

RAF4 Rev2	<h2 style="margin: 0;">Risk Assessment</h2>	©Cope Safety Management 2012 www.jwcope.co.uk
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Risk Assessment No:	9	Issue:	1	Task:	Coronavirus – COVID-19		
Company Name:	Pioneers Academy		Signature & Position:	J Bland	Head of Academy	Date:	03.12.21

Probability		Severity		Risk Factor = Probability x Severity Low Risk = 1 to 6 Medium = 7 to 11 High = 12 +	The following guidelines should be applied to risk factors after control measures have been applied: Risk factor after control measures: 1 – 6 OK to proceed Risk factor after control measures: 7 – 11 Further control measures should be applied. Seek further advice if unsure. Risk factor after control measures: 12+ Unacceptable – Do not proceed
5	Very Likely	5	Fatality		
4	Likely	4	Major Injury		
3	Probable	3	Medical Injury		
2	Possible	2	Minor Injury		
1	Very Unlikely	1	No Injury		

Relevant legislation <i>This list is not exhaustive</i>	Health and Safety at Work Etc. Act 1974	Provision and Use of Work Equipment Regulations 1998
	Management of Health and Safety at Work Regulations 1999 (as amended)	Lifting Operations and Lifting Equipment Regulations 1998
	Manual Handling Operations Regulations 1992 (as amended)	Personal Protective Equipment Regulations 1992
	Control of Substances Hazardous to Health Regulations 2002 (as amended)	Workplace (Health, Safety, Welfare) Regulations 1992 (as amended)

This risk assessment accurately defines the work, identifies Health and Safety risks and the appropriate controls required. This risk assessment will be taken as approved by the Company unless the author is advised to the contrary before work commences and in any event a period not exceeding 7 days from receipt.

This risk assessment must be communicated to all personnel concerned. Signatures confirming receipt and understanding of information are required.

Hazard:	Risk:	Risk Factor Before Control:						Control Measures	Risk Factor After Control:							
Employees attending/in-attendance at academy showing symptoms of COVID-19 Or failing to report feeling unwell and attending school.	Infecting people who are in close vicinity. Persons contracting COVID-19	Probability	5	4	3	2	1	0	Control measures: <ul style="list-style-type: none"> Employees who experience symptoms of continuous coughing or a high temperature (37.8 degrees centigrade or higher) or have a loss or change in their normal sense of taste or smell are advised to stay at home, self-isolate and follow NHS current advice, including active engagement with the NHS Test and Trace system. Anyone who has tested positive for COVID-19 within the last 10 days OR is showing symptoms MUST NOT attend school and should follow the self-isolation guidance. If a person tests positive whilst not experiencing symptoms but develops symptoms during the isolation period, they 	Probability	5	4	3	2	1	0
			4	3	2	1	0	4			3	2	1	0		
			3	2	1	0	3	2			1	0				
			2	1	0	2	1	0								
			1	0	1	0										
			0	1	2	3	4	5			0	1	2	3	4	5
			Severity								Severity					

Hazard:	Risk:	Risk Factor Before Control:	Control Measures	Risk Factor After Control:
			<p>should restart the 10-day isolation period from the day after they develop symptoms.</p> <ul style="list-style-type: none"> • Current advice can be found on www.nhs.uk/coronavirus and https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection • Staff showing/developing symptoms during the working day are to make the Head of Academy or Deputy on Duty aware, social distance, ensure learners are supervised by others and go home and follow NHS guidance. http://www.nhs.uk/coronavirus • The staff member is not to return to academy until they have a negative lateral flow or have been tested at a local NHS COVID-19 testing centre. • If they then test negative, feel well and no longer have symptoms similar to COVID-19, they can stop self-isolating. • If testing positive for COVID-19, other members of their household need to self-isolate in line with gvmt. guidance. However, under the guidance (02.12.21), family members are NOT required to self-isolate if they live in the same household as someone with COVID-19 or are a close contact of someone with COVID-19, if any of the following apply: <ul style="list-style-type: none"> ➤ They are fully vaccinated – this means 14 days have passed since their final dose of a COVID-19 vaccine given by the NHS ➤ They are below the age of 18 years, 6 months old ➤ They have taken part in or are currently part of a COVID-19 vaccine trial ➤ They are not able to get vaccinated for medical reasons <p>Exception: All individuals who have been identified as a close contact of a suspected or confirmed case of the Omicron variant of COVID-19, irrespective of vaccination status and age, will be contacted directly and required to self-</p>	

Hazard:	Risk:	Risk Factor Before Control:	Control Measures	Risk Factor After Control:
			<p>isolate immediately and asked to book a PCR test. They will be informed by the local health protection team or NHS Test and Trace if they fall into this category and provided details about self-isolation. Further actions for educational settings may be advised by a local Incident Management Team (IMT) investigating a suspected or confirmed case of the Omicron variant</p> <ul style="list-style-type: none"> • Staff are to report any confirmed cases of COVID-19 to the Head of Academy who will contact the Trust's named Health and Safety lead who is to assess if a RIDDOR report is required (See HSA Reporting of COVID-19 for guidance). • Local Health Protection Teams & NHS Track and Trace may also contact schools directly if they become aware that someone who tested positive for coronavirus attended the school. • The above Team will work with work with the Academy to guide them through the actions they need to take. • Staff who have been in close contact with the person who has tested positive, (as identified by the NHS Test and Trace Service) are encouraged to take a PCR test. • If the PCR test is negative, they should stay at home and self-isolate unless they are not required to do so (see above). • If the PCR test is positive, they should follow the advice for people with COVID-19 to stay at home and start a further 10 day isolation period, regardless of where they are in their original 10 day isolation period. This means that their total isolation period may be longer than 10 days. <p>Close contact means:</p> <ul style="list-style-type: none"> ➤ A person who has been close to someone who has tested positive for COVID-19. (You can be a contact any time from 2 days before the person who tested positive developed their symptoms - or if they did not have any symptoms, from 2 days before the date their positive test was taken - and up to 10 days after) as this is when they can pass the infection to others. A contact can be: 	

