

#### COVID19: Risk Assessment and Action Plan from September 2021 The Robert Drake Primary School

### All actions reviewed by the governing body and updated regularly.

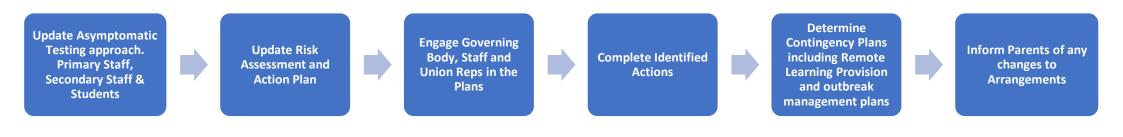
#### Updated 29.10.2021

## Purpose of this document:

This COVID19: Risk Assessment and Action Plan document sets out the decisions taken and measures put in place following the end of restrictions in July and changes to self-isolation protocols in August, to ensure the school continues to operate in a safe way. Existing policies and guidance continue to apply alongside the actions within this document, including but not limited to:

- Health and Safety Policy
- First Aid Policy
- Child Protection Policy
- CYP Response Plan
- DFE Guidance relating to COVID19
- 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'

# Risk Assessment for Full Re-opening:



**Risk Assessment/ Action Plan Sections:** 

- Engagement in Risk Assessment and Planning
- Site Arrangements
- Emergency Evacuations
- Cleaning and waste disposal
- Classrooms
- Staffing
- Visitors to School Site
- Catering
- PPE
- Response to suspected/ confirmed case of COVID19 in school
- Remote Education Plan
- Safeguarding
- Curriculum / learning environment
- Attendance
- Communication
- Governors/ Governance
- Finance

Theme	Control Measures	Risk to Implementation	Risk Level Pre-Action	Action Required / Decision Made	Action Completed Date	Risk Level Post-Action
Engagement in Risk Assessment and Planning	Risk assessment process fully engages staff, governing body and union representatives.	Risk assessment is not shared with staff, union representative and governing body. Staff and governors not engaged or consulted during risk assessment process.	H	All detail in this document to be shared with all staff and agreed by the governing body. Shared with Union Rep 29.11.2021. Ongoing.		L
	Consideration given to premises lettings and approach in place.	Hall cannot be let and reassembled with sufficient time for cleaning in between. Lettings not reviewed to ensure they are aligned with guidance.	М	Office staff- Lettings risk assessment completed. 19.11.21 currently no lettings.	By 22 <sup>nd</sup> October2021	L
Site Arrangements	Consideration given to the arrangements for any deliveries.	Delivery staff entering school premises. Risk of cross contamination. Packages and letters- cross contamination.	М	Premises staff and office staff - Delivery staff to leave any packages at the gate. Member of office staff to inform premises staff and wait at gate with package until site staff arrive to collect it. Packages/post to be handled with gloves. If packages opened inside, clean area	By 1 <sup>st</sup> September 2021	L

	Dedicated testing site organised, signage up and cleaning processes in place (see full guidance available).	N/A		immediately and dispose of packaging immediately. Open packages outside if it isn't raining.		
Emergency Evacuations	Evacuation routes are confirmed, and signage accurately reflects these. Consideration given to PEEP – buddies are assigned or reassigned according to available persons. Arrangements in place to support individuals with reduced mobility including cover arrangements in the case of reduced numbers of staff.	Evacuation routes are not shared with the school community (updated following ending of bubbles – this may be returned to pre COVID19 arrangements).	Н	Evacuation procedure returns to normal procedure. Share with all staff and children.	2.9.2021	L
Cleaning and waste disposal	Enhanced cleaning regime is in place in line with <u>COVID19:</u> <u>Cleaning in non healthcare settings</u> guidance.	Enhanced cleaning does not remain a necessary control measure.	Н	Premises staff - Enhanced cleaning schedule implemented throughout the site, ensuring that contact points, work surfaces,	By 1 <sup>st</sup> September 2021	L

door handles, taps etc.
are all thoroughly
cleaned and
disinfected regularly.
Paper hand towels and
dispensers, soap
dispensers and
antibacterial handgel,
antiviral spray and
cloth (changed daily)
are to be checked daily
and replaced as
needed by
premises staff. 2 boxes
of tissues per class – 1
enclosed bin. Lidded
bins are foot operated.
In each class- 2 masks
(disposable) and 2
visors. Check supplies
daily.
Enhanced cleaning
regime for toilet
facilities particularly
door handles, locks
and toilet flush.
Signs for toilets – all
toilet seats must be
put down before
flushing.

