



Covid-19: Operational Risk Assessment

Review to include full re-opening September 2020



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Definitions

In this **Covid-19 Risk Assessment**, unless the context otherwise requires, the following expressions shall have the following meanings:

- I. **'The Romero Catholic Academy'** means the Company named at the beginning of this **Covid-19 Risk Assessment** and includes all sites upon which the Company is undertaking, from time to time, being carried out. The Romero Catholic Academy includes; **Corpus Christi, Good Shepherd, Sacred Heart, Blue Sky, SS Peter and Paul, St Gregory, St John Fisher, St Patrick, Cardinal Wiseman, Shared Services Team.**
- II. **'Romero Catholic Academy'** means the Company responsible for the management of the Academy and, for all purposes, means the employer of staff at the Company.
- III. **'Board'** means the board of Directors of the Romero Catholic Academy.
- IV. **'Chair'** means the Chair of the Board or the Chair of the Local Academy Committee of the Academy appointed from time to time, as appropriate.
- V. **'Clerk'** means the Clerk to the Board or the Clerk to the Local Academy Committee of the Academy appointed from time to time, as appropriate.
- VI. **'Catholic Senior Executive Leader'** means the person responsible for performance of all Academies and Staff team within the Multi Academy Company and is accountable to the Board of Directors.
- VII. **'Diocesan Schools Commission'** means the education service provided by the diocese, which may also be known, or referred to, as the Birmingham Diocesan Education Service.
- VIII. **'Local Academy Committee'** means the governing body of the School.
- IX. **'Academy Committee Representatives'** means the governors appointed and elected to the Local Academy Committee of the School, from time to time.
- X. **'Principal'** means the substantive Principal, who is the person with overall responsibility for the day to day management of the school.
- XI. **'School'** means the school or college within The Romero Catholic Academy and includes all sites upon which the school undertaking is, from time to time, being carried out.
- XII. **'Shared Services Team'** means the staff who work in the central team across the Company (e.g. HR/ Finance)

1. Introduction

Coventry's Partnership of schools agreed a collaborative and consistent approach to secure the safe re-opening of schools across the City as set out in 'Coventry Schools Covid-19 Re-set and Recovery Plan' May 2020. On 2nd July 2020 guidance for the full reopening of schools to all pupils from September 2020 was published:

[Guidance for full opening of schools](#)

These changes are fully reflected in this guidance and risk assessment.

This risk assessment focuses on balancing the risk of children returning to school and accessing a full educational experience with the "very low risk from coronavirus (COVID-19)" (source: Government Guidance July 2020)

In preparing and reviewing this guidance the Local Authority has had regard to advice from both the Health and Safety Executive and Government. It has noted that the Government made explicit within the guidance those actions that are statutory, those actions that MUST be undertaken (Public Health Advice) and those that are advisory (for consideration if it is reasonably practicable to do so).

It is made clear that Government advice "does not supersede any legal obligations relating to health and safety, employment or equalities and it is important that as an employer you continue to comply with your existing obligations". Consequently, Health and Safety Legislation continues to take precedence.

This risk assessment guidance:

- Sets out the current context and statutory health and safety obligations as at July 2020 to take effect from September 2020.
- Reflects the relevant principles set out in Coventry schools Covid-19 Re-set and Recovery Plan
- Sets the national and local context for conducting a risk assessment to reduce transmission of a disease within school
- Provides an exemplar risk assessment that can be adopted and adapted to any educational setting
- Provides a template to record a risk assessment method statement (RAMS) – setting out safe methods of working (control measures), which all staff should read, understand and sign
- Incorporates hyperlinks to sources of helpful information and resource

What is the risk? Covid19 is an infectious disease recognised internationally as a pandemic, the transmission of which must be controlled. The foreseeable risk in re-opening schools, is the potential transmission of Covid19 between members of the school community and consequently the wider community. This risk assessment therefore focuses on actions that are reasonably practicable to implement, that will reduce the risk of transmission of Covid19 as a consequence of re-opening schools to all pupils and staff, recognising that the virus is in general circulation and the risk is significantly lower than in the Spring/early Summer of 2020

Who is responsible? The employer is responsible for making sure that risks, particularly the risks to staff and pupils, are managed so far as is reasonably practicable. For The Romero Catholic Academy, it is the Board of Directors who consult the Academy Committee in each school.

Whilst it is recognised that the employer cannot delegate the overall legal accountability for the health and safety of employees; the day-to-day running of the school including responsibility for the health and safety of staff and pupils is ordinarily delegated to the Principal and school management team. Reference:

<https://www.hse.gov.uk/services/education/sensible-leadership/school-leaders.htm>

2. Overview of actions required for safe working

- Put in place sensible approaches to minimise the risk of Covid19 transmission to staff, pupils and visitors whilst in school.
- Communicate the risks and required safe methods of working to all building users including parents/carers
- Ensure that staff (employees) have the relevant information and training to manage risks on a day to day basis, including access to competent health and safety advice where needed.
- Check that the control measures have been implemented and remain appropriate and effective.
- Ensure that the control measures are monitored throughout the day and reviewed where necessary.

2.1 Key Message

Good health and safety is about keeping things simple, being proportionate and focusing on the real (substantive) risks. Procedures should be clear and concise with assessment of risk being practical. Good leadership is about getting the balance right on managing risk rationally, it is not about trying to eliminate it altogether.

2.2 What Leaders need to do

- Ensure that the school is following the employer's health and safety policy and has effective arrangements for managing the health and safety risks at the school.
- Maintain effective communications with employers, governors, and the school workforce, and give clear information to pupils and visitors, including contractors, regarding any significant risks on site.
- Make sure that the staff have the appropriate training and competencies to deal with risks in their areas of responsibility.
- Consult and work with recognised TU safety representatives/employee representatives and safety committees.
- Consult and engage employees in the development of the risk assessment and ongoing review
- Make sure that staff understand their responsibilities and know how to access support and advice to help them manage risks responsibly.
- Provide visible leadership to the whole school so that staff feel motivated, supported and empowered to focus on the things that really matter.

See: <https://www.hse.gov.uk/services/education/sensible-leadership/leadership-test.pdf>

3. Locally Agreed Principles

Coventry schools Covid-19 re-set and recovery Plan' May 2020 - Revised July 2020

- The safety of everyone in school is paramount
- A consistent and co-ordinated approach and communication will be maintained across the Coventry school system
- Adherence to social distancing will be maintained as far as practicably possible in all classroom and school environments
- Best endeavours will be deployed to minimise the number of contacts staff and pupils have within school and ensure consistency in the groups pupils are placed within and staff teach/support
- School organisational planning will minimise the number of pupils that each staff member has contact with
- Schools will reserve the option of a "staff re-set day" and other opportunities for staff to come on site prior to working with children in September 2020

4. What we know

The World Health Organisation (WHO) confirms that data from published epidemiology and virologic studies provides evidence that COVID-19 is primarily transmitted directly from symptomatic people (those infected with Covid19 displaying symptoms) to others who are in close contact with the infected person. Respiratory droplets are passed on directly through coughing and sneezing, or indirectly by contact with contaminated objects and surfaces; where the virus may be transferred from the surface to the hand and then the face - eyes, nose or mouth. It is understood that people can be infectious before their illness starts. Therefore, to minimise the risk of transmission, settings must put into place effective infection protection and control. Ensuring appropriate social distancing in school, meticulous hand hygiene practice all serve to reduce risk significantly.