Hazard:	Risk:	Risk Factor Before Control:	Control Measures	Risk Factor After Control:
			<ul style="list-style-type: none"> - Anyone who lives in the same household as another person who has COVID-19 symptoms or has tested positive for COVID-19 - Anyone who has had any of the following types of contact with someone who has tested positive for COVID-19: <ol style="list-style-type: none"> 1) Face to face contact including being coughed on or having face to face conversation within 1 metre. 2) Been Within one metre for one minute or longer without face to face contact. 3) Been within 2 meters of someone for more than 15 minutes, either as a one off contact or added up together over one day. 4) Travelled in the same vehicle or plane as a person who has tested positive for COVID-19. <p>https://www.gov.uk/government/publications/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person (2nd December)</p> <p>Staff members are actively encouraged to take up the offer of vaccination unless for medical reasons they are unable to do so.</p> <p>All staff members are to undertake twice-weekly lateral flow testing unless they are instructed not to do so as they have tested positive for COVID-19 within the last 90 days.</p> <p>Clinically extremely vulnerable staff (CEV) are advised to follow the same guidance as everyone else. However, the Academy leadership will work with the Trust HR & Health & Safety Manager to carryout individual risk assessments for CEV staff members if requested by the individual members of staff and will follow the HSE guidance on Protecting Vulnerable workers Protect vulnerable workers - Working safely during the coronavirus (COVID-19) pandemic (hse.gov.uk)</p>	

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			& https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19 Further Control Measures: <ul style="list-style-type: none"> Monitor and review. 																																																																																									
Learners attending/in-attendance at academy showing symptoms of Covid 19	Infecting people who are in close vicinity. Persons contracting COVID-19	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>20</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	20	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity							Control measures: <ul style="list-style-type: none"> Parents have been informed that if their child experiences symptoms of continuous coughing or a high temperature (37.8 degrees centigrade or higher) or has a loss or change in their normal sense of taste or smell that the child must stay at home, self-isolate and follow NHS current advice, including active engagement with the NHS Test and Trace system. Anyone who has tested positive for COVID-19 within the last 10 days MUST NOT attend school. Other members of their household, (including siblings) are encouraged to take a PCR test. If the PCR test is negative, they should attend school as normal as long as they are not a close contact of a confirmed case of the omnicron variant and they have no symptoms. If the PCR test is positive, they should follow the advice for people with COVID-19 to stay at home and start a further 10 day isolation period, regardless of where they are in their original 10 day isolation period. This means that their total isolation period may be longer than 10 days. Current advice can be found on www.nhs.uk/coronavirus and https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection Learners showing/developing symptoms during the school day are to be taken to the designated isolation area (Disabled toilet by HoA office) and made comfortable whilst they await collection by their parent/carer. The person collecting the 	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>T</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>8</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	T	Green	Yellow	Red	Red	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	8	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity						
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			<p>symptomatic pupil (a member of their family or household), should be advised not to use public transport.</p> <ul style="list-style-type: none"> • Whilst awaiting the collection of a symptomatic learner, the supervising staff member should monitor the learner from a distance of more than 2 metres where possible. The staff member supervising the symptomatic learner must wear a fluid resistant surgical face mask, a disposable apron, eye protection and disposable gloves. (These will be issued to each member of staff to store in their own working space in order that they know where this is at all times; however spare PPE is available in the isolation room at all times). The parent/guardian of the symptomatic learner should be contacted immediately to collect their child. The parent is to be advised to follow government guidance regarding self-isolation. http://www.nhs.uk/coronavirus. • The designated isolation area should be sanitized by a member of staff immediately. A notice of sanitisation should be left upon completion. The PPE worn by the person supervising them is to be disposed of in named, clinical waste bags and stored safely out of the school building until the outcomes of the individual's PCR test results are known in order for it to be disposed of carefully. • The learner is not to return to the Academy until they have been tested for Covid19 through a local NHS testing centre. If someone tests negative, if they feel well and no longer have symptoms similar to COVID-19 they can stop self-isolating. They could still have another virus so it is best to avoid contact with others until they are better. • Any confirmed cases of Covid19 should be communicated to the school immediately, who inform the Trust named Health and Safety lead, who in turn will assess if a RIDDOR report is required (See HSA Reporting of COVID-19 for guidance). • The local Health Protection Team or NHS Test and Trace may also contact schools directly if they become aware that someone who tested positive for coronavirus attended the school. • The above Team will work with schools to guide them through the actions they need to take. Close contacts identified by NHS Test & Trace will be advised to book a PCR test. 	

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Hazard:	Risk:	Risk Factor Before Control:	Control Measures	Risk Factor After Control:																																																																																								
			<ul style="list-style-type: none"> 10% of children, pupils, students or staff who are likely to have mixed closely test positive for COVID-19 within a 10-day period <p>We will seek advice from Public Health and put in place additional measures as outlined on our containment management plan.</p> <p>Home learning will be provided for all those self-isolating. (See remote learning policy) following a positive COVID-19 diagnosis, providing they are well-enough to access this.</p> <p>Further Control Measures: Monitor and review.</p>																																																																																									
Visitors/contractors attending site.	Infecting people who are in close vicinity. Persons contracting COVID-19	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>20</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td></td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	20	Red	4	Green	Yellow	Red		Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity							<p>Control Measures:</p> <ul style="list-style-type: none"> All contractors are to communicate their job specific Covid19 RAMS to the Health, Safety and Facilities Manager before commencing any works. Where it is necessary to use supply staff or to welcome visitors / contractors to the school, they must agree to comply with the Academy's arrangements for managing and minimising risk, including: <ul style="list-style-type: none"> Not attending site if they are showing symptoms of COVID-19. (signage at entrance). Completing a declaration form (inc. Leaving their contact details with the Academy for Track and Trace purposes). Adhering to any COVID-related restrictions around site at the time of the visit. <p>Note: By the end of September 21, all over 18 year olds in the UK will have been invited to be vaccinated, thereby reducing their risk of both getting and spreading COVID-19.</p> <p>Further Control Measures:</p> <ul style="list-style-type: none"> Monitor and review. 	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>8</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	Red	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	8	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity						
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Staffrooms, waiting rooms, toilets, printing facilities and other circulation areas.	Infesting people who are in close vicinity. Persons contracting COVID-19		4						Staffroom: <ul style="list-style-type: none"> Lunch breaks will be staggered to reduce numbers attempting to access staffroom areas at any one time. Cleaning materials available in staff areas and staff are requested to clean down once finished using detergent and disposable cloth (kettle, etc.) Other circulation areas: <ul style="list-style-type: none"> In communal areas, <u>outside of the classrooms</u>, e.g. the staffroom, front entrance and corridors, i.e. in enclosed crowded spaces where persons may come into contact with people they don't normally meet, <u>face coverings are to be worn by all adults (staff and visitors), with the exception of those who are exempt.</u> Face coverings do not need to be worn when outdoors. A face visor or shield may be worn in addition to a face covering but not instead of one. This is because face visors or shields do not adequately cover the nose and mouth, and do not filter airborne particles. <ul style="list-style-type: none"> Primary school children will not be required to wear a face covering as inappropriate wear / handling can increase the potential of transmission. Lift: Due to the small, confined nature of a lift, only 1 adult or one child and their escort may use the lift at any one time.		4					
			3								3					
			2						2			8				
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			0	1	2	3	4	5		0	1	2	3	4	5	
			Severity								Severity					
Legionella in water systems	Infesting people who are in close vicinity water serviced appliances	Probability	5						Control Measures: <ul style="list-style-type: none"> Ongoing monthly water temp monitoring by site teams/contractor. Ongoing weekly flushing to continue. Further Control Measures: <ul style="list-style-type: none"> Monitor and review. 		5					
			4								4					
			3				12			3						
			2							2						
			1							1				4		
			0	1	2	3	4	5		0	1	2	3	4	5	
			Severity								Severity					
Fire safety	Staff, learners and visitors –	Probability	5						Control Measures:		5					
			4									4				

