleaned prior to the fully reopening, regularly thereafter. To ensure tha all staff are made aware of this arrangement through regular communications. To remove all soft toys, soft furnishings and toys that are hard to clean.	M	Mgt/ Site team	Ongoing	09.12.21
7.2 Bins in classrooms for Covid-19 waste	Staff/pupils improperly disposing of Covid-19 waste	All calsses have bins in. Provide suitable and sufficient rubbish bins for hand towels with regular removal and disposal. The bins must be emptied at the end of each day	Bins can also be placed along corridors (if required) to ensure the number of bins provided are sufficient. If there are not enough bins in circulation - this may result in overuse of existing bins and/or risk of improper disposal of Covid-19 waste	M	Mgt/ Site team	Ongoing	09.12.21

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8. HYGIENE/WELFARE							
8.1 Poor hygiene/handwashing	Staff/pupils can transfer the virus	Pupils and staff wash their hands - on arrival, before and after eating, after using the toilet and after sneezing and coughing Posters should be placed in classrooms and wash rooms to encourage handwashing Staff to train pupils to wash their hands correctly	Hand sanitiser should be considered for practical sessions where handwashing will be required before and after if sufficient facilities are not available. Extra hand wash stations have been placed in the Year 5/6 playground and Nursery. More sanitiser units have been placed around the site	M	Staff	Ongoing	09.12.21
8.2 Washroom (Urinals/WC)	Staff/pupils cannot maintain 2 metres apart	Limit the number of pupils who use toilet facilities at one time. Phase groups allocated set toilet blocks	Only one person in each toilet at a time	L	Staff	Ongoing	09.12.21
8.3 Frequency of cleaning toilets	Staff/pupils can be exposed to the virus	Once in the morning, once after lunch break and at the end of the day	Only one person in each toilet at a time	L	Cleaners	Ongoing	09.12.21

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9. FIRST AID/PPE							
9.1 Use of PPE	Staff/pupils - improper disposal of PPE can lead to an infection	<p>Used PPE and any disposable face coverings that staff or pupils arrive wearing are placed in a refuse bag and disposed of appropriately.</p> <p>Children, young people and students whose care routinely already involves the use of PPE due to their intimate care needs should continue to receive care in the same way</p>	<p>PPE should be used in all situations *Gloves and eye covering if using cleaning products etc.</p> <p>Ask site staff if in doubt</p>	M	All	Welfare staff briefed 1.6.20	09.12.21
9.2 Minor incidents and accidents	Staff/pupils, slips, trips, contamination	<p>Minor first aid incidents to be dealt with by a qualified first aider within group/class. Details to be communicated to Welfare Officer immediately after.</p> <p>If first aider is not available, Welfare Officer to be telephoned in advance and patient to be taken to welfare office for treatment</p> <p>Other minor incidents involving body fluids to be dealt with within group where possible whilst observing relevant guidelines. Welfare Officer/Site staff to be informed as appropriate.</p> <p>Avoid placing BAME staff in positions where they could be exposed to children that may or we KNOW are suffering from symptoms e.g. not escorting them pupils to welfare or being on duty in welfare.</p> <p>Thoroughly disinfect areas after all incidents. Relevant cleaning guidelines to be followed.</p>	<p>PPE should be used in all situations *Gloves and eye covering if using cleaning products etc.</p> <p>Ask site staff if in doubt</p> <p>Site team will clean where required but it is asked that staff deal with smaller incidents. Site team to be informed and will perform checks/final cleans etc.</p>	M	All	Welfare staff briefed 1.6.20	09.12.21