The balance of risk is now overwhelmingly in favour of children returning to school. For the vast majority of children, the benefits of being back in school far outweigh the very low risk from coronavirus (COVID-19)

The hierarchy of controls: if properly implemented will substantially reduce the risk of transmission of infection.

These include:

Exclusion:-

- Minimising contact with individuals who are unwell by ensuring that those who have coronavirus symptoms, or who have someone in their household who does, do not attend childcare settings, schools or colleges. Covid19 tests for symptomatic household member/s **must** confirm the outcome of the Covid-19 test if taken as soon as the results are known.
- Clinically vulnerable employees who are at higher risk of severe illness (for example, people with some pre-existing conditions as set out in the [staying at home and away from others \(social distancing\)](#) guidance should be supported in undertaking a Vulnerable Employee Risk Assessment (VERA) and reasonable adjustments made if necessary, which may include additional protections within the school environment or if possible working from home supporting the delivery of the curriculum for children unable to attend school as a consequence of self-isolation or local lockdown

Hygiene:-

- A stringent cleaning regime should be in place [COVID-19: cleaning in non-healthcare settings](#). At the highest level this could follow the advice set out in: [Covid-19-decontamination-in-non-healthcare-settings](#)
- Frequent cleaning and disinfecting of objects and surfaces that are touched regularly (touch points), should be undertaken using standard cleaning products or antiseptic wipes, both of which kill the virus. This may require settings to enhance cleaning capacity. It should be recognised that cleaners and caretakers provide the frontline in protecting everyone in school, but health and safety is everyone's responsibility so cleaning tasks may be undertaken by any member of staff as appropriate.
- Socialising hygiene routines including regular hand-cleaning regimes - washing hands thoroughly for 20 seconds with running water and soap, drying them thoroughly or using alcohol hand rub or sanitiser ensuring that all parts of the hands are covered. Identify specific situations when additional handwashing is required
- Ensuring good respiratory hygiene by promoting the 'catch it, bin it, kill it' approach with follow up handwashing and cleaning/wiping of any contaminated area followed by safe disposal of waste
- Maximise natural ventilation and access to the external learning environment

Social Distancing:-

- Secure social distancing and/or minimise the range of contacts an individual pupil and member of staff have whenever practicably possible, through group designation, footfall management and planned supervised movement throughout the school building
- Regulate entry so that the premises do not become overcrowded at any point ensuring no 'pinch points' are experienced at ingress or egress
- Where it is possible to remain 2 metres apart, continue to use floor markings/signage to mark the distance and facilitate compliance, particularly in corridors, hand cleaning areas, toilets and internal and external communal break areas. Primary age children and those with cognitive functioning that makes social distancing difficult, can socialise with children within their designated group (bubble)
- Ensure the environment (such as classroom layout) and timetables are conducive with social distancing – remove all clutter and non-essential resources. Desks/tables where practicably possible should be forward facing – pupils should avoid facing each other or sitting side by side.
- Minimise social contact by forming fixed groups of staff and children and avoiding movement between or blending of groups whenever possible. This may be a whole class group or if that is not possible e.g. secondary a whole year group. It is accepted that staff may have to deliver to more than one group, which is permissible, but contacts should be minimised and social distancing adhered to when possible.
- Where face-to-face contact is essential, this should be kept to 15 minutes or less whenever possible, contact should be side by side.
- Social distancing is not required in an emergency situation, e.g. medical emergency, fire evacuation etc. PPE should be used in a medical emergency if time permits (a first aid supply of PPE has been provided to all schools to secure an individual emergency situation, for example a sudden illness that may be Covid19 symptomatic of a child or staff member in school)

5. Summary

These underlying principles are the key focus for organising all aspects of the school day and need to be built into the operational routine. A model Covid19 operational risk assessment was developed for City-wide use, which is pre-populated with generic safe methods of working. It was advised that if adopted, it would need to be adapted to each specific setting. The risk assessment template has been reviewed to reflect the changes in risk and necessary controls from September 2020 when all pupils return to school on a full-time basis. In addition to infection control, the risk assessment template and supporting resources extends to support additional health and safety considerations related to the consequences of Covid19 specifically:

- Securing provision for SEN – from September 2020 the provisions in a child's Education, Health and Care Plan must be delivered. This means that peripatetic support teachers and health therapists will be able to work within schools, by adhering to the schools' visitors policy thereby balancing the risk of allowing external visitors into school with the duty of best endeavours to provide (school may adopt the LAs model policy for visiting professionals).
- Health and safety audit of the school building checklist – for use by class teachers (HSE) to ensure that the overall building is safe to use in terms of trips, falls, lighting, electricity hazards etc.
- Staff audit and recovery plans for absence of leadership, teachers, non-teaching staff, cleaners, first-aiders and DSL and response to Local Lockdown
- Maintaining communications with parents, staff, visitors and the general public
- Supporting the mental health and well-being of everyone in school
- Developing a recovery curriculum
- Developing a contingency plan to secure flexible support for home schooling, if a need arises as a consequence of group isolation; whole school isolation or local lockdown.

6. Resources and References

[Actions for educational and childcare settings to prepare for wider opening from 1 June 2020](#)
[Coronavirus \(COVID-19\): implementing protective measures in education and childcare settings](#)
[Coronavirus \(COVID-19\) Collection: guidance for schools and other educational settings](#)
[Actions for schools during the coronavirus outbreak](#)
[Coronavirus \(COVID-19\): implementing social distancing in education and childcare settings](#)
[Coronavirus \(COVID-19\): guidance for educational settings](#)
[COVID-19: cleaning in non-healthcare settings](#)

[Coronavirus \(COVID-19\): guidance for educational settings](#)
[COVID-19: cleaning in non-healthcare settings](#)
[Covid-19-decontamination-in-non-healthcare-settings](#)
[staying at home and away from others \(social distancing\)](#)
[Health and safety risk checklist for classrooms](#)
[E-bug posters](#)
[Guidance for full opening of schools](#)
[Guidance on the phased return of sport and recreation](#)
[Sport England](#)
[coronavirus \(COVID-19\) symptoms](#)
[Public Health England health protection team](#)
[guidance for food businesses on coronavirus \(COVID-19\)](#)
[COVID-19: review of disparities in risks and outcomes report](#)

Model COVID-19: Operational Risk Assessment for school reopening

Please note: this risk assessment should be undertaken in conjunction with the covering guidance which absorbs statutory requirements and Government guidance available as at July 2020. Control measures have been used to exemplify actions that could be taken to mitigate the risk.

Assessment conducted by:	Geraldine Marshall	Job title:	Principal	Covered by this assessment:	Staff, pupils, contractors, visitors, volunteers
Date of assessment:	11 th November 2020	Review interval:		Date of next review:	September 2020 and continuous review thereafter

Use this Risk matrix for the following risk assessment grids

Risk rating High (H), Medium (M), Low (L)	Likelihood of occurrence				
	High (very likely)	Medium (possible)	Low (remote)		
Activity	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Additional controls	Residual risk rating (H/M/L)