Hazard:	Risk:	Risk Factor Before Control:						Control Measures	Risk Factor After Control:								
	Death, injury from burns and smoke inhalation.		3					<ul style="list-style-type: none"> The use of door wedges will be permitted to prevent multiple door handle contact. Staff must remove door wedges in the event of the fire alarm sounding. However, door wedges MUST NOT be used on fire doors (indicated as such by a blue disk) Fire alarm system and emergency lights serviced as per normal schedule. 2 x fire marshals to be on site at all times. (Train an additional marshal if necessary / to ensure cover in event of staff absence). Termly fire evacuation practice to be undertaken as normal. <p>Further Control Measures:</p> <ul style="list-style-type: none"> Monitor and review. 		3						5	
			2				10										
			1														
			0	1	2	3	4	5	Severity								
Statutory PPM not being carried out/up to date	Injury or ill-health to all building users.	Probability	5														
			4														
			3														
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			1												4		
			0	1	2	3	4	5	Severity								
Air conditioning	Possible risk of spreading Covid19	Probability	5					20									
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			0	1	2	3	4	5	Severity								
Maintenance works by in-house site teams	Infecting people who are in close vicinity. Persons contracting COVID-19	Probability	5					20									
			4														
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Cleaning standards	Persons contracting COVID-19 through unclean surfaces/environment.	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td></td> <td></td> <td></td> <td>20</td> <td></td> </tr> <tr> <td>4</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>3</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>2</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>1</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5				20		4						3						2						1						0	1	2	3	4	5	Severity							<p>Control Measures:</p> <ul style="list-style-type: none"> Government guidance on cleaning of non-healthcare settings to be followed by all staff undertaking cleaning: https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings (19th July 21) Cleaners are employed by the academy to carry out daily, thorough cleaning that follows national guidance and is compliant with the COSHH Policy and the Health and Safety Policy. Cleaning hours have been increased to ensure sufficient time for requirements to be met. Cleaning will take place from 3:30 pm each day or prior to the start of the school day. Areas that remain temporarily closed or partially closed for cleaning or infection control purposes are clearly identified. (e.g. clean / dirty sign on isolation room). High contact areas that learners and staff are touching, (such desks, backs of chairs, doors, sinks, toilets, light switches) are to be sanitised more regularly than normal (Cleaning to take place during the day - 11:30 – 1:30pm daily). The circulating cleaner is to change cloths regularly and are to maintain their distance from the children / staff. A tick sheet cleaning system will be used to evidence cleaning undertaken. Bins are to be emptied once during the school day by the circulating cleaner. Teaching / Support staff to ensure they clear away paper and clutter to facilitate effective cleaning at the end of each day. All pupils from Y2 upwards are to have individual learning packs with commonly used items to reduce the sharing of equipment. 	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>4</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>3</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>2</td> <td></td> <td></td> <td></td> <td>8</td> <td></td> </tr> <tr> <td>1</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5						4						3						2				8		1						0	1	2	3	4	5	Severity						
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			<ul style="list-style-type: none"> • Appropriate anti-viral sanitiser product used for cleaning of potentially infected areas. • All classrooms supplied with multi-purpose cleaner and disposable paper towels for wipe-down during the day as required. They will also be provided with an adequate supply of tissues and hand sanitiser. • Staffroom and staff toilets supplied with anti-bacterial/viral wipes or multi-purpose cleaner and disposable cloth for cleaning after use. • All cloths used for cleaning that are not disposable, must be immediately placed in a bucket with appropriate disinfectant after use and hot washed daily (90 degree wash). • Spillages of bodily fluids, e.g. respiratory and nasal discharges, are cleaned up immediately, using appropriate PPE (Apron & gloves as a minimum) unless from a person showing COVID symptoms (see separate guidance). Hands must be washed after cleaning. • Posters are displayed throughout the school reminding staff and learners to wash their hands regularly, including before arrival at the setting, before and after eating, and after sneezing or coughing; when they return from breaks & when they change rooms • Learners are regularly reminded not to touch their mouth, eyes and nose. Learners learn and practise good hygiene (including handwashing and coughing or sneezing into their elbow or into a tissue) habits through key message delivery and repetition. • Additional alcohol-based sanitiser (that contains no less than 60 percent alcohol) is provided at key entry / exit points to the building. (Note: Safe storage requirement for large quantities). • Sufficient amounts of soap (not bar soap) or hand sanitiser where applicable, clean water, paper towels and waste disposal bins are supplied in all toilets and sink areas. 	

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			<ul style="list-style-type: none"> • Head of Academy to monitor the cleaning standards of school cleaning contractors and discuss any additional measures required with regards to managing the spread of coronavirus. Staff are to report and concerns in relation to standard of cleaning to Head of Academy /Site Manager • In areas where a child or staff member has been that has subsequently tested positive, a disinfectant 'bomb' will be discharged overnight to ensure full sanitation of the potentially affected area. <p>Ventilation:</p> <ul style="list-style-type: none"> • Learning environments are well ventilated using natural ventilation by: <ul style="list-style-type: none"> • Opening windows (in colder weather, windows should be opened just enough to provide constant background ventilation and opened more fully during breaks to purge the air in the room). • Opening internal doors to assist in creating a pull through of air. • External doors may also be used as long as they are not fire doors (labelled 'fire door keep shut') and only where it is safe to do so. <p>Note: A balance should be sought between providing adequate ventilation and maintaining a comfortable workplace.</p> <p><u>The Academy will use Co2 monitors (when issued by the government) to help monitor ventilation levels.</u> We will take action to improve ventilation where CO2 readings are consistently higher than 1500ppm; aiming to keep CO2 levels below 800ppm as recommended by the HSE: Identifying poorly ventilated areas and using CO2 monitors (hse.gov.uk)</p> <p>Further Control Measures:</p>	