Cleaning staff capacity is adequato enable enhanced cleaning regime.	No hand sanitiser for visitors to reception. Classrooms do not have tissues. Low supply of soap and hand sanitiser. Low supply of paper towels. Disposal of used paper towels and tissues etc.	Н	Hand sanitiser available at the school entrance. Handwashing stations outside each classroom when children arrive, hand sanitizer. Lidded bins in all classrooms and other rooms in school. Disposable tissues in each classroom to implement the 'catch it, bin it, kill it' approach. Hand sanitiser inside the classroom. Stock check and ordering schedule reviewed and order made.	By 1 <sup>st</sup> September 2021	L
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Adequate cleaning supplies and facilities around the school are in place. Arrangements for longer-term continual supplies are also in place.	No hand sanitiser for visitors to reception. Classrooms do not have tissues. Low supply of soap and hand sanitiser. Low supply of paper towels. Disposal of used paper towels and tissues etc.	М	Hand sanitiser available at the school entrance. Handwashing stations outside each classroom when children arrive, hand sanitiser, cleaning wipes. Lidded bins in all classrooms and other rooms in school. Disposable tissues in each classroom to implement the 'catch it, bin it, kill it' approach. Hand sanitiser inside the classroom. Stock check and ordering schedule reviewed and order made. List of cover staff for cleaners organised in case of absence.	By 22 <sup>nd</sup> October 2021	L
	Cleaning classrooms too soon after pupils have left.	Μ	All staff to leave the classrooms as soon as possible. All staff to have left the site by <mark>5pm</mark> at the latest.	2.9.2021	L

Sufficient time is available for the enhanced cleaning regime to take place.	Having time to clean all main areas of the school once the children and staff have gone home.		All personal belongings must be removed from the classroom immediately. The classrooms will be locked once they are cleaned. Staff must not enter the classroom again once they have left for the day		
Waste disposal process in place for potentially contaminated waste.	Cross contamination. Storage of waste bags and containers from classrooms and toilets. (Testing waste is no longer considered hazardous and can be disposed of in the usual waste).	М	Premises staff - Waste collections made when the minimum number of persons are on site (i.e. after normal opening hours). Hazardous waste collection organised.	By 1 <sup>st</sup> September 2021	L
Process in place for safe removal and/or disposal of face masks.	Non-safe removal and disposal of masks. (some pupils/ staff may choose to wear face coverings in some situations and know how to dispose of them appropriately).	М	All staff- Safe removal and disposal of masks and disposable gloves – see the school's process for safe wearing and removal of face masks. This follows government guidance. See	By 1 <sup>st</sup> September 2021	L

				government guidance for information on disposable gloves. Disposal of masks in lidded bins in each room. Parents to teach their children how to remove masks – shared in letter to parents.		
Classrooms	Classrooms have appropriate ventilation arrangements.	Appropriate ventilation arrangements are not in place. The HSE have stated that they consider the risk of transmission through the use of ceiling and desk fans to be extremely low. A link to their latest guidance is available <u>here</u> . Key points are: Maximise natural ventilation / fresh air as much as possible.	Н	Windows and outside doors open before and after lessons, and during lessons when temperatures allow. Keep occupied spaces well ventilated. Ensure all areas of the school are well ventilated and a comfortable learning environment is maintained. This is achieved by a variety of measures	2.9.2021	L

r	r r	- F	
Good ventilation		including natural	
help reduce the		ventilation – opening	
spreading coro		windows (in cooler	
Schools should	be able	weather windows	
to continue usi	ng most	should be opened just	
air conditioning	g unless it	enough to provide	
is solely re-circ	ulated air	constant background	
(the units in th	e	ventilation, and	
computing sui	te pull in	opened more fully	
air from outsid	e so	during breaks to purge	
should be fine	to use).	the air in the space).	
Schools may w	ant to	Opening external and	
consider where	e they	internal doors can also	
position desk fa	ans in	assist with creating a	
relation to staf	fand	throughput of air (as	
pupils.		long as they are not	
		fire doors and where	
		safe to do so).	
		To balance the need	
		for increased	
		ventilation while	
		maintaining a	
		comfortable	
		temperature, the	
		following measures	
		will also be used as	
		appropriate:	
		<ul> <li>opening high level</li> </ul>	
		windows in	
		preference to low	
		level to reduce	
		draughts;	

