

Return to bubbles - COVID- 30th September 2021 (updated 29th September 2021) by Vicki Barnes

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What are the significant hazards?	Who might be harmed & how?	Existing controls (What are you already doing?)	Additional controls required (Do you need to do anything else?)	Residual risk rating* L/M/H	1. Action by 2. Target date 3. Done date
<p>This RA considers the new variant and that the variant spreads between 50 and 70% faster than previous forms of the virus. It considers reopening of schools fully to all children in all year groups and increasing numbers in classrooms.</p>					
<p>The school lapses in following national guidelines and advice.</p> <p>Exposure to COVID-19</p> <p>The virus is spread in minute water droplets that are expelled from the body through sneezing, coughing, talking and breathing.</p> <p>The virus can be transferred to the hands and from there to surfaces. It can survive on</p>	<p>Everyone on site.</p> <p>General transmission may occur:</p> <p>Through close contact between colleagues, pupils and visitors and touching contaminated surfaces.</p> <p>Increased anxiety amongst staff leading to mental health issues.</p>	<p>To ensure that all relevant guidance is followed and communicated:</p> <ul style="list-style-type: none"> The school to keep up-to-date with advice issued by, but not limited to, DfE, NHS, Department of Health and Social Care and Local Authority. Information on the school website is updated. Parent/pupil information communicated via T2P or email. Staff updated via classrooms/email/text as necessary. Any change in information to be shared with Chair of Governors and CEO and passed on to parents via T 2P / email and staff by email/verbal communication. Community 30 minute lateral flow checks to be accessed. <p>Result: The school has the most recent information from the Government, and this is distributed throughout the school community.</p>	<p>New letters sent to parents outlining LA advise as opposed to government guidelines.</p> <p>Letters from LA to go to parents when received.</p> <p>Ensure that SLT attend all updates.</p>	<p>L</p>	<p>VB / CJ / SO</p> <p>Daily ongoing</p>

<p>surfaces for a period after transfer (depending on such things as the surface type, its moisture content and temperature).</p>					
<p>Poor communication with parents and other stakeholders COVID-19</p> <p>The virus is spread in minute water droplets that are expelled from the body through sneezing, coughing, talking and breathing.</p> <p>The virus can be transferred to the hands and from there to surfaces. It can survive on surfaces for a period after</p>	<p>Parents and stakeholders</p> <p>General transmission may occur:</p> <p>Through close contact between colleagues, pupils and visitors and touching contaminated surfaces.</p> <p>Increased anxiety amongst staff / parents leading to mental health issues.</p>	<ul style="list-style-type: none"> All staff/pupils / families aware of current recommendations, actions and requirements and are reminded frequently using school communication systems. Headteacher to share Risk Assessment with all staff / governors / CEO. Also shared with parents via website and email RA updated regularly in line with new advice. Regular contact with parents / staff governors regarding changes via T2P and email <p>Result: All pupils / families and all staff working with pupils are adhering to current advice.</p>	<p>29.9,21 New HC letter and RA sent to parents, staff and governors</p> <p>LA letters sent when received - should be 29.9.21.</p>	<p>L</p>	<p>VB / CJ / SO</p> <p>As needed due to changes / updates</p>