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Awareness of policies and procedures	Academy could lapse/fail to follow the newest national guidelines and advice on COVID-19.	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>20</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td></td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td></td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	20	Red	4	Green	Yellow	Red		Red	3	Green	Green	Yellow		Red	2	Green	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity							<p>• Monitor and review</p> <p>Control Measures:</p> <ul style="list-style-type: none"> All staff briefed so they are aware of all relevant covid-related amendments to policies and procedures including, but not limited to, the following: <ul style="list-style-type: none"> Health and Safety Policy First Aid Policy Fire Policy Behaviour Policy Infection Control Policy All staff have regard to all relevant guidance and legislation including, but not limited to, the following: <ul style="list-style-type: none"> The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013 The Health Protection (Notification) Regulations 2010 Public Health England (PHE) (2017) 'Health protection in Schools and other childcare facilities' DfE 'Schools COVID-19 operational guidance' (27th August) Relevant staff receive training to help minimise the spread of infection: coronavirus training; infection control. First-Aider ratios maintained at all times. The academy keeps up-to-date with advice issued by, but not limited to, the following: <ul style="list-style-type: none"> https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/schools-covid-19-operational-guidance#school-workforce https://www.gov.uk/coronavirus Staff are made aware of the academy's infection control procedures in relation to coronavirus via email. (Circulation of RA & staff briefing on this; signed record to say shared and understood). Parents are made aware of the academy's infection control procedures in relation to coronavirus via letter and via publication of RA in website. 	<table border="1"> <tr> <td rowspan="6">COVID</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td></td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td></td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td></td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>8</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	COVID	5	Green	Yellow	Red		Red	4	Green	Yellow	Red		Red	3	Green	Green	Yellow		Red	2	Green	Green	Green	8	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity						
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			<ul style="list-style-type: none"> Learners are made aware of the academy's infection control procedures in relation to coronavirus in an age-appropriate manner via class assemblies and are informed that they must tell a member of staff if they begin to feel unwell. The GDPR Policy to be followed at all times – this includes withholding the names of staff and learners with either confirmed or suspected cases of coronavirus, COVID-19. <p>Further Control Measures:</p> <ul style="list-style-type: none"> Monitor and review LCC Guidance 																																																																																									
Infection Control	COVID-19 precautions are not followed within the academy environment, leading to potential spread or outbreak	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>20</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td></td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td></td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	20	Red	4	Green	Yellow	Red		Red	3	Green	Green	Yellow		Red	2	Green	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity							<p>Control Measures:</p> <p>Infection control procedures are adhered to as much as possible in accordance with the DfE and PHE: COVID-19: infection prevention and control (IPC) - GOV.UK (www.gov.uk) (2nd September 21)</p> <p>Handwashing:</p> <ul style="list-style-type: none"> Posters are displayed throughout the academy reminding learners to wash their hands, e.g. before entering and leaving the academy. On entry into academy, all persons must use sanitisation equipment to clean their hands. (Alcohol-based sanitiser that contains no less than 60 percent alcohol) Learners wash their hands with soap when the return from break & before and after eating. and other times as designated by the Head of Academy (prior to PE / after PE) for no less than 20 seconds (or use hand sanitiser) Sufficient amounts of soap (or hand sanitiser where applicable), clean water, paper towels and waste disposal bins are supplied in all toilets and sink areas. Bar soap is not to be used. Where necessary, (according to pupil age / stage of development), learners will be supervised by staff when washing their hands to ensure it is done correctly, <p>Other measures:</p> <ul style="list-style-type: none"> During Autumn Term, although the Government has 	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>8</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	Red	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	8	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity						
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			<p>indicated that schools no longer need to operate 'bubbles', enlarged bubbles (eyfs; KS1; Lower KS2 & Upper KS2) will be in operation in order to reduce the number of overall contacts pupils have and therefore help to limit spread should their be an outbreak within the setting.</p> <ul style="list-style-type: none"> Steam cleaners are provided for hard to sanitise items, e.g. toys in EYFS. <p>Resources:</p> <ul style="list-style-type: none"> Every learner from Y1 up is to have their own 'kit' (pencil case with basic equipment: pencil, glue, scissors, ruler, crayons, etc.) to reduce any unnecessary sharing of equipment. Any resources shared between classes, such as sports, art or science equipment, should be cleaned frequently but do not need to be left out of circulation as per previous guidance. Learners must not share cutlery, cups or food. <p>Further Control Measures:</p> <ul style="list-style-type: none"> Monitor and review. 																																																																											
Learners education is minimised due to reduced access to academy	Future prospects are hindered due to missed learning opportunities	<table border="1" data-bbox="566 895 1077 1117"> <tr><td rowspan="6">Probability</td><td>5</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td>4</td><td>4</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td>3</td><td>Green</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td></tr> <tr><td>2</td><td>Green</td><td>Green</td><td>Green</td><td>Yellow</td><td>Yellow</td></tr> <tr><td>1</td><td>Green</td><td>Green</td><td>Green</td><td>Green</td><td>Green</td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> </table> <p style="text-align: center;">Severity</p>	Probability	5	Green	Yellow	Red	Red	Red	4	4	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	<p>Control Measures:</p> <ul style="list-style-type: none"> The academy adheres to the DfE guidance: https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/schools-covid-19-operational-guidance#school-workforce (2nd Dcember) and https://www.gov.uk/government/publications/remote-education-good-practice/remote-education-good-practice (24th March 21) <p>When Academy is in full operation (open for all pupils):</p> <ul style="list-style-type: none"> Clear communication to parents re: importance of being in school (unless instructed to not attend on medical grounds) as it is vital for children's education and wellbeing and to minimise, as far as possible, the longer-term impact of the pandemic on children's education, wellbeing and wider development. 	<table border="1" data-bbox="1794 895 2157 1117"> <tr><td rowspan="6">Probability</td><td>5</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td>4</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td>3</td><td>Green</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td></tr> <tr><td>2</td><td>2</td><td>Green</td><td>Green</td><td>Yellow</td><td>Yellow</td></tr> <tr><td>1</td><td>Green</td><td>Green</td><td>Green</td><td>Green</td><td>Green</td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> </table> <p style="text-align: center;">Severity</p>	Probability	5	Green	Yellow	Red	Red	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	2	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5
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			<ul style="list-style-type: none"> • Parents advised that school attendance is mandatory unless a statutory reason applies (e.g. been told to shield on medical grounds, etc). • Where a child is required to self-isolate or quarantine because of COVID-19, in accordance with relevant legislation published by PHE or the DHSE, they will be recorded as code X (not attending in circumstances related to coronavirus). Where they are unable to attend because they have a confirmed case of COVID-19, they should be recorded as code I (illness). • Note: Code X will NOT APPLY to pupils abroad who are unable to return. • The Head of Academy works with teaching staff to ensure education can continue to be delivered to all learners, inc. those who are learning remotely due to the need to self-isolate (Having a positive test themselves) or shield should community transmission rates in the locality rise (Only if indicated by Local Public Health Protection Team or a further national lockdown be implemented); ensuring all learners have access to work and the necessary equipment at home (providing printed packs if required and/or loan devices). See also: Remote curriculum. • Children who are classed as CEV (Clinically Extremely vulnerable) will require evidence of clinical advice to not attend school if not in attendance. <p>Note: See also, Remote Learning Policy.</p> <p>‘Educational Recovery’</p> <ul style="list-style-type: none"> • The SLT will follow the latest government guidance in relation to Educational Recovery. • The SLT of the Academy will ensure curriculum reflects PSED needs of pupils – providing pupils with a chance to talk/share/offload their worries in a supportive way which allows them to move on as we recognise the potential need to get them emotionally ready to learn at school once more. • Where support staff capacity is available, this may be used to support catch-up provision or targeted interventions for individuals / groups of pupils. • Curriculum planning has been revised to address identified gaps in learning created by the pandemic; including covering missed content and giving priority to core subject 	

