


Over-arching Risk	Assessed risk if no actions taken	Controls in place	Considering controls in place, current risk level assessed by Headteacher	Further key actions to be taken and by when	Assessment agreed by trust ELT and date
Risk that <b>DORDON PRIMARY</b> school cannot operate during lockdown Jan 2021 in line with current DfE Guidance	High	See Key Risk assessments below	Low		 12 Jan 21

Key Risks	Assessed risk if no actions taken	Requirement	Controls in place	Considering controls in place, current risk level assessed by Headteacher	Further key actions to be taken and by when
1. Risk that an individual who is unwell with COVID-19 symptoms, or who have someone in their household who is unwell, attends school.	High	Must	See Individual risk assessments below	Low	
2. Risk that face-coverings are not worn in line with the recommendations	High	Must	See Individual risk assessments below	Low	
3. Risk that individuals in school do not carry out regular handwashing in line with DfE guidance.	High	Must	See Individual risk assessments below	Low	
4. Risk that individuals in school do not practice good respiratory hygiene	High	Must	See Individual risk assessments below	Low	
5. Risk that the cleaning regime in school is not in line with DfE guidance	High	Must	See Individual risk assessments below	Low	
6. Risk that contact between individuals is not minimised and social distancing maintained where possible.	High	Properly Consider	See Individual risk assessments below	Low	
7. Risk that PPE equipment is not worn where appropriate	Medium	Must	See Individual risk assessments below	Low	
8. Risk that occupied spaces are not kept well ventilated	High	Must	See Individual risk assessments below	Low	
9. Risk that school response to infection is not in line with the DfE guidance	Medium	Must	See Individual risk assessments below	Low	
10. Risk that the educational provision for pupils does not return to normal	Medium	Properly Consider	See Individual risk assessments below	Low	
11. Risk that the trust is not a good employer	Medium	Properly Consider	See Individual risk assessments below	Low	

Key risk 1: Risk that an individual who is unwell with COVID-19 symptoms, or who have someone in their household who is unwell, attends school.				
Sub-risk	Assessed risk if no actions taken	Controls in place (refer to school plan)	Considering controls in place, current assessed risk level	Further key actions to be taken and by when
Children, staff or visitors attend school when they should be self- isolating in line with Public Health England guidance	High	<ul style="list-style-type: none"> <li>- Essential visitors only are to visit site (maintenance contractors where H&amp;S compliance will be affected)</li> <li>- Visitors are to be pre-booked where possible</li> <li>- Pre-booking MS Form to be sent to share school policy, obtain details and enable pre-booking</li> <li>- Poster to be displayed on the front door outlining guidance for ad-hoc visitors (of which there should be very few)</li> <li>- Guidance shared with parents about keeping children at home if unwell</li> <li>- Regular reminders on social media</li> <li>- Poster outlining to staff what to do if they suspect Covid</li> <li>- Procedures explained as part of training in September for ALL staff about what to do if they suspect Covid.</li> <li>- Keep a record in the office of start date of isolation periods if they occur and the 10 day period end date. No-one allowed in school prior to that date.</li> <li>- Be vigilant to signs/ symptoms and send people home if necessary</li> </ul>	Low	
Where a potential case of covid-19 is identified in school it is not dealt with in line with DfE guidance	Medium	<ul style="list-style-type: none"> <li>- Staff are to be vigilant about children complaining of feeling unwell</li> <li>- Children are to be sent to the Covid sick bay in line with procedures already established</li> <li>- Allocate the room and toilet for isolating the child (sick bay)</li> <li>- Make it clear to parents that they will be asked to collect immediately for the safety of all</li> <li>- Prepare packs of PPE so they are ready to be used</li> <li>- Once aware, all staff dealing with the child to wear PPE</li> <li>- All suspected cases to be reported to SLT immediately</li> <li>- Posters to be displayed about what to do</li> <li>- Regular reminders in staff meeting about the protocol</li> </ul>	Low	

