

# COVID-19: Operational risk assessment

Please note: this risk assessment should be undertaken in conjunction with the operational guidance for schools issued by the DfE on **9/12/21**:

[Schools COVID 19 Operational Guidance](#)

<b>Control Measures</b>	
The previous system of controls is replaced by the following control measures:	
<ol style="list-style-type: none"> <li>1. Ensure good hygiene for everyone</li> <li>2. Maintain appropriate cleaning regimes</li> <li>3. Keep occupied spaces well ventilated</li> <li>4. Follow Public Health advice on testing, self-isolation and managing confirmed cases of Covid 19</li> </ol>	

<b>Assessment conducted by:</b>	Laura Eddery	<b>Job title:</b>	Principal	<b>Covered by this assessment</b>	Staff, pupils, contractors, visitors, volunteers
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<b>Date of assessment:</b>	<b>9.12.21</b>	<b>Review interval:</b>	Half termly	<b>Date of next review:</b>	<b>January 2022</b>
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Related documents	
<b>Trust documents:</b> Contingency Risk Assessment	<b>Government guidance:</b> <a href="#">Actions for early years and childcare providers</a> <a href="#">Use of PPE in education and childcare settings</a> <a href="#">PHE cleaning of non-healthcare settings</a> <a href="#">HSE guidance on air conditioning and ventilation</a> <a href="#">DfE contingency Framework</a>

## Risk matrix

Risk rating High (H), Medium (M), Low (L)		Likelihood of occurrence		
		Probable	Possible	Remote
Likely impact	<b>Major:</b> Causes major physical injury, harm or ill-health.	H	H	H
	<b>Severe:</b> Causes physical injury or illness requiring first aid.	H	M	L
	<b>Minor:</b> Causes physical or emotional discomfort.	M	L	L

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
<b>1. Ensure good hygiene for everyone</b>					
<b>1.1 Hand hygiene</b>					
Inadequate access to hand washing means that pupils and staff do not maintain good hand hygiene	H	<ul style="list-style-type: none"> <li>Monitoring arrangements are in place to ensure that supplies of soap are maintained throughout the day in all designated hand washing areas.</li> <li>Additional external wash basins have been provided at key points around the school.</li> </ul>	Y	<ul style="list-style-type: none"> <li>Staff at all entrances on a morning ensuring students are washing their hands.</li> <li>Staff are instructed to ensure all students sanitise their hands on the way into the classroom.</li> <li>Staff ensure students are sanitising their hands on the way into the dining hall at break and lunch.</li> <li>Staff are aware to contact the site team if they require sanitiser in classrooms. If any of the points around school become empty staff who</li> </ul>	M

				<p>M notice this are to let the site team know.</p> <ul style="list-style-type: none"> <li>Site Manager to monitor levels of soap, paper towels &amp; hand sanitiser. Site team to replenish</li> </ul>	
<b>Pupils forget to wash their hands regularly and frequently</b>	H	<ul style="list-style-type: none"> <li>Staff training includes the need to remind pupils of the need to wash their hands regularly and frequently, particularly before and after eating, after using the toilet and after sneezing or coughing into hands.</li> <li>Posters and electronic messaging boards reinforce the need to maintain good hand hygiene.</li> </ul>	Y	<ul style="list-style-type: none"> <li>Staff ensuring handwashing is happening at the start of the day. Form tutors and teachers to remind students regularly about handwashing.</li> <li>Posters are around school about the importance of handwashing.</li> </ul>	M
<b>1.2 Additional Hygiene</b>					
<b>Virus spreads through aerosol transmission in enclosed spaces</b>	H	<ul style="list-style-type: none"> <li>Posters and electronic messaging boards reinforce the need to maintain good respiratory hygiene, including the 'Catch It, Bin It, Kill It' message</li> <li>Posters will be displayed in communal areas and in areas that are difficult to ventilate, asking staff, students and visitors to wear a face covering</li> <li>Face coverings should be worn in communal areas in all settings for staff, visitors and pupils or students in year 7 and above, unless they are exempt.</li> <li>Pupils or students (in year 7 or above) should continue to wear face coverings on public and dedicated school transport, unless they are exempt.</li> </ul>	Y	<ul style="list-style-type: none"> <li>Posters all around the school</li> <li>Already wearing masks in communal areas and classrooms and where social distancing cannot be maintained as part of the Covid Outbreak plan as advised by PHE in October</li> <li>Disposable &amp; cloth face masks available</li> <li>Parents and carers informed that encouraged to take rapid test prior to visit via</li> </ul>	M