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
1. Establishing a gradual and safe approach for pupils and staff to return to school					
1.1 Establishing if the building is safe following an extended closure					
Health and safety risk assessments have not been reviewed. The health and safety audit is overdue.	L	<ul style="list-style-type: none"> Health and safety audit conducted by nominated staff and Governor Health and Safety committee met the week beginning 24th August. Sara from Billington's completed fire risk assessment on 21st August Classroom audits undertaken using the HSE Health and safety risk checklist for classrooms Classroom audits completed on the 1st June Risk assessments are updated or undertaken before the school reopens, mitigation strategies are put into place and communicated to staff with appropriate training covering: <ul style="list-style-type: none"> Different areas of the school have been reviewed and repurpose for organisation The use of the photocopiers/areas have been reviewed and adapted Procedures for when pupils and staff enter and leave school One-way system around the school will be used to ensure social distancing Planned movement around the school during lesson, break and lunch times Delivering aspects of the curriculum, especially for practical subjects and where shared equipment is used Reopening information to be shared with staff and parents – staggered starting times/lunch breaks and pick up times. Individual risk assessment for identified children who are returning in September 	Y		L
Statutory compliance has not been completed due to the availability of contractors during lockdown	L	<ul style="list-style-type: none"> All statutory compliance is up to date. SSO file confirms check up to date Where water systems have not been maintained throughout lockdown, chlorination, flushing and certification by a specialist contractor has been arranged. Health and safety check carried out by Sara from Billington's Health and safety committee to complete site check week beginning 24th August 	Y		L
1.2 First Aid/Designated Safeguarding Leads					
The lack of availability of designated First Aiders and Designated Safeguarding Leads may children's safety at risk	L	<ul style="list-style-type: none"> First Aid certificates have been extended for three months by Gov't Annual safeguarding training was completed on 1st September A programme for training additional staff is in place, using on-line training. Online Paediatric training has been completed by identified staff. Staff trained to use PPE equipment. Potential deployment of from Romero schools 	Y		L

		<ul style="list-style-type: none"> Consideration has been given to increasing DSL capacity to respond to respond to any increase in safeguarding and welfare concerns arising during the Covid-19 school closure and holiday period GM to have Level 3 refresher safeguarding training AVP to receive postponed Level 2 safeguarding training 			
Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
Classroom sizes will not allow adequate social distancing	M	<ul style="list-style-type: none"> Class sizes revert to 30 in recognition of Government advice that children are not at significant risk All tables in classrooms are facing forwards PE kits are worn into school on the day of PE lesson All children have individual pencil/pen and share maths resources between 2 children Year groups 1-6 started school 3rd September and Nursery and Reception on 7th September Timetables and staffing model determined to secure curriculum delivery for class-group size Classrooms are re-modelled, with chairs and desks facing forwards and allowing for social distancing wherever possible. Any surplus furniture including 'spare' chairs are removed if possible and area de-cluttered Clear age appropriate signage displayed in classrooms promoting social distancing see: E-bug posters Ensure class groups and staff wherever possible stay together consistently and do not mix or blend with other groups Reset and Recovery plan in place and reviewed regular Parents evening will now take place earlier in the Autumn tern via phone or Teams. 	Y		M
Large spaces that need to be used as classrooms	L	<ul style="list-style-type: none"> Set group size limit for large spaces (e.g. hall, sports hall, dining hall) that match teaching group size. Large gatherings of pupils and/or staff are prohibited, compliance is supported by signage, training and monitoring Design layout and arrangements in place to enable social distancing wherever possible One-way system around the school is being used to ensure social distancing. Reset and Recovery plan is updated frequently and shared Children are having Deli grab bags for lunch, initially in September. Sanitizer and cleaning resources to be always kept in the hall and used after lunchtime. Assemblies and celebrations to be delivered in classrooms The hall to be used for R and Y2 for lunchtime. Nursery and Years 1/3/4/5 and 6 to eat in their classroom or outside whenever possible. All spaces to be timetabled for interventions i.e. phonics and wiped down when finished 	Y		L
Staff rooms and offices do not allow for observation of social distancing guidelines	L	<ul style="list-style-type: none"> Staff rooms and offices have been reviewed and appropriate configurations of furniture and workstations have been put in place to allow for social distancing. Courtyard set up as an additional staffroom for eating. Staff are discouraged from congregating in communal spaces and are encouraged to eat observing social distance alone or with their designated team 	Y	<ul style="list-style-type: none"> Staff to be reminded of new government guidelines 	L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
		<ul style="list-style-type: none"> Social distancing expectations shared with staff – 1st June. To ensure no cross-contamination staff to clean table area before eating. Staff using a communal area do so in their designated groups only and the area is cleaned before being occupied by another group Staggered break/lunchtimes for class bubbles have ensured social distancing Continue to use the outside courtyard for staff to ensure social distancing 		<ul style="list-style-type: none"> Staff to wear their masks when outside during playtime. 	
School kitchens may not be able to serve whole school return	L	<ul style="list-style-type: none"> Serving of grab bags will be staggered, brought to the hall and classrooms to be served. A variety of hot choices are available within the Grab bags (28.9.20) All tables will be facing in the one direction in the hall. Children will continue to use the one-way system, entering the hall from Y3/4 corridor and exiting from the top door to ensure social distancing and fluidness Staff will clear away unwanted food and rubbish to restrict movement of children Government advice confirms that school kitchens can continue to operate, the kitchen will comply with guidance for food businesses on coronavirus (COVID-19) Staff training on Covid Risk assessments will be covered with all staff at a training session on 14th July and again in each school before pupils return in September. 	Y		L
Physical activity in school	L	<ul style="list-style-type: none"> Pupils to be kept in consistent groups Sports equipment to be thoroughly cleaned in between each use by a different group Avoid contact sports Where possible outdoor sports will be prioritised and large indoor spaces used when necessary, maximising distancing between pupils and adhering to stringent cleaning and hygiene External facilities are used in accordance with Government guidance guidance on the phased return of sport and recreation and Sport England Include activities such as active miles and active travel to promote social distancing exercise PE kits are worn on the day of a PE lesson – information was shared with children and parents the first week of September PE lessons will be taught outside 	Y		L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
2.2 Availability of Staff and Class Sizes					
<p>The number of staff who are available is insufficient to safely teach classes in school, operate effective home learning schemes and safeguard children not in school</p>	L	<ul style="list-style-type: none"> The health status and availability of every member of staff is known and is regularly updated so that deployment can be planned. Staff who are identified as potentially at increased risk from coronavirus) because they have particular characteristics that comparatively increase their risk as set out in COVID-19: review of disparities in risks and outcomes report should be identified and be given the opportunity to undertake a vulnerable employee risk assessment (VERA). The school will use its reasonable endeavours to accommodate the risk Staff are aware of the current symptom checker for Covid-19, including high temperature, persistent cough and loss of taste and smell and understand that they are not permitted to attend school if they or a household member is symptomatic All staff are aware of the testing procedure and report their illness or the illness of a household member immediately to enable testing to take place within 3 days of onset. Full use is made of those staff who are self-isolating or shielding but who are well enough to teach lessons online. Flexible and responsive use of teaching assistants and pastoral staff is in place to supervise classes under the direction of a teacher if required providing this does not displace provision for children with SEND An appropriate hierarchy of deputization is in place should a senior leader be unavailable. This might include external leadership capacity Individual risk assessment has been carried out on returning staff, if required Risk assessments to be shared with additional staff supporting school when required. Learning mentor to support the needs of all children especially those who are showing signs of anxiety Logins for online platforms will be set up for homework 	Y		L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
2.3 Testing and Managing Systems					
Testing is not used effectively to help manage staffing levels and support staff wellbeing	M	<ul style="list-style-type: none"> Guidance on accessing a priority test for symptomatic household members has been brought to the attention of all staff. Staff share the outcome of the test with their employer. The school, staff and parents engage with the Test and Trace processes Name / address of visitor to be recorded for track and trace purposes Updates shared with staff on a weekly basis. 	Y		L
Infection transmission within school due to staff/pupils (or members of their household) displaying symptoms	M	<ul style="list-style-type: none"> Ensure that pupils, staff and other adults do not come into school if they have coronavirus (COVID-19) symptoms or have tested positive in the last 7 days and ensure anyone developing these symptoms during the school day is safely sent home and instructed to arrange a Covid-19 test. Any household members within school will be sent home to self-isolate for 14 days or until the test result is known and is negative Engage with the NHS Test and Trace process Contain any outbreak by following local public health protection advice contact: Public Health England health protection team Pupils, parents and staff are aware of what steps to take if they, or any member of their household, display symptoms. This includes an understanding of the definitions and mitigating actions to take in relation to the terms clinically vulnerable and clinically extremely vulnerable should these apply. BAME - to consider the risks when planning the rota, as evidence from the Office for National Statistics shows a greater impact of Covid 19. Risk Assessment for BAME and staff self-identified as CV has been completed Robust collection and monitoring of absence data, including tracking return to school dates, is in place Procedures are in place to deal with any pupil or staff displaying symptoms at school. This includes safe isolation procedures, departure and cleaning. No entry sign to be used if a child is waiting to be picked up. A record of any COVID-19 symptoms in staff or pupils is reported to Shared Services Team. Public health advice is followed. Remind staff not to move from class bubble to class bubble during the day. 	Y		M
Staff, pupils and parents are not aware of the school's procedures (including on self-isolation and testing)	L	<ul style="list-style-type: none"> Staff, pupils and parents have received clear communications informing them of current government guidance on the actions to take should anyone display symptoms of COVID-19 and how this will be implemented in the school. This guidance has been explained to staff and pupils as part of the induction process and systems are in place to validate understanding. 	Y		L