Hazard:	Risk:	Risk Factor Before Control:	Control Measures	Risk Factor After Control:
			<p>learning where required to be best placed to be 'progression ready':</p> <ul style="list-style-type: none"> In reception, priority has been given to assessing and addressing gaps in language, early reading and maths, particularly ensuring children's acquisition of phonic knowledge and extending their vocabulary. For pupils in Key Stages one and two, priority has been given to identifying gaps and re-establishing good progress in the essentials (phonics and reading, increasing vocabulary, writing and mathematics, identifying opportunities across the curriculum so they read widely, and developing their knowledge and vocabulary). Note: The majority of pupils will continue to be taught the full range of subjects over the academic year. The school will engage with the National Tutoring Programme for identified pupils. RSHE content is to be prioritised based upon pupil needs; namely relationships, mental and physical health. <p>Those delivering PE in schools should:</p> <ul style="list-style-type: none"> Organise sessions to avoid sharing equipment where it is possible and practical. Where equipment needs to be shared, it should be cleaned between users. Balls should be sanitized at regular intervals, eg. Before and after each game. <p>School performances:</p> <ul style="list-style-type: none"> Performances in front of a live audience will be held outdoors wherever possible and practical to do so. However, indoor events can be held wherever community transmission rates remain low. Any indoor performances will be in well-ventilated spaces, numbers will be kept reduced (Maximum hall capacity 180) and all those attended will be required to undertake a lateral flow prior to attending and wear a face covering unless medically exempt. <p>Remote Education:</p> <ul style="list-style-type: none"> A TEAMS based learning platform has been developed by the Academy and staff trained on its use. (Microsoft 	

Hazard:	Risk:	Risk Factor Before Control:	Control Measures	Risk Factor After Control:
			<p>Office 365 education). Parents/Carers have been informed as to how to access this in order that pupils are given the support they need to master the curriculum should it be necessary for a group of pupils to be educated at home e.g. containment management plan is in operation.</p> <ul style="list-style-type: none"> • The remote curriculum will provide access for pupils to high-quality online and off-line resources. • The online tools selected for use will include teaching live sessions and will allow for interaction, assessment and feedback to be given. • Loan devices and data cards will be issued where resources allow to pupils without suitable devices / internet access. • Younger pupils and those with SEND may not be able to access remote education without adult support and the Academy will work with adults to deliver a broad and ambitious curriculum. (Note: Children with an EHCP will have daily contact with their named person and interventions where health allows and is reasonably practical, will be delivered remotely). • Pupils will be provided with meaningful and ambitious assignments each day in a number of different subjects, which are equivalent in length to the core teaching pupils would receive in school. (Minimum 3 hours at KS1 and 4 hours at KS2). • The remote learning will be delivered sequentially, in order that knowledge and skills are built incrementally. • Frequent, clear explanations of new content will be largely provided via live inputs. On occasion these will be supplemented with other video or web-based inputs provided by external agencies, e.g. National Oak Academy, but wherever possible, inputs will be provided by pupils' own teachers. • Clear expectations will be set in relation to the completion and the checking of work. • Care must be taken to ensure appropriate safeguarding measures are taken whilst children are learning remotely: <p>https://www.gov.uk/guidance/safeguarding-and-remote-education-during-coronavirus-covid-19</p>	