		<ul style="list-style-type: none"> <li>• Visitors to the school, including parents and carers, will be strongly encouraged to undertake a rapid test prior to entering the setting. This will be communicated to all parents/carers.</li> <li>• From Monday 13 December, those staff who are able to work from home without disrupting the delivery of face to face education or the effective running of the school, will be encouraged to do so. The Principal will determine those roles that can work from home. There is no requirement for formally vulnerable or extremely vulnerable colleagues to shield.</li> </ul>		<p>Groupcall. Other visitors with appointments informed by staff member hosting visitor or contractor.</p> <ul style="list-style-type: none"> <li>• WFH minimal impact - determined via an individual staff risk assessment in conjunction with LM, BM &amp; Principal</li> </ul>	
Appropriate PPE is not available or worn	H	<ul style="list-style-type: none"> <li>• PPE levels are assessed on site regularly to ensure adequate stocks are available.</li> <li>• PPE should be worn when staffing the ATS, when supporting a symptomatic individual or when cleaning an area used by a symptomatic individual</li> </ul>	Y	<ul style="list-style-type: none"> <li>• Business Manager ensures stocks levels do not drop too low.</li> <li>• Staff have all been trained on the use of PPE and further training will occur for the AST set up.</li> </ul>	M
<b>2. Maintain appropriate cleaning regimes</b>					
<b>2.1 Cleaning</b>					
Cleaning capacity is reduced so that appropriate cleaning standards cannot be maintained	H	<ul style="list-style-type: none"> <li>• Dining areas, toilets and high frequency areas are prioritised for cleaning more regularly throughout the day</li> <li>• Cleaning logs completed in key areas e.g. toilets, dining and high frequency areas</li> </ul>	Y	<ul style="list-style-type: none"> <li>• Staffing in place to ensure the dining room is cleaned between sittings and high frequency areas are regularly cleaned.</li> <li>• Procure additional day cleaners where/if required</li> <li>• Site Manager monitors cleaning logs</li> </ul>	M

3. Keep occupied spaces well ventilated

3.1 Maximise ventilation

<p><b>Aerosol transmission is increased due to lack of ventilation in enclosed spaces</b></p>		<ul style="list-style-type: none"> <li>• Spaces with poor ventilation have been identified and where ventilation cannot be improved, their occupation will be limited</li> <li>• Doors (not fire doors) and windows will be opened where possible to encourage natural ventilation of rooms and spaces (with the exception of fire doors)</li> <li>• Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow</li> <li>• CO2 monitors will be deployed to identify any areas of poor ventilation and actions taken to maximise this where needed and possible</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Rooms with poor ventilation only used where necessary</li> <li>• Windows and doors to be open when a classroom or room is in use</li> <li>• Mechanical ventilation in use where it is in place. Classroom ICT and DTP have no opening windows, only mechanical ventilation (to be kept set at 16 degrees); door to be kept open whilst occupied along with corridor and rear exit door. Fans to enhance airflow</li> <li>• Use of CO2 monitors to check levels of ventilation; teaching staff to complete form as per Site Manager instructions where CO2 monitor is present in classroom so poor ventilation issues can be addressed. CO2 monitors already in use</li> </ul>	<p>M</p>
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4. Follow Public Health advice on testing, self-isolation and managing confirmed cases of COVID-19

