

Safety, Health and Environment (SHE)

GCC COVID-19 RISK ASSESSMENT PROCESS FOR REOPENING SCHOOLS (FROM 8 MARCH 2021)

This risk assessment was reviewed and shared with all staff on Tuesday, 2nd March 2021: parents have been invited to comment and feedback in the letter sent on 4th March 2021.

A feedback form is established allowing staff to raise any routine concerns – these are reviewed weekly and followed up in the next staff meeting.

Immediate concerns are to be raised with the HT in person or via telephone.



This is an update of the GCC COVID-19 Risk Assessment to support the return of schools and educational settings from 8 March 2021. The aim of the risk assessment is to implement protective measures in government's operational guidance to minimise the risk of transmission COVID-19 in schools.

COVID-19 Risk Assessment for Schools & Educational Settings

ASSESS

Decide appropriate control measures for managers and employees to implement under a 'Plan', 'Do', 'Review' cycle.

*The preventative measures in this risk assessment are not mandatory but are provided as guidance on reducing the risk of transmission and comply with DfE/PHE 'system of control' requirements. Each school/setting must consider their own situation and adapt the assessment by editing the measures where appropriate. Remove any measures that are not relevant or will not be applied in your setting and add any additional local measures that you are implementing. This format does not have to be used but your local risk assessment must be suitable and sufficient.

Who may be at risk: Employees, pupils and young people, families (parents, carers and siblings), visitors, contractors, members of public.

Vulnerable groups: Where schools apply the full measures in this guidance the risks to all staff will be mitigated significantly, including those who are extremely clinically vulnerable and clinically vulnerable. Some people with particular characteristics may be at comparatively increased risk from COVID-19 (due to age, deprivation, ethnicity, pregnancy, etc.). An individual risk assessment may be appropriate. Staff and pupils who are clinically extremely vulnerable are advised to shield by staying at home.

PLAN		DO			REVIEW
Prepare Building, timetables and lessons, policies and procedures	Prepare Employees, Parents and pupils and other site users	Control Access and Visitors	Minimise contacts and social distancing	Infection Control Measures	Communicate and Review Arrangements
• Ensure that all health and safety compliance checks continue to be undertaken (e.g. fire alarm, emergency lighting, water hygiene, lifts, etc.)	 Involve employees in plans and listen to any suggestions on preventative measures that can be taken. Done and feedback form set 	Entry points to school controlled (including deliveries). SITE Building access rules clearly	Minimising contacts and mixing between people reduces transmission of COVID-19 and the school will consider how to implement this.	Minimise contact with individuals who are unwell: • Refer to PHE guidance. • Anyone with COVID-19 symptoms, or who have someone	 Consultatio n with employees and trades union Safety Reps on risk assessment
Site manager revisited. Reviewing emergency and evacuation procedures (e.g. fire wardens, escape routes, roll-call,	 Consider personal risk factors: age, pregnancy, existing health conditions and ethnicity and where necessary 	communicated through signage on entrances. SITE School start times staggered	 'Bubbles' Small, consistent groups of pupils split into bubbles. Established. 	in their household who does, not to attend school. Recommunicated If anyone becomes unwell at school they will be isolated, sent	s shared and feedback requested

- assembly areas, etc.).
 Practice fire
 evacuation in first
 week back w/c 8.3.21
- Make provision for children who display COVID-19 symptoms/ become ill during the day to be isolated. Space should be identified in addition to the usual medical room. Room assigned; information displayed.
- Ensure school has sufficient supplies of PPE, face coverings, cleaning materials and hand washing/sanitising liquids that meet DfE/PHE requirements. Site Manager verified and frequent checking.
- Provide suitable and sufficient bins to support pupils and staff to follow the 'catch it, bin it, kill it'

- conduct individual risk assessments. Individual RAs offered and completed for all staff who requested.
- briefed about the plans and protective measures identified in the risk assessment. In staff meetings and other comms
- Regular staff briefings. Yes
- Keeping in touch with off-site workers on their working arrangements including their welfare, mental and physical health and personal security. Yes
- Regular communications that those who have coronavirus