Hazard:	Risk:	Risk Factor Before Control:	Control Measures	Risk Factor After Control:																																																																																								
			<p>(March 21)</p> <ul style="list-style-type: none"> In the case of a local COVID outbreak or the instruction to close schools to all but key worker and vulnerable children (Remote education temporary continuity direction), devices will be made available for disadvantaged pupils in y3+ and clinically extremely vulnerable children from all year groups as a priority. However, these devices will remain owned by the school and must be returned to the Academy once the pupils return to school. Wifi data cards will be provided for disadvantaged pupils whose families are reliant on a mobile internet connection whilst the response to COVID-19 requires learners to learn from home. <p>Further Control Measures:</p> <ul style="list-style-type: none"> Monitor and review 																																																																																									
Communication	<p>Miscommunication or no communication leads to:</p> <ul style="list-style-type: none"> increase in transmission of COVID 19 low staff morale 	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>20</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	20	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity							<p>Control Measures:</p> <ul style="list-style-type: none"> The Academy's website and social media channels are kept up-to-date with any information regarding COVID-response measures, inc. any need to 'step up' or 'step down' measures as outlined in the Academy's containment management plan. Individual phone calls will be made to those immediately affected (requiring to isolate). Staff are informed via email about the relevant information regarding confirmed positive cases and/or stepping up and down measures. Staff are informed of who they can turn to for support / with concerns, ensuring they understand there are several avenues they can follow, e.g. line manager, other senior staff, colleagues or central HR team. Where education is having to take place remotely, when communicating with parents and pupils the Academy will: <ul style="list-style-type: none"> Communicate within school hours as much as possible. Communicate only through channels approved by the SLT. Use school email accounts (not personal ones) 	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>8</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	Red	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	8	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity						
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			<p>Use school devices over personal ones where possible (and in cases where personal ones are used, ensure caller id facility is switched off).</p> <p>See also: https://www.gov.uk/guidance/safeguarding-and-remote-education-during-coronavirus-covid-19</p> <p>Further Control Measures:</p> <ul style="list-style-type: none"> Monitor and review. 																																																																																									
Safeguarding & Behaviour.	<p>Increased risk of learners being exposed to the five types of abuse:</p> <ul style="list-style-type: none"> Emotional abuse. Emotional neglect. Physical neglect. Physical abuse. Sexual abuse. 	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>20</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	20	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity							<p>Control Measures:</p> <p>Safeguarding:</p> <ul style="list-style-type: none"> The Academy's Child protection policy and part 1 of keeping children safe in education (KCSIE) is to be followed by all staff at all times, including making referrals to statutory services as appropriate. The DSL liaises with the necessary personnel and parents to manage and address any new and ongoing safeguarding concerns (inc. those relating to any pupil self-isolating / learning remotely) The DSL ensures that adequate pastoral care is in place to support learners and staff who require it. (Inc. when learning remotely). The DSL ensures the relevant staff have the appropriate training to support learners and staff who require pastoral care. Staff and pupil bereavement is managed in line with procedures. The Head of Academy will liaise with the Trust EWO about procedures regarding attendance. Daily phone calls will continue to those self-isolating or those advised to shield in the case of localized lockdowns unless present for online 'live lessons'. Home visits (taking into account any current government guidance) will continue if no contact is made for 3 consecutive days. Social workers (if they have one) notified if vulnerable children are required to self-isolate & contact / support arrangements made. 	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>8</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	Red	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	Green	Green	Green	8	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity						
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			<p>Behaviour:</p> <ul style="list-style-type: none"> Academy Behaviour policy has been updated with new hygiene rules & shared with staff, parents and pupils; setting clear, reasonable and proportionate expectations of pupils behaviour. A rewards system is in place to support this. Additional support is provided to those who struggle to reengage with school and are persistently disruptive (Mightier project / PSP). The school will continue to actively work with other agencies / local services to ensure services and support are in place for those that may need it following exposure to adversity, trauma, etc. <p>Pupil Wellbeing Support:</p> <ul style="list-style-type: none"> Children requiring more support than that delivered via out PHSE curriculum will be provided with more focused pastoral support, drawing on external support where necessary and possible. The Academy will use the materials provided by the government to respond to the wellbeing and mental health needs of children and young people as a result of COVID-19. (Named lead recieved specialist training during the Autumn Term 2020) https://www.gov.uk/government/news/8m-programme-to-boost-pupil-and-teacher-wellbeing including https://www.minded.org.uk <p>Online safety:</p> <ul style="list-style-type: none"> When learning remotely, all staff delivering remote education have been advised that the same principles set out in the staff behaviour policy (code of conduct apply). Clear protocols are in place to protect both staff and children when accessing learning remotely (See remote learning policy). This includes the recording of lessons in cases where two members of staff are not able to be in the session; & the platform policies being set up in 	