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10. SUSPECTED CASE OF CORONAVIRUS (COVID-19)							
10.1 Suspected cases	Staff/pupils coming in contact with potentially contaminated surfaces/symptoms	<p>Clear message sent to families - not to send pupil to school if unwell If pupil develops symptoms of Covid-19 during the school day, parents will be contacted immediately and asked to collect them - ensure SLT/Head are notified Go home immediately (if awaiting collection by their parent, isolate child in a room behind a closed door, or an area at least 2m away from others, open a window for ventilation) and self-isolate</p> <p>In the event that a child is awaiting collection, they are to remain in the disabled toilet with medical staff wearing PPE if deemed safe. The door can remain open for ventilation but all other staff MUST maintain the 2m social distancing rule. NB Medical room MUST NOT be entered for any reason apart from those attending to pupils or staff who need medical attention.</p> <p>School staff supervising the child while they await collection should wear PPE (a fluid resistant surgical mask) if a distance of 2m cannot be maintained. If direct care (such as for a very young child or child with complex needs) is required then staff giving care to wear a fluid resistant surgical mask, disposable apron and gloves.</p> <p>Clear message to parents that if a pupil is unwell at school they are to be sent home or collected immediately (home school agreement states within 30 minutes) The bathroom should be cleaned and disinfected using standard cleaning products before being used by anyone else (see PHE cleaning advice https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings)</p> <p>Testing Anyone with symptoms should book a PCR test and send results to the school</p>	Avoid placing BAME staff in positions where they could be exposed to pupils that might be suffering from symptoms e.g. not escorting those pupils to welfare or being on duty in welfare.	M	All	Welfare staff briefed 1.6.20 Regular updates to families	09.12.21
10.2 Confirmed case of Covid-19	Staff/pupils infecting others	<p>Where a pupil or staff member tests positive, they will be required to isolate for 7 days. (If under 18 or Fully Vaccinated) This is after two negative tests on day 6 and 7 on a LFT. If they are still testing positive they will isolate for 10 days. The rest of the class no longer need to self-isolate unless they test positive. Children under 18 or fully vaccinated adults do not need to isolate if a member of their family tests positive. Our recommendation is for the whole family to be tested before coming into school.</p> <p>Families will still be informed of a positive case (in first instance in the class) so they can look out for symptoms in their child. Families will be advised to get PCR tests for their children, but this is optional The advice service can be reached by calling the DFE helpline - 0800 146 8687</p>		M	Staff/ Pupils	1.9.21 All staff/families informed Briefed in new guidance Regular updates sent to parents	09.12.21
10.3 Confirmed case in a family		<p>Under 18 or fully vaccinated adults no longer required to isolate if a family member tests positive. PW suggested that the whole family tests before returning to school.</p>	Jan 21 - Families to report cases to school	M	SLT Site team Admin	1.9.21 Letter sent to parents	09.12.21
10.4 Negative test result		<p>Displaying symptoms if someone tests negative, if they feel well and no longer have symptoms similar to Covid-19, they can stop self-isolating. They could still have another virus, such as cold or flu - in which case it is still better to avoid contact with other people until they are better</p>		L	SLT Welfare officer to work with families	Ongoing	09.12.21

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11. STAFF/PUPIL WELLBEING							
11.1 Staff wellbeing	Staff may have problems with mental health as a result of the pandemic	Have sessions/one-to-one with staff to discuss challenges. School play therapist and EP in place for offering support to staff. Staff training on 2.9.20 focus on staff/pupil wellbeing Keep wellbeing on our agenda - continue to provide opportunities to talk together and resolve any issues.	Ensure staff are involved in the planning process and throughout term as decisions are made. SLT always weekly 'how is it going?' feedback and problem solving together. Weekly SLT to raise issues weekly team briefings and school briefings to feedback.	M	Mgt Whole school	Ongoing but weekly reminders sent	09.12.21
11.2 Pupil wellbeing	Pupils may have experienced a range of emotions in response to COVID-19	Pupils may be experiencing a variety of emotions in response to the coronavirus (COVID-19) outbreak, such as anxiety, stress or low mood. This may particularly be the case for vulnerable children, including those with a social worker and young carers. It is important to contextualise these feelings as normal responses to an abnormal situation. Some may need support	At PW: -dedicated time to pupil's wellbeing (part of 'no child misses out' plan) -whole school literacy unit to explore feelings -school survey sent to parents -continue with jigsaw PSHE scheme March 21 - Focus on return to school on pupils wellbeing -family meeting before returning to school -values week -circle time -Lisa on hand to support -pupil survey after first week	M	All school community	Ongoing but weekly reminders sent	09.12.21
11.3 Safeguarding	Pupils may have experienced problems during lockdown and whilst not at school. Staff need to be vigilant of these	Updated Safeguarding policy to accommodate new KCSIE 2021 - shared with staff	DSLs and deputies on hand to provide support to staff and pupils regarding any new safeguarding and welfare concerns and the handling of referrals to the children's social care and other agencies where these are appropriate, and agencies and services should prepare to work together to actively look for signs of harm. Communication with school nurses is important for safeguarding and support wellbeing, as they have continued vital support to pupils who have not been in school. Staff training 2.9.20 and 1.9.21 - JB Fortnightly safeguarding meetings for safeguarding leads. March 21 - all concerns brought to DSL and recorded on CPOMS	M	All staff/ S/T/ Safeguarding team	Ongoing - INSET 1.9.21 safeguarding	09.12.21