- so bubbles arrive at different times.
- Floor markings outside school to indicate distancing rules (if queuing during peak times). SITE
- Signs to remind parents to avoid congregating, social distancing rules etc. SITE
- Staff on duty to monitor pupil and parent behaviour before and after school. SLT and SITE
- Screens installed to protect employees in reception. SITE
- Shared pens removed from reception. Office

- Bubbles kept as small as possible.
 Work in class bubbles as much as possible.
- Class groups will be kept together in separate 'bubbles' throughout the day and do not mix with other groups.
 - Implemented
- Where pupil numbers are lower, implement key stage bubbles: Wraparound care; Early Birds' provision

Where class size

groups are not appropriate look to implement year group sized bubbles. (interventions where this is the only meaningful way of implementing;

- home and provided with information on what to do next.

 Applied
- An unwell child awaiting collection will be isolated in a suitable room with or without adult supervision (depending on age and needs of the child). Skylark room
- Staff caring for a child awaiting collection to keep a distance of 2 metres.
 Applied
- PPE to be worn by staff caring for the child, including:
 - a face mask worn if a distance of 2 metres cannot be maintained.
 - if contact is necessary, then gloves, an apron and a face mask should be worn
 - eye protection where there is a

- Risk
 assessment
 published
 on school
 intranet and
 website. Yes
- Nominated employees tasked to monitoring protection measures.
 SM
- Members of staff are on duty at breaks to ensure compliance with rules.
 SLT and school team
- Staff
 encouraged
 to report
 any non
 compliance.
 Feedback
 form
 considered
 weekly
 unless

- approach. Purchased and in place.
- Provide sufficient tissues in all rooms.
 SITE
- Consider if the school site can be split into separate zones where groups of pupils can remain to minimise mixing. School is zoned along with playgrounds etc to reduce movement of children.
- Create a plan of the building to mark out areas where bubbles do not mix (e.g. classrooms) and where mixing is more likely and so where distancing and other measures are required. Site Map created.
- Consider separate facilities be provided for meals and refreshments in different zones: Lunch in classrooms for Y2 –

- symptoms, or who have someone in their household who does, are not to attend school. Yes
- appropriate
 sources of
 guidance (e.g.
 CLEAPSS, afPE,
 CILIP, etc.) Heads of
 Departments/
 teachers should
 refer to curriculum
 specific guidance.
 Subject leads sent
 information
 directly to review:
 SEND; PE etc
- Departments/
 teachers to identify
 shared resources
 and how to prevent
 mixed contact (e.g.
 cleaning between
 bubbles or rotas for
 equipment use).
 Specifically related
 to key groups: PE;

Heads of

- Hand sanitiser provided at all entrances. SITE
- Bins provided on entrances to dispose of temporary face coverings. SITE

Visitors

- Wherever possible keep meetings on a virtual platform.
 All
- Parents/carers
 and visitors
 coming onto the
 site without an
 appointment is
 not to be
 permitted. All –
 emergency
 meetings
 managed by
 office team –
 visitors' risk
 assessment
 signed.
- Supply staff and other temporary or peripatetic

- lunchtimes and breaktime; Reception and Year 1 outdoor space for CP)
- Keep a record of pupils and staff in each bubble, lesson or close contact group.
 Office
- School before and after-school clubs to keep to the bubbles used during the school day where possible. Yes

Minimise mixing (pupils)

- Whatever the size of the bubble, they are to be kept apart from other groups where possible.
 Yes
- Groups use the same classroom or area of a setting

- risk of fluids entering the eye, for example, from coughing, spitting or vomiting. Applied
- Staff to wash their hands after caring for a child with symptoms. Applied
- All areas where a person with symptoms has been to be cleaned after they have left.
 SITE/Office
- Should staff have close hands-on contact they should monitor themselves for symptoms of possible COVID-19 over the following 14 days.