should anyone display symptoms of COVID-19		<ul style="list-style-type: none"> Any updates or changes to this guidance are communicated in a timely and effective way to all staff and partners. Reset and Recovery plan is updated frequently and shared 			
Staff, pupils and parents are not aware of the school's procedures should there be a confirmed case of COVID-19 in the school	L	<ul style="list-style-type: none"> Staff, pupils and parents have received clear communications informing them of current government guidance on confirmed cases of COVID-19 and how this will be implemented in the school. Reset and Recovery plan is updated frequently and shared This guidance has been explained to staff and pupils as part of the induction process. 	Y		L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
3. Preventative measures to reduce risk of transmission through breaches of social distancing or good hygiene					
3.1 Staff Induction and CPD					
Staff are not trained in new procedures, leading to risks to health	M	<ul style="list-style-type: none"> Staff training prior to opening in September, which includes revisiting: <ul style="list-style-type: none"> Infection control Fire safety and evacuation procedures with class bubbles Constructive behaviour management Safeguarding Risk management Reset and Recovery plan is updated frequently and contains more details Updates have been shared with staff during September inset days – 1st and 2nd September. 	Y		L
New staff are not aware of policies and procedures prior to starting at the school when it reopens	L	<ul style="list-style-type: none"> Induction programmes are in place for all new staff – either online or in-school – prior to them starting. Completed 1st June The revised staff handbook is issued to all new staff prior to them starting. Face to face meetings with social distancing to take place with new staff joining in September. Returning staff members from shielding are inducted with new procedures and policies. Face to face Induction meetings have been arranged for the first week of September 	Y		L
3.2 Communication Strategy					
Key stakeholders are not fully informed about changes to policies and procedures due to COVID-19, resulting in risks to health	L	<p>Communications strategies for the following groups are in place:</p> <ul style="list-style-type: none"> Staff Pupils Parents Governors/Trustees Local authority Professional associations including Trade Unions Other partners including peripatetic staff and health professionals Guidance sheets for visitors are being issued before hand and when arriving. Staff to use the internal phone system to deliver messages etc and not to go into the main office unless necessary. Reset and Recovery plan is updated frequently and shared 	Y		L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
There is a lack of clarity and understanding in maintaining social distancing and good hygiene	L	<ul style="list-style-type: none"> Clear signage is in place at all school entrances, reception, toilets, washing, teaching, social and communal areas promoting social distancing, good handwashing and 'catch it bin it' rules. Clear floor markings identify 2 metre spaces (may be reduced to 1 metre+) and one-way systems in corridors and thoroughfares to ensure safe distancing when travelling in and around the building or the external environment, including arrival and leaving procedures. All systems and procedures are visibly modelled by leaders and routinely monitored and reviewed throughout the day. Addition hand sanitiser pumps to be purchased for pinch points in school I.e. by the photocopiers. Children will be reminded frequently of hand hygiene, the protocol of catch it, bin it, kill it and social distancing wherever possible. Parents are encouraged to wear face masks when dropping off and picking up. 	Y		L
Parents and carers are not fully informed of the health and safety requirements for the reopening of the school	M	<ul style="list-style-type: none"> As part of the overall communications strategy referenced in parents are kept up to date with information, guidance and the school's expectations on a weekly basis using a range of communication tools. A COVID-19 section on the school website is created and updated. Parent and pupil handbooks/information leaflets are created. Parent questionnaire to send out in September for their views Parents evening to take place early Autumn via phone or Teams 	Y		L
Parents and carers may not fully understand their responsibilities should a member of their household or a child shows symptoms of COVID-19	M	<ul style="list-style-type: none"> Key messages in line with government guidance are reinforced on a weekly basis via email, text and the school's website. Undated behaviour home school agreement to be signed by all children and parents returning in September 	Y		L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
4. Planning Movement around the school					
Movement around the school risks breaching social distancing guidelines	M	<ul style="list-style-type: none"> • Circulation plans have been reviewed and revised. • One-way systems are in place where possible. • Corridors are divided where feasible. • Appropriate signage is in place to clarify circulation routes. • Pinch points and bottle necks are identified and managed accordingly. • The use of the photocopiers/areas have been reviewed and adapted • Movement of pupils around school is minimised as much as possible, with pupils staying in classrooms and utilising any external learning environment that is available • All bubbles have allocated learning spaces outside • Pupils are regularly briefed regarding observing social distancing guidance. • Appropriate levels of supervision and guidance are in place. • Children to continue to enter and exit through classroom door to minimise social distancing where possible. • Y5 to enter through Y6 and Y5 cloakroom • Continue to monitor the use of the office photocopiers area - ongoing • Y6, Y2 and Y4 to keep their coats in classrooms on arrival at school to ensure social distancing in the cloakrooms • Children to move around the school in single file using the one-way system only if necessary. Internal phones to be used wherever possible. 	Y		L
4.1 Management of social distancing in reception areas					
Groups of people gather in reception (parents, visitors, deliveries) which risks breaching social distancing guidelines	M	<ul style="list-style-type: none"> • No visitors are allowed on the premises without a pre-arranged appointment. If a visit can be arranged out of school hours, it should • A record of all visitors and their contact numbers are obtained and retained for the purposes of Test and Trace procedures • Any visitors are provided with clear guidelines on behaviours whilst on premises – ideally sent electronically in advance of the visit • Office to sign in visitor. • Non-contact signing in arrangements are in place that do not require writing or electronic entry by the visitor • Social distancing points are clearly set out, using floor markings, continuing outside where necessary. • Social distancing guidance is clearly displayed to protect reception staff (e.g. distance from person stood at reception desk). • Non-essential deliveries and visitors to school are minimised. 	Y		L