Key risk 2: Risk that face-coverings are not worn in line with the recommendations				
Sub-risk	Assessed risk if no actions taken	Controls in place (refer to school plan)	Considering controls in place, current assessed risk level	Further key actions to be taken and by when
For secondary schools only, face coverings are not worn by adults and pupils when moving around the premises, outside of classrooms. Excludes individuals who are unable to wear a face covering.	High	<p>Even though the guidance is for secondary schools only, we have taken the following steps:</p> <ul style="list-style-type: none"> <li>- all visitors to school are asked to wear a face covering for the duration, this includes adults bringing and collecting children on the playground</li> <li>- staff are to wear face coverings in communal areas such as corridors and the staffroom unless exempt.</li> <li>- Whilst in national lockdown and with higher transmission rates and the new strain, staff may choose to wear face coverings in their classroom, particularly those with increased anxiety or who have previously been identified as being clinically vulnerable.</li> <li>- Face shields can be worn by staff working in the Hive or on a 1:1 basis.</li> </ul>	Low	
Adults and pupils do not comply with guidance on wearing face coverings safely or disposing of them safely.	High	<ul style="list-style-type: none"> <li>- Posters have been displayed about the safe removal and storage of face coverings</li> <li>- the guidance on this has been distributed to all staff</li> </ul> <p><a href="https://www.gov.uk/government/publications/face-coverings-in-education/face-coverings-in-education">https://www.gov.uk/government/publications/face-coverings-in-education/face-coverings-in-education</a></p>	Low	

<b>Key risk 3: Risk that individuals in school do not carry out regular handwashing in line with DfE guidance.</b>				
<b>Sub-risk</b>	<b>Assessed risk if no actions taken</b>	<b>Controls in place (refer to school plan)</b>	<b>Considering controls in place, current assessed risk level</b>	<b>Further key actions to be taken and by when</b>
Facilities for handwashing/ sanitising are not in place	High	<ul style="list-style-type: none"> <li>- Handwashing is timetabled for children throughout the day (on entry, before play, after play, before eating, after eating and before going home)</li> <li>- Handwashing facilities are available in the classroom except for Y6 who will use the KS1 toilets</li> <li>- Adequate stock of handwashing materials are held in school and orders are in place for continued supply</li> <li>- Hand sanitiser is available at stations throughout school for use by adults and children</li> <li>- Increase hand sanitiser stations so there is one outside each classroom door from September (order placed 7.7.20)</li> <li>- Screens around school are to display handwashing messages</li> <li>- Correct method of handwashing to be taught to children on their return to school and revisited regularly</li> <li>- Posters to reinforce the handwashing to be displayed at sinks</li> </ul>	Low	
Pupils, staff and visitors do not make use of provided facilities in line with DfE guidance	High	<ul style="list-style-type: none"> <li>- Children are to be supervised when washing hands to ensure appropriate levels of hand hygiene</li> <li>- Staff are to model handwashing at the times allocated to the children</li> <li>- Staff are to be encouraged to remind each other about good hand hygiene</li> <li>- Visitors are to be asked to wash their hands on arrival.</li> <li>- Messages about handwashing are to be shared when booking a visitor in and in the pre-booking information</li> </ul>	Low	

<b>Key risk 4: Risk that individuals in school do not practice good respiratory hygiene</b>				
<b>Sub-risk</b>	<b>Assessed risk if no actions taken</b>	<b>Controls in place (refer to school plan)</b>	<b>Considering controls in place, current assessed risk level</b>	<b>Further key actions to be taken and by when</b>
Facilities for 'catch it, bin it, kill it' such as supplies of tissues, bins and bags are not in place	Medium	<ul style="list-style-type: none"> <li>- All classrooms have a lidded bin</li> <li>- Bins are to be emptied regularly (at least once a day)</li> <li>- Tissues are to be available in all classrooms</li> <li>- Monitor stock control to ensure there are enough tissues in school</li> <li>- Catch it, bin it, kill it messages are displayed around schools on the screens and on posters in classrooms</li> <li>- Children are to be taught about respiratory hygiene when they return in September and regular reminders given to children</li> </ul>	Low	
Pupils, staff and visitors do not make use of provided facilities in line with DfE guidance	High	<ul style="list-style-type: none"> <li>- Remind people of the 'Catch it, bin it, kill it' mantra if they are seen not following guidance</li> <li>- Conversations and explanations to be used with people who persist – social stories may need to be used for children with SEND</li> <li>- Parents to be contacted if children are deliberately not following the guidance as per updated behaviour policy</li> </ul>	Low	
Face coverings are not removed and stored safely when entering school areas where they are not required.	High	<ul style="list-style-type: none"> <li>- Face coverings are to be worn by adults in corridors and communal areas.</li> <li>- All adults choosing to do so must read the government guidance on the correct removal and storage of the mask when not in use.</li> <li>- Face coverings are may be worn in classrooms – particularly staff with increased anxiety or who have been identified as clinically vulnerable</li> <li>- Advice on face coverings to be displayed on the covid board in the staffroom and on the website. - the guidance on this has been distributed to all staff</li> </ul> <a href="https://www.gov.uk/government/publications/face-coverings-in-education/face-coverings-in-education">https://www.gov.uk/government/publications/face-coverings-in-education/face-coverings-in-education</a>	Low	