Recommunicated

Hand washing

 Frequent hand washing encouraged for adults and pupils (following guidance

- immediate action required.
- effectivenes s of prevention measures will be monitored by school leaders. DHT weekly.
- This risk assessment will be reviewed if the risk level changes (e.g. following local/nation al lockdown or cases or an outbreak) and in light of updated guidance. HT

6; in hall for Y1 and R; In KEY for N.

- Evaluate the capacity of rooms and shared areas. Doors marked with capacity signs and in staff room.
- Consider door signs mounted to identify max number in room/ toilets at one time.
 Done – SITE.
- COVID-19 posters/ signage displayed.
 Done
- Consider one-way system if possible for circulation around the building. One way system in place for parent/carer collection. Elements of one ways system in place but limited application. Supported by exit of children from corridors.
- Stairways to be up or down only. NA
- Put down floor markings along the

lunch; before and after school clubs

Identify and plan

lessons that could take place outdoors.
Teachers' planning

Parents/pupils

- Review EHCPs where required. Completed
- Communicate to parents on the preventative measures being taken. Good comms systems established (feedback)
- Post the risk assessment or details of measures on school website.
 Complete
- Parents and pupils informed about the process that has been agreed for drop off and collection.
 Complete

- staff follow the schools arrangements for managing and minimising risk. Visitors' RA followed
- Volunteers limited and only used if essential for educational activities.
 Visitors' RA

followed

- Site guidance on physical distancing and hygiene is explained to all visitors on or before arrival. Visitors' RA followed
- Where possible visits (e.g. service contractors) arranged outside of school hours.
 SITE / SBM

- throughout the day. Yes
- Mixing between bubbles kept to a minimum during arrival, lunchtime, breaks and departure.

 Implemented
- Pupil movements around the school site, either in groups or individuals is controlled to limit contact and mixing. Keep to zones as much as possible; messages taken by staff not children
- Groups will stay within a specific "zone" of the site to minimise mixing. Applied
- The number of pupils in shared spaces (e.g. halls, dining areas and internal and

- on hand cleaning). Recommunicated
- Sufficient handwashing facilities are available. In place
- Where there is no sink, hand sanitiser provided in classrooms. Applied
- Skin friendly skin cleaning wipes used as an alternative to hand washing or sanitiser.

Recommunicated

Pupils to clean their hands when they arrive at school, when they return from breaks, when they change rooms and before and after eating.

Recommunicated

 Staff help is available for pupils who have trouble cleaning their hands independently (e.g. small children and

- middle of two-way corridors/stairs to keep groups apart and 'keep left' signs. Where applicable.
- In areas where queues may form, put down floor markings to indicate distancing. Applied
- Can separate doors be used for in and out of the building (to avoid crossing paths).
 Where applicable
- Identify doors that can be propped open (to limit use of door handles and aid ventilation) taking account of fire safety and safeguarding.
 Seek advice from SHE if necessary. Done.
- Identify rooms that can be accessed directly from outside (to avoid shared use of corridors). Most classrooms. Shortest route possible taken

- Ensure parents have a point of contact for reassurance as to the plans put in place. Complete
- Limit the equipment pupils bring into school each day to essentials.
 Recommunicated.
- Bags are allowed.
- Parents informed only one parent to accompany child to school.

Recommunicated

 Parents and pupils encouraged to walk or cycle where possible.

Recommunicated

 Clear messages to pupils about minimising the use of public transport and how to reduce the risks of transmission outside of school.
 Recommunicated

- A record kept of all visitors to assist NHS Test and Trace, including:
 - the name;
 - a contact phone number;
 - date of visit;
 - arrival and departure time:
 - the name of the assigned staff member.

