



ATLP Infection Control Operational Risk Assessment

Assessment conducted by:	RHG	Job title:	CEO	Covered by this assessment	Staff, pupils, contractors, visitors, volunteers
Date of assessment:	07.12.2022	Review interval:	WEEKLY	Date of next review:	

Related documents

Trust/Local Authority documents:	Government guidance:
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Risk matrix

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

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
1. Establishing a systematic process of opening, including social distancing					
1.1 Net capacity					
Available capacity of the school is reduced when social distancing guidelines are applied	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account maximising use of classroom space and arrangements for timetables, break and lunchtime to manage movement around school. Arrangements in place to support pupils when not at school. 	Yes	<ul style="list-style-type: none"> Arrangements to be kept under review 	Low
1.2 Organisation of teaching spaces					
Classroom sizes will not allow adequate social distancing	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. 	Yes	<ul style="list-style-type: none"> Arrangements to be kept under review 	Low
Large spaces need to be used as classrooms	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account limits on large spaces for teaching and design layout to support requirements. 	Yes		Low
1.3 Availability of staff and class sizes					
The number of staff who are available is lower than that required to teach classes in school	High	<ul style="list-style-type: none"> The health and risk status, and availability, of every member of staff is known where the staff member has chosen to share this information and is regularly updated so that deployment can be planned. Flexible and responsive use of teaching assistants and pastoral staff to supervise classes is in place, where appropriate. 	Yes	<ul style="list-style-type: none"> Individual schools have own plans created in conjunction with DOE and HR that are flexible Capacity built into staffing to ensure there is sufficient capacity in place. 	Medium

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> In the event of a shortage in staffing, supply staff will be used as is usual practice. In the case of the availability of staff being significantly less than is required for the school to function, rotas to be implemented and home learning protocols to be activated (worst case scenario). Consideration for school trips will include ensuring appropriate terms and conditions with trip providers and insurance arrangements are in place. 			
1.4 Prioritising provision					
The continued prioritisation of vulnerable pupils given the increased risk of gaps in knowledge and/or mental health concerns	High	<ul style="list-style-type: none"> Pastoral and SEND support is deployed wherever possible to support prioritised pupils. Schools risk assess pupils with an EHC Plan to ensure that they are supported with adaptations, as appropriate, to the timetable. Close and continued working relationship with families and outside agencies. 	Yes	<ul style="list-style-type: none"> DSLs /SENCOs / Designated Looked After Teacher, continues to work with other agencies to support vulnerable children and improve attendance including Children's Social care and the Virtual School 	Medium
Pupil attendance is low	High	<ul style="list-style-type: none"> All schools, supported by the Trust, will work proactively to promote the safety measures being used in school with all stakeholders Concerns will be dealt with on a case by case basis; full pastoral support will be given with the support of other, outside agencies, where required. 	Yes		Medium
1.5 The school day					
The start and end of the school day create risks of breaching social distancing guidelines	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account staggering start and departure times, use of different entrances and exits, appropriate signage and floor markings being in place and a plan for managing movement on arrival to avoid large groups. 	Yes	<ul style="list-style-type: none"> To be communicated to parents in writing and regular communications with pupils, particularly secondary pupils 	Low