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12. REMOTE EDUCATION							
12.1 Remote education	In case of local lockdown or pupils unable to attend school education must continue	<p>Sep 21 - Remote education available for pupils who have tested positive but are well enough to access education There is no longer class isolations but our systems are in place in case of a local lockdown</p> <p>Where needed, this is high-quality, safe and aligns as closely as possible with in-school provision. Schools and other settings continue to build their capability to educate pupils remotely, where this is needed.</p> <p>Develop remote education so that it is integrated into school curriculum planning. Remote education may need to be an essential component in the delivery of the school curriculum for some pupils, alongside classroom teaching, or in the case of a local lockdown.</p> <p>We expect schools to:</p> <ul style="list-style-type: none"> -use a curriculum sequence that allows access to high-quality online and offline resources and teaching videos and that is linked to the school's curriculum expectations -give access to high-quality remote education resources -Select the online tools that will be consistently used across the school in order to allow interaction, assessment and feedback and make sure staff are trained in their use -provide printed resources such as textbooks and workbooks, for pupils who do not have suitable online access -recognise that younger pupils and some pupils with SEND may not be able to access remote education without adult support and so schools should work with families to deliver a broad and ambitious curriculum <p>When teaching pupils remotely, we expect schools to:</p> <ul style="list-style-type: none"> -set assignments so that pupils have meaningful and ambitious work each day in a number of different subjects -teach a planned and well-sequenced curriculum so that knowledge and skills are built incrementally, with a good level of clarity about what is intended to be taught and practised in each subject -provide frequent, clear explanations of new content, delivered by a teacher in the school or through high-quality online resources or 	<p>PW</p> <p>More to Seesaw</p> <p>Newsletters/curriculum maps/slides uploaded weekly</p> <p>Teachers to spend some of PPA time preparing remote learning to meet the needs of the curriculum</p> <p>Expectation letter now in place for children who are isolating</p> <p>Jan-21 - full remote learning plan in action - see remote learning policy on website</p>	M	<p>SLT</p> <p>IT Leader</p> <p>All staff</p>	Sep-20	09.12.21

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13. SPECIFIC VUNERABLE GROUPS							
13.1 Clinically extremely vulnerable staff	Increased risk of infection	All staff now expected to be working in school	Staff who fall in this category may wish to take additional steps to keep themselves safe. Including but not limited to: -Social distancing -Avoiding populated spaces e.g. staff rooms -Taking PPA in smaller spaces -Good handwashing -Wearing a face covering in communal areas -If you require an additional risk assessment please contact Carl/Sarah	M	Mgt		09.12.21
13.2 Staff/pupils who live with someone who is extremely clinically vulnerable		The guidance states that all employees should now be in school	Guidance CEV		Mgt	Updated staff	09.12.21
13.3 Clinically vulnerable staff		Staff and children who are clinically vulnerable or have underlying health conditions but are not clinically extremely vulnerable, may continue to attend early years and childcare settings in line with current guidance			Mgt		09.12.21
13.4 Pregnant staff		Pregnant staff are required to be at work. A risk assessment will be conducted with each individual member of staff			Mgt		09.12.21
13.5 Extremely clinically vulnerable pupils	Pupils may become infected	Pupils now required to be in school. Welfare will conduct individual risk assessments if needed	Pupil who cannot attend school, parents to inform school with medical letter and school to take steps March 21 - Currently no pupils in this category but if it changes remote learning would be provided	L	Mgt	Communicated to staff and families	09.12.21

<p>13.6 BAME staff</p>	<p>Higher risk group</p>	<p>Risk assessment in place and safety measures followed. Allowed all staff including members of this group time to look at and ask questions/offer suggestions to RA</p> <p>Guidance Some people with particular characteristics may be at comparatively increased risk from coronavirus (COVID-19), as set out in the review of disparities in risk and outcomes The reasons are complex and there is ongoing research to understand and translate these findings for individuals in the future. If people with significant risk factors are concerned, we recommend schools discuss their concerns and explain the measures the school is putting in place to reduce risks. School leaders should try as far as practically possible to accommodate additional measures where appropriate People who live with those who have comparatively increased risk from coronavirus (COVID-19) can attend the workplace</p>	<p>BAME not to put themselves in positions of greater risk e.g. accompanying a pupil with a suspected symptoms to welfare. Opportunities to discuss need and put in separate RA for individuals in a high-risk group.</p>	<p>M</p>	<p>Mgt/ Site team</p>	<p>11.6.20 submit questions on RA Ongoing RA</p>	<p>09.12.21</p>
<p>13.7 Pupils with EHCP plans</p>		<p>Existing individual Health care plans in place for pupils and to be reviewed and any adaptations made</p>			<p>DH</p>	<p>Deputy head to review</p>	<p>09.12.21</p>

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Risk Rating	Who needs to carry out the action?	When is the action needed by?	Done
14. STAFF ABSENCE							
14.1 Staff absence	Staff may become over-worked	If a staff member is sick Can we have cover with phase? Can we get a supply? We want to avoid teachers crossing phases where possible? If no options available - class may have to be closed	Regulate how long each teacher/teaching assistant has to work Follow Harrow sickness and absence policy for other sickness	L	Mgt	Staff given this update	09.12.21