		<ul style="list-style-type: none"> • Arrangements are in place for segregation of visitors. • The screen saver of the Inventory system deactivated to enable staff to sign in using their bar code on their ID badge. • Reset and Recovery plan is updated frequently and contains more details • All children will enter school via the top gate and leave by the carpark gate using the one-way system, on their allocated staggered time. • Children will wash/sanitise their hands before entering the classroom. • All windows and doors, wherever possible will be kept opened for ventilation • Visitors will be asked to arrive 5 minutes before their meeting to ensure social distancing in the main office. 			
4.2 Management of Aggress and Egress – arrival and departure					
The start and end of the school day create risks of breaching social distancing guidelines	M	<ul style="list-style-type: none"> • Parents have clear information on drop-off, pick up procedures whether on foot or driving with clear signage in place. • Parents are encouraged to wear face masks when dropping off and picking up. • Start and departure times are staggered to reduce pinch points and risk of breach if this is possible without reducing the overall teaching time for pupils • A clear traffic management scheme is in place that allows safe queuing of vehicles monitored on the school gate with a drop-off and go procedure in place • All available safe exits are utilised to leave the school building, with clear safeguarding procedures in place to ensure children are handed over to their parents • Parents/children will enter using the Y6 gate and exit through the carpark gate in a one-way system. • Gate 3 will be kept closed. • Segregation of groups is considered wherever practicable • Floor markings are visible where it is necessary to manage any queuing. • All children will enter school via the top gate and leave by the carpark gate using the one-way system, on their allocated staggered time. • Children will wash/sanitise their hands before entering the classroom. 	Y		L
Pupils and parents congregate at exits and entrances, making social distancing measures difficult to apply	M	<ul style="list-style-type: none"> • Start and finish times are staggered. • The use of available entrances and exits is maximised. • Social distancing guidelines are reinforced at entrances and exits through signage and floor/ground markings, including external drop-off and pick-up points. • Weekly messages to parents stress the need for social distancing at arrival and departure times. • Continued feedback to parents via Arbor and the newsletter to help identify positives or changes that need to happen on drop off/pick up times (via parent questionnaire) 	Y		L

<p>Pupils use public transport and thereby increase risk of infection and transmission</p>	<p>M</p>	<ul style="list-style-type: none"> Public transport is defined as transport used by the general public. If children use a public bus to come to school they will have to wear a face covering if they are over the age of 11. Staff using public transport must ensure that they safely remove their face covering on arrival and continue wearing indoors in school where applicable. Once removed staff will store it safely and hygienically in a sealed plastic bag or container – staff are advised to carry a spare face covering School transport commissioned by the LA (excluding the use of public buses via a bus pass) are not available to the general public and therefore risk is reduced by the controls deployed by the LA and provider risk assessments Parents and children will be discouraged for using public transport if there is another practical mode of getting to school including, walking, cycling (if safe) or family car. Personal budgets will be promoted to families entitled to free home to school transport by the LA and the school to minimise risk and secure capacity for families that need dedicated transport the most Children to use allocated bike stand. If numbers increase to use the fence to lock up their bike ensuring social distancing. 	<p>Y</p>		<p>L</p>
<p>Pupils use school minibus and thereby increase risk of infection and transmission</p>	<p>M</p>	<ul style="list-style-type: none"> Pupils are grouped together on transport, where possible reflecting the bubbles that are adopted within school Where pupils are travelling to and from a site, the seat will be assigned to a pupil for both journeys. Staff will ensure the use of hand sanitiser upon boarding and/or disembarking There will be additional cleaning of vehicles after usage Staff will ensure there is an organised queue when boarding wherever possible Distancing within vehicles wherever possible, e.g. seats left unused as spacing between pupils The use of face coverings for children (except those under the age of 11), where appropriate, for example, if they are likely to come into very close contact with people outside of their group or who they do not normally meet Ventilation of the minibus, will be actioned before the journey begins. Nigel Bellamy and Christina O’Neill to advise on any individual trips or circumstances in relation to the Minibus. Billington to provide further support on H and S. 	<p>Y</p>		<p>L</p>
<p>4.3 Consideration of how to reduce contacts and maximise distancing between those in school wherever possible and minimise potential for contamination as far as is reasonably practicable</p>					
<p>Formulating group sizes to minimise contacts and mixing whilst delivering a broad and balanced curriculum</p>	<p>H</p>	<ul style="list-style-type: none"> Group pupils together to reduce as far as possible the number of contacts between children and staff, to a size that balances the requirement to deliver a broad and balanced curriculum. The maximum group size is one year group. The ideal group size is one class group Maintain as far as possible the consistency of group members. 			<p>M</p>

		<ul style="list-style-type: none"> • Avoid contact between groups as far as possible • Staff to maintain distance from pupils and other staff as much as possible • Children should only be placed in larger groups if they are able to observe social distancing otherwise, they must be placed in a class group. • limit interaction, sharing of rooms and social spaces between groups as much as possible. • younger children will not be able to maintain social distancing, and it is acceptable for them not to distance within their group. • where possible children may spend the majority of their time in their class groups, but will be allowed to mix into wider groups for specialist teaching, wraparound care and transport, • All teachers and other staff can operate across different classes and year groups if that is needed to enable a full educational offer. • If staff need to move between classes and year groups, they should try and keep their distance from pupils and other staff as much as they can, ideally 2 metres from other adults. • Face to face contact will be avoided if possible and the time spent in close contact (within 1 metre of anyone) will be minimised • The provision for a child with complex needs who require close contact care can be delivered as normal • Mission assemblies and Good work assemble will continue to take place in class bubbles. • KS1 bubble includes both Y1 and Y2 classes to facilitate effective teaching of phonics • School trips will not take place in the Autumn term and will be reviewed in the spring term 			
<p>The size and configuration of classrooms and teaching spaces does not support compliance with social distancing measures</p>	L	<ul style="list-style-type: none"> • Net capacity assessment is completed, with each classroom and teaching space compliant with social distancing measures and in line with local and government guidance • Where possible all pupil desks are forward facing, and the teacher maintains a 2 metre distance at the front of the class. • All furniture not in use has been removed from classrooms and teaching spaces into safe storage • Arrangements are reviewed regularly. • On PE day children will wear their PE kit into school • All staff to wear face masks when supporting a small group of children or working 1:1 with children. • All staff to wear a mask when in communal areas including the dining hall. • Each member of staff to be purchased washable masks. 	Y		L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
4.4 Management of movement in corridors					
Social distancing guidance is breached when pupils circulate in corridors	M	<ul style="list-style-type: none"> • Circulation plans have been reviewed and amended. • One-way systems are in operation where feasible. • Corridors are divided where feasible. • Circulation routes are clearly marked with appropriate signage. • Any pinch points/bottle necks are identified and managed accordingly. • The movement of pupils around school is minimised as much as possible. • Where possible, pupils and staff stay in classrooms or in designated external areas • Pupils are reminded regularly to observe social distancing guidance whilst circulating, supported by signage • Appropriate supervision levels are in place. • Children are to walk in single file, using the one-way system whenever necessary 	Y		L
4.5 Management of social distancing at break times					
Pupils may not observe social distancing at break times	M	<ul style="list-style-type: none"> • Break times are staggered if possible • External areas are designated for different groups. • Pupils are reminded about social distancing as break times begin. • Social distancing signage is in place around the school and in key areas. • Supervision levels have been enhanced, especially with younger pupils, to support social distancing. 	Y	<ul style="list-style-type: none"> • See Septembers reopening overview for times and allocations of lunchtime and breaks 	M