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
1.6 Planning movement around the school					
Movement around the school risks breaching social distancing guidelines	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account circulation plans, one way systems, appropriate signage being in place, identification of pinch points, staggering movement at peak times, designation of areas to specific groups and appropriate duty rotas being in place. Addendum to school behaviour policy shared with staff, students and parents to ensure all are aware of expectations. 	Yes		Low
1.7 Curriculum organisation					
Pupils will have fallen behind in their learning during school closures and achievement gaps will have widened	High	<ul style="list-style-type: none"> Gaps in learning are assessed and addressed in teachers' planning. Home learning is calibrated to complement in-school learning and address gaps identified. Curriculum is aligned to Oak National schemes of learning where possible Exam syllabi are covered. Plans for intervention are in place for those pupils who have fallen behind in their learning Schools will be identifying those pupils for whom additional support is needed and monitoring the impact throughout the year. 	Yes	<ul style="list-style-type: none"> LAT team are working with curriculum leaders to identify mechanisms to identify and assess gaps in learning 	Medium
1.8 Staff workspaces					
Staff rooms and offices do not allow for observation of social distancing guidelines	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account configuration of staff work spaces, closure of rooms if required, staff being briefed on use of rooms, using remote working for training events and ongoing consideration of flexible working arrangements for staff roles that are suited to this.. 	Yes		Low
1.9 Governance and policy					
The governance network are not fully informed or involved in making key decisions	High	<ul style="list-style-type: none"> Meetings held regularly with Trust Board. Trust Board, as the legal entity, are involved in key decisions. Hub Committees allow for sharing school plans and mitigations. 	Yes		Low

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
1.10 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	High	<ul style="list-style-type: none"> All relevant policies have been revised Addendums and policies shared with stakeholders and included in staff training/updates. 	Yes		Low
1.11 Communication strategy					
Key stakeholders are not fully informed about changes to policies and procedures, resulting in risks to health	High	<ul style="list-style-type: none"> Ongoing, timely communications are established with the following stakeholders: <ul style="list-style-type: none"> Staff Pupils Parents Governors/Trustees Local authority Regional Schools Commissioner Professional associations 	Yes	<ul style="list-style-type: none"> To be kept under review 	Low
1.12 Staff induction and CPD					
Staff are not updated re new procedures, leading to risks to health	High	<ul style="list-style-type: none"> Induction and CPD programmes are in operation for all staff prior to reopening, and include: <ul style="list-style-type: none"> Fire safety and evacuation procedures Positive relationships Safeguarding Risk management First aid Employees in centrally managed areas will receive training via their line manager which will incorporate any relevant information needed about the school site they are based at. Staff returning from maternity leave, long term absence or long term shielding will be inducted by their school to ensure they are aware of the new systems and protocols in place. 	Yes	As and when staff return from maternity/long term absence/long term shielding	Low

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> HR will continue to support staff. 			
New staff are not aware of policies and procedures prior to starting at the school	High	<ul style="list-style-type: none"> Induction programmes are in place for all staff –in-school or online 	Yes		Low
1.13 Catering facilities and Free school meals					
Provision is in place for all pupils who are eligible for free school meals.	High	<ul style="list-style-type: none"> Catering provision is in place in all schools. FSM and UFSM students fully catered for. Planning includes contingencies for scenarios when a school or local area may become subject to any changes in Government or Public Health advice, as part of outbreak management plans. 	Yes	<ul style="list-style-type: none"> Catering arrangements to be kept under review 	Low
1.14 Risk assessments					
Risks are not comprehensively assessed in every area of the school	High	<ul style="list-style-type: none"> Risk assessments are regularly reviewed and updated and mitigation strategies are put in place and communicated to staff if appropriate. 	Yes	<ul style="list-style-type: none"> To be reviewed regularly or at the point of any significant change 	Low
1.15 School transport					
Changes to bus schedules as a result of illness adversely affect pupils' attendance and punctuality and do not align with staggered start and departure times	High	<ul style="list-style-type: none"> Close collaboration with LAs/bus companies to meet protective measures as closely as possible. School timetables are planned with consideration for school and public transport timetables. 	Yes		Low
1.16 Risk of school closure					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
Health and safety of community is at risk due to any school services being affected by insufficient staffing available.	High	<ul style="list-style-type: none"> Relevant ET member to discuss circumstances with CEO. Trustees have delegated responsibility to close a school, to the CEO. The exception to this is where the CEO is seeking to enact localised measures (see separate addendum). 	Yes		Medium
2. Investing in safety equipment and health and safety arrangements to limit the spread of infection					
2.1 Cleaning					
Cleaning capacity is reduced so that appropriate cleaning regimes are not undertaken to the standards required	High	<ul style="list-style-type: none"> Working patterns for cleaning staff (including any deep cleans) agreed with contracting agencies and in house cleaning staff. An appropriate cleaning plan is agreed and implemented which minimises the spread of infection. Working hours for cleaning staff are reallocated and/or increased if required, including adapting to requirements if schools are affected by any localised outbreaks of illness on site. Cleaning supplies are provided for ongoing daily use across school sites, particularly in higher traffic areas where more people mix from different areas of site, such as staff rooms and reception areas. Cleaning requirements for all large events are reviewed when planning each event and implemented appropriately for each case. Outbreak management plans take into account stepping up or stepping down cleaning control measures, according to UKHSA advice for any school or locality. 	Yes	<ul style="list-style-type: none"> To be kept under review 	Low
Curriculum equipment cleaning places additional demand on cleaning capacity, so ongoing cleaning of equipment is not undertaken appropriately.	High	<ul style="list-style-type: none"> Schemes of learning will be reviewed, to ensure that lessons are sequenced with attention given to ongoing cleaning of widely shared resources. In the event of a localised outbreak of illness, an appropriate cleaning plan is agreed and implemented which minimises spread of infection. 	Yes	<ul style="list-style-type: none"> To be kept under review, with consideration for individual needs in each subject area. 	Low
2.2 Hygiene and handwashing					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
Inadequate supplies of soap and hand sanitiser mean that pupils and staff do not wash their hands with sufficient frequency	High	<ul style="list-style-type: none"> An audit of handwashing facilities and sanitiser dispensers is undertaken regularly, and additional supplies are purchased if necessary. Monitoring arrangements are in place to ensure that supplies of soap, hand towels and sanitiser are maintained throughout the day. Forward procurement planning is in place in schools, to ensure ongoing stock monitoring and timely ordering of supplies. Schools actively encourage parents to supply pupils with hand sanitizer and tissues where they can. 	Yes		Currently Low – moving to medium dependant on resources available, nationally, as potential of increase in demand is possible
Pupils forget to wash their hands regularly and frequently	High	<ul style="list-style-type: none"> Staff training includes the need to remind pupils of the need to wash their hands regularly and frequently – this is built into the school day. Posters 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. Hand gel is added to the list of essential equipment for all children/pupils. 	Yes		Low
Respiratory hygiene in schools is not effective	High	<ul style="list-style-type: none"> All school staff to be trained on the need to enforce the ‘catch it, bin it, kill it’ approach. This information shared with children/pupils and parents. Signage used in schools, where needed. Tissues added to essential equipment that children/pupils should bring with them to school. Bins in every classroom and office area, including reception areas. 	Yes		Low
2.3 Clothing/fabric					
Not wearing clean clothes each day may increase the risk of illness spreading	High	<ul style="list-style-type: none"> Schools will adapt uniform expectations if it causes financial hardship, or compromises adequate washing frequency (in particular blazers). Flexibility with uniform will be implemented if required, in support of maintaining adequate ventilation in cooler weather. Expectations and guidance are communicated to parents. Additional pastoral support to be provided for families, where required. Staff dress code will revert to business dress, with adaptations as appropriate. 	Yes		Low
2.4 Testing and managing symptoms					
Testing is not used effectively to help manage staffing levels and support staff wellbeing	High	<ul style="list-style-type: none"> If Government or UKHSA protocols are established for any stakeholders to be tested for any illness; these are shared and form part of staff training. 	Yes		Low

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
<p>Infection transmission within school due to staff/pupils (or members of their household) displaying symptoms or confirmed cases of illness</p>	<p>High</p>	<ul style="list-style-type: none"> • Collection and monitoring of absence data, including tracking return to school dates. • Procedures are in place to deal with any pupil or staff displaying symptoms at school. • Identify which staff member/s should be informed/ take action. • Have an agreed area established to be used if an individual needs to be isolated. • Make arrangements to send staff member home and advise to follow the staying at home guidance. • While waiting to be collected, move to an isolation room behind a closed door with colleague supervision. Have an open window if possible in the room. • If it is not possible to isolate them, move them to an area which is as far away from other people as possible. • If a separate bathroom is necessary, then clean and disinfect before being used by anyone else. • Provision of PPE, which should be worn by staff when appropriate, following UKHSA guidance. • In an emergency, call 999 if they are seriously ill or injured or their life is at risk. • Pupils, parents and staff are aware of what steps to take if they, or any member of their household, displays symptoms of illness, by referring to the relevant UKHSA guidance. • A record of any illness symptoms in staff or pupils is reported to the Headteacher and HR; multiple cases liaise with UKHSA as per protocols. • Agreed cleaning regime in place for any localised outbreaks. • Restricted use of premises and resources where possible. • Limiting movement around the school. 	<p>Yes</p>		<p>Low</p>

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
Staff, pupils and parents are not aware of the school's procedures should anyone display symptoms or there be a confirmed case (or localised outbreak) of illness	High	<ul style="list-style-type: none"> Staff, pupils and parents have received clear communications informing them of any available UKHSA guidance, particularly if any illness becomes prevalent and requires higher awareness or vigilance. Any updates or changes to UKHSA guidance is communicated in a timely and effective way to all stakeholders. 	Yes		Low
2.5 First Aid/Designated Safeguarding Leads					
The lack of availability of designated First Aiders and Designated Safeguarding Leads puts children's safety at risk	High	<ul style="list-style-type: none"> Staffing plans ensure sufficient numbers of on duty staff are qualified in first aid/safeguarding. Refresher training is completed prior to expiry of qualifications, to ensure ongoing sufficiency of qualified members of staff. 	Yes		Low
2.6 Medical rooms					
Medical rooms are not adequately equipped or configured to maintain infection control	High	<ul style="list-style-type: none"> Appropriate PPE is worn by staff in these areas Rooms are designated for individuals with illness symptoms whilst collection is arranged. Procedures are in place for rooms to be cleaned after suspected illness cases, along with other affected areas, including toilets. 	Yes		Low
2.7 Communication with parents					
Parents and carers are not fully informed of the health and safety requirements for the reopening of the school	High	<ul style="list-style-type: none"> Trust and school websites are regularly updated with key information. Clear communications sent out to all parents/carers prior to re-opening. Signage at the front of each school reminding that anyone displaying specific symptoms should not enter. 	Yes		Low
Parents and carers may not fully understand their responsibilities should a child show symptoms of illness	High	<ul style="list-style-type: none"> Key messages in line with UKHSA guidance are reinforced on a regular basis via usual school communication channels. 	Yes		Low
2.8 Personal Protective Equipment (PPE)					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
Provision of PPE for staff where required is not in line with government guidelines	High	<ul style="list-style-type: none"> Sufficient PPE has been procured. Those staff required to wear PPE (e.g. intimate care, cleaning areas where illness symptoms have been present) 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. Staff are reminded that PPE is not substitute for good handwashing. 	Yes	Staff must ensure they follow the protocol for the appropriate wearing/disposing/storing of PPE.	Low
2.9 Face Coverings					
Use of face coverings is not appropriately implemented,	High	<ul style="list-style-type: none"> From September 2021 face coverings are no longer required to be worn by UKHSA guidance, although staff and students remain free to wear face coverings at any time if they wish. If UKHSA guidance changes at any time, this is read, understood and communicated to staff, students and parents/carers and kept under regular review. 	Yes		Low
2.10 Ventilation					
Inadequate ventilation may contribute to increased risk of illness spreading	High	<ul style="list-style-type: none"> UKHSA and HSE guidance on providing adequate ventilation is understood and followed. Doors, excluding fire doors, are kept open wherever possible and safe to do so. Windows are opened wherever possible including-being opened fully when spaces are unoccupied and opened just enough for constant background ventilation in cooler weather. In cooler weather, high level windows are opened as preference where possible, furniture is relocated where possible to avoid direct draughts and flexibility is implemented regarding clothing. Heating is used as necessary, in addition, to maintain comfort levels. Ventilation is specifically considered for any large event, or when large numbers of visitors are in school. Mechanical ventilation systems are adjusted to an increased ventilation rate and/or full fresh air where possible, or operated as normal where serving a single room and supplemented by an outdoor air supply. 	Yes	Regular, dynamic reviews of weather conditions, to support best use of ventilation through open windows.	Low
3. Maximising social distancing measures					
3.1 Pupil behaviour					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
<p>Pupils' behaviour on return to school does not comply with social distancing guidance</p>	<p>High</p>	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account reinforcing messages to students, staff modelling behaviour, minimising movement, avoiding large gatherings, staggering break and lunch times, revision of the behaviour policy, appropriate supervision and communication to parents. 	<p>Yes</p>		<p>Low</p>
<p>3.2 Classrooms and teaching spaces</p>					
<p>The size and configuration of classrooms and teaching spaces does not support compliance with social distancing measures</p>	<p>High</p>	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future.. This will take into account configuration of furniture and teaching spaces, location of teachers in classrooms and regular review of arrangements. 	<p>Yes</p>		<p>Low</p>
<p>3.3 Movement in corridors</p>					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
Social distancing guidance is breached when pupils circulate in corridors	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future..This will take into account appropriate circulation plans and routes, identification of pinch points or bottlenecks, minimising movement around school, staggering lesson changeover, regular briefing to students and appropriate supervision at all times. 	Yes		Low
Social distancing guidance is unclear for staff	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account how far control measures are stepped up or stepped down, according to UKHSA advice. 	Yes		Low
3.4 Break times					
Pupils may not observe social distancing at break times	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account staggering break time, designation of specific areas to groups, appropriate signage and supervision being in place. 	Yes		Low
3.5 Lunch times					
Pupils may not observe social distancing at lunch times	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future.. This will take into account appropriate queueing systems, staggering eating times, using different areas for groups, taking seating out of use where appropriate, appropriate cleaning of eating areas and communication to students. 	Yes		Low
3.6 Toilets					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
Queues for toilets and handwashing risk non-compliance with social distancing measures	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account queueing zones for toilets, appropriate signage being in place, access to toilets given throughout the day, appropriate cleaning regimes, ongoing provision of hygiene supplies and regular reminders of expectations to students. 	Yes		Low
3.7 Medical Rooms					
The configuration of medical rooms may compromise social distancing measures	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. Additional rooms are designated for pupils with suspected illness whilst collection is arranged. Procedures are in place for medical rooms to be cleaned after suspected illness cases, along with other affected areas, including toilets. Staff undertaking first aid have been risk assessed. 	Yes		Low
3.8 Reception area					
Groups of people gather in reception (parents, visitors, deliveries) which risks breaching social distancing guidelines	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future.. This will take into account non-essential deliveries and visitors to school being minimised, school visitors are by prearranged appointment only. Ongoing consideration of minimising visitors to school and visitors being by appointment will be given at all times, particularly in times of high prevalence of illness. Signing in systems are adapted to support hygiene regimes. This may include only designated staff operating electronic signing in touch screens on behalf of visitors, using non-electronic signing in methods or using contactless signing in, where appropriate. 	Yes		Low