4.1 Communication					
<p><b>Staff, pupils and parents are not aware of the school's procedures (including on self-isolation and testing) should anyone display symptoms of COVID-19</b></p>	<p>H</p>	<ul style="list-style-type: none"> <li>• Staff, pupils and parents have received clear communications informing them of current government guidance on the actions to take should anyone display symptoms of COVID-19 and how this will be implemented in the school.</li> <li>• This guidance has been explained to staff and pupils as part of the induction process.</li> <li>• Any updates or changes to this guidance are communicated in a timely and effective way to all stakeholders.</li> <li>• Communication sent to all parents on using the NHS Covid-19 app</li> <li>• The school can refuse a pupil if a parent insists on sending them to school with COVID-19 symptoms</li> <li>• Staff and children upto the age of 18 (including upto 4 months after their 18th birthday to allow them to be vaccinated) will no longer need to isolate as a result of being a close contact, unless this is a suspected or confirmed case of the Omicron strain</li> <li>• If the close contact is a suspected or confirmed case of Omicron, the individual(s) will be required to self isolate and take a PCR test, irrespective of age or vaccination status.</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Group call to say new risk assessment on the website and highlight self isolation rules re Omicron strain &amp; requirement to self isolate &amp; take a PCR test irrespective of age or vaccination status</li> <li>• Shared with staff via internal communication; requirement to self isolate if suspected/ confirmed case of Omicron strain regardless of vaccination status briefed at Staff Briefing 30/11/21 . Updated communication sent to staff 13 Dec 21 re requirement to also take a PCR test.</li> </ul>	<p>M</p>
4.2 Isolating symptomatic children and staff					
<p><b>Symptomatic staff and children cannot be isolated in school whilst awaiting transport home to maintain infection control</b></p>	<p>H</p>	<ul style="list-style-type: none"> <li>• Social distancing provisions are in place for isolation rooms.</li> <li>• Additional rooms are designated for pupils or staff with suspected COVID-19 whilst collection is arranged.</li> <li>• Procedures are in place for isolation rooms to be cleaned after suspected COVID-19</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Covid isolation room remains the room opposite the ICT office. This will be cleaned after use</li> </ul>	<p>M</p>

		<p>cases, along with other affected areas, including toilets.</p> <ul style="list-style-type: none"> <li>• Doors and windows will be opened to encourage natural ventilation of rooms and spaces (with the exception of fire doors)</li> <li>• Where there is mechanical ventilation this will be turned to full natural air flow if possible, or used in conjunction with natural air flow.</li> <li>• Staff and students will be advised to avoid public transport as a means of getting home</li> <li>• They will be advised to book a confirmatory PCR test</li> <li>• Those in close contact with suspected or confirmed Omicron case will be required to isolate for 10 days</li> </ul>		<ul style="list-style-type: none"> <li>• Doors and windows to be open when a room is in use</li> <li>• Always recommended a parent collects a child or they walk or bicycle home. We strongly recommend a student does not go home on public transport if they have symptoms.</li> <li>• Communication to parents regarding self isolation rules related to Omicron strain as per 4.1 above.</li> </ul>	
<b>4.4 Testing and managing symptoms</b>					
<p>Social mixing during holidays increases the transmission rate on the return to school in January</p>	H	<ul style="list-style-type: none"> <li>• 1 onsite lateral flow test will be offered to all secondary age children on return to school in January in school, with a further to be undertaken at home</li> <li>• Students will be allowed to return to face to face lessons after their first negative onsite test (or immediately if not consented)</li> </ul>	Y	<ul style="list-style-type: none"> <li>• Testing planned for Tuesday 4th and Wednesday 5th Jan 22.</li> <li>• Students will come in for the test and then go home - same procedure as before</li> <li>• Students will be allocated times to come in for their test.</li> <li>• Home test kits to be issued at start of term</li> </ul>	M