Office team

NHS COVID-19
 QR Poster
 displayed for
 visitors to check
 in using the NHS
 Covid Test and
 Trace App. Yes

- external sports facilities) for lunch and exercise is limited to specific bubbles. Applied
- Large gatherings such as assemblies or collective worship with more than one group to be avoided. All assemblies online. No gatherings of more than one bubble except for fire procedure: spaced and outside
- Separate spaces for each group clearly indicated.
- Multiple groups do not use outdoor equipment simultaneously.
- Limiting the number of pupils who use the toilet

- pupils with complex needs). Applied
- Use resources such as "e-bug" to teach effective hand hygiene etc.
 Recommunicated

Respiratory hygiene

- Adults and pupils are encouraged not to touch their mouth, eyes and nose.
 Recommunicated
- Adults and pupils encouraged to use a tissue to cough or sneeze and use bins for tissue waste ('catch it, bin it, kill it') Recommunicated
- Tissues to be provided. In place SITE
- Bins for tissues provided and are emptied throughout the day. In place

Ventilation

- when accessing rooms.
- Organise classrooms for maintaining space between seats and desks. Classrooms set up in this manner from September.
- Arrange desks for seating pupils side by side and facing forwards. As applicable to age. From Y3 upwards.
- Inspect classrooms and remove unnecessary items and furniture to make more space. Frequent observation by sitemanager and SLT.
- Make arrangements with cleaners to put in place an enhanced cleaning schedule that includes frequent cleaning of rooms, shared areas that are used by different groups and frequently touched surfaces.

- Staggered drop-off and collection times planned and communicated to parents.
 - Recommunicated
- Made clear to parents that they cannot gather at entrance gates or doors and reminders about social distancing. Recommunicated
- **Encourage parents** to phone school and make telephone appointments if they wish to discuss their child (to avoid face to face meetings). Recommunicated

Others

 Communication with contractors and suppliers that will need to prepare to support plans for full

- facilities at one time. Timetabling and labelling of doors
- Allow pupils to have access to toilets at all times during the day to prevent queues developing at social times. **Applied**
- To avoid mixing during breakfast and after-school clubs, a carousel system to be operated with children from different bubbles rotating between activities (e.g. inside, outside, snack time etc.) with cleaning surfaces between groups. Applied

Minimising mixing (staff)

The same teacher(s) and

- Ventilation and AC systems working optimally. SITE
- Heating used as necessary to ensure comfort levels are maintained when the building is occupied. SITE
- Keep windows open a little (not wide open) to provide some natural background ventilation and open internal doors to increase air flow. All
- Open windows fully when rooms are unoccupied for longer periods to purge the air (e.g. lunch times and before and after school). SITE
- Action taken to prevent occupants being exposed to draughts. For example, partially open high-level windows as oppose

Completed and communicated.

Asymptomatic testing of staff and long-term visitors taking place off site.

Timetabling and lessons

- Consider staggered starts or adjusting start and finish times to keep groups apart as they arrive and leave school. Done and communicated.
- Stagger break times and lunch times to avoid mixing and time for cleaning between groups. Implemented
- When timetabling, groups should be kept apart and movement around the school site kept to a minimum to avoid creating busy corridors, entrances and exits.
 Implemented

Policies and procedures

- opening (e.g. cleaning, catering, food supplies, hygiene suppliers). Complete (SBM / SITE)
- Assurances that caterers comply with the guidance for food businesses on COVID-19.

 (SBM)
- Discussion with caterers to agree arrangements for staggered lunches (e.g. seating capacity, holding hot food, cleaning between sittings, distancing and minimising contacts). (SBM)
- Communication
 with other building
 users (e.g.
 extended school
 provision,
 contractors, regular
 visitors, etc.)
 (SBM/SITE)

- other staff are assigned to each bubble and, as far as possible, these stay the same.

 Movement of staff minimised.
- Staff that move between classes and year groups, to keep their distance from pupils and other staff. Applied
- Supply teachers, peripatetic teachers and/or other temporary staff to minimise contact and maintain as much distance as possible from pupils and other staff. Applied
- Arrangements to avoid sharing staffroom and equipment.
 Timetabled and limited access.