<ul> <li>increasing the</li> </ul>
ventilation while
spaces are
unoccupied (e.g.
during break and
lunch, when a room
is unused);
<ul> <li>providing flexibility</li> </ul>
to allow additional,
suitable indoor
clothing (updated
school uniform
policy);
rearranging
furniture where
possible to avoid
direct drafts.
Heating is used as
necessary to ensure
comfort levels are
maintained,
particularly in
occupied spaces.
There is a
thermometer in each
classroom so that staff
can monitor the
temperature.
Temperatures in the
indoor workplace are
covered by the
Workplace (Health,
Safety and Welfare)

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	Regulations 1992,		
	which place a legal		
	obligation on		
	employers to provide a		
	'reasonable'		
	temperature in the		
	workplace.		
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	The <u>Approved Code of</u>	20/11/21	
	Practice suggests the	<mark>29/11/21.</mark>	
	minimum temperature		
	in a workplace should		
	normally be at least 16		
	degrees Celsius.		
	Air Quality Monitors		
	are in place in each		
	classroom, to balance		
	the need for increased		
	ventilation whilst		
	maintaining		
	comfortable		
	temperature.		
	0—800 reading = good		
	air quality,		
	801-1500, increase		
	ventilation and air flow		
	to improve air quality,		
	1500+ full ventilation		
	to improve airflow and		
	air quality rapidly.		

	Approach to staff absence reporting and recording in place. All staff aware.	Inadequate staffing in school.	Н	Staff to continue to follow staff absence procedures.	By 1 <sup>st</sup> September 2021	L
Staffing	Risk assessments in place for those staff who are clinically extremely vulnerable, and appropriate arrangements for mitigating risk are identified. Communication arrangements are in place with those staff and their role in continuing to support the working of the school is clear.	Risk assessments not in place. Shielding is no longer in place.	М	Risk assessments show that all staff are able to return to work under the current guidance. Safety arrangements are in place to support individual members of staff if needed.	By 1 <sup>st</sup> September 2021	L
	Staffing roles and responsibilities with regards to the contingency remote provision alongside in- school provision agreed and communicated.	Staff are not aware of their roles and responsibilities. Adequate staffing and time to continue with remote provision alongside school provision.	М	Staff are aware of their role in the continued contingency plans regarding remote education, should the plan be enacted.	By 1 <sup>st</sup> September 2021.	L
	Approach to support wellbeing, mental health and resilience in	Knowing where/who to approach for support.		Staff are aware of available support and advice for schools and pupils available from ECC, including the Educational Psychology service.	2.9.2021	L

place, including bereavement support. How staff are supported to follow this within their own situations and that of pupils and colleagues is clear.	М	https://schools.essex.g ov.uk/admin/COVID- 19/Pages/default.aspx The Bereavement Policy has been reviewed to ensure it reflects current circumstances and arrangements. Ongoing discussions	Ongoing monitoring	
Arrangements for accessing testing are in place. Staff are clear on how and when to access a test.	Н	with staff as required. See school document – 'COVID-19 Operational Guidance.'. Register of staff/pupils using each area of the school. Office staff- Investigate self- testing kits for availability in school. Procedures to follow if somebody has symptoms in school. Lateral Flow Tests (LFT):	By 1 <sup>st</sup> September 2021. Reviewed and updated regularly, in line with current COVID 19 regulations.	L

				All staff - twice weekly testing and registration of results with school and government.		
	Arrangements in place for any externally employed adults delivering learning in school e.g. sports coaches, music tutors, forest school leaders. Protocols and expectations shared.	Cross contamination, understanding of school's current health and safety procedures.	Н	Share amended procedures, obtain their assessments outlining controls, e.g. only offering limited activities which maintain distancing, all equipment stringently cleaned.	By 1 <sup>st</sup> September 2021	L
				External visitors must be pre-agreed by the school and be participating in twice weekly LFT.		
<mark>Visitors to</mark> School Site	Arrangements in place for any	Cross contamination, understanding of school's current health and safety procedures.		In exceptional circumstances, if visitors need to come into school, they must follow all procedures set out in the school's COVID Visitor Protocol.		
	visitors/ contractors on site, protocols and expectations shared.		М	Contractors working on the current building project must	By 22 <sup>nd</sup> October 2021	L

NB: Their employer may require	participate in LFT twice
them to wear PPE. This should be	weekly and report
documented as part of the risk	results.
assessment carried out by the	All contractors have
Contractor.	NO contact with any
	pupils during school
	hours and work within
	a contained area.
	Contractors must walk
	around the outside of
	the building to access
	their own toilets and
	welfare unit. All
	communication
	required is through the
	site staff. Other
	contractors can only
	visit the school outside
	of school hours.
	Check with the
	contractor any
	requirements their
	employer has specified
	before visit.
	H&S checklist for
	contractors.
	Share school
	protocols.
	Ensure there are no
	pupils/staff in the
	specified area within
	the school

	Parents on the school site (external) are encouraged to social distance and take twice weekly LFT tests.	Parents not aware of school COVID-19 risk assessment. Parents are not reminded prior to visiting the school site of restrictions currently in place.		Parents are informed, prior to visiting, of any current restrictions put in place by the school. Parents are reminded of COVID-19 procedures upon entering the site and are informed not to attend if they are displaying any symptoms of COVID- 19. Parents are not to enter the school building and will be informed that no toilet and changing facilities are available. Hand sanitizer available upon entry to the school site.	19 <sup>th</sup> November 2021	
Catering	Arrangements for the continued provision of FSMs for eligible children not attending school due to self-isolation are in place.	Entitled pupils do not receive provision (this is only applicable for under 18s who have tested positive for COVID19 and required	М	Office staff to monitor FSM provision for all pupils and adapt as and when required.	By 1 <sup>st</sup> September 2021	L

		to isolate, who are eligible for FSMs).				
PPE	All staff and visitors (unless with a valid exemption) to wear a face covering in the corridors and communal areas. (From November 2021 update). Face coverings are not required outside. PPE requirements understood and appropriate supplies in place.	Lack of PPE in school for staff.	Н	Initial replenishment of supply of disposable face masks on 29/11/21. Monitor supplies and re order as needed.	On going	L
Response to suspected/ confirmed case of COVID19 in school	<ul> <li>Approach to confirmed COVID19 cases in place: during school day</li> <li>Which staff member/s should be informed/ take action</li> <li>Area established to be used if an individual is displaying symptoms during the school day and needs to be isolated</li> <li>Cleaning procedure in place</li> <li>Arrangements for informing parent community in place</li> </ul>	COVID 19 procedure not in place.	Τ	If a pupil or student begins to display symptoms of COVID19 during the day, they are isolated and parent is called immediately. They wait to be collected in the medical room, overseen by a member of staff. Any staff member who begins to display symptoms of COVID19 during the day, immediately informs the headteacher and office staff and leaves the site as soon as	By 1 <sup>st</sup> September 2021	L

<ul> <li>Approach to close contacts (for those fully vaccinated or 5-18 years old) changed 14/12/21 - daily LFTs (every day for 7 days or until 10 days since your last contact with the person who tested positive for COVID-19 if this is earlier) that while negative allow pupils and staff to attend school, unless symptoms displayed (then a PCR is required).</li> </ul>			possible. Individuals are given a PCR from school stock or asked to seek a PCR test as soon as possible. Close contacts are identified by NHS test and trace if the individual has confirmed case. For latest advice on how close contacts should manage isolation or daily testing, see link here.	<mark>14 December</mark> 2021	
<ul> <li>Approach to confirmed COVID19</li> <li>cases in place: outside of school</li> <li>hours <ul> <li>Cleaning procedure in</li> <li>place</li> <li>Arrangements for</li> <li>informing parent</li> <li>community in place</li> </ul> </li> </ul>	'COVID 19 Operational Guidance' not in place.	Н	See 'COVID 19 Operational Guidance.' Close contacts are now identified by NHS test and trace following a confirmed case. Those who have been double vaccinated or under 18 do not need to isolate but asked to take a PCR instead.	By 1 <sup>st</sup> September 2021	L