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
4.6 Management of social distancing at lunch times					
Pupils may not observe social distancing at lunch times	M	<ul style="list-style-type: none"> Septembers reopening overview for times and allocations of lunchtime and breaks were shared with staff and children. Pupils are reminded about social distancing as lunch times begin. Pupils wash their hands using the 20 second routine, before and after eating. Dining area layouts have been configured and tables and chairs are facing forwards Dining room will be set up beforehand with deli grab bags been brought too ready to be handed out. Reception and Y2 will have their dinner in the hall, which will be set up beforehand. Nursery, Y1, Y3. Y4, Y5 and Y6 will have their dinner in their classroom bubble space. Dinner tray will be set up with cutlery for Y3, Y4, Y5 and Y6 if needed One-way system continues to be adhered to during Lunchtime by children and staff were possible Floor markings are used to manage queues and enable social distancing wherever possible. Additional arrangements are in place, such as staggering lunch times, pupils eating or other spaces. Guidance has been issued to parents and pupils on packed lunches (e.g. the use of disposable bags instead of lunch boxes). Eating areas are cleaned in-between group usage and after lunch has ended. Staggered lunchtimes are considered to reduce congestion providing this does not impact on the delivery of teaching time Some pupils will receive packed lunches in their classrooms to ease congestion in the dining halls 	Y	<ul style="list-style-type: none"> Review indoor provision during lunchtime – wet play 	M
4.7 Management of social distancing and hygiene in the toilets					
Queues for toilets and handwashing risk non-compliance with social distancing measures	L	<ul style="list-style-type: none"> Queuing zones for toilets and hand washing have been established and are monitored. These do not have to be segregated for different groups, but should not be used by members of different groups at the same time Floor markings are in place to enable social distancing. Pupils know that they can only use the toilet one at a time. Pupils are encouraged to access the toilet during class/throughout the day to help avoid queues. The toilets are cleaned frequently. Monitoring ensures a constant supply of soap and paper towels. Bins are emptied regularly. 	Y		L

		<ul style="list-style-type: none"> • Each class bubble has their own sink for washing of hands in classrooms or just outside • Soap, hand sanitiser and tissues should be available in each classroom. • Pupils are reminded regularly on how to wash hands and young children are supervised in doing so. Signage is in place. • Each class bubble has been allocated toilets to be use at all times throughout the day 			
4.8 Safety Arrangements for the use of Medical Rooms					
The configuration of medical rooms may compromise social distancing measures	L	<ul style="list-style-type: none"> • Social distancing provisions are in place for medical rooms behind a closed door if possible • Additional rooms are designated for pupils with suspected COVID-19 whilst collection is arranged. • Procedures are in place for medical rooms to be cleaned after suspected COVID-19 cases, along with other affected areas, including toilets. It is advised that household bleach is used after the room is vacated. • No entry sign used if area is been cleaned or due to be cleaned • Covid-19 first aid packs are available to ensure appropriate PPE for supervising staff • Any member of staff providing assistance to someone with symptoms and any pupils who have been in close contact with them must wash their hands thoroughly for at least 20 seconds with soap and running water or use hand sanitiser after any contact with someone who is unwell 	Y		L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
5. Securing and sustaining robust hygiene systems and procedures					
5.1 Cleaning					
Cleaning capacity is reduced so that an initial deep-clean and ongoing cleaning of surfaces are not undertaken to the standards required	M	<ul style="list-style-type: none"> An enhanced cleaning plan is agreed and implemented which minimises the spread of infection. Working hours for cleaning staff are increased to secure sufficient capacity to undertake an enhanced cleaning regime throughout the day Sufficient supplies of soap/handwash, paper towels, tissues and cleaning products are procured to ensure constant supplies are available in every teaching and washing space and this reflects increased demand in September when all pupils and staff return Each class has their own set of cleaning resources which are to be used throughout the day. 	Y		L
5.2 Hygiene and Handwashing					
Inadequate supplies of soap and hand sanitiser mean that pupils and staff do not wash their hands with sufficient frequency	M	<ul style="list-style-type: none"> An audit of handwashing facilities and sanitiser dispensers is undertaken before the school reopens and additional supplies are ordered Monitoring arrangements are in place to ensure that supplies of soap, hand towels and sanitiser are maintained throughout the day. 	Y		L
Pupils forget to wash their hands regularly and frequently	M	<ul style="list-style-type: none"> Staff training includes the need to remind pupils of the need to wash their hands regularly and frequently. Posters and electronic messaging boards reinforce the need to wash hands regularly and frequently. School leaders monitor the extent to which handwashing is taking place on a regular and frequent basis. Pupils and staff are taught how to effectively wash their hands especially before and after eating, going to the toilet, or following direct contact with another person 	Y		L
Equipment and resources	M	<ul style="list-style-type: none"> Individual and very frequently used equipment such as pencils and pens should not be shared Classroom based resources including books and games can be shared within the designated group but must be cleaned regularly Resources shared between groups such as sports, art and science equipment must be cleaned between group usage or decontaminated by leaving them out of reach for 48 hours (72 hours for plastics) Outdoor play equipment will be cleaned more frequently 	Y		L

		<ul style="list-style-type: none"> • Pupils will be limited to what they can bring into school to: bags, lunch boxes, hats, coats, books, stationary and mobile 'phones when permitted. • Each child to have their own pencil and personal equipment. • Reading books to be sent home, once returned books will be quarantined for 72 hours before going back in the system. • Maths equipment to be shared between two and regularly cleaned • Homework to be sent home via email or an online platform. EY's /KS1-Seesaw Year 6 phones are to be kept in their classroom in separate bags. 			
5.3 Personal Protection Equipment (PPE)					
Pupils and teachers can take books and other shared resources homes, but unnecessary sharing should be avoided					
Provision of PPE for staff where required is not in line with government guidelines	M	<ul style="list-style-type: none"> • Government guidance on wearing PPE is understood, communicated and sufficient PPE has been procured. • All staff trained in using PPE – 3.6.20 • Those staff required to wear PPE (e.g. SEND intimate care; receiving/handling deliveries; cleaning staff) have been instructed on how to put on and how to remove PPE carefully to reduce contamination and also how to dispose of them safely). • All staff to wear face masks in communal areas and when delivering intervention. • Staff are reminded that wearing of gloves is not a substitute for good handwashing. • Parents have been encouraged to wear a face mask when dropping off and picking up their child. 	Y	<ul style="list-style-type: none"> • Continue to follow updated Government guidelines – face masks • Face masks to be handed out to parents who have forgotten theirs for drop off and pick up times. 	L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
6. Curriculum Organisation Please also refer to: <ul style="list-style-type: none"> • TRCA Closure Plan (includes Remote Education plan) • TRCA Operational Plan 2020 / 2021 (including TRCA Romero Reconnects Action plan) 					
Children may need to re-socialise and familiarise with new routines	M	<ul style="list-style-type: none"> • Consideration should be given on planning what to teach and how • The priorities for young children currently is resocialisation into new style school routines; speaking and listening and regaining momentum in particular with early reading. • Recovery Curriculum training took place on to take place 2.9.2 • Planned Well Being days for the children to take place in the first week of September to help with transition. • Recovery Curriculum to be in place for September • RSHE to be a high priority – ‘Life to the full’ to be implemented from September. 	Y		L
Children may have fallen behind in their learning during the school closure and achievement gaps will have widened	M	<ul style="list-style-type: none"> • Gaps in learning are assessed and addressed in teachers’ planning. • Home and remote learning, if required, is calibrated to complement in-school learning and address any gaps identified to minimise inequality • Plans for intervention are in place for those pupils who have fallen behind in their learning. • Children to use previous years exercise books so that new teachers know previous expectations/levels and skills • Diagnostic reading/Gaps tests to inform effective teaching • Pre-Maths assessment to inform teaching of Maths No Problem. • Writing assessment to take place in the first week of returning for year groups 1-6 • Heavy focus on guided learning in Y1 with continued provision for identified children • Morning Phonic interventions for identified children following initial assessments 	Y		L
Pupils moving on to the next phase in their education do not feel prepared for the transition	M	<ul style="list-style-type: none"> • A plan is in place for pastoral staff to speak with pupils and their parents about the next stage in their education and resolve any issues. • Virtual tours of the school are available for parents and pupils. • Planned Well Being days for the children to take place in the first week of September to help with transition 	Y		L