<b>Key risk 5: Risk that the cleaning regime in school is not in line with DfE guidance</b>				
<b>Sub-risk</b>	<b>Assessed risk if no actions taken</b>	<b>Controls in place (refer to school plan)</b>	<b>Considering controls in place, current assessed risk level</b>	<b>Further key actions to be taken and by when</b>
Regular cleaning of surfaces in line with PHE guidance is not in place	High	<ul style="list-style-type: none"> <li>- All rooms are to be deep cleaned again over the summer shutdown as per normal school routine (Chartwells)</li> <li>- Rooms where positive cases are reported are to be deep cleaned over the period of isolation for the bubble</li> <li>- Rooms are to be cleaned daily ensuring all surfaces are cleaned thoroughly</li> <li>- Unnecessary surfaces are removed from classrooms to minimise the amount of cleaning that needs to be completed so key areas can be focused on</li> <li>- Site manager to alter shift pattern to enable additional cleaning duties throughout the school day</li> <li>- Touchpoints are to be cleaned during the day (Chartwells)</li> <li>- Surfaces are to be cleaned at the end of the morning session by the staff in each area using materials provided by Chartwells (appropriate data sheets on site and stored in line with COSHH)</li> <li>- High traffic touchpoints (phone, photocopier and signing in system) to have their own wipes for adults to use</li> <li>- Adults have been issued with touchscreen pens to minimise the use of touchscreens in school</li> </ul>	Low	
Regular cleaning of toilets in line with PHE guidance is not in place	High	<ul style="list-style-type: none"> <li>- Toilets are to be cleaned daily as per the school contract</li> <li>- Additional cleaning of toilets at lunchtimes with Chartwells (as per the current cleaning arrangement)</li> <li>- Ensure children wash their hands thoroughly after using the toilets</li> </ul>	Low	
Regular cleaning of equipment, both indoor and outdoor is not in place	High	<ul style="list-style-type: none"> <li>- Ensure staff understand that any equipment used by their class needs to be cleaned thoroughly after use if it is to be used by a different class (e.g. paintbrushes, PE equipment, ipads etc)</li> <li>- Resources can be rotated out of use for 72 hours between uses by different class groups to minimise cross-contamination.</li> <li>- Books in the library and home readers once returned will be left for 72 hours before being returned to circulation.</li> <li>- The person returning resources washes their hands before and after doing so.</li> <li>- Outdoor gym equipment to be wiped down every evening after school (children will wash hands after use)</li> </ul>	Low	

Key risk 6: Risk that contact between individuals is not minimised and social distancing maintained where possible.				
Sub-risk	Assessed risk if no actions taken	Controls in place (refer to school plan)	Considering controls in place, current assessed risk level	Further key actions to be taken and by when
The size of groups or “bubbles” is not practical in this school’s educational setting	High	<ul style="list-style-type: none"> <li>- School is to operate class bubbles of key worker and vulnerable pupils to deal with increased level of demand</li> <li>- Staff will work solely within their designated bubble – there will be no crossing</li> <li>- Where possible, bubble size will be limited to 15 to enable greater social distance between pupils</li> </ul>	Low	
The size of groups or “bubbles” does not minimise the opportunities for interaction in this school.	High	<ul style="list-style-type: none"> <li>- The children within class bubbles will not mix with children in any other class bubble.</li> <li>- Children will only encounter children within their own class bubble.</li> <li>- Lunchtime will have 4 class bubbles in the hall, maintaining 2m at least buffer between the bubbles. They will enter through different doors and there will be no mixing.</li> <li>- Class bubbles are only to work in their classroom space or outside. The use of shared areas is not permitted.</li> <li>- Corridors are to remain marked to encourage pupils to pass at a distance and not risk bumping into anyone</li> <li>- There will be no large gatherings including assemblies – these will be conducted online for children in school via TEAMS once a week as a school due to timetable.</li> <li>- Class registration is to take place daily on Zoom to maintain connections</li> </ul>	Low	
Groups are mixed for specialist teaching, <b>where this is not necessary</b>	High	<ul style="list-style-type: none"> <li>- Phonics teaching will be done in groups within class bubbles to ensure there is no mixing</li> </ul>	Low	
Where teachers and other staff, including supply and contractors, are required to move between groups they are less than 2 metres apart from pupils or other adults, <b>where this is not necessary</b>	High	<ul style="list-style-type: none"> <li>- There will be no moving between groups of staff employed by school</li> <li>- Any supply teachers used will be allocated to a single class bubble and will adhere to the guidance in place for removing contact with other bubbles.</li> </ul>	Low	