- to low-level windows, close external doors and arrange the furniture if appropriate and possible. SITE
- Use fans for good air circulation. NA at this time.
- Ventilations system that removes and recirculates air to different rooms is turned off. SITE
- remains on at all times, even when the building is unoccupied. The system set to operate at lower ventilation rates during evenings and weekends. SITE
- encouraged to wear additional, suitable indoor clothing. (If they have to wear coats, scarves and other outdoor clothing the room

- Update policies to reflect changes brought about by COVID-19, including:
 - Safeguarding/chil d protection
 - Behaviour
 - Curriculum
 - NQTs
 - Special educational needs
 - Visitors to school

All complete and reported to FGB.

- Ensure website is compliant with regards to the publishing of policies. Done externally checked by LA during visits
- Establish a visitors' protocol so that parents, contactors, professionals working with individual children are clear about the infection control measures that you have in place. In place and signed prior to access of site.
- Hire to external providers permitted for before and afterschool educational activities and wraparound childcare for your pupils permitted (for vulnerable children and to support parents to work, attend education or access medical care). On site wrap around provision compliant.
- No other lettings at this stage. Applied

Testing of staff only

- Standard Operating Procedures (SOP) understood and followed. Signed agreement in place.
- Testing registration arrangements made and details shared with all

- The occupancy of staff rooms and offices limited. **Applied**
- Use of staff rooms to be minimised. **Applied**
- Furniture in offices, PPA work rooms and staffrooms where staff may work or meet together, spaced 2 metres apart. Applied
- Furniture that cannot be moved 2 metres apart taken out of use and removed or signs used to say do not use. Applied or screens

used.

- Staff sharing rooms do not work facing each other. Applied or screens used.
- Desks moved so staff are back to back or side on,

would be considered too cold and the above steps must be considered).

Recommunicated

Music

- Singing, wind and brass playing should not take place in larger groups such as school choirs and ensembles, or school assemblies. Recommunicated
- Measures to be taken when playing instruments or singing in small groups such as in music lessons include:
 - physical distancing;
 - limiting group sizes;
 - o positioning pupils back-to-back or side-to-side:
 - avoiding sharing of instruments:

 Governing boards and school leaders to have regard to staff (including the headteacher) worklife balance and wellbeing. Information shared about the extra mental health support for pupils and teachers is available. Done and positive feedback received.

Response to any infection

- Leadership understands the NHS Test and Trace process and how to contact their local Public Health England health protection team. Yes, practised team in place.
- Plan how to inform staff members and parents/ carers that they will need to be ready and willing to

- participants.
 Information shared with all prior to signing agreement.
- Written consent obtained for each participant before test is performed.
- Strict hygiene, social distancing and cleaning measures followed and reinforced.
- Processes understood regarding positive or void test result.

but still 2 metres apart, or if this is not possible screens used as a barrier between staff. Screens used

Distancing

- Staff to keep 2 metres from other adults as much as possible. Recommunicated
- Where possible staff to maintain distance from their pupils, staying at the front of the class.
 Recommunicated
- Staff to avoid close face to face contact and minimise time spent within 1 metre of anyone.
 Recommunicated
- Use a simple 'no touching' approach for young children to

- ensuring good ventilation.
- o Recommunicated
- No performances with an audience. Applied

Cleaning

- Sanitising spray and paper towels to be provided in classrooms for use by members of staff.
 SITE
- Thorough cleaning of rooms at the end of the day. Cleanshield
- Shared materials and surfaces to be cleaned frequently (e.g. toys, books, desks, chairs, doors, sinks, toilets, light switches, handrails, etc.). Site team additional cleaning rota in place
- Resources that are shared between bubbles (e.g. sports, art and science equipment) to be