		<ul style="list-style-type: none"> Learning mentor to support identified children who may struggle to return to school. 			
Resuming full support for pupils with SEND (SEND Support and EHC Plans)	M	<ul style="list-style-type: none"> All children with SEND will return full-time to school in September 2020 and receive their full entitlement to support Small children and children with complex needs will continue to be helped to wash their hands properly Vulnerable children risk assessments will be completed for children with additional needs who are unable to regulate their behaviour e.g. involuntary spitting using the Las vulnerable children risk assessment template External specialists will resume direct contact in schools for assessment, training, advice and support purposes observing the school's visitors policy and mirroring expectations on staffing behaviours in terms of hygiene and social distancing Interventions will take place for each year group in an allocated area within the classroom or just outside. All areas will be cleaned after use. 	Y	<ul style="list-style-type: none"> Class teachers to meet with SENCO to discuss the needs of children with SEND 	L
Risk of infection from singing, chanting, playing wind or brass instruments and shouting	H	<ul style="list-style-type: none"> Music lessons will be held outside when practicable, participants will be physically distanced and taught in groups of no more than 15 for wind/brass/singing, positioning children back-to-back or side-by-side (not face to face) Instruments will not be shared Children will have their own Instruments which will be cleaned before and after sessions. A screen will be used between the teacher and the pupil Delay music groups/choirs for the first half term/full term to be reviewed at Christmas 	Y		M

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
7. Enhancing Mental Health Support for Pupils and Staff					
7.1 Mental health concerns – pupils					
Pupils' mental health has been adversely affected during the period that the school has been closed and by the COVID-19 crisis in general	M	<ul style="list-style-type: none"> • There are sufficient numbers of trained staff available to support pupils with mental health issues. • There is access to designated staff for all pupils who wish to talk to someone about wellbeing/mental health. • Wellbeing/mental health is discussed regularly in PSHE/virtual assemblies/pupil briefings (stories/toy characters are used for younger pupils to help talk about feelings). • Resources/websites to support the mental health of pupils are provided. • Assemblies and circle time to be used to support well-being of pupils. • School to register to become a 'Exploring Mental Health School' • Ten Ten resources to be used to support well-being of pupils 	Y		L
7.2 Mental health concerns – staff					
The mental health of staff has been adversely affected during the period that the school has been closed and by the COVID-19 crisis in general	M	<ul style="list-style-type: none"> • Staff are encouraged to focus on their wellbeing. • Line managers are proactive in discussing wellbeing with the staff that they manage, including their workload. • Staff briefings and training have included content on wellbeing. • Staff briefings/training on wellbeing are provided. • Staff have been signposted to useful websites and resources. • BHSF can be used as a source for other agencies or counselling https://www.bhsf.co.uk/ • GM/LS attended supervision training on 23rd September • Where possible, Hays online sessions to be continued for staff not previously accessing 	Y		L
7.3 Bereavement Support					
Pupils and staff are grieving because of loss of friends or family	M	<ul style="list-style-type: none"> • The school has access to trained staff who can deliver bereavement counselling and support. This includes the Council's critical incident team • Support is requested from other organisations when necessary. • School will need support following the loss of Parish Priest Father Bob; this will be supported through plans to remember Father Bob in the school with some form of memorial and ongoing prayers in Collective Worship as appropriate. • Principal to work closely with new Parish Priest and support with communication. Ongoing • Children to meet and receive support from Fr Des, the new parish priest with social distancing • TRCA Bereavement Policy (in relation to supporting loss of Father Bob) • BHSF Support via the Employee benefit scheme https://www.bhsf.co.uk/ • Occupational Health where appropriate 	Y		L

Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
8. Governance and Policy					
8.1 The role of Governors					
Lack of governor oversight during the COVID-19 crisis leads to the school failing to meet statutory requirements.	L	<ul style="list-style-type: none"> The governing body continues to meet regularly via online platforms. The governing body agendas are structured to ensure all statutory requirements are discussed and school leaders are held to account for their implementation. The Principal's report to governors includes content and updates on how the school is continuing to meet its statutory obligations in addition to covering the school's response to COVID-19. Regular dialogue with the Chair of the Academy Committee and the Board of Directors with designated responsibilities is in place. Minutes of governing body meetings are reviewed to ensure that they accurately record governors' oversight and holding leaders to account for areas of statutory responsibility. 	Y	<ul style="list-style-type: none"> Share TRCA COVID-19 plan closure plan 	L
Governors are not fully informed or involved in making key decisions	L	<ul style="list-style-type: none"> Online meetings are held regularly with governors. Board of Directors in consultation with Local Academy Committees are involved in key decisions on reopening. Board of Directors and Academy Committees are briefed regularly on the latest government guidance and its implications for the school. 	Y		L
8.2 Policy Review					
Existing policies on safeguarding, health and safety, fire evacuation, medical, behaviour, attendance and other policies are no longer fit for purpose in the current circumstances	L	<ul style="list-style-type: none"> All relevant policies have been revised to take account of government guidance on social distancing and COVID-19 and its implications for the school. Behaviour policies recognise that adverse experiences of lockdown and or lack of routine and regular attendance at school may lead to levels of disengagement, anxiety and behavioural responses setting reasonable and proportionate expectations of behaviour and make appropriate provision to support Covid-19 Behaviour Policy addendum and Home School Agreement has been shared with all Parents – 8.6.20 and will be revisited in September Staff, pupils, parents and governors have been briefed accordingly. Board of Directors and Academy Committees have approved revisions. Behaviour addendum and home school agreement to be shared with all parents in September 	Y		L

<p>Covid 19 outbreak in group, whole school or area lockdown will further disrupt learning</p>	<p>M</p>	<ul style="list-style-type: none"> • A remote education plan is in place that covers continuing education provision at a group, whole school and local area lockdown level • KM to complete training for EY's and KS1 - SeeSaw • High quality online and offline resources and teaching videos have been sourced, quality assured and approved – these will be applied consistently across all groups • Remote education is integrated into the school's curriculum planning • Printed resources are available for those that cannot access the internet physically or cognitively • The curriculum is planned to ensure that knowledge and skills are built incrementally and clear explanations of content are delivered by a teacher in school though high quality curriculum resources and/or videos with face to face virtual contact as appropriate – ideally daily 	<p>Y</p>	<ul style="list-style-type: none"> • Monitor engagement of the on-line platforms. • KM to continue to support teachers with delivering homework using Teams and Seesaw 	<p>L</p>
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Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
9. Other operational issues					
9.1 Review of fire procedures					
Fire procedures are not appropriate to cover new arrangements	M	<ul style="list-style-type: none"> Fire procedures have been reviewed and revised where required, due to: <ul style="list-style-type: none"> Reduced numbers of pupils/staff Social distancing rules during evacuation and at muster points Possible need for additional muster point(s) to enable social distancing where possible Staff and pupils have been briefed on any new evacuation procedures. Incident controller and fire marshals have been trained and briefed appropriately. Completed on 1.6.20 The second playground will be used for fire evacuations Fire drill to take place in the first 4 weeks once all children are in school 	Y		L
Fire evacuation drills - unable to apply social distancing effectively	M	<ul style="list-style-type: none"> Plans for fire evacuation drills are in place which are in line with social distancing measures. The second playground will be used for fire evacuations 	Y		L
Fire marshals absent due to self-isolation	M	<ul style="list-style-type: none"> An additional staff rota is in place for fire marshals to cover any absences and staff have been briefed accordingly. 	Y		L
9.2 Contractors working on school site					
Contractors on-site whilst school is in operation may pose a risk to social distancing and infection control	L	<ul style="list-style-type: none"> Ongoing works and scheduled inspections for schools (e.g. estates related) have been designated as essential work by the government and so are set to continue. These will be organised outside of school hours wherever reasonably practicable; external visitors should still be minimised except for specialist peripatetic staff and health professionals. An assessment has been carried out to see if any additional control measures are required to keep staff, pupils and contractors safe. Assurances have been sought from the contractors that all staff attending the setting will be in good health (symptom-free) and that contractors have procedures in place to ensure effective social distancing is always maintained. Alternative arrangements have been considered such as using a different entrance for contractors and organising classes so that contractors and staff/pupils are kept apart. Social distancing is being maintained throughout any such works and where this is not possible arrangements are reviewed. In addition to arrangements for COVID-19, normal contractor procedures are being applied and have been updated in light of COVID-19 (including contractor risk assessments and method statements, and contractor induction). 	Y		L