Hazard:	Risk:	Risk Factor Before Control:	Control Measures	Risk Factor After Control:																																																																																								
			<p>order that children can see and hear the teacher, but not each other.</p> <ul style="list-style-type: none"> Parents are provided with information as to keeping their child safe online via useful links on the Academy's website. <p>See also: In line with the guidance below: https://www.gov.uk/guidance/safeguarding-and-remote-education-during-coronavirus-covid-19</p> <p>Further Control Measures:</p> <ul style="list-style-type: none"> Monitor and review. 																																																																																									
Community wellbeing	Reputational Risk to the Academy/Trust	<table border="1"> <tr><td rowspan="6">Probability</td><td>5</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td>4</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td>3</td><td>3</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td></tr> <tr><td>2</td><td>Green</td><td>Green</td><td>Green</td><td>Yellow</td><td>Yellow</td></tr> <tr><td>1</td><td>Green</td><td>Green</td><td>Green</td><td>Green</td><td>Green</td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td colspan="7">Severity</td></tr> </table>	Probability	5	Green	Yellow	Red	Red	Red	4	Green	Yellow	Red	Red	Red	3	3	Green	Yellow	Red	Red	2	Green	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity							<p>Control Measures: Clinically extremely vulnerable (cev) people are advised as a minimum, to follow the same guidance as everyone else. CEV persons may wish to think carefully about the additional precautions they can continue to take. Further information can be found on: https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19</p> <p>This includes but is not limited to:</p> <ul style="list-style-type: none"> Being vaccinated Getting a booster jab is offered. Continuing to wear face coverings in indoor, crowded places or areas of poor ventilation. Continuing to practice frequent, thorough handwashing and cleaning of frequently touched areas in their home or workspace. Staff notify the Head of Academy if they are 'clinically extremely vulnerable' (CeV) individuals in order that an individual risk assessments can be undertaken for them if they so request. This is also the case for any employee with concerns, eg those living with a clinically vulnerable person. Head of Academy (in consultation with the Trust) is to consider requests made by staff who wish to make temporary changes to their working environment or working hours in the interest of health and safety. 	<table border="1"> <tr><td rowspan="6">Probability</td><td>5</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td>4</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td>3</td><td>Green</td><td>Green</td><td>Yellow</td><td>Red</td><td>Red</td></tr> <tr><td>2</td><td>2</td><td>Green</td><td>Green</td><td>Yellow</td><td>Yellow</td></tr> <tr><td>1</td><td>Green</td><td>Green</td><td>Green</td><td>Green</td><td>Green</td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td colspan="7">Severity</td></tr> </table>	Probability	5	Green	Yellow	Red	Red	Red	4	Green	Yellow	Red	Red	Red	3	Green	Green	Yellow	Red	Red	2	2	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity						
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			<p>However, most school-based roles are not ideally suited to home working and it should be noted that those that there is no right to paid leave unless instructed to shield or self-isolate by PHE, NHS Track & Trace or other medial professional (evidence may be requested).</p> <ul style="list-style-type: none"> The Head of Academy and the SENCO identify learners with additional needs and put provision in place to ensure their needs are adequately and safely met, e.g. the relevant staff are available. The Head of Academy and DSL ensure provision is in place to help protect wellbeing and mental health, and ensure all staff and learners have access to support. <p>https://www.gov.uk/government/news/extra-mental-health-support-for-pupils-and-teachers.</p> <p>Staff Wellbeing:</p> <ul style="list-style-type: none"> The overall working day will not be longer for any members of staff as a result of any COVID-related changes made (ie staggered starts / ends). Directed time arrangements for teachers will remain unchanged. The Academy will regularly review support for newly and recently qualified staff, staff new to the school, and any staff displaying anxiety in relation to school attendance during the COVID response period. individual support will be offered to staff experiencing anxiety or effects of trauma. (SAS service) <p>Further Control Measures:</p> <ul style="list-style-type: none"> Monitor and review. 																																														
Public / school transport	Mixing of persons who might be	<table border="1"> <tr> <td data-bbox="584 1267 748 1326">Probability</td> <td data-bbox="748 1267 792 1294">5</td> <td data-bbox="792 1267 837 1294"></td> <td data-bbox="837 1267 882 1294"></td> <td data-bbox="882 1267 927 1294"></td> <td data-bbox="927 1267 972 1294">20</td> <td data-bbox="972 1267 1016 1294"></td> <td data-bbox="1016 1267 1061 1294"></td> </tr> <tr> <td></td> <td data-bbox="748 1294 792 1321">4</td> <td data-bbox="792 1294 837 1321"></td> <td data-bbox="837 1294 882 1321"></td> <td data-bbox="882 1294 927 1321"></td> <td data-bbox="927 1294 972 1321"></td> <td data-bbox="972 1294 1016 1321"></td> <td data-bbox="1016 1294 1061 1321"></td> </tr> <tr> <td></td> <td data-bbox="748 1321 792 1348">3</td> <td data-bbox="792 1321 837 1348"></td> <td data-bbox="837 1321 882 1348"></td> <td data-bbox="882 1321 927 1348"></td> <td data-bbox="927 1321 972 1348"></td> <td data-bbox="972 1321 1016 1348"></td> <td data-bbox="1016 1321 1061 1348"></td> </tr> </table>	Probability	5				20				4								3							<p>Control Measures:</p> <p>The Academy, working with the LA, uses the transport guidance to arrange transport for those eligible for it.</p>	<table border="1"> <tr> <td data-bbox="1812 1267 1863 1326">Probability</td> <td data-bbox="1863 1267 1908 1294">5</td> <td data-bbox="1908 1267 1953 1294"></td> <td data-bbox="1953 1267 1998 1294"></td> <td data-bbox="1998 1267 2042 1294"></td> <td data-bbox="2042 1267 2087 1294"></td> <td data-bbox="2087 1267 2132 1294"></td> </tr> <tr> <td></td> <td data-bbox="1863 1294 1908 1321">4</td> <td data-bbox="1908 1294 1953 1321"></td> <td data-bbox="1953 1294 1998 1321"></td> <td data-bbox="1998 1294 2042 1321"></td> <td data-bbox="2042 1294 2087 1321"></td> <td data-bbox="2087 1294 2132 1321"></td> </tr> <tr> <td></td> <td data-bbox="1863 1321 1908 1348">3</td> <td data-bbox="1908 1321 1953 1348"></td> <td data-bbox="1953 1321 1998 1348"></td> <td data-bbox="1998 1321 2042 1348"></td> <td data-bbox="2042 1321 2087 1348"></td> <td data-bbox="2087 1321 2132 1348"></td> </tr> </table>	Probability	5							4							3					
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	infected in a confined space. Persons contracting COVID-19		2					Transport to schools and colleges during the COVID-19 pandemic - GOV.UK (www.gov.uk) <ul style="list-style-type: none"> The government advises that 'facemasks are worn in enclosed and crowded spaces where you may come into contact with people you do not normally meet.' Where public / shared transport is used: <ul style="list-style-type: none"> Discuss use of face masks as per government recommendations (Under 11s are not required to wear facemasks, although if old enough to put on and dispose of safely, may do so if they so wish). <p>Note: Pupils/staff should not board home to school transport if they have a positive test result or has symptoms of coronavirus (COVID19).</p> <p>Further Control Measures:</p> <ul style="list-style-type: none"> Monitor and review. 		2				8	
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		Severity							Severity						
Non-compliance to latest guidelines in relation to COVID.	School could lapse/fail to follow the newest national and/or LCC guidelines and advice on COVID-19.	Probability	5				20	<p>Control measures:</p> <ul style="list-style-type: none"> Twice weekly checks will be made with Government websites (Gov.uk) and LCC website Any changes in national/LCC advice and guidance to be shared with the Head of Academy / Directors etc. for appropriate action. Staff, Parents and students to be updated in a timely manner, using email, letters etc. as necessary/appropriate. <p>Further Control Measures:</p> <p>Monitor and review.</p>	Probability						
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			0	1	2	3	4			5		0	1	2	3
		Severity							Severity						
Catering	Students at increased risk of developing COVID-19 if in dining hall (social distancing unable to be maintained in small space) and from sharing of equipment.	Probability	5				20	<p>Control measures:</p> <ul style="list-style-type: none"> Food provided by school is to be prepared in COVID-compliant kitchen facilities (see separate Trust kitchen risk assessment). Those who bring in a packed lunch from home may continue to do so, yet any sharing of food will not be allowed. Staff to be alert to potential cases of food poverty and notify DSL if concerned in order that families can be signposted to local foodbanks if required. Parents to be given support to apply for FSM if required. The Academy will continue to provide free school meal support to any pupils who are eligible for benefits-related 	Probability	5					
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Hazard:	Risk:	Risk Factor Before Control:	Control Measures	Risk Factor After Control:																																																																																								
	Potential hunger if not accessing FSM.		<p>free school meals and who are learning at home during term time in line with government guidance: https://www.gov.uk/government/publications/covid-19-free-school-meals-guidance/covid-19-free-school-meals-guidance-for-schools</p> <p>Further Control Measures: Monitor and review.</p>																																																																																									
First Aid	Students/staff at increased risk of developing COVID-19 from bring unable to maintain social distancing.	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>20</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td></td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td></td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	20	Red	4	Green	Yellow	Red		Red	3	Green	Green	Yellow		Red	2	Green	Green	Green	Yellow	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity							<p>Control Measures:</p> <p>Although social distancing is no longer a requirement, The Health and Safety executive have published guidance in relation to the administration of First Aid During the coronavirus (COVID-19) outbreak. https://www.hse.gov.uk/coronavirus/first-aid-and-medicals/first-aid-certificate-coronavirus.htm</p> <p>First aiders should:</p> <ul style="list-style-type: none"> • Try to assist at a safe distance from the casualty as much as you can. • Although treating the casualty properly will always remain the first concern, the casualty can be instructed to do things for you if they are capable. • Remember the 3P model – preserve life, prevent worsening, promote recovery. <p>Standard PPE (Personal Protective Equipment) should continue to be used & particular attention should be paid to sanitation measures immediately afterwards, including washing hands:</p> <ul style="list-style-type: none"> • disposable gloves • disposable plastic apron • resuscitation face shield if the decision is made to perform mouth to mouth CPR (in first aid cabinet) <p>Government produced easy to follow information posters on putting on and removing PPE - Guidance on putting on and taking off PPE are displayed in staff rooms, rooms identified for dealing with suspected cases of Covid-19 and First Aid rooms.</p> <p>Further Control Measures:</p>	<table border="1"> <tr> <td rowspan="6">Probability</td> <td>5</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td>8</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Green</td> <td>Yellow</td> <td>Red</td> <td></td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td></td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>8</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Green</td> </tr> <tr> <td>0</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td colspan="7">Severity</td> </tr> </table>	Probability	5	Green	Yellow	Red	8	Red	4	Green	Yellow	Red		Red	3	Green	Green	Yellow		Red	2	Green	Green	Green	8	Yellow	1	Green	Green	Green	Green	Green	0	1	2	3	4	5	Severity						
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Educational Visits	Children missing valuable learning experiences.	<table border="1"> <tr><td rowspan="6">Probability</td><td>5</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td>4</td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td colspan="7">Severity</td></tr> </table>	Probability	5						4	4					3						2						1						0	1	2	3	4	5	Severity							Control Measures: Non-international educational visits can take place, as long as: <ul style="list-style-type: none"> COVID-secure measures are in place at their destination, esp. in relation to hygiene and ventilation requirements. (Additional support will be available from the Educational Visits Co-ordinator when planning any visit so that assurances can be given that venues are covid-secure). Children are transported (if transport is required) on private hire coaches as opposed to public service vehicles. Full and thorough risk assessments are completed (as required for all educational visits). General guidance about educational visits is available and is supported by specialist advice from the Outdoor Education Advisory Panel (OEAP). <ul style="list-style-type: none"> Further Control Measures: Monitor and review.	<table border="1"> <tr><td rowspan="6">Probability</td><td>5</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2</td><td>2</td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td colspan="7">Severity</td></tr> </table>	Probability	5						4						3						2	2					1						0	1	2	3	4	5	Severity						
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Wrap Around Care (Non-school led)	Children mixing with children from other 'bubbles' / settings, therefore potentially spreading any infection further.	<table border="1"> <tr><td rowspan="6">Probability</td><td>5</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td></td><td></td><td></td><td>1</td><td></td></tr> <tr><td>3</td><td></td><td></td><td></td><td>6</td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td colspan="7">Severity</td></tr> </table>	Probability	5						4				1		3				6		2						1						0	1	2	3	4	5	Severity							Control Measures: <ul style="list-style-type: none"> Those accessing wrap-around care are to be handed over to staff from the other settings at a given handover point to avoid staff from the other setting moving internally between settings, thereby reducing the chance of unnecessary transmission. Further Control Measures: Monitor and review.	<table border="1"> <tr><td rowspan="6">Probability</td><td>5</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td><td>8</td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td colspan="7">Severity</td></tr> </table>	Probability	5						4						3						2				8		1						0	1	2	3	4	5	Severity						
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Children and staff travelling from abroad	Infesting people who are in close vicinity. Persons contracting COVID-19	<table border="1"> <tr><td rowspan="6">Probability</td><td>5</td><td></td><td></td><td></td><td>20</td><td></td></tr> <tr><td>4</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td colspan="7">Severity</td></tr> </table>	Probability	5				20		4						3						2						1						0	1	2	3	4	5	Severity							Control Measures: All children and staff travelling to England must adhere to travel legislation, details of which are set out in government travel advice. All travellers arriving into the UK will need to isolate and get a PCR test by 'day two' after arrival. They may end their isolation once they receive a negative result. If the result is positive, they should continue to isolate and follow rules on isolation following a positive test.	<table border="1"> <tr><td rowspan="6">Probability</td><td>5</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td><td>8</td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td colspan="7">Severity</td></tr> </table>	Probability	5						4						3						2				8		1						0	1	2	3	4	5	Severity						
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			<p>Unvaccinated arrivals aged over 18 will follow the existing, more onerous, testing and isolation regime.</p> <p>All Red list arrivals will enter quarantine.</p> <ul style="list-style-type: none"> Further Control Measures: Monitor and review. 	
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Employees attending/in-attendance at academy when asymptomatic positive.	Infesting people who are in close vicinity. Persons contracting COVID-19	Probability	5	4	3	2	1	0	<p>Control Measures:</p> <ul style="list-style-type: none"> Promotion of and engagement in asymptomatic testing (Twice weekly lateral flow testing for all staff). Staff will need to arrange a PCR test to confirm the result if the test was done at home and the result was positive. <p>NOTE: Staff with a positive LFD test result will need to self-isolate in line with Gvmt. guidance.</p> <ul style="list-style-type: none"> Further Control Measures: Monitor and review. 	Probability	5	4	3	2	1	0
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RAF4 Risk Assessment Progress and Review Sheet