<p>transfer (depending on such things as the surface type, its moisture content and temperature).</p>					
<p>Lack of awareness of policies and procedures.</p> <p>The virus is spread in minute water droplets that are expelled from the body through sneezing, coughing, talking and breathing.</p> <p>The virus can be transferred to the hands and from there to surfaces. It can survive on surfaces for a period after transfer (depending on such things as the surface</p>	<p>All staff General transmission may occur:</p> <p>Through close contact between colleagues, pupils and visitors and touching contaminated surfaces.</p> <p>Increased anxiety amongst staff leading to mental health issues.</p>	<ul style="list-style-type: none"> • All staff, pupils and volunteers are aware of all relevant policies and procedures including, but not limited to, the following: <ul style="list-style-type: none"> - Health and Safety Policy - First Aid Policy - Intimate Care Policy - Behaviour Policy - Safeguarding Policy • All staff have regard to all relevant guidance and legislation including, but not limited to, the following: <ul style="list-style-type: none"> - The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013 - The Health Protection (Notification) Regulations 2010 - Public Health England (PHE) (2017) 'Health protection in schools and other childcare facilities' - DfE and PHE (2020) 'COVID-19: guidance for educational settings' • Updated RA shared with all staff via email. Staff to sign to agree that they have read it. • Staff received training about donning and doffing PPE safely Video link sent 14.1.21 • Lateral Flow testing information shared with staff <p>Result: all staff and pupils are aware of the policies and procedures in place to keep themselves safe in school.</p>	<p>29.9 letter sent to parents, staff, governors and CEO</p> <p>29.9 RA updated and shared via website / T2P / email - staff and governors.</p>	<p>L</p>	<p>VB / CJ</p>

<p>type, its moisture content and temperature).</p>					
<p>Poor Hygiene in school</p> <p>The virus can be transferred to the hands and from there to surfaces. It can survive on surfaces for a period after transfer (depending on such things as the surface type, its moisture content and temperature).</p>	<p>All on site</p> <p>Through close contact between colleagues, pupils and visitors and touching contaminated surfaces.</p>	<ul style="list-style-type: none"> • Pupils / staff are reminded of good handwashing techniques • Pupils / Staff to wash their hands with soap on entering school, before and after break times and lunchtimes for no less than 20 seconds. • Teachers to reiterate key messages in class-time (when directed) to pupils to: <ul style="list-style-type: none"> - cover coughs and sneezes with a tissue - to double-bag all tissues and dispose of in a designated waste bin / wash hands thoroughly. - to avoid touching eyes, nose and mouth with unwashed hands • Additional alcohol-based sanitiser (that contains no less than 60 percent alcohol) and tissues to be provided for the school reception area, in classrooms and other key locations for staff and pupils. • Infection control procedures are adhered to as much as possible in accordance with the DfE and PHE's guidance. • Sufficient amounts of soap (or hand sanitiser where applicable), clean water, paper towels and waste disposal bins are supplied in all toilets and kitchen areas. • Cleaners are directed by Chartwells and School (SLT). They are to use anti-viral cleaner capable of killing an enveloped virus. This must be tested to EN standard EN14476. • Staff to clean door handles, doors and toilets during break and lunchtimes and during the golden mile. • Paper/hand towels to be refilled regularly at the end of the school day. • Handwashing videos reshown to children to ensure that they are washing correctly • Lateral Flow testing introduced 25.1.21 - this will identify staff testing positive sooner, prevent them coming into school and 	<p>29.9 - staff letter -On return - all staff to deliver handwashing messages / videos to be shared. All staff to ensure that pupils wash their hands at key intervals. Through RA and email remind staff of the importance of regular handwashing - staff to ensure that this is done on arrival, after being outside, after wiping down hard surfaces, administering first aid and other key points.</p>	<p>M</p>	<p>All Staff</p> <p>Ongoing</p>

		<p>subsequent spread of Covid. Tests will be carried out twice per week and results received within 30 minutes.</p> <ul style="list-style-type: none"> Lateral flow testing for staff (Wednesday / Sunday) for those who have opted in. PCR test and isolation if positive or two void tests <p>Result: all pupils and staff are adhering to high standards of hygiene to minimise risk of transmission.</p>			
<p>Arriving at / Departing from school</p> <p>Infection Control</p> <p>Exposure to COVID-19</p> <p>The virus is spread in minute water droplets that are expelled from the body through sneezing, coughing, talking and breathing.</p> <p>The virus can be transferred to the hands and from there to surfaces. It can</p>	<p>Pupils</p> <p>Transmission may occur:</p> <p>When travelling to and from school</p> <p>When arriving and leaving school.</p>	<ul style="list-style-type: none"> Pupils and staff must not be brought into school if they display symptoms, have tested positive even if asymptomatic. Double vaccinated and young children advised to isolate for 3 days, take PCR and await negative result before coming into school (LA recommendation). EYFS children to enter / leave through the vehicle access and queue KS1 and 2 children to arrive / leave through the pedestrian gate at given times. Parents cannot collect siblings at any but the agreed time. If parents are waiting for siblings, they must re-join the queue and not congregate at the school gate. Staff member in EYFS playground receiving children one at a time. Only EYFS parents to be on school premises but only as far as EYFS gate. Taxi driver to wear mask Staff will direct children to wash their hands. This will be supervised in EYFS and KS1 All children to wash hands in designated toilets - children will be reminded which toilet they must use. KS2 to enter through gate and side classroom doors- use allocated toilets to wash hands. 	<ul style="list-style-type: none"> Updated letter 29.9 Updated RA shared on website and with staff / governors via email. 	Medium.	<p>All staff led by VB</p> <p>Daily</p>

survive on surfaces for a period after transfer (depending on such things as the surface type, its moisture content and temperature).				
<p>Classroom Contact</p> <p>The virus can be transferred to the hands and from there to surfaces. It can survive on surfaces for a period after transfer (depending on such things as the surface type, its moisture content and temperature).</p>	<p>Coronavirus</p> <p>Symptoms</p> <p>Staff</p> <p>Pupils</p> <p>Others</p>	<ul style="list-style-type: none"> Teachers to distance where possible - staff crossing bubbles to wear masks. Tissues available for pupils to use when coughing or sneezing and they must go into a bin after one use. Double bagged and then hands washed. Children to have own regularly used resources Children may share occasional resources / toys but disinfected regularly. <ul style="list-style-type: none"> No toys from home allowed into school Children from different bubbles will not be mixed. Ensure that windows and doors are open at all times. Ventilate fully during break and lunchtimes. Windows in halls open during lunchtimes. Lateral Flow testing introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power week and results received within 30 minutes. Log of tests kept in school. Wipe down all equipment shared with other bubbles, including PE and music equipment. 	RA sent to all staff to reiterate.	<p>Medium</p> <p>All Staff led by VB</p> <p>Ongoing checks.</p>
Staff become unwell and there are not sufficient staff to safely run sessions	Staff, pupils and parents	<ul style="list-style-type: none"> Call PHE and outbreak team and follow guidance. Remote learning will start if needed - class isolation. 		<p>Medium</p> <p>VB / PH / LGB</p>

<p>Classroom Lessons Infection Control</p> <p>The virus is spread in minute water droplets that are expelled from the body through sneezing, coughing, talking and breathing.</p> <p>The virus is spread in minute water droplets that are expelled from the body through sneezing, coughing, talking and breathing.</p>	<p>Transmission may occur when children and staff are in the classrooms.</p>	<ul style="list-style-type: none"> Swimming to continue currently. Freedom leisure contacted about increased cleaning of changing rooms, adults requested to wear masks on the coach / in the changing rooms. All assemblies must return to class assemblies / virtual <ul style="list-style-type: none"> Double vaccinated and young children advised to isolate for 3 days, take PCR and await negative result before coming into school (LA recommendation). Children / staff not to come into school if symptomatic - awaiting test results or testing positive. Music sessions -no singing. Classroom should be well-ventilated. SLT must inform PHE and the Local Outbreak team. <ul style="list-style-type: none"> Lateral Flow testing introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice per week and results received within 30 minutes. Log of tests kept in school and registered online 		<p>Medium</p>	<p>All Staff</p> <p>Ongoing monitoring</p>
<p>Children using bathrooms</p>	<p>Transmission may occur when children are</p>	<ul style="list-style-type: none"> Inform the child of the importance of washing their hands after using the toilet. Remind children of handwashing techniques regularly 		<p>Medium</p>	<p>All Staff</p> <p>Ongoing</p>

<p>The virus is spread in minute water droplets that are expelled from the body through sneezing, coughing, talking and breathing.</p> <p>The virus can be transferred to the hands and from there to surfaces. It can survive on surfaces for a period after transfer (depending on such things as the surface type, its moisture content and temperature).</p>	<p>using toilets or sinks.</p>	<ul style="list-style-type: none"> • Different toilets have been allocated for different bubbles. • Where possible, children to wipe hard surfaces with wipes and dispose of these in the bin provided. • Bathrooms will be wiped regularly -at least at break and lunchtimes - gloves to be worn when doing his. <ul style="list-style-type: none"> • Children to only use the bathrooms one at a time. 	<p>Staff to ensure that all children are aware of changes to toilets.</p>		
<p>As above</p>	<p>Transmission at break time between children or</p>	<ul style="list-style-type: none"> • EYFS on EYFS playground • Other groups on playground, one group at a time - see timetable. Staff MUST adhere to their given timeslot. • Provide hoops, skipping ropes etc. that can be used individually. To be cleaned after use. 		<p>Medium</p>	<p>All Staff Ongoing</p>

	staff and children	<ul style="list-style-type: none"> • Lunchtimes outside together with three separate area created. • Supervising staff to keep distance if possible • Wash hands before eating and after coming in from break • Hard surfaces in classrooms to be wiped by an adult wearing gloves. Wipes and gloves should be disposed of properly (see donning and doffing of PPE video) • All windows and doors to be fully opened whilst children are outside • Where children needs support with putting coats etc on, wear gloves, dispose of these properly and wash hands. (see video - donning and doffing of PPE) <p>Lateral Flow testing introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power week and results received within 30 minutes. Log of tests kept in school.</p> <ul style="list-style-type: none"> • 			
As above Break Times - Staff Room Infection Control	Staff Transmission between staff	<ul style="list-style-type: none"> • Maximum of one staffing bubble in the staff room at the same time. • Wipe down boiler / fridge door after use. • Dishwasher run at end of school day each day. • Wash hands before making drinks / food <ul style="list-style-type: none"> • Lateral Flow testing introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power week and results received within 30 minutes. Log of tests kept in school. • 		Medium	All Staff Ongoing
Lunch breaks (hall) Infection Control As above	Transmission between children when eating Transmission between lunch staff / kitchen	<ul style="list-style-type: none"> • All to wash hands properly before eating. • Teachers to only eat lunch with their bubble. • Each group to take their time slot - only sit with their bubble • Staff to remain 2M away at where possible. • Lunchtime staff to clean down chairs and tables before leaving hall. Gloves must be worn and disposed of properly • Kitchen staff encouraged to wear masks whilst serving • Open all windows and doors fully to ventilate. 		Medium	All Staff Ongoing

	staff and children.	<ul style="list-style-type: none"> Lateral Flow testing to be introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power week and results received within 30 minutes. Log of tests kept in school. 			
As above	Transmission between staff and pupils.	<ul style="list-style-type: none"> Pupils were reminded of the Behaviour Policy on their return to school. September 2021 Children spitting etc to be removed and excluded. Lateral Flow testing to be introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power week and results received within 30 minutes. Log of tests kept in school. <p>Result: Pupils understand the behaviour policy in context.</p>	All staff to ensure that behaviour policy is followed.	Low	VB / All Staff Ongoing
<p>Pupils with complex needs are not adequately prepared for a return to school or safely supported</p> <p>As above</p>	<p>SEN and Vulnerable pupils</p> <p>Transmission between staff and pupils.</p>	<ul style="list-style-type: none"> RA for SEN / Vulnerable where needed - shared with child / parents and staff SEN children that require should have designated area to calm down. Individual RA in place where necessary Wash hands after comforting children / taking them by the hand. Lateral Flow testing introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power week and results received within 30 minutes. Log of tests kept in school. <p>Result: Pupils with complex needs are well supported.</p>	<ul style="list-style-type: none"> Revisit (I) plans where necessary 	Medium	SO / VB Ongoing

<p>Increase in safeguarding concerns</p> <p>More children become isolated and vulnerable.</p>	<p>Vulnerable children</p>	<ul style="list-style-type: none"> All visitors supporting safeguarding / tier 2 support or above will continue to be able to visit school when necessary. 		<p>High</p>	<p>VB Ongoing</p>
<p>Emergency evacuation for other needs</p> <p>The virus is spread in minute water droplets that are expelled from the body through sneezing, coughing, talking and breathing.</p> <p>The virus can be transferred to the hands and from there to surfaces. It can survive on surfaces for a period after transfer (depending on such things as the surface</p>	<p>All staff and pupils</p> <p>Transmission between staff and children on site</p>	<ul style="list-style-type: none"> Ensure that upon evacuation, bubbles are distanced from one another Lateral Flow testing to be introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice per week and results received within 30 minutes. Log of tests kept in school. 	<ul style="list-style-type: none"> Fire Evacuation WC 4.10.21 	<p>Low</p>	<p>Half-termly</p>

type, its moisture content and temperature).					
First Aid Infection control Hazard As above	Infection Control Staff Pupils Others Transmission between first aider and injured person	<ul style="list-style-type: none"> Where minor first aid treatment is required First Aiders must ensure they wear gloves and a face covering when dealing with injuries. Doff and Donn PPE according to safety guidelines. All Watched video for doffing and donning PPE Dispose off PPA correctly as per guidance. Guidance shared with all staff Where possible (age and maturity of child) ask them to wipe away any blood, put plasters on themselves or hold cold compresses etc. Ensure records of injury and treatment are recorded and who administered first aid treatment. Wear face covering, apron and gloves when in close contact or dealing with bodily fluids Use disposable cold packs where necessary. Double bag used dressings and dispose of in nappy bin. Always wash hands after contact In the event of a serious injury or incident call 999 immediately. In the event of CPR being required it is advised only chest compressions. Use defibrillator if needed. (HSE guidance) 		High	All First Aiders
Children needing intimate care Infection Control As above	Intimate Care Policy Transmission between staff and children	<ul style="list-style-type: none"> Where intimate care is required staff must ensure they wear an apron, gloves, face mask and face shield. PPE to be doffed and donned correctly. Donning / Doffing of PPE video shared with all staff PPE to be disposed of correctly as per guidance. Safe disposal of PPE shared with all staff. Where possible ask children to clean and change themselves. Ensure records of intimate care treatment are recorded including who / when. Double bag soiled wet clothing. Double bag and dispose of any wipes etc. used in nappy bin Always wash hands after contact 		Medium	EYFS Staff

		<ul style="list-style-type: none"> • If necessary arrange for child to be collected by parents and cleaned at home. 			
Medication Infection Control As above	Infection Control Transmission between staff and children	<ul style="list-style-type: none"> • Where any medications are administered try and encourage the pupils to self-administer. • Inhalers to be kept in classrooms • If unable to self-administer a face mask and gloves should be worn. • No Calpol / similar to be administered unless staff are aware of particular circumstances and a care plan is in place. Calpol to be kept in classroom cupboards and administration overseen by classroom staff not office staff. • Donning / Doffing of PPE video shared with all staff • Safe disposal of PPE shared with all staff. 		Medium	All Staff
Children who are upset Infection Control As above	Transmission between staff and children	<ul style="list-style-type: none"> • Encourage child to use a tissue to wipe eyes/nose etc. • Once used tissues should be double bagged and disposed of • Wash hands after contact 		Medium	All Staff Ongoing
Parent wishing to talk to staff Infection Control As above	Transmission between parents / carers and staff	<ul style="list-style-type: none"> • Parents will be informed that the majority of conversations with staff will be either over the phone or by email. If this is not possible a meeting will be arranged and social distancing rules observed. Masks to be worn by parents / carers and staff members. • Teams / Zoom will be used 	Virtual parents' evening appointments arranged.	Medium	All Staff
Ill health Infection Control As above	Transmission between people on site	<ul style="list-style-type: none"> • Pupils and staff must not be brought into school if they display symptoms, have tested positive even if asymptomatic. • Double vaccinated and young children advised to isolate for 3 days, take PCR and await negative result before coming into school (LA recommendation). • Any pupil or member of staff who displays signs of being unwell, such as having a cough, fever or difficulty in breathing, and believes they have been exposed to coronavirus, is immediately 			

		<p>taken out of the class and placed in an area where they will not come into contact with others and are supervised at all times.</p> <ul style="list-style-type: none"> • When they are supported by an adult full PPE must be worn. Donned and doffed correctly and disposed of as per guidance given • The relevant member of staff calls for emergency assistance immediately if pupils' symptoms worsen. • The parents of unwell pupils are informed as soon as possible of the situation by a relevant member of staff. They are to be collected promptly. • Where contact with a pupil's parents cannot be made, appropriate procedures are followed in accordance with those outlined in governmental guidance. • Unwell pupils who are waiting to go home are kept in a well-ventilated area where they can be at least two metres away from others. • Communicate potential outbreaks with all stakeholders -10% of bubble of 5 cases+ • Areas used by unwell staff and pupils who need to go home are appropriately cleaned once vacated, using a disinfectant and care to be taken when cleaning all hard surfaces. Gloves must be worn when doing this task. • If unwell pupils and staff are waiting to go home, they are instructed to use different toilets to the rest of the school to minimise the spread of infection. • Any pupils who display signs of infection are taken home immediately, or as soon as practicable, by their parents - the parents are advised to contact NHS 119 immediately or call 999 if the pupil becomes seriously ill or their life is at risk. • Any members of staff who display signs of infection are sent home immediately and are advised to contact NHS 111 immediately or call 999 if they become seriously ill or their life is at risk. • PHE and outbreak team contacted - when appropriate <ul style="list-style-type: none"> • Lateral Flow testing introduced 25.1.21 - this will identify staff testing positive sooner, prevent them coming into school and subsequent spread of Covid. Tests will be carried out twice per week and results received within 30 minutes. Log of tests kept in school. 			
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<p>Poor management of infectious diseases Infection Control</p> <p>As above</p>	<p>Transmission between people on site</p>	<ul style="list-style-type: none"> • Everyone is instructed to monitor themselves and others and look out for similar symptoms if a pupil or staff member has been sent home with suspected coronavirus. • Staff are vigilant and report concerns about their own, a colleague's or a pupil's symptoms to the Headteacher or Assistant Headteacher as soon as possible. • The school is consistent in its approach to the management of suspected and confirmed cases of coronavirus. • The school is informed by pupils' parents when pupils return to school after having coronavirus - the school informs the relevant staff. • Staff inform the headteacher when they plan to return to work after having coronavirus. • Back to work discussions take place . • The headteacher monitors the cleaning standards of school cleaning contractors and discusses any additional measures required with regards to managing the spread of coronavirus. • SLT will inform PHE and the Local Outbreak team when necessary <ul style="list-style-type: none"> • Lateral Flow testing to be introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power week and results received within 30 minutes. Log of tests kept in school. 		<p>Medium</p>	
<p>Contractors in school Infection Control</p> <p>As above</p>	<p>Transmission between staff and contractors.</p>	<ul style="list-style-type: none"> • Where contractors are coming into school they must have up to date Risk Assessments and Method Statements. • Control measures regarding the Coronavirus must be included within their RAMs. • Contractors only in school if essential work. • Contractors only in school after school hours unless vital • Contractors will be responsible for removing all rubbish they have created and to clean their area of work prior to leaving. • They must ensure no workers are displaying any signs or symptoms of Coronavirus prior to entering the school site. • Contractors to wear a mask whilst in the building 			
<p>Infection control</p>	<p>Transmission between office</p>	<ul style="list-style-type: none"> • Staff to distance from one another. 			

<p>Office</p> <p>As above</p>	<p>staff, parents, teaching staff and children</p>	<ul style="list-style-type: none"> • Staff to speak to parents outside using social distancing if needed but preferably by phone. • Keep windows open where possible to improve ventilation. • Lateral Flow testing to be introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power 			
<p>How organisational change during COVID-19 pandemic is managed and communicated in the school to reduce staff anxiety and stress levels.</p>	<p>Staff</p> <p>Increased anxiety amongst staff leading to mental health issues.</p>	<ul style="list-style-type: none"> • The school provides staff with timely information to enable them to understand the reasons for proposed changes and expectation. • The school provides reassures of procedures and measures in place to ensure staff and pupil safety and the reduce the risk of infection. • The school ensures adequate employee consultation on changes and provides opportunities for members of staff to influence proposals in line with Government expectations. • Members of staff are aware of timetables for changes and have relevant support during changes. • Establish a system to communicate new developments quickly - briefings / email communications. • Provide a system to enable staff to comment and ask questions before, during and after the change. • Have an 'open door' policy to help staff who want to talk to their senior leaders about their concerns. • Involve staff in discussions about how jobs might be developed and changed. • Review team and individual work plans after the change to ensure team and individual objectives are clear. <p>Lateral Flow testing to be introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power week and results received within 30 minutes. Log of tests kept in school.</p> <ul style="list-style-type: none"> • (I) RA where necessary 		<p>High</p>	

		<p>Result: Any member of the school community who feels stressed or anxious about procedures, job role or risk are supported and action is taken to minimise stress and anxiety levels.</p>		
<p>Violence or aggression towards staff members from pupils, parents or visitors.</p>	<p>Staff</p> <p>Increased anxiety and stress for staff. Mental distress</p>	<ul style="list-style-type: none"> • A zero-tolerance approach has been agreed with LGB that any pupil acting aggressively or violently will be excluded and parents will be expected to collect their child from school. • Isolation of aggressive or violent pupil in designated room monitored by senior members of staff - wearing appropriate PPE if required. • A zero-tolerance approach for any aggressive or abusive parents or visitors to the site. Perpetrators will be asked to leave the premises immediately and will be banned from returning to the site. Governors will determine length of ban. • If any member of staff feels at risk and perpetrator refuses to leave, then police will be immediately called. • Safeguarding procedures to be adhered to and staff members to lockdown area to ensure safety of themselves, other staff and pupils. • All aggressive incidents are recorded/reported and investigated as appropriate. <p>Result: Staff and pupils are kept safe and the risk of transmission of the infection is minimised.</p> <ul style="list-style-type: none"> • 		<p>Low</p>
<p>Spread of infection between pods</p> <p>As above</p>	<p>Transmission people staff and children on site.</p>	<ul style="list-style-type: none"> • Champs all children kept in pods (see CHAMPS RA) • Return to two staff in CHAMPS after school to ensure that pods don't mix • CHAMPS staff to check pods with CJ / VB if unsure. • Staggered breaks • Separated at lunch by screens - small numbers only / no sitting with other bubbles. 		

		<ul style="list-style-type: none"> Slight staggered start / end to day. <p>Lateral Flow testing to be introduced 25.1.21 - this will identify staff testing positive sooner, prevent hem coming into school and subsequent spread of Covid. Tests will be carried out twice power week and results received within 30 minutes. Log of tests kept in school.</p> <ul style="list-style-type: none"> Limit staff moving between bubbles where at all possible. 			
Spread of infection Trips	All	<ul style="list-style-type: none"> COVID secure trips only - checked by VB and SO Virtual visitors are still permitted Virtual visits might be part of Zoom lessons with remote learners as well as in school learners. 	VB / SO to approve any non-essential visitors.		

See separate CHAMPS RA

Updated in-line with LA recommendations - 29.9.21

Shared with all staff, governors, stakeholders and CEO