<p>Regular weekly testing is not used effectively to help manage staffing levels and support staff wellbeing</p>	<p>H</p>	<ul style="list-style-type: none"> <li>• Twice weekly home LFD testing available for staff and students to end of September 2021</li> <li>• Testing and tracing in place nationally</li> <li>• Guidance on getting PCR tested if symptomatic has been published.</li> <li>• The guidance has been explained to staff as part of the induction process.</li> <li>• Home PCR Test Kits issued to staff/students</li> <li>• A small onsite ATS will be maintained until the end of September 2021 to support any staff or students who are unable to test at home</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Test kits regularly issued to issued students via form tutors for testing at home during term time; test kits issued to cover holidays on 10 &amp; 13 December in tutor groups; where staff or students run out they reorder via gov website or go to a chemist</li> <li>• Home test kits received ready for further issue on 4 &amp; 5 January; to be issued whilst attending on site testing .</li> <li>• Google form provided for logging results</li> <li>• Regular encouragement to do this</li> <li>• One booth of testing will be available in school if required</li> </ul>	<p>M</p>
<p><b>5. Well Being and Support</b></p>					
<p><b>5.1 Mental health concerns – pupils</b></p>					
<p>Pupils' mental health has been adversely affected during the period that the school has been closed and by the COVID-19 crisis in general</p>	<p>H</p>	<ul style="list-style-type: none"> <li>• There are sufficient numbers of trained staff available to support pupils with mental health issues.</li> <li>• There is access to designated staff for all pupils who wish to talk to someone about wellbeing/mental health.</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• School coach available once a week</li> <li>• Learning Managers and other staff have had specific training on mental well being. Learning Manager or form tutor should be the</li> </ul>	<p>M</p>



		<ul style="list-style-type: none"> <li>Wellbeing/mental health is discussed regularly in PSHE/virtual assemblies/pupil briefings (stories/toy characters are used for younger pupils to help talk about feelings).</li> <li>Resources/websites to support the mental health of pupils are provided.</li> </ul>		<p>first place for a student to go.</p> <ul style="list-style-type: none"> <li>All staff completed Flick learning on mental health in July 2021</li> <li>Wellbeing Wednesday in form time.</li> <li>Section on the website called the green button with many resources to provide support on mental well being</li> </ul>	
<b>Additional safeguarding concerns are identified on children's return to school</b>	H	<ul style="list-style-type: none"> <li>All staff will receive safeguarding training as part of the INSET on the first day of term</li> </ul>	Y	<ul style="list-style-type: none"> <li>Section of the INSET day on safeguarding</li> </ul>	M
<b>5.2 Mental health concerns – staff</b>					
<b>The mental health of staff has been adversely affected during the period that the school has been closed and by the COVID-19 crisis in general</b>	H	<ul style="list-style-type: none"> <li>Staff are encouraged to focus on their wellbeing.</li> <li>Line managers are proactive in discussing wellbeing with the staff that they manage, including their workload.</li> <li>Staff briefings and training have included content on wellbeing.</li> <li>Staff briefings/training on wellbeing are provided.</li> <li>Staff have been signposted to useful websites and resources.</li> <li>Staff are encouraged to use the staff EAP</li> </ul>	Y	<ul style="list-style-type: none"> <li>Staff wellbeing very high profile</li> <li>All staff completed Flick learning on mental health in July</li> <li>Staff have access to both the Employee Assistance Programme (08000 856148) &amp; also Health Assured (08000 305182) for free confidential advice and support</li> </ul>	M
<b>6. Education Recovery</b>					
<b>6.1 Attendance concerns</b>					