10. Additional site-specific issues and risks					
Schools to add any site-specific issues/arrangements here and ensure mitigation strategies are in place to address them					
Activity	Risk rating prior to action (H,M,L)	Control measures	In place? (Yes/No)	Additional Controls	Residual Risk Rating (H/M/L)
Social distancing when using bikes to come to school	L	<ul style="list-style-type: none"> Only 6 bikes to use the bike rack. Children to use the fence to lock up their bike if needed 	Y		L
Access to water for pupils	L	<ul style="list-style-type: none"> Staff to fill water bottles for the children in their bubble 	Y	Water fountains to remain closed	L
Access to emergency medicine for individual children	L	<ul style="list-style-type: none"> Emergency medicine to be kept in each bubble. Training to be provided if required for staff to administrate to a child within their bubble. Parents to be reminded to send or replenish new inhalers 	Y		L
Staff who work in more than one school	L	<ul style="list-style-type: none"> Supporting Sacred Heart staff to receive St Gregory's risk assessment Supporting staff to receive CPD/opportunity to discuss risk assessments Clear communication between both schools concerning test and trace and identified cases. 	Y		L
Children to receive flu vaccinations	H	<ul style="list-style-type: none"> Vaccinating will be carried out in each class bubble The NHS team will walk to each applicable classroom where the children will be waiting for them, rather than the children being brought to the NHS team The NHS team will be following the most up-to-date government and PHE guidance on maintaining social distance, decontamination and Infection Prevention and Control (IPC). According to the NHS, vaccination will not overload the child's immune system and does not make them more susceptible to other infections. 	Y		M
Volunteers in school	M	<ul style="list-style-type: none"> All volunteers to go through the risk assessment with a member of staff to ensure understanding. Volunteers to be allocated to one class bubble. Volunteers to adhere to social distance when entering and exiting the school. Volunteers to have a clear understanding of the test and trace policy. 	Y		L
Care club (before and after school provision)	M	<ul style="list-style-type: none"> Care club will use the hall and top corridor for year group bubbles. Children will be collected from their classrooms and brought to the hall for registration. 			L

		<ul style="list-style-type: none"> • Each bubble will have a set of resources/activities which will be wipe down frequently. • Behaviour expectations and new routines will be shared with children and parents the first week of reopening. • Cleaning resources to be kept in the hall in a cupboard. • Children to be pick up from the hall with staggered times. • Children to use their class bubble toilet. 			
Children who routinely attend more than one setting (e.g. dual registered, KEYS intervention programme or alternative provision)	H	<ul style="list-style-type: none"> • The school, working with the setting will ensure that all risk are addressed collaboratively to jointly deliver a broad and balanced full-time curriculum 	Y		L
Face coverings to prevent spread of virus – National Lockdown from 5th November 2020	M	<ul style="list-style-type: none"> • Staff are advised by Coventry LA and Local PHE to wear face coverings in areas outside the classrooms where social distancing cannot easily be maintained (e.g. communal areas inside the school buildings including moving between lessons). • Parents are must wear face coverings when dropping off and picking up children and school staff monitoring school drop off/pick up are also wear face coverings 	Y		L
Social Distancing and Self-isolation	H	<ul style="list-style-type: none"> • School staff keeping social distance from other school staff (and from pupils, as appropriate) is important. 	Y		L

Autumn Arrangements Plan

Coming into School			
Nursery	Reception	Year 1	Year 2
8:30 Entrance: Year 6 Gate Exit: Nursery Gate (one-way system for parents)	8:45 Entrance: Year 6 Gate Exit: Nursery Gate (one-way system for parents)	8:45 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)	8:40 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)
Year 3	Year 4	Year 5	Year 6
8:35 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)	8:40 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)	8:45 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)	8:45 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)
Picking up from school			
Nursery	Reception	Year 1	Year 2
Usual pick up time Entrance: Year 6 Gate. Nursery Gate if before 3.00pm Exit: Nursery Gate (one-way system for parents)	3.10 Entrance: Year 6 Gate. Hall door if before 3.00pm Exit: Nursery Gate (one-way system for parents)	3:10 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)	3:15 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)
Year 3	Year 4	Year 5	Year 6
3:10 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)	3:15 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)	3:10 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)	3:15 Entrance: Year 6 Gate Exit: Carpark Gate (one-way system for parents)



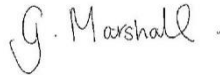
Useful Contacts

Principals are responsible for their respective school including Premises, Risk assessments and implementing safety measures (Water systems etc)

	Entity	Name	Role	Email
	Cardinal Wiseman	Tom Leverage	Principal	tlevrage@cardinalwiseman.coventry.sch.uk
	Corpus Christi	Kevin Shakespeare	Principal	k.shakespeare@romeromac.com
	Good Shepherd	Andy McConville	Principal	a.mcconville@romeromac.com
	Sacred Heart	Paul Madia	Principal	p.madia@romeromac.com
	SS Peter and Paul	Lorraine Stanton	Principal	l.stanton@romeromac.com
	St Gregory	Geraldine Marshall	Principal	g.marshall@romeromac.com
	St John Fisher	Dee Williams	Principal	d.williams@romeromac.com
	St Patrick	Andrea Sherratt	Principal	a.sherratt@romeromac.com
1	MAC Covid-19 Strategy	Helen Quinn	Catholic Senior Executive Leader	h.quinn@romermac.com
2	MAC Personal Protective Equipment (PPE) responsibility	Nigel Bellamy	Facilities Manager	n.bellamy@romeromac.com
3	MAC Safeguarding Management	Andrea Sherratt	St Patrick's Principal Safeguarding	a.sherratt@romeromac.com
4	MAC Premises Management	Patrick Taggart	Academy Business Director	p.taggart@romeromac.com
5	Board of Directors	Brendan Fawcett	Chair of Board	b.fawcett@romeromac.com

Risk Assessment Review

This Covid-19 Risk Assessment has been checked by:

Name	Role	Signature
Brendan Fawcett	Chair of Directors	
Helen Quinn	Catholic Senior Executive Leader	
Geraldine Marshall	Principal Saint Gregory	
Paul O'Donnell	Chair of Local Academy Committee	