Adults come within 2 metres of pupils in the classroom, <b>where this is not necessary</b>	High	<ul style="list-style-type: none"> <li>- Each classroom is to have a teaching zone at the front of the classroom marked with tape to remind them to keep their distance from the pupils</li> <li>- Where this is not possible, the reduction in distance must be kept to a minimum and should never be face to face</li> <li>- Adults within a class space should support and remind each other to maintain distance</li> <li>- Leadership team is to maintain visibility in school but should stay at the classroom door when walking the school</li> </ul>	Low	
Adults come within 2 metres of each other, <b>where this is not necessary</b>	High	<ul style="list-style-type: none"> <li>- Training in January and for all newly appointed staff therein made clear the expectation that staff should maintain 2m from each other at all times. Regular reminders to be given in briefings and at the start of each new half term</li> <li>- Teacher and TA zones in the classroom are at least 2m apart (no sharing of a teacher's desk)</li> <li>- The staffroom is to have rota for staff to use it</li> <li>- Staffroom is to have chairs removed to provide a socially distanced space for staff to use</li> <li>- Offices are to be arranged so staff working in them are not in close proximity and distance can be maintained whilst in their work bases.</li> </ul>	Low	
Older children do not keep apart from each other, <b>where this is possible</b>	High	<ul style="list-style-type: none"> <li>- Children are to be taught about social distance on their return to school in January. Staff are to explain that children should distance if they can</li> <li>- Reinforce the idea of a personal bubble that will pop if you are too close to someone else (image has been used throughout lockdown and reopening)</li> <li>- teach pupils playground games that support the idea of social distancing</li> <li>- Children are to move around school with distance in their line</li> <li>- Reminders to be given to pupils to maintain distance, if staff feel this is reasonable(dependant on age/ circumstance)</li> </ul>	Low	
Classroom set up involves pupils facing each other, <b>where this is not necessary</b>	High	<ul style="list-style-type: none"> <li>- All classrooms are to be set up with children facing the front of the classroom with the exception of EYFS</li> <li>- Teacher/ TA zone is to be clearly defined and pupils told not to enter unless they have permission.</li> </ul>	Low	



<p>School behaviour policy does not take into account the requirement to minimise mixing of groups or individuals</p>	<p>Medium</p>	<ul style="list-style-type: none"> <li>- School rules in the behaviour policy to be amended in light of guidance change 2.7.20 around sharing resources (See behaviour policy)</li> <li>- Changes made regarding Covid around logical consequences will remain in place for the duration of lockdown</li> <li>- For children who exhibit extreme behaviours, SLT are to contact parents and make the expectations clear.</li> <li>- Positive handling plans and risk assessments are to be completed for individual pupils and shared with parents.</li> <li>- Review TEAM teach strategies for pupils identified.</li> </ul>	<p>Low</p>	
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Checklist	Plan or Risk Assessment in place
The following activities should be considered, where applicable, in school and covered by plans or risk assessments in line with the principles above to ensure the risk of contact between individuals or groups is minimised <b>as far as practicable</b> . This list is not exhaustive:	Yes or N/A
Start of day arrival at school	YES
End of day departure from school	YES
Travel to and from school	N/A
Lunchtimes	YES (PR)
Breaktimes	YES (PR)
Movement of pupils between different school teaching spaces	YES
Movement of staff between different school teaching spaces	YES
Delivery of curriculum PE	YES (SRA)
Delivery of curriculum Music	YES (SRA)
Delivery of curriculum Design & Technology	YES (SRA)
Delivery of curriculum Art	YES (SRA)
Assemblies and other large gatherings	N/A
Operation of extra curricula activities	N/A
Operation of before and after school childcare	YES
Operation of wraparound nursery childcare	YES (OM)
Working with SEND children where the child's behaviours may pose an additional risk	YES
Recruitment	YES
Visitors to school	YES (SRA)
Supply and peripatetic staff operating in school	YES (SRA)
Trainee teachers and apprentices in school	N/A
Gatherings of staff, eg: staffroom, meetings or training.	YES (OM)
Delivery of catering	YES (OM)
Contractors working on site	YES
Educational visits	YES (PR)
One to one and catch up support	YES (SRA)
Use of classroom resources	YES
Marking and review of pupil work	YES

<b>Key risk 7: Risk that PPE equipment is not worn where appropriate</b>				
<b>Sub-risk</b>	<b>Assessed risk if no actions taken</b>	<b>Controls in place (refer to school plan)</b>	<b>Considering controls in place, current assessed risk level</b>	<b>Further key actions to be taken and by when</b>
Appropriate PPE is not worn when dealing with a child who is showing symptoms of Covid-19 and where adult cannot keep 2 metres apart	Medium	<ul style="list-style-type: none"> <li>- Check stock levels of gloves, aprons, face shields and face masks for this eventuality – arrange order if stock is low</li> <li>- Staff aware of where this is kept and circumstances in which it must be used</li> <li>- Display posters on how to correctly wear face masks and PPE</li> <li>- All used PPE is disposed of correctly (staff to be reminded of this process in September training)</li> <li>- Posters advise staff of how to dispose of PPE in the Covid bay and in the staffroom.</li> </ul>	Low	
Appropriate PPE is not worn when a child has routine intimate care needs where PPE would normally be worn.	Low	<ul style="list-style-type: none"> <li>- Gloves and aprons to be worn if dealing with accidents in school as per standard procedure in school</li> <li>- Training in September to cover the difference between routine needs and suspected COVID case.</li> </ul>	Low	

Key risk 8: Risk that occupied spaces are not kept well ventilated				
Sub-risk	Assessed risk if no actions taken	Controls in place (refer to school plan)	Considering controls in place, current assessed risk level	Further key actions to be taken and by when
School is not kept well ventilated in line with guidance.	Medium	<ul style="list-style-type: none"> <li>- Windows and doors in classrooms are opened fully before school and during break times and lunchtimes to ensure room is well-ventilated</li> <li>- During class time, windows are kept open enough to allow a flow of air through the classrooms</li> <li>- Where possible, high windows are opened to minimise the chance of a draught</li> <li>- Where there are no high windows, children are to be positioned in the classroom to minimise the chances of them sitting in a draught</li> </ul>	Low	
Adults and pupils are not able to wear additional indoor clothing to maintain a comfortable working temperature.	Medium	<ul style="list-style-type: none"> <li>- Information shared with parents and staff about the ventilation measures in place</li> <li>- All stakeholders advised that the measures will remain in place over the colder months and therefore to wear layers to ensure the chances of being cold are minimised.</li> <li>- When weather is extremely cold, monitor temperatures in the classroom to ensure they are not too cold.</li> <li>- Heating to be adjusted to maintain comfortable temperatures where this is possible.</li> </ul>	Low	

Key risk 9: Risk that school response to a confirmed infection is not in line with the DfE guidance (New requirement from 1 July 2020)				
Sub-risk	Assessed risk if no actions taken	Controls in place (refer to school plan)	Considering controls in place, current assessed risk level	Further key actions to be taken and by when
Employees are unaware of the NHS Test and Trace process and that they must have a test in the event of displaying symptoms.	Medium	<ul style="list-style-type: none"> <li>- Display the Test and Trace procedures in the staffroom</li> <li>- Include Test and Trace in the training in September</li> <li>- If staff call in sick OR are sent home from work, remind them to book a test and inform school of results</li> <li>- Staff to send a copy of the results to Associate Head as confirmation of test results</li> </ul>	Low	
Employees are unaware that they must provide details of close contacts if asked to by NHS Test and Trace.	Medium	<ul style="list-style-type: none"> <li>- Inform staff in training that they should comply with Test and Trace</li> <li>- Remind staff to inform Test and Trace of close contacts</li> <li>- Make it clear what is classed as a close contact</li> </ul>	Low	
Employees are unaware that they must self-isolated if they are diagnosed with Covid-19 or have been in contact with someone diagnosed with Covid-19.	Medium	<ul style="list-style-type: none"> <li>- Display poster on what to do if Covid is confirmed</li> <li>- Keep a record of dates to ensure no staff member returns before isolation period is ended</li> <li>- On confirmation of test result confirm with the staff member the date of return to work (the end of isolation)</li> <li>- Staff MUST inform school on first day of absence if they are absent due to isolation. Procedure to be shared in training in September.</li> </ul>	Low	
Parents and carers are unaware of the NHS Test and Trace process and that their child must have a test in the event of displaying symptoms.	Medium	<ul style="list-style-type: none"> <li>- Display the Test and Trace procedures on the website and signpost parents to it through social media</li> <li>- If a parent reports and absence due to Covid OR a child is sent home from work, remind them to book a test and inform school of results using <a href="mailto:coronavirus2018@welearn365.com">coronavirus2018@welearn365.com</a></li> <li>- School to issue tests to families if there are genuine concerns about them being able to access the test any other way</li> </ul>	Low	
Parents and carers are unaware that they must provide details of close contacts of their child if asked to by NHS Test and Trace.	Medium	<ul style="list-style-type: none"> <li>- When discussing absence or isolation with parents, school office to remind them to engage with Test and Trace</li> <li>- Remind parents to inform Test and Trace of close contacts</li> <li>- Make it clear what is classed as a close contact (someone with direct touch, within 1m for more than 1 minute, within 2m for more than 15 mins)</li> </ul>	Low	
Parents and carers are unaware that their child must self-isolated if they are diagnosed with Covid-	Medium	<ul style="list-style-type: none"> <li>- Display poster on what to do if Covid is confirmed</li> <li>- Keep a record of dates to ensure no child returns before isolation period is ended</li> <li>- On confirmation of test result confirm with the parent the date of return to school (the end of isolation)</li> </ul>	Low	

19 or have been in contact with someone diagnosed with Covid-19.		- Parents MUST inform school on first day of absence if they are absent due to isolation. They are to report symptomatic and positive results to coronavirus2018@welearn365.com		
Staff, parents and carers do not inform the school if they or household member has a positive test for Covid-19	High	- Share information via newsletter, social media, texts, etc to remind parents of the procedure. - Email a copy of the Poster 'Feeling Unwell' to all families - Phone and check outcomes of test, if parents are not forthcoming, when we know testing has occurred.	Low	
In the event of a positive Covid-19 case in school, school does not contact local health protection team and comply fully with their advice.	Low	- School to contact local public health team Telephone 0344 225 3560 (option 2) Out of hours advice 013 84 679 031 in the event of a confirmed case of Covid 19 and DFE helpline 0800 046 8687 - All SLT to be made aware of the process to follow in case of staff absence or not being available using the flowchart - Display numbers in the office - SLT to have numbers stored in their phones - All advice from PHE to be followed - Inform CAT of actions to be taken	Low	
In the event of a positive Covid-19 case, school does not have records of close contacts made in school	High	- Lists of children and staff in class bubble to be kept in the office - Visitors list is maintained (including which children they have worked with if any) so in the event of positive case anyone with close contact can be notified	Low	

Key risk 10: Risk that the educational provision for pupils does not return to normal				
Sub-risk	Assessed risk if no actions taken	Controls in place (refer to school plan)	Considering controls in place, current assessed risk level	Further key actions to be taken and by when
A broad and ambitious curriculum is not in place	Low	<ul style="list-style-type: none"> <li>- Pupils will continue to access a broad curriculum in line with the long term plan in Cornerstones.</li> <li>- All subjects will be offered but the curriculum will be adapted to limitations of remote education ensuring parity across children both in and out of school</li> </ul>	Low	
Government funded intervention and catch up program is not effective	High	<ul style="list-style-type: none"> <li>- Secure training in Learning By Questions (LBQ) over the lockdown period</li> <li>- Use LBQ to provide Catch Up lessons to identified children in KS2 if timeframes allow.</li> </ul>	Low	
Appropriate integrated remote learning package is not immediately in place for individuals, groups or whole school in the event of education not being able to be provided physically.	High	<ul style="list-style-type: none"> <li>- Implement Level 3 of the remote learning contingency plan</li> <li>- Curriculum is to move online using the Eschools learning platform</li> <li>- The work that would have been set in school is to be set online equating to 3 hours a day in KS1 and 4 hours a day in KS2.</li> <li>- Staff are to provide written feedback on homework tasks within the project</li> <li>- Pre-recorded videos are used to demonstrate the key learning aspects of maths and English lessons. These can be accessed and replayed by parents and pupils at any time.</li> <li>- Daily Zoom sessions are used to check in with pupils, provide verbal feedback on previous days learning (addressing common misconceptions) and set expectations for the next learning.</li> <li>- Where pupils do not have access to a device, this can be supported by a loan from school – <b>the device loan agreement must be signed</b></li> <li>- If they are still unable to access learning, paper copies of work set will be provided</li> </ul>	Low	