<p><b>Children do not attend school consistently as habits and social norms have changed</b></p>	<p>M</p>	<ul style="list-style-type: none"> <li>• The need and value of attendance at school will be regularly reinforced with children and families</li> <li>• PR campaigns regarding attendance will be launched</li> <li>• Attendance staffing requirements will be kept under review to ensure that all absence is chased effectively</li> <li>• Regular safeguarding phone calls to those children not attending</li> <li>• Attendance fines will be reintroduced</li> <li>• EHE is discouraged where requested by parents/carers</li> <li>• Any concerns about EHE and child safety are reported to DSL and safeguarding policy followed</li> <li>• X code will be used in registers where students are self isolating due to COVID symptoms</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Attendance to be a high focus. From form tutors to LM to SLT. Working with the educational welfare officer and the Local Authority</li> <li>• High presence of attendance on social media Regular phone calls and home visits to those not attending.</li> </ul>	<p>M</p>
<p><b>Children do not attend at the start of term due to isolating requirements after returning from abroad</b></p>	<p>M</p>	<ul style="list-style-type: none"> <li>• Children and parents will be reminded of the need to follow government guidance on quarantine and isolation following foreign travel</li> <li>• Blended learning will be offered where possible in these circumstances</li> <li>• Y code will be used in registers if absence is the result of travel disruption and quarantine requirements</li> <li>• Where absence is the result of choosing to stay abroad or trying to avoid quarantine - unauthorised absence will be recorded in the register</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Regular communication with home with updated guidance.</li> <li>• Blended learning is ready and used where needed.</li> <li>• Correct coding on attendance used</li> </ul>	<p>M</p>
<p><b>6.2 Closing the Gap</b></p>					

<p><b>Pupils have fallen behind in their learning during school closures and achievement gaps have widened</b></p>	<p>H</p>	<ul style="list-style-type: none"> <li>• High quality remote and blended learning provision for all children isolating</li> <li>• Technology provided to support remote learning where children cannot attend school</li> <li>• Gaps in learning are assessed and addressed in teachers' short, medium and longer term planning</li> <li>• Praising stars will be used to assess the impact of interventions</li> <li>• Curriculum has been re-ordered to focus on learning priorities for the phase of education if it cannot all be caught up</li> <li>• Plans for intervention are in place for those pupils who have fallen behind in their learning</li> <li>• Additional catch up and recovery funding will be focused to ensure it targets children who have missed learning, this may include NTP, 1:1, summer schools etc</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• High quality remote education in place</li> <li>• Technology has been provided to those that need it</li> <li>• Praising stars used to intervene and assess the impact</li> <li>• Intervention plans are in place</li> <li>• Additional catch up funding used for small group work in KS3.</li> </ul>	<p>M</p>
<p><b>7. Operational issues</b></p>					
<p><b>7.1 Reduced staffing</b></p>					
<p><b>Staff are required to isolate following holidays abroad, making them unavailable for the start of the new term</b></p>	<p>M</p>	<ul style="list-style-type: none"> <li>• All staff have been advised to follow government advice on the booking of holidays</li> <li>• All staff have been advised of the need to be available for work and to plan any quarantine timings into their holiday plans</li> <li>• Staff managing attendance policy and absence policies to be followed</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Information shared with staff at briefing and via email.</li> </ul>	<p>M</p>
<p><b>Transmission rates in staff lead to a reduced workforce</b></p>	<p>M</p>	<ul style="list-style-type: none"> <li>• We shall be mindful not to create scenarios that could lead to increased transmission e.g. good ventilation and spacing when bringing staff together and in office spaces</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Use the main Hall with all windows and doors open</li> </ul>	<p>L</p>