book a test if they		understand the	cleaned frequently	
are displaying		need to maintain	and meticulously and	
symptoms;		distance.	always between	
inform the school		Recommunicated	bubbles.	
immediately of	•	Older children to	Site/PE/Teachers and	
the results of a		be encouraged to	lunchtime team	
test;		keep their	 Outdoor equipment 	
 provide details of 		distance within	appropriately	
anyone they have		bubbles.	cleaned frequently.	
been in close		Recommunicated	AL	
contact with;			 Toilets to be cleaned 	
 self-isolate if 	M	inimising contact	regularly. SITE	
necessary.	•	Doors propped	 Staff providing close 	
Frequently		open, where safe	hands-on contact	
communicated.		to do so to limit	with pupils need to	
		use of door	increase their level	
		handles. Ensure	of self-protection,	
		closed when	such as minimising	
		premises	close contact and	
		unoccupied.	having more	
		Applied	frequent hand-	
	•	Taking books and	washing and other	
		other shared	hygiene measures,	
		resources home	and regular cleaning	
		limited, although	of surfaces. SENDCo	
		unnecessary		
		sharing avoided.	PPE	
		Recommunicated	The majority of staff in	
	•	Staff and pupils to	education settings will	
		have their own	not require PPE beyond	
		individual and	what they would	
		very frequently	normally need for their	
			·	

used equipment,	work. PPE is only needed
such as pencils	in a very small number
and pens. Applied	of cases, including:
and pens. Applied	where an individual
PE and School Sport	child or young
Pupils kept in	person becomes ill
same consistent	with coronavirus
bubbles where	(COVID-19)
possible during PE	symptoms while at
and sport. Applied	schools, and only
 Sports equipment 	then if a distance of
thoroughly	2 metres cannot be
cleaned between	maintained.
each use. Applied	where a child or
Outdoor sports	young person
should be	already has routine
prioritised where	intimate care needs
possible. AL	that involves the use
Large indoor	of PPE, in which case
spaces used	the same PPE should
where it is not. AL	continue to be used.
Adequate	PPE held in office
ventilation	TTE Held III Office
through opening	PPE for protection
windows and	against COVID-19 will
doors or using air	include:
conditioning	fluid-resistant
systems. SITE	surgical face masks
 Sporting activities 	(Type IIR);
delivered by	disposable gloves;
external coaches,	disposable gloves, disposable plastic
clubs and	aprons;
Liubs allu	- F. 55)

organisations will • eye protection (for
only go ahead if example a face visor
they can satisfy or goggles).
the above
requirements. AL Face coverings (all
No external schools)
,
1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
, , , , , , , , , , , , , , , , , , , ,
• Staff fully aware visitors (unless
of COVID-19 exempt), outside
guidance issued classrooms and
by the relevant when moving around
sports governing the premises.
bodies for team Applied
sports and the Pupils, staff and
required actions visitors will be
for each sport. AL expected to provide
Competition their own face
between different covering. Applied
schools not to • A supply of face
take place until coverings will be
wider grassroots available for
sport for under anybody that does
18s in permitted. not have one due to
AL / JL having forgotten it or
it has become soiled
Educational Visits or unsafe. Available
and journeys in office.
No educational Cleaning of hands
visits to take place before and after
during at this removing or putting

st	tage. Office on face covering.
av	ware Recommunicated
	Face coverings
	placed in sealable
	plastic bags between
	use. Available in
	office.
	Face visors or shields
	only used after
	assessing the specific
	situation in addition
	to a face covering
	and not to be worn
	as an alternative to
	face coverings.
	Communicated
	Communicated
	First Aid
	Check if
	qualifications run
	out. Consider
	enrolling more staff
	on training. Office
	· · · · · · · · · · · · · · · ·
	first aid to pupils will
	not be expected to maintain 2 metres
	distance. The
	following measures
	will be adopted:
	o washing hands or
	using hand

	sanitiser, before
	and after treating
	injured person;
	wear gloves or
	cover hands
	when dealing
	with open
	wounds;
	o if CPR is required
	on an adult,
	attempt
	compression only
	CPR and early
	defibrillation
	until the
	ambulance
	arrives;
	o if CPR is required
	on a child, use a
	resuscitation face
	shield if available
	to perform
	mouth-to-mouth
	ventilation in
	asphyxial arrest.
	o dispose of all
	waste safely.
	Recommunicated

Sent to SHE Unit: 3rd March 2021

Signed by HT:

Chair of Governors: