

ACADEMY Purple Oaks	SECTION/TEAM	DATE OF ASSESSMENT 23.07.20 18.09.20 9.11.2020
<b>WHO MIGHT BE HARMED?</b> Employees, pupils, parents/guardians, service users, contractors and members of the public. NB for ease of reading pupils and young people are referred to as pupils in this document. Unless specifically stated the controls apply to all pupils attending the academy		<b>HOW MANY ARE AFFECTED?</b> >200

All staff must read this document and complete the MS form to confirm they have read and had an opportunity to ask questions before they return to their normal work.

This risk assessment has been revised to reflect updated guidance from the Department for Education (DfE) published on 2 July 2020. In particular academies must ensure that at all times they comply with the basic requirements of the guidance (in italics) to:

- 1) *minimise contact with individuals who are unwell by ensuring that those who have coronavirus (COVID-19) symptom, or who have someone in their household who does, do not attend school*
  - 2) *clean hands thoroughly more often than usual*
  - 3) *ensure good respiratory hygiene by promoting the ‘catch it, bin it, kill it’ approach*
  - 4) *introduce enhanced cleaning, including cleaning frequently touched surfaces often, using standard products such as detergents and bleach*
  - 5) *minimise contact between individuals and maintain social distancing wherever possible*
  - 6) *where necessary, wear appropriate personal protective equipment (PPE)*
- Numbers 1 to 4 must be in place in all schools, all the time.*  
*Number 5 must be properly considered and schools must put in place measures that suit their particular circumstances.*  
*Number 6 applies in specific circumstances.*

**Response to any infection:**

- 7) *engage with the NHS Test and Trace process*
  - 8) *manage confirmed cases of coronavirus (COVID-19) amongst the school community*
  - 9) *contain any outbreak by following local health protection team advice*
- Numbers 7 to 9 must be followed in every case where they are relevant.*

In addition and in respect of all Health & Safety Risk Assessments Principals are responsible on behalf of the Trust for ensuring at all times that they have ‘active arrangements in place to monitor that the controls are:

- effective
- working as planned
- updated appropriately considering any issues identified and changes in public health advice’

Once completed this RA and any other relevant RAs must be posted on the Academy’s website. Parents and carers can access more Government information [here](#)

**Principals must advise the Trust immediately if they are concerned that controls are not operating as designed**  
**This document should be read in conjunction with the Trust document ‘COVID-19 Revised Operating Procedures’**

HAZARDS (including inadequate or lack of arrangements)	EXISTING CONTROL MEASURES	✓ if in place × if not	WHERE: × State action to be taken with timescales × Any additional control measures ✓ Site specific details	RESIDUAL RISK RATING High, Medium, Low
Fail to follow Government guidance	<ul style="list-style-type: none"> <li>The Trust will provide a summary of any changes to guidance, paying particular attention to guidance on education settings e.g. social distancing, maximum numbers allowed in any one place, cleaning etc.</li> <li>Principal or Senior Leader to ensure guidance <a href="#">here</a> is complied with and make any changes to site arrangements as required (amending this RA if necessary)</li> </ul>	✓	Contact Trust Emergency Planning Team for advice if unsure	Low
<b>Health and Wellbeing</b>				
Mental health and wellbeing of staff adversely impacted	<ul style="list-style-type: none"> <li>Trust Board to ensure that staff wellbeing and a good work-life balance is maintained for all staff (including Senior Leadership Teams). See DfE guidance on reducing school workloads <a href="#">here</a> and remote working <a href="#">here</a> and <a href="#">here</a></li> <li>Trust Board to issue guidelines for Principals to enable them to put in place site specific arrangements. Guidelines include parameters for time on site, working at home etc.</li> <li>Health and Safety Committee to be consulted prior to guidelines being issued</li> <li>Except in an emergency no business emails, texts or phone calls to be sent/made outside of normal working</li> </ul>	✓	<p>Academies to have all staff meetings to discuss measures they are proposing putting in place to ensure they are suitable and sufficient. <b>Weekly virtual staff meetings and/or briefings will continue, to include Covid-19 briefings on operating procedures and this risk assessment.</b></p> <p>No staff should regularly exceed their contracted hours</p> <p>Managers should monitor the mental health and wellbeing of staff, where necessary completing team stress risk assessments and/or individual stress risk assessments. <b>Phase Leaders conduct bi-weekly phase meetings to check on staff well-being. Non-attendance at virtual staff meetings are followed-up by SLT.</b></p>	Low

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	<p>hours (an emergency is something which will have an immediate impact on health and safety or will otherwise prevent the academy from opening)</p> <ul style="list-style-type: none"> <li>Academy based staff managed by the Central Team e.g. IT, Catering, Site (including Trust employed cleaners) will have standard arrangements agreed and produced by the relevant Directors</li> <li>Additional guidance on mental health can be found <a href="#">here</a> and resources <a href="#">here</a></li> </ul>			
Mental health and wellbeing of pupils adversely impacted	<ul style="list-style-type: none"> <li>Trust to identify lead staff who will be the main point of contact for advice and guidance within the Central Team</li> <li>Trust to ensure that all academies have trained staff or access to trained people who can provide support to pupils</li> <li>Trust to arrange awareness sessions for staff so that they can recognise signs of pupils being adversely impacted by lockdown, returning to school etc.</li> <li>Additional resources can be found <a href="#">here</a></li> </ul>	✓	<p>Principals to identify suitable staff to lead on mental health and wellbeing for pupils. <b>To prevent the breaking of bubbles the Phase Leaders will oversee the mental health and wellbeing of the pupils in their phase. Interventions to be provided by the Learning Mentor within the phase.</b></p> <p>Principals to ensure that all staff are familiar with local arrangements including internal and external support networks</p> <p><b>A number of staff are trained as Mental Health First Aiders and provide support to pupils where class-team monitoring has identified issues requiring further support. Purple Oaks recognises there may be a higher incidence of this with students who have learning difficulties/disabilities.</b></p>	Medium

Staff who are at increased risk e.g. Shielding, Clinically Vulnerable or Extremely Clinically Vulnerable, Pregnant etc

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Staff who are clinically vulnerable or extremely clinically vulnerable	<ul style="list-style-type: none"> <li>Managers should be flexible in how staff in these groups are deployed.</li> <li>People who live with those who are clinically extremely vulnerable or clinically vulnerable can attend the workplace. See Government guidance <a href="#">here</a>, <a href="#">here</a> and <a href="#">here</a></li> <li>Staff in these groups to consult with their medical professional for advice on keeping safe within the work place</li> </ul>	✓	<p>Managers to consider remote working as the first option and put this in place where possible. This is likely to be more suitable for staff who do not deal directly with pupils e.g. those in admin roles.</p> <p>If remote working is not possible redeploy into roles in school where it is possible to maintain social distancing Admin staff working spaces have been rearranged to accommodate social distancing. Admin staff continue to be supported to remote work where possible.</p> <p>If redeployment is not possible ensure social distancing of at least 2m is in place for the member/s of staff and reduce number of interactions with others. All BAME and/or clinically vulnerable/shielding staff have undertaken individual risk assessments that have enabled mitigations to be considered and implemented ie BAME and C/V staff will not work across different zones. The staff room has been rearranged to accommodate appropriate social distancing for all staff.</p> <p>During the period of National Lockdown commencing on 5.11.2020 CV staff should continue to attend work. Individual risk assessments to be reviewed to identify further actions to reduce contact with others including CV staff not undertaking taxi duties, working off site where possible, being reminded to use Teams to communicate with others in the academy and undertake all meetings.</p>	Low
Pregnant staff at increased risk from COVID-19	<ul style="list-style-type: none"> <li>As a general principle, pregnant women are in the 'clinically vulnerable' category and in addition to completing the standard Trust RA for pregnant or new</li> </ul>	✓	<p>Ensure that New and Expectant Mothers RA reflects any site specific arrangements for COVID-19</p> <p>Ensure that Pregnant School Girls RA reflects site specific arrangements</p>	Low

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	<p>mothers they should follow the relevant Government guidance (see above)</p> <ul style="list-style-type: none"> <li>The same principles and controls apply to pregnant pupils</li> </ul>		<p>During the period of National Lockdown commencing on 5.11.2020 CV staff should continue to attend work. Individual risk assessments to be reviewed to identify further actions to reduce contact with others including CV staff not undertaking taxi duties, working off site where possible, being reminded to use Teams to communicate with others in the academy and undertake all meetings.</p>	
<p>Staff who may otherwise be at increased risk from coronavirus (COVID-19)</p>	<ul style="list-style-type: none"> <li>If people with significant risk factors e.g. underlying health conditions, diabetes, obesity etc. or from some ethnic groups are concerned about returning to the academy, Principals should discuss their concerns and explain the measures the school is putting in place to reduce risks</li> </ul>	<p>✓</p>	<p>Principals should try as far as practically possible to accommodate additional measures where appropriate.</p> <p>Measures may include:</p> <ul style="list-style-type: none"> <li>Working remotely</li> <li>Working in a role where it is easier to maintain social distancing</li> <li>All BAME and/or clinically vulnerable/shielding staff have undertaken individual risk assessments that have enabled mitigations to be considered and implemented ie BAME and C/V staff will not work across different zones.</li> </ul> <p>During the period of National Lockdown commencing on 5.11.2020 CV staff should continue to attend work. Individual risk assessments to be reviewed to identify further actions to reduce contact with others including CV staff not undertaking taxi duties, working off site where possible, being reminded to use Teams to communicate with others in the academy and undertake all meetings.</p>	<p>Low</p>

Reducing the Risk of Infection

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Personal Protective Equipment (PPE)	<ul style="list-style-type: none"> <li>Unless advised by a healthcare professional pupils and staff should remove PPE on entering the site</li> <li>PPE must be removed safely. Principals should arrange for copies of the Safe System of Work (SSW11.2) to be displayed in classrooms, staffrooms etc.</li> <li>There may be some instances where, for the purposes of COVID-19 control, PPE is required to be worn inside the school buildings. In these cases the Government guidance <a href="#">here</a> should be followed</li> </ul>	✓	<p>Principals may wish to have a small supply of face masks available if pupils or staff damage their mask</p> <p>Adequate supplies of PPE are available in medical rooms and hygiene rooms. Signage is displayed in all of these spaces to instruct how PPE must be put on and removed safely. Any staff or students travelling to work in a mask, must remove this and place it in the zipped bag. These are available from the Site Manager/Admin staff.</p> <p>Visor masks have been provided to each member of staff and should be worn where a pupil's needs deem this appropriate wear for the circumstances, or where social distancing can not be maintained due to the nature of the students' needs.</p> <p>Visor masks must be worn when supporting collection/delivery of students to Local Authority transport or to their parents as this may involve contact with students from other bubbles. Staff must wash their hands following supporting transport.</p> <p>At Purple Oaks Academy the wearing of face coverings (visors) for staff and visitors will be recommended from 25.9.2020 in all communal areas of the academy when moving around the building. Students in Year 7 and above who are able to safely apply and remove face coverings will be advised to do so (but it is acknowledged that the needs of our students mean that they may not be able/willing to do this and all students are exempt due to their identified needs in their EHCP).</p>	Medium

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Staff and/or pupils fail to comply with hygiene guidance	<ul style="list-style-type: none"> <li>● Staff reiterate hygiene standards throughout day</li> <li>● Ensure all hand washing facilities have adequate supplies of soap and other disposables e.g. paper towels at all times</li> <li>● Hand wash with soap and water for 20 seconds</li> <li>● Use disposable hand towels in preference to dryers if possible</li> <li>● Hand wash or use of hand sanitiser on entry and exit from building</li> <li>● Hand wash before eating</li> <li>● Hand wash after eating</li> <li>● Hand wash after going to the toilet</li> <li>● Use disposable tissues or 'bent elbow' for coughs and sneezes</li> <li>● Refrain from touching face</li> <li>● Adhere to <a href="#">social distancing guidance</a></li> </ul>	✓	<p>Display hand washing and hygiene posters in toilet areas, staffroom and classroom</p> <p>Clean all washroom and other hygiene facilities regularly throughout the day and after every break</p> <p>Provide adequate supplies of sanitiser at strategic points within the building, including exits</p> <p>Ensure other supplies in toilets e.g. toilet rolls are adequate at all times</p> <p>Empty waste bins at regular intervals and follow Government and Trust guidance on disposal</p> <p>Hand wash for preference followed by sanitiser if needed</p> <p>Site staff should wear PPE (minimum of disposable gloves) when carrying out any works which involve touching surfaces in room that have been or will be occupied. To reduce the risk of recontamination, this includes room that have been deep cleaned and put out of bounds</p> <p>Learning difficulties/disabilities of pupils means staff will need to supervise handwashing and may even need to support this. Visors will need to be worn to ensure this is done safely.</p> <p>Handwashing must take place at the following times as a minimum for both students and staff</p> <ul style="list-style-type: none"> <li>● On arrival at the academy</li> </ul>	Medium



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			<ul style="list-style-type: none"> <li>• Before snack</li> <li>• After break time</li> <li>• Before lunch</li> <li>• After lunchtime break</li> <li>• Before going home</li> <li>• Following any visits to the bathroom</li> <li>• Following coughing into hands or blowing nose/sneezing into hands</li> </ul>	
Academy not arranged to maximise social distancing	<ul style="list-style-type: none"> <li>• Bubbles should be as small as possible e.g. ideally class i.e. 30 pupils plus staff) and no bigger than a year group</li> <li>• Primaries should work on class bubbles if possible or if this is not possible group sizes should be no bigger than two classes i.e. maximum of 60 pupils</li> </ul>	✓	Principals to communicate site specific arrangements to all staff, pupils and parents/carers.  Purple Oaks will operate in four separate phase group bubbles/zones: Early Years Foundation Stage, Lower Phase, Middle Phase and Upper Phase. There are 22 pupils in each zone, on average, and no more than 30 in any one zone.	Low
Social distancing	<ul style="list-style-type: none"> <li>• Wherever possible pupils and staff should socially distance. Revised DfE guidelines are 1m for pupils and 2m for staff. NB the guidance recognises that for younger pupils it can be very difficult to maintain social distancing. Nonetheless staff should try to ensure pupils are socially distancing as much as possible.</li> </ul>	✓	<p><b><u>Unless specifically approved by the Principal no parents are to be allowed within the buildings.</u></b> (see sections on pupils with disabilities for exceptions)</p> <p>Place sign at site entrance/s reminding visitors of social distancing requirements and (with the exception of staff and parents dropping off or collecting pupils) not to enter the school site without approval. Provide contact number for queries.</p> <p>Keep all gates locked during school hours</p>	Low



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	<ul style="list-style-type: none"> <li>● Pupils and staff should remain in their bubbles at all times including breaks, lunch, PE, etc. The only exceptions are some staff who work across year groups e.g. SENCOs, teachers in Secondaries</li> <li>● Visitors to school to be kept to absolute minimum and only allowed on site with the approval of a senior leader</li> <li>● Where necessary mark social distancing guides at collection and pick up points to help parents identify correct spacing</li> <li>● Remove all seating in reception areas</li> <li>● Stagger start and finish times to reduce number of parents and pupils at entrance at any one time</li> <li>● Circulation around site to be reduced to the minimum. Pupils and teaching staff to remain in allocated classroom/areas wherever possible</li> <li>● Zone year/phase groups and/or classes within specific dedicated areas in the academy</li> <li>● Adhere to Government guidelines <a href="#">here</a></li> </ul>		<p>Keep all entrance doors secured but ensure they can be opened in an emergency i.e. by automatic release, push pad/bar or thumb turn. Under no circumstances should doors be locked with a key, digital lock etc. whilst the school is occupied</p> <p>Approved visitors to remain outside or in reception area if weather is inclement. Ensure social distancing at all times.</p> <p>Deliveries – ensure social distancing guidance is adhered to. For example delivery personnel buzz intercom, leave package in sight, and step back. There should be no expectation for the need to sign paperwork.</p> <p>Minimum of 1m in all directions between pupils where possible</p> <p>Adults should maintain 2 metre distance from each other, and from pupils</p> <p>Staff at Purple Oaks should try and maintain distance from their pupils, staying at the front of the class, and away from their colleagues where possible. Staff who work in classes where this will be challenging because of pupils' sensory needs/learning difficulties are provided with visors to wear during regular classroom activities.</p> <p>Maintain distancing when moving through the building or when outdoors</p> <p>Minimum allowance for staff work stations is 4m<sup>2</sup></p> <p>Keep rooms well ventilated and open windows as much</p>	

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			<p>as possible</p> <p>To reduce the need to touch them, internal doors, (apart from those giving access to out of bounds areas) should be kept open. Where required fire doors should be held open with an approved device that closes the door automatically on activation of the fire alarm. If in doubt site staff or H&amp;S Contacts can advise on whether a door is a fire door <b><u>NB it is a criminal offence to wedge open a fire door</u></b></p> <p>The majority of PE activities will be permissible but there may be additional controls in place to minimise contact etc. The Senior Adviser – Academic Resilience will provide more advice on suitable sports</p> <ul style="list-style-type: none"> <li>● At Purple Oaks to reduce the movement of pupils around the buildings staff should move to classrooms wherever possible. Where lessons take place in specialist rooms e.g. labs, workshops the curriculum will be arranged so that only one year/phase group/zone uses the space throughout the day</li> <li>● Pupils should be seated side by side and facing forwards, rather than face to face or side on. Where this presents challenges due to the pupils' needs, staff will attempt to ensure social distancing is maintained.</li> <li>● Access and to/from classrooms should be through the classroom's external exit (where fitted)</li> <li>● Activities should take place outdoors as much</li> </ul>	

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			<p>as possible</p> <ul style="list-style-type: none"> <li>• Visits to toilets by pupils should be controlled within bubbles/zones to maintain social distancing. Zones must utilise the toilets allocated to them i.e. EYFS - own classrooms; Lower Phase – toilets in that zone; Middle Phase – toilets in that zone; Upper phase toilets - outside dining room.</li> <li>• Move unnecessary furniture out of classrooms e.g. soft furnishings, clutter and any surplus tables, chairs etc. and place in storage. In early years soft toys, mats etc., are permissible provided they are cleaned before use, are not shared between bubbles and are on a programme of regular cleaning</li> <li>• Remove wall or ceiling hangings and displays on floors and limit other displays to notice boards to enable effective and thorough cleaning</li> <li>• Pupils and staff should follow the one way system if people (staff or pupils) have to move between rooms/around the site.</li> </ul>	
<p>Person exhibits signs of having coronavirus (CV19) infection i.e.</p> <ul style="list-style-type: none"> <li>• new, continuous cough</li> <li>• high temperature</li> </ul>	<p>Follow Government guidance:</p> <ul style="list-style-type: none"> <li>• If anyone becomes unwell with either a new, continuous cough, high temperature, loss of taste or smell in an education setting they should be sent home and advised to follow Government guidance <a href="#">here</a></li> </ul>	<p>✓</p>	<p>Management of persons who have symptoms of CV19:</p> <p>If a pupil is awaiting collection, they should be moved, if possible and if appropriate, to a room where they can be isolated behind a closed door. Staff should be mindful of individual pupils' needs – for example it would not be appropriate for younger pupils to be alone without adult supervision. Ideally, a window should be opened for ventilation. If it is not possible to isolate</p>	<p>Low</p>

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<ul style="list-style-type: none"> <li>● loss of taste and/or</li> <li>● loss of smell</li> </ul>	<ul style="list-style-type: none"> <li>● Maintain social distancing unless the person requires immediate help to prevent injury</li> <li>● Staff assisting the pupil or member of staff to follow First Aid guidance regarding PPE <a href="#">here</a></li> </ul>		<p>them, ensure that social distancing is maintained see guidance <a href="#">here</a>. <b>The isolation room is the medical room located in Lower Phase. If this is occupied the Art Room should be used. If both spaces are occupied the student should be taken to the Secondary Courtyard – cover is available in the entrance.</b></p> <p>Staff who cannot go home immediately e.g. because they are waiting for a lift, should isolate themselves</p> <p>If a potentially infected person needs to go to the toilet while waiting to be collected, they should use a separate toilet.</p> <p><b>Once the pupil has left the premises, thoroughly disinfect/clean all surfaces and contact points they came into contact with (including the bathroom if used). (following Government and Trust guidance, RAs, SSWs etc.).</b></p> <p>If the infected person needs clinical advice, they (or their teacher, parent or guardian) should go online to NHS 111 (or call 111 if they don't have internet access). In an emergency, call 999 if they are seriously ill or injured or their life is at risk. Do not visit the GP, pharmacy, urgent care centre or a hospital.</p> <p>If a member of staff has helped someone who is potentially infected, they must wash their hands thoroughly for 20 seconds immediately after any contact with the person or contact with anything the person has touched. They do not need to go home unless they develop symptom themselves</p> <p>It may not be necessary to close educational settings but Principals must contact the Trust Business</p>	

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			<p>Continuity Team immediately before making any decision to stay open.</p> <p>If there is an urgent public health action to take, the educational setting will be contacted by the local Public Health England (PHE) Health Protection Team who will undertake a risk assessment and advise on any actions or precautions that should be taken.</p>	
Pupil/adult becomes unwell (not CV19) or injured	<ul style="list-style-type: none"> <li>Administer First Aid observing precautions detailed elsewhere regarding PPE</li> </ul>	✓	<p>If a pupil needs to go home their parent/carer should be contacted. Arrangements should be made to allow them on site to collect their pupil</p> <p>If an adult requires assistance to get home e.g. they are not fit to drive, walk etc. they should be asked if there is a family member who can pick them up and then suitable arrangements made.</p> <p>If an adult cannot be collected a colleague may take them home providing they and the unwell/injured adult wear suitable face masks whilst in close proximity</p>	Low
First Aiders exposed to virus	<ul style="list-style-type: none"> <li>Follow Government guidance <a href="#">here</a></li> </ul>	✓	<p>Ensure suitable and sufficient PPE is available and that all First Aiders have been trained to use it</p> <p>As a minimum disposable gloves and fluid repellent surgical face mask is recommended and, if available, disposable plastic apron and disposable eye protection (such as face visor or goggles) should be worn.</p> <p>Use defibrillator or CPR if dealing with cardiac arrest. Do not use mouth to mouth.</p> <p>Wash hands thoroughly with soap and water before putting on and after taking off PPE, following relevant SSWs (see list at end of this RA and H&amp;S SharePoint</p>	Low

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site)				
Curriculum and Pupils				
Specific curriculum risks e.g. music, drama, PE	<ul style="list-style-type: none"> <li>• Certain activities e.g. music, PE drama present additional risks</li> <li>• Contact sports e.g. rugby, should be avoided</li> <li>• Singing, chanting, playing wind or brass instruments or shouting increases the risk ensure this is minimised by physical distancing, small groups and conducting lessons outside where possible</li> <li>• Singing, wind and brass playing should not take place in larger groups such as choirs and ensembles, or school assemblies.</li> <li>• Frequent contact surfaces in changing rooms e.g. handles, taps etc. should be cleaned between lessons</li> <li>• Showers should not be used until further guidance is available</li> <li>• Full clean of changing rooms between bubble changes</li> </ul>	✓	<p>Principals should follow the guidance provided by the Senior Adviser – Academic Resilience with regards to PE</p> <p>Pupils should remain in their bubbles and any equipment thoroughly cleaned between each use by different individual groups.</p> <p><b>The Sports Coach will operate outside as much as possible. Where lessons take place inside the hall any changes of zone use will need to allow for cleaning time.</b></p> <p>Outdoor sports should be prioritised where possible, and large indoor spaces used where it is not, maximising distancing between pupils and paying scrupulous attention to cleaning and hygiene</p> <p>Limit music group sizes to no more than 15, position pupils back-to-back or side-to-side and avoiding sharing of instruments. If inside ensure good ventilation and choose a large room</p> <p>Drama, dance etc. should take place outside wherever possible maintaining social distancing at all times and avoiding activities where pupils are close i.e. less than 2m and facing each other</p>	Low
Academy staff bring their own pupils into school	<ul style="list-style-type: none"> <li>• No pupils of staff allowed on site</li> </ul>	✓		Low
Insufficient staff to	<ul style="list-style-type: none"> <li>• Staffing levels should be appropriate for</li> </ul>	✓	At least one teacher for each class group. <b>In the event</b>	Low

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pupils ratio	the planned activity and in line with any other risk assessments regarding e.g. additional support for individual pupils <ul style="list-style-type: none"> <li>Reviewed daily</li> </ul>		of teacher absence a Learning Mentor with cover supervisor responsibilities can lead the class.  Principal or Senior Leader to review requirements and amend if required	
Inadequate First Aid Provision (staff and/or supplies)	<ul style="list-style-type: none"> <li>One First Aider per 50 people or part thereof i.e. staff/pupils on site.</li> <li>Sufficient stocks of first aid supplies (including back up supplies if required)</li> </ul>	✓	It may be possible to obtain additional supplies from other Trust sites if unable to obtain from usual suppliers. Contact Central Team if unable to make contact with other academies	Low
Insufficient staff for vulnerable pupils	<ul style="list-style-type: none"> <li>Match staffing appropriately</li> </ul>	✓	Ensure that ratios are increased if a care plan or other document indicates that a pupil needs additional support. Should additional support be required for an individual pupil this will be sourced from within the zone or from staff members that sit outside all zones within Purple Oaks. Agency staff can be used as per DfE guidance. Staff working outside of their zone to support student needs should wear a visor.	Medium
No arrangements in place for pupils with specific medical needs	<ul style="list-style-type: none"> <li>Data sheet for each pupil with specific needs - sign all medication in and out</li> <li>Ensure all medication administered is recorded with 2 staff present following standard Trust guidance</li> <li>First aider is on site</li> </ul>	✓	Ensure data sheets are provided for all pupils  Ensure sufficient staff in place to manage administration of medicine  Ensure First Aider ratio is compliant (including paediatric First Aiders for under 8s)  Pupil specific medical needs Epipens, inhalers etc. in place including emergency item if pupil has forgotten to bring theirs. Emergency items are kept in the main medical room.  Where a pupil needs intimate care e.g. changing, the academy must consult with the specialist health professional dealing with the pupil for advice on PPE	Low



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			before readmitting the pupil to school. This advice is available from our school nursing service who have advised that putting on and removal of PPE must be carried out as per the signage displayed in hygiene rooms i.e. as per PHE guidance	
No or insufficient emergency contacts for pupils	<ul style="list-style-type: none"> <li>Verify details on pupil's first day back at school (details may have changed over the lockdown period)</li> <li>Explain to contact that a call from the school may come from a school mobile or landline so that the contact answers call</li> </ul>	✓	Ensure at least three emergency contacts are provided  Ensure alternative methods of communication are available e.g. mobile, landline, email	Low
Catering				
Provision and consumption of meals by staff and pupils	<ul style="list-style-type: none"> <li>Academies may choose to provide either hot or cold meals. Specific controls are detailed below</li> </ul>	✓	Principals must ensure that they confirm arrangements prior to any changes and only after discussion and confirmation by the Trust Catering Team.  EYFS Phase will eat in their zone, this includes packed lunches. Hot meals will be delivered on trolleys by the MDSA.  Lower Phase will eat in their zone, this includes packed lunches. Hot meals will be delivered on trolleys by the MDSA.  Middle Phase will eat in the dining room, including packed lunches. There will then be a cleaning period of 15 minutes prior to the Upper Phase entering the dining room to eat, including packed lunches.  Principals must provide at least five working days' notice if they wish to change arrangements i.e. switch	Low

HAZARDS (including inadequate or lack of arrangements)	EXISTING CONTROL MEASURES	✓ if in place × if not	WHERE: × State action to be taken with timescales × Any additional control measures ✓ Site specific details	RESIDUAL RISK RATING High, Medium, Low
			from hot to cold and vice versa  Perspex screens are in place to distance between the kitchen staff and students.	
Cold meals served in classroom	<ul style="list-style-type: none"> <li>The controls below apply to cold meals served in classrooms. Cold meals provided in dining halls as part of an overall food service are covered in the hot meal controls</li> <li>To reduce the risk of larger gatherings and the amount of cleaning required, Principals may opt to continue with a packed lunch option for all pupils, served in the classroom where the pupils are being taught and not in dining halls</li> <li>Cash will not be used on any Academy sites.</li> <li>Additional operational guidance is available.</li> </ul>	✓	Where Principals wish to reduce the number of people moving through the building, cold meals to be brought to the entrance to each classroom on a trolley by a member of catering staff and placed on a table outside the classroom. The teacher or other member of staff supervising the pupils will take the meals into the classroom whilst the pupils are on break.  All waste e.g. wrappings, containers etc. to be placed in plastic waste sack and the tied sack placed on the table outside the classroom. All waste sacks should be tied securely and will be collected by MDSA for disposal.  Principals to ensure cashless payment systems are in place.	Low
Hot and/or cold meals served in dining room	<ul style="list-style-type: none"> <li>Where academies choose to provide a full meal service, this service will be delivered in the academy's usual dining area/s</li> <li>The catering team in the academy must be given at least five working days' notice of any changes to arrangements e.g. more pupils taking school meals in the dining area</li> </ul>	✓	Wherever possible bubbles should take meals at separate sittings.  Where this is not possible bubbles will enter and leave the dining hall separately. There will be a minimum space of at least 7 spaces in all directions between bubbles  Queueing for meals will be socially distanced with at least 1m between pupils and 2m between adults	Low

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	<ul style="list-style-type: none"> <li>Dining halls should be organised to allow for 1m distancing between pupils wherever possible. 2m distancing should be maintained for adults</li> </ul>			
Staff eating arrangements	<ul style="list-style-type: none"> <li>Staff should bring their own food. Where facilities exist staff will also be able to order lunch at their academy using cashless systems</li> </ul>	✓	<p>Staff who purchase a meal from the academy should eat their meal in the dining hall/staff room/classroom. During the period of National Lockdown commencing on 5.11.2020 staff are not able to purchase a meal from the academy to reduce unnecessary movement around the building.</p> <p>Principals may choose to use staffrooms providing DfE social distancing guidelines for adults (2m in all directions) are followed. This may require a rota system where staffrooms are too small to accommodate all staff at one time. Staff will be able to use the staff room for breaks, including eating meals. Socially distanced seating will be arranged and must not be moved without agreement from the Principal – neither must any additional seating be brought into the room. Staff are permitted to leave site and to take their breaks.</p> <p>Staff must use their thermal mugs and/or make their own arrangements to access hot drinks. Staff must bring their own cutlery, crockery and items to make drinks and remove them at the end of the day. There will be no cutlery/crockery available for use in the staff room. Staff must wipe the urn handle and fridge handle after use with the anti-virus wipes in the staff room.</p> <p>Each bubble has their own identified staff room area with a fridge provided. Hot drinks may be made in the</p>	Low

HAZARDS (including inadequate or lack of arrangements)	EXISTING CONTROL MEASURES	✓ if in place ✗ if not	WHERE: ✗ State action to be taken with timescales ✗ Any additional control measures ✓ Site specific details	RESIDUAL RISK RATING High, Medium, Low
			EYFS staffroom and transported to other rooms in a thermal mug. Staff from other bubbles should not linger in the EYFS staffroom or use it as an opportunity to engage in non-essential conversations.	
Site: use of rooms, site maintenance, cleaning, visitors etc.				
Out of bounds areas	<p>With the exception of the areas mentioned below there are no specific out of bounds areas with regards to COVID-19 controls. However, to minimise cleaning requirements the following areas should be locked with entry restricted to site staff for maintenance purposes.</p> <ul style="list-style-type: none"> <li>Unused classrooms i.e. classrooms not being used for teaching or as temporary staffrooms/work areas</li> </ul> <p>Unused rooms must be cleaned before being brought back into use</p> <p>The following areas will be out of bounds to all staff until further guidance is provided by the DfE:</p> <ul style="list-style-type: none"> <li>Swimming pools</li> </ul>	✓	<p>Staff must bring their own food and drink with them. There will be no facilities for heating food.</p> <p>Any classroom or other room designated as temporary staff work areas must be reconfigured to DfE guidelines for adult social distancing guidelines i.e. 4m<sup>2</sup> per person with a minimum of 2m space between work stations in all directions</p> <p>Restricted areas and other unused rooms must remain locked at all times unless they provide a designated alternative escape route from another room/area</p> <p>It is not envisaged that unused areas will require cleaning until they are brought back into use. Therefore once these areas have been deep cleaned they will be out of bounds to everybody apart from site staff and the Principal (for purposes of inspection). Any items that are needed for teaching or other purposes should be removed from unused rooms before they are locked down</p> <p>Staff are expected to take PPA off-site where possible and minimise use of the work room. There is a shared workroom for Early Years and Lower Phase which accommodates 3 members of staff. There is a shared workroom for Middle Phase and Upper Phase and only one member of staff is permitted in there at one time.</p>	Low

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			<p>EYFS Zone are to be the sole users of the Soft Play Room</p> <p>Lower Phase Zone, will be sole users of the Sensory Room.</p> <p>The Sensory Circuit Room and Library will be out of use. Sensory Circuits will take place in zones with equipment for that zone only and library books will be located in individual zones for use in that zone only.</p> <p>Only Middle and Upper Phases will make use of the main outdoor installation. This will be alternate weeks with no use on a Friday to leave 72 hours clear.</p>	
Classroom and staff resources	<ul style="list-style-type: none"> <li>Resources, which have to be touched e.g. pens, pencils, crayons, computers, keyboards, input devices, screens, toys, etc. should only be shared within the bubble</li> <li>Wherever possible pupils should bring equipment with them e.g. pens, pencils</li> </ul>	✓	<p>Where it is necessary to share resources between bubbles these must be sanitised before being used by another bubble and/or another member of staff</p> <p>Equipment and resources will remain within the individual zones for use in that zone only.</p>	Low
Premises cleaning regime	<ul style="list-style-type: none"> <li>Regular cleaning throughout the day of frequently touched surfaces</li> <li>Thorough daily clean - in line with guidance</li> <li>Disinfect if required</li> <li>Follow Government guidance <a href="#">here</a></li> </ul>	✓	<p>Adhere to Government guidance and Trust Guidance &amp; Information Sheets, Risk Assessments and Safe System of Work.</p> <p>To remove any virus that may be present the following frequently touched surfaces should be cleaned regularly throughout the day: door handles, handrails, table tops, play equipment and toys, toilets e.g. taps, handles, WC flush and seat (where fitted). A product that complies with EN14476 should be used. If this is not available any product that kills coronavirus can be substituted. Suitable PPE must be worn when using</p>	Low

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			cleaning/sanitising products and the COSHH Risk Assessment for the product must be followed. NB unless a product is a combined cleaner and sanitiser all surfaces must be cleaned (to remove dirt, grease etc.) before sanitising.	
Equipment and resources cleaning	<ul style="list-style-type: none"> <li>• Ensure equipment that is regularly touched e.g. key boards, mouse or other input device, mobile phones etc. are sanitised on a daily basis</li> <li>• Clean and sanitise frequently (at least daily) item e.g. toys, play equipment etc. used by pupils</li> <li>• Touch points on other fittings e.g. handrails, handles, push plates should be cleaned regularly</li> </ul>	✓	<p>Item should be cleaned daily and/or before and after being shared with another bubble</p> <p>Use appropriate sanitisers and ensure supplies are available for staff to use</p> <p>Unless otherwise specified by the manufacturer the following cleaning regimes should be followed:</p> <p><b>Hard toys.</b> Hard toys that are difficult to clean e.g. item with intricate parts should be taken out of use. Other hard toys should be cleaned in a dishwasher or by immersing in a solution of sterilising fluid suitable for use with items used by pupils e.g. Milton® then left to air dry. Hard toys with batteries or mechanisms that would be damaged by immersion should be wiped with a sanitising wipe</p> <p><b>Soft toys must be taken out of use.</b> They should then be cleaned in washing machines or as otherwise specified by the manufacturer. The temperature should be set at 60°C. If it is not possible to wash the item at a high temperature e.g. because of manufacturer's instructions a proprietary additive e.g. Dettol® Laundry Cleanser may be added. Washed items once dry should be bagged up, marked as 'do not use' and put in locked storage</p>	Low
Pupil registration/ end of day	<ul style="list-style-type: none"> <li>• Sign in/out procedure in place.</li> </ul>	✓	Ensure that all people on site (staff, pupils and visitors)	Low

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arrangements	<p>Contactless on touch screen systems</p> <ul style="list-style-type: none"> <li>Named adults to collection pupil/s outside of building at end of day</li> </ul>		<p>are recorded</p> <p>Staff are able to sign in and out via InVentry and use of their ID badge as always. Staff should not touch the screen. Pupils on site and visitors on site will be recorded via office staff either via paper or electronically via individual devices. In the event of InVentry being out of use the office staff will provide a paper signing in sheet to be completed by the office staff during their working hours. Outside of office staff working hours the record sheet will be left outside the office and each staff member must sign in/out using their own pen.</p> <p>Ensure records are filed and kept securely (may be required by PHE in the event of somebody who entered the school (staff, pupil or visitor) developing CV19</p>	
Fire evacuation and emergency lockdown procedures	<ul style="list-style-type: none"> <li>Review evacuation plan and update if some parts of the building are out of use</li> <li>Ensure that at least two routes of escape are available once people have entered a protected escape route e.g. staircase, corridor. <b>If two routes aren't available the Trust H&amp;S Manager must be contacted before the building is occupied</b></li> <li>Rehearse fire evacuation / lockdown procedures with staff and pupils</li> <li>Identify responsible person(s) in case of fire</li> <li>Consider arrangements for disabled</li> </ul>	✓	<p>Site staff to ensure that all emergency exits in occupied areas are unlocked before staff and pupils enter site</p> <p>Fire safety induction for any new staff on their first day to confirm evacuation arrangements including escape routes (and alternatives), emergency exits, assembly points etc.</p> <p>Drill at the start of each term. Multi storey buildings should consider location of bubbles to ensure wherever possible social distancing during evacuation.</p> <p>Principal to review and if necessary amend Emergency Evacuation Plan (EEP) details if there are any changes to procedures and/or key roles. Key roles are:</p> <p>Assembly Point Control Officer</p> <p>Wardens</p>	Low



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	<p>people including cognitive disability in event of an evacuation. Use PEEP (Personal Emergency Evacuation Plan) for people who are at their usual site. For all others use the academy GEEP (Generic Emergency Evacuation Plan)</p> <ul style="list-style-type: none"> <li>Ensure register of all people on site (staff, pupils and visitors) is available at all times to staff in charge of evacuation</li> </ul>		<p>Fire Panel monitoring (including identifying location of fire)</p> <p>In multi storey buildings if upper storeys are being used there must be sufficient trained EVAC chair operators at all times when people who might require a chair are on site</p> <p>Ensure any external contractors are informed of emergency evacuation procedures and action to take should the alarm sound</p> <p>Social distancing must be maintained once people are a safe distance from the buildings</p>	
Statutory Compliance checks	<ul style="list-style-type: none"> <li>Ensure all checks are up to date before building is brought back into use</li> </ul>	✓	Contact Estates Team for advice if any checks are overdue and before opening the academy to staff and pupils	Low
Peripatetic staff e.g. IT team, Education Team, Operations	<ul style="list-style-type: none"> <li>Wherever possible all visits should be cancelled and carried out using Teams. The only exceptions are where work has to be carried out on equipment e.g. network infrastructure, individual item (PCs, laptops, tablets etc.) or essential health and safety visits</li> <li>Peripatetic staff must liaise with the academy by email and follow site specific arrangements at all times</li> </ul>	✓	<p>Other peripatetic staff must obtain an email authorisation from their Director before attending any site</p> <p>See section on cleaning equipment where item e.g. laptops have to be handled</p> <p>Where arrangements are already in place for staff to work across an academy e.g. academies with multiple sites, Principals should consider how these can be reduced for teaching staff or restricted to out of the normal school day for other staff</p> <p>Managers to have arrangements in hand to ensure that all peripatetic staff have seen and understood the site specific COVID arrangements prior to going onto another site</p>	Low

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Supply staff and temporary staff e.g. support staff working on a supply basis, sports coaches, those delivering before and after school activities etc.	<ul style="list-style-type: none"> <li>Academies should try to avoid the use of supply staff but where this is unavoidable, to minimise the numbers of temporary staff entering the school premises, academies should try to arrange longer assignments with supply teachers and agree a minimum number of hours across the academic year</li> </ul>	✓	Managers to ensure that all supply and temporary staff have seen all relevant risk assessments and signed to acknowledge them (either manually or electronically)	
Contractors on site	<ul style="list-style-type: none"> <li>Briefing and escorting of contractors</li> <li>Contractor DBS in place</li> </ul>	✓	<p>Ensure social distancing followed when meeting contractors and any other interactions e.g. checking work, signing off Permits to Work etc.</p> <p>Wherever possible restrict attendance by contractors to outside of the school day when pupils are not on site</p> <p>In an emergency it may be necessary for a contractor to visit during school day. Where this is the case ensure social distancing is complied with</p>	Low
<b>Are there any other foreseeable hazards associated with COVID-19</b>	<b><u>List any additional control measures:</u></b>			

## **Reference Documents**

COVID-19 Guidance for Schools and Other Educational Settings

<https://www.gov.uk/Government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools>

<https://www.gov.uk/Government/publications/what-parents-and-carers-need-to-know-about-early-years-providers-schools-and-colleges-during-the-coronavirus-covid-19-outbreak/what-parents-and-carers-need-to-know-about-early-years-providers-schools-and-colleges-during-the-coronavirus-covid-19-outbreak>

COVID-19 Guidance on Extra Mental Health support for pupils and teachers

<https://www.gov.uk/Government/news/extra-mental-health-support-for-pupils-and-teachers>

<https://www.educationsupport.org.uk/>

<https://covid.minded.org.uk/>

COVID -19 Workload Reduction

<https://www.gov.uk/guidance/school-workload-reduction-toolkit>

<https://www.gov.uk/Government/collections/case-studies-remote-education-practice-for-schools-during-coronavirus-covid-19>

COVID-19 Guidance on Social Distancing

<https://www.gov.uk/Government/publications/staying-alert-and-safe-social-distancing#clinically-vulnerable-people>

<https://www.gov.uk/government/publications/safe-working-in-education-pupilcare-and-pupilss-social-care/safe-working-in-education-pupilcare-and-pupilss-social-care-settings-including-the-use-of-personal-protective-equipment-ppe>

<https://www.gov.uk/government/publications/safe-working-in-education-pupilcare-and-pupilss-social-care>

COVID-19 Guidance on Staying at Home

<https://www.gov.uk/Government/publications/covid-19-stay-at-home-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>

COVID-19 Guidance for First Responders. NB this guidance gives advice, which is applicable to First Aiders

<https://www.gov.uk/Government/publications/novel-CV19-2019-ncov-interim-guidance-for-first-responders/interim-guidance-for-first-responders-and-others-in-close-contact-with-symptomatic-people-with-potential-2019-ncov>

- GAT Health and Safety Hub
  - GI 09 Stress – Assessment and Management
  - GI 09 Stress Flow Charts
  - GI 13 Slips and Trips
  - GI 16 New and Expectant Mothers
  - GI 19 COVID-19 – Deep Cleaning
  - GI 19.1 COVID-19 – Site Management Essentials
  - GI 19.2 COVID-19 – Reopening Academies
  - GI 19.3 COVID-19 – Cleaning Toys
  - GI 33 First Aid Provision

- GI 51 Procedure for dealing with and disposal of Bodily Fluids
- GI 74 Finger Traps
- GI 85 Pregnant Academy Girls
- Risk Assessments
  - RA Individual – Stress Action Plan
  - RA Team – Stress Risk Assessment
  - RA 13.1 Slips, Trips and Falls
  - RA 19.2 At Risk People
  - RA 19.3 Deep Cleaning
  - RA 33.1 First Aid Provision
  - RA Classroom Activities in Primary Schools
  - RA New and Expectant Mothers
  - RA Pregnant School Girls
- Safe System of Work
  - SSW 51.1 Dealing with Bodily Fluids
  - SSW 11.1 PPE – Using Gloves
  - SSW 11.2 PPE – Using a Face Mask
  - SSW 13.1 – Wet Dry Mopping

Managing Behaviour

<https://www.gov.uk/Government/publications/behaviour-and-discipline-in-schools>

Estates guidance

<https://www.cibse.org/coronavirus-covid-19/emerging-from-lockdown>

<https://www.hse.gov.uk/coronavirus/equipment-and-machinery/air-conditioning-and-ventilation.htm>

<https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings>

Catering guidance

<https://www.gov.uk/Government/publications/covid-19-guidance-for-food-businesses/guidance-for-food-businesses-on-coronavirus-covid-19>

<b>ASSESSED BY (Print name)</b>	<b>SIGNED</b>	<b>DATE</b>
<b>LINE MANAGER</b>	<b>SIGNED</b>	<b>REVIEW DATE</b>
<b>Reviewed by</b>	<b>SIGNED</b>	<b>Review date</b>

**All staff carrying out any of the tasks covered by this RA to sign to acknowledge receipt of this document.**

**If staff have any queries regarding this Risk Assessment (RA) and/or any associated documents e.g. Guidance & Information sheets (GIs), Safe System of Work (SSWs) they should raise these with their line manager prior to undertaking any task covered by this RA**

Name	Date	Signature		Name	Date	Signature

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