		<ul style="list-style-type: none"> <li>• Face coverings should be worn in communal areas in all settings for staff, visitors and pupils or students in year 7 and above, unless they are exempt.</li> <li>• Social distancing of 2m should be maintained where possible</li> <li>• Meetings should be held online where possible</li> </ul>		<ul style="list-style-type: none"> <li>• After the first part split in to support and teaching staff to reduce numbers together</li> <li>• Face coverings and social distancing guidance were reintroduced in October on advice of PHE and outlined in the Outbreak Risk Assessment.</li> <li>• Staff briefings, SLT and other meetings held on line</li> </ul>	
Staff test positive of COVID- 19	M	<ul style="list-style-type: none"> <li>• Cover would be put in place to ensure learning continues</li> <li>• On rare occasions, staff who are non-symptomatic may wish to still deliver their planned lessons remotely. Supervision would be provided in school in these lessons.</li> <li>• Staff Attendance Policy - COVID Addendum will remain in place to end of September 21</li> <li>• Partial closure will be considered as a final resort if staff absence levels have a significant impact on the health and safety requirements of the school</li> </ul>	Y	<ul style="list-style-type: none"> <li>• Cover in place if staff are absent due to covid</li> <li>• If asymptomatic then staff delivering lessons from home.</li> <li>• Staff absence levels are monitored daily.</li> </ul>	M
<b>7.2 Sustained Improvement Plan Progress</b>					
Limited progress with the school's improvement plan as a result of COVID	M	<ul style="list-style-type: none"> <li>• Senior Leadership Team (SLT) will share the school's SIP and agree short, medium and long term actions.</li> </ul>	Y	<ul style="list-style-type: none"> <li>• Shared with SLT and Middle leaders in September. Set up our actions from there</li> </ul>	M
<b>7.3 Policy review</b>					

<p>Existing policies are no longer fit for purpose in the current circumstances</p>	<p>H</p>	<ul style="list-style-type: none"> <li>• All relevant policies have been revised to take account of government guidance on COVID-19 and its implications for the school</li> <li>• Staff attendance Addendum will remain in place to the end of September 2021</li> <li>• Staff, pupils, parents and governors have been briefed accordingly</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• All policies have been revised and in place</li> </ul>	<p>M</p>
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**7.4 School Visits, Trips & Events**

<p><b>The resumption of school visits poses risks to infection control</b></p>		<ul style="list-style-type: none"> <li>● Should the school have planned events that will exceed 500 unseated indoor visitors, then it will be necessary for NHS Covid Passports to be provided by those over 18.</li> <li>● International trips that have previously been deferred can be re-booked after September 2021, taking account of government guidance on foreign travel</li> <li>● Future international trips can be booked after September 2021, taking account of government guidance on foreign travel</li> <li>● Domestic day trips can go ahead with appropriate risk assessment in place</li> <li>● Domestic residential trips can go ahead with appropriate risk assessments in place</li> <li>● Trip risk assessments must detail how the following will be addressed:             <ul style="list-style-type: none"> <li>○ Contingency plans in case a member of the trip becomes symptomatic</li> <li>○ arrangements for cleaning and sanitisation of bathrooms, kitchens, dining, frequent touch areas and communal areas</li> <li>○ Ventilation</li> </ul> </li> </ul>	<p style="text-align: center;">Y</p>	<ul style="list-style-type: none"> <li>● The school doesn't have any events that will exceed 500 unseated visitors. Any event will have limited numbers attending, be socially distanced, with anyone attending required to take a rapid test prior to attending &amp; wear a mask throughout. Usual ventilation &amp; hand sanitising rules will apply.</li> <li>● From September look at rebooking international trips</li> <li>● Risk assessments in place for all trips</li> <li>● Risk assessments contain the relevant covid adaptations.</li> </ul>	<p style="text-align: center;">M</p>
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**8. Contingency Planning**

<p><b>Outbreak management plans are not in place and the school is within an outbreak area</b></p>	<p>M</p>	<ul style="list-style-type: none"> <li>• Our outbreak management plans cover the possibility that in some local areas it may become necessary to reintroduce ‘bubbles’ for a temporary period, to reduce mixing between groups. Any decision to recommend the reintroduction of ‘bubbles’ will not be taken lightly and would need to take account of the detrimental impact they can have on the delivery of education. Advice from PHE will be sought</li> <li>• If several confirmed cases are reported within a 14 day period in school, this will be notified via the DfE helpline 08000468687</li> <li>• Advice of the local Director of Public Health will be followed in stepping up or stepping down control measures</li> <li>• Where necessary, all or elements of the contingency risk assessment will be put into place</li> </ul>	<p>Y</p>	<ul style="list-style-type: none"> <li>• Outbreak management plan was implemented in October on the advice of PHE</li> </ul>	<p>M</p>
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