Risk Assessment No:	5	Issue:	1	Task:	Coronavirus – COVID 19
Company Name:	Pioneers Academy				

Date:	Details/Reason for Review:	Initials:
24/11/2020	Trust-wide review of Covid-19 RAs due to new term, lockdown 2 and rise in cases.	JB
03/01/2021	Trust-wide review of Covid-19 RAs due to new term, Locality being in Tier 3, change to self-isolation guidance https://www.nhs.uk/conditions/coronavirus-covid-19/self-isolation-and-treatment/how-long-to-self-isolate/ and emergence of new variant which is more transmissible.	JB
08/01/21	Review due to Lockdown 3 announcement; move to schools only being open for children of critical workers and those deemed vulnerable according to gvmnt. guidance:	JB

	https://www.gov.uk/government/publications/coronavirus-covid-19-maintaining-educational-provision/guidance-for-schools-colleges-and-local-authorities-on-maintaining-educational-provision and updated shielding guidance: https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19#education-settings	
13/01/2021	Trustwide review during lockdown 3	JA
28.02.21	Trust-Wide review of COVID-19 Ras due to wider opening of schools from March 8 th 2021 & assoc. new guidance: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/964351/Schools_coronavirus_operational_guidance.pdf	JB
28.06.21	Review of COVID RA due to return to hot school meals & issuing of new government guidance in relation to the wearing of facemasks in educational settings.	JB
12.09.21	Review of COVID RA following updated guidance Actions for schools during the coronavirus outbreak - GOV.UK (www.gov.uk) & end of national restrictions.	JB
03.12.21	Review of COVID RA due to emergence of Omicron variant and associated new guidance: https://www.gov.uk/government/publications/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person/guidance-for-contacts-of-people-with-possible-or-confirmed-coronavirus-covid-19-infection-who-do-not-live-with-the-person https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance and https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/covid-19-schools-operational-guidance	JB