<b>Key risk 11: Risk that the trust is not a good employer</b>				
<b>Sub-risk</b>	<b>Assessed risk if no actions taken</b>	<b>Controls in place (refer to school plan)</b>	<b>Considering controls in place, current assessed risk level</b>	<b>Further key actions to be taken and by when</b>
Employees with increased personal risks are not protected	Low	<ul style="list-style-type: none"> <li>- Risk assessments to be completed for all pregnant staff</li> <li>- Staff in their third trimester of pregnancy are working from home</li> <li>- Staff to be advised to be stringent in their social distancing and call for support if needed</li> <li>- Face coverings are to be worn in communal areas and corridors unless medically exempt</li> <li>- Staff identified as Clinically Extremely Vulnerable are to work from home as per the Trust guidance</li> <li>- Ready reckoners are used to support the identification of staff and different scenarios</li> </ul>	Low	
Employees are anxious about coming to work due to covid-19	Medium	<ul style="list-style-type: none"> <li>- Keep staff up to date with the changes to working practice and the measures we are taking via email or staff training on Teams</li> <li>- Share the plan and all risk assessments with staff</li> <li>- Reassure staff that everyone has worries about the situation and this is normal</li> <li>- Highlight support services available to staff to support them emotionally.</li> </ul> <p>Education support service <a href="http://www.educationsupport.org.uk">www.educationsupport.org.uk</a> 08000 562 561 – Helpline number</p> <ul style="list-style-type: none"> <li>- Face coverings to be worn in communal areas and corridors and can be worn in the classroom</li> </ul>	Low	
Employees are not fully trained on the school opening plan	Medium	<ul style="list-style-type: none"> <li>- Staff to have regular email updates on changes to practice in school</li> <li>- Staff meeting to be used if significant change in the risk assessment is necessary</li> <li>- All paperwork to be made readily available to staff via email</li> <li>- Covid updates are to be added to the staffroom notice board and there will be an expectation for staff to read this regularly</li> </ul>	Low	
Employees are not fully consulted on the school opening plan	High	<ul style="list-style-type: none"> <li>- Feedback is sought from staff often and suggestions are considered and implemented if appropriate</li> </ul>	Low	



		- Key aspects of the lockdown arrangements remain unchanged from reopening in terms of bubble mixing and social distance		
Workload once open is not achievable	High	<ul style="list-style-type: none"> <li>- Staff are to share good practice about planning the remote learning curriculum to ensure staff are working as effectively as possible</li> <li>- Non-essential tasks to be considered and removed if possible</li> <li>- School opening time restrictions to be maintained (7.45 – 5:00)</li> <li>- Staff meeting to move to TEAMS and only used where necessary</li> <li>- Staff rota means all staff have time where they are not covering the class of key worker/vulnerable children. This time is to be used as PPA.</li> </ul>	Low	

## Resources

### Government guidance:

<https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools#A>

### Risk matrix:

		LIKELIHOOD				
		VERY UNLIKELY	UNLIKELY	LIKELY	HIGH LIKELY	ALMOST CERTAIN
SEVERITY	NEGLIGIBLE	LOW	LOW	LOW	LOW	LOW
	MINOR	LOW	LOW	LOW	MEDIUM	MEDIUM
	SERIOUS	LOW	MEDIUM	MEDIUM	MEDIUM	HIGH
	SEVERE	LOW	MEDIUM	MEDIUM	HIGH	HIGH
	VERY SEVERE	MEDIUM	MEDIUM	HIGH	HIGH	HIGH