	<ul> <li>Close contacts arrangements changed 14/12/21.</li> </ul>			School to contact Essex Test and Trace team for advice. For latest advice on how close contacts should manage isolation or daily LFT testing, see link <u>here</u> .	<mark>14 December</mark> 2021	
Remote Education Plan	Contingency plan for remote learning developed should self- isolation or restricted attendance be required.	No contingency plan for remote learning in place.	М	Remote learning contingency plan in place. Staff and children aware of how to access remote learning. Continue to liaise with families to ensure fair access to technology/curriculum etc.	By 1 <sup>st</sup> September 2021	L
	Technology support in place. DFE laptop allocation ordered, for contingency purposes.	Access to technology at home.	М	Continue to liaise with families to ensure fair access to technology/curriculum Continue to monitor and review all government guidelines	By 1 <sup>st</sup> September 2021	L

				and technology offers to schools.		
Safeguarding	Staff are prepared for supporting wellbeing of pupils and receiving any potential disclosures.	Staff unaware of updated policy and procedure.	Н	Staff refresher training session on processes and procedures and the revised wellbeing material.	By 1 <sup>st</sup> September 2021	L
Safeguarding	Updated Child Protection Policy in place.	Staff unaware of updated policy and procedure.	М	Adopt the most recent COVID19 Child Protection Policy. Share with staff at refresher training. Continue to monitor and review.	By 1 <sup>st</sup> September 2021	L
	Where appropriate, work with other agencies, such as social care, has been undertaken to support vulnerable CYP and families to complete risk assessments and planning.	Monitoring vulnerable children and families during COVID 19.	Н	Continue- regular contact with identified families. Feeding back any issues to relevant staff and outside agencies in a timely manner.	By 1 <sup>st</sup> September 2021	L

	Where physical contact is required in the context of managing behaviour.	Breach of behaviour policy or Consistent Management Plan (if relevant).	Н	Review individual consistent management plans to ensure they include protective measures.	By 1 <sup>st</sup> September 2021	L
	Current learning plans, revised			Full curriculum implemented with a focus on PSHE during the first week and additional intervention for identified pupils.		
Curriculum /	expectations and required adjustments have been considered.	Pupils struggle to access learning.	Н		By 1 <sup>st</sup> September 2021	L
learning environment	<ul> <li>Whole school approach to adapting curriculum (S/M/L term), including: <ul> <li>Wellbeing curriculum</li> <li>recognising 'non- curriculum' learning that is being done at home</li> <li>capturing pupil achievements/ outcomes</li> </ul> </li> </ul>	Adapting the curriculum to cater for individual needs.	М	All staff are trained and supported in front of classroom delivery style and aware of how best to provide students with additional support. DFE 'Catch Up' programme in place. Continue to monitor and review.	By 22 <sup>nd</sup> October 2021	L

<ul> <li>utilising the DFE 'catch-up' funding and programmes</li> <li>contingency remote learning plan</li> </ul>			Recovery Curriculum implemented across the school. Contingency Remote Learning plan in place.		
,	Breach of Behaviour Policy.	М	Current behaviour policy in place. On the first day back after each half term, staff to remind the children about the following: Behaviour and Anti- Bullying Policy. COVID 19 procedure to follow in school.	2.9.2021	L
Arrangements for teaching pupils how to keep themselves safe online are in place and aligned to the contingency remote learning plan.	Pupils' safety online.	М	All online safety policies in place and shared with staff, families and pupils. Regular online safety lessons for pupils including Online Safety week.	By 1 <sup>st</sup> September 2021.	L
					X

Attendance	Approach to promoting and supporting attendance for all pupils determined, including those who may be anxious.	Pupils not attending school.	М	Continue with daily absence procedures.	By 1 <sup>st</sup> September 2021.	L
Attendunce	Approach to support for parents where rates of persistent absence were high before closure.	Parents not engaging in support.	М	Continue with welfare procedures in place.	By 1 <sup>st</sup> September 2021.	L
	Information shared with staff around the updated plan, including returning to some pre COVID arrangements and some new arrangements – as appropriate.	Staff don't have all information regarding re opening.	Н	All information shared regularly with all staff.	By 1 <sup>st</sup> September 2021.	L
Communication	Union representatives informed of updated plans.	Lack of communications.	Н	Union representatives consulted and in agreement with this risk assessment.	By 1 <sup>st</sup> September 2021.	L
	Updated Risk Assessment published on website.	Risk assessment not shared on website.	М	Publish risk assessment on website. Update regularly.	By 14 <sup>th</sup> December 2021.	L
						L

<ul> <li>Communications with parents on the:</li> <li>Revised plans, any control measures that remain in place and any that have ceased</li> <li>Contingency plans</li> <li>Outbreak management plans</li> <li>Wellbeing/ pastoral support</li> </ul>	Parents don't have all information regarding returning to school.	М	All information shared regularly with all parents.	By 1 <sup>st</sup> September 2021.	
<ul> <li>Pupil communications around:</li> <li>Revised plans, any control measures that remain in place and any that have ceased</li> <li>Contingency plans</li> <li>Outbreak management plans</li> </ul>	Pupils don't have all information regarding returning to school.	М	All information shared regularly with all pupils.	By 1 <sup>st</sup> September 2021.	L
On-going regular communication plans determined to ensure parents are kept well-informed.	Parents are not well informed about every day school life.	М	Letters, website updates, newsletters.	By 1 <sup>st</sup> September 2021.	L

Governors/	Governors have oversite of plans and risk assessments. Approach to communication between Leaders and governors is clear and understood.	Governors are not clear on their role and are not involved in strategic planning.	Н	Virtual governing body meetings. Virtual governing body meetings organised. Decisions minuted and monitored.	By 1 <sup>st</sup> September 2021.	L
Governance	Governors have oversight of all staff wellbeing and appropriate arrangements in place to support Headteacher and SLT. <i>Refer to</i> <i>Headteacher wellbeing materials.</i>	Governors are not clear on their role and no understanding or knowledge of staff wellbeing.	Н	Virtual governing body meetings include staff wellbeing and feedback form wellbeing committee. Virtual governing body meetings organised. Decisions minuted and monitored.	By 1 <sup>st</sup> September 2021.	L
Finance	Additional costs incurred due to COVID19 are understood and clearly documented.	Additional costs related to COVID 19 are not recorded.	Μ	Record any additional cost related to COVID19.	By 1 <sup>st</sup> September 2021.	L
	Claims submitted for reimbursement for example, increased premises related costs;	Additional costs related to COVID 19 are not recorded.	М	Monitor, record costs and make claims under	By 1 <sup>st</sup> September 2021.	L

	additional cleaning; support for FSM			the listed circumstances.		
	Any loss of income understood, including the impact of lettings and the financial implications of possibly not restarting.	Loss of income from lettings.	м	Continue to record the loss of income from lettings will be recorded and ensure that this is reflected in the new budget.	By 1 <sup>st</sup> September 2021.	L
Testing	Test kits are securely stored and distributed to staff and students (secondary).	N/A				
	<ul> <li>Staff and students (secondary) are aware of how to safely take and process the test.</li> <li>Shared the following : <ul> <li>NHS instruction leaflet</li> <li>Training video and online resources on the document sharing platform</li> <li>Contact details if queries</li> <li>Process for reporting incidents</li> </ul> </li> </ul>	N/A				
	Staff and students (secondary) are aware of how to report their test results to school and to NHS Test and Trace.	N/A				

	Staff and students (secondary) are aware of how to report any incidents both clinical and non clinical.	N/A				
	Process in place to monitor and replenish test supplies - may require more regular orders if close contacts are required to test daily for 7-10 days after contact.	N/A			From 14 December 2021	
Outbreak Management Plan	Outbreak management plan developed to cover arrangements should children, pupils, students or staff test positive for COVID19, and how the school shall operate if advised to take extra measures to help break chains of transmission. Settings will continue to have a role in working with health protection teams in the case of a local outbreak. If there is a substantial increase in the number of positive cases in a setting (Stepping measures up and down) or if central government offers the area an enhanced response package, a director of public health might advise a setting to temporarily reintroduce some control measures.	Outbreak Management plan covering re- introduction of some measures including reduced mixing, face coverings, remote education is developed, and all staff are aware of their role. Communicated with parents and students regarding when this would come into place and how they would be informed if required.	Н	See 'COVID 19 Operational Guidance'.	By 1 <sup>st</sup> September 2021.	L