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
3.9 Arrival and departure from school					
Pupils and parents congregate at exits and entrances, making social distancing measures difficult to apply	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future.. This will take into account staggering start and finish times, use of different entrances and exits and regular messages to parents to be aware of recommendations in official guidance, particularly during times of high prevalence of illness in any school or locality. 	Yes		Low
3.10 Transport					
The use of public and school transport by pupils poses risks in terms of social distancing	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. All DfE guidance, regarding, transport to be shared or signposted with relevant parties. Expectations of parents and pupils, whilst on public/school transport to be clearly communicated. 	Yes		Low
3.11 Staff areas					
The configuration of staff rooms and offices makes compliance with social distancing measures problematic	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account configuration of staff work spaces, closure of rooms if required, staff being briefed on use of rooms, using remote working for training events and ongoing consideration of flexible working arrangements for staff roles that are suited to this. Staff areas all have cleaning and hygiene supplies provided for ongoing daily use as appropriate. 	Yes		Low
Staff failing to adhere to social distancing guidelines	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. Outbreak management plans are in place in every school, should official advice require a temporary return to social distancing control measures in future. This will take into account configuration of staff areas, limiting the number of people in shared areas, ongoing consideration of flexible working arrangements and limiting the number of people on site via use of rotas if appropriate. Staff remain free to wear face coverings if they wish. 	Yes		Low

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> Ongoing control measures in place for regular hand washing and use of sanitiser and the 'catch it, bin it, kill it' approach. Ongoing consideration for large gatherings only when needed. Ongoing consideration is given to recommendations in official guidance. 			
4. Continuing enhanced protection for children and staff with underlying health conditions					
4.1 Pupils with underlying health issues					
Pupils with underlying health issues or those who are shielding are not identified and so measures have not been put in place to protect them	High	<ul style="list-style-type: none"> Schools have a regularly updated register of pupils with underlying health conditions and considerations for these students, which is referred to in the event of any prevalence of illness. 	Yes		Medium
4.2 Staff with underlying health issues					
Staff with underlying health issues or those who are shielding are not identified and so measures have not been put in place to protect them	High	<ul style="list-style-type: none"> All members of staff with underlying health issues, those within vulnerable groups or who are shielding have been requested through a staff survey to make their condition or circumstances known to the HR Team and their school. Records are kept of this and risk assessments completed and reviewed where appropriate. Members of staff with underlying health conditions have been asked to seek and act on the advice of their GP/consultant/midwife or UKHSA advice. 	Yes		Medium
5. Enhancing mental health support for pupils and staff					
5.1 Mental health concerns – pupils					
Pupils' mental health has been adversely affected	High	<ul style="list-style-type: none"> There are sufficient numbers of trained staff available to support pupils with mental health issues. 	Yes		Medium

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
		<ul style="list-style-type: none"> 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. Pastoral mentors have been appointed as part of the Covid catch-up funding to support pupils' mental health and well-being where appropriate. 			
5.2 Mental health concerns – staff					
The mental health of staff has been adversely affected	High	<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. Staff continue to be supported by school and HR. 	Yes		Medium
5.3 Bereavement support					
Pupils and staff are grieving because of loss of friends or family	High	<ul style="list-style-type: none"> Parents / staff encouraged to inform school of any bereavement that has had an impact. Signpost local organisations to support bereavement. 	Yes	<ul style="list-style-type: none"> The Trust has engaged with further training for staff from Winstons Wish and St Giles Hospice. 	Low
6. Operational issues					
6.1 Review of fire procedures					
Fire procedures are not appropriate to cover new arrangements	High	<ul style="list-style-type: none"> Fire procedures have been reviewed and revised where required Staff and pupils have been briefed on any amended evacuation procedures. Fire wardens/fire marshals have been trained and briefed appropriately. Fire practices to be implemented regularly during the course of the academic year. 	Yes		Low
Fire evacuation (drills) - unable to apply social distancing effectively	High	<ul style="list-style-type: none"> Government guidance does not require any measures to be in place in education settings from September 2021. In an emergency and preservation of life continues to take precedence over any measures that may be in place. 	Yes		Low
6.2 Managing premises					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
All systems may not be operational	High	<ul style="list-style-type: none"> Government guidance is being implemented where appropriate. All systems are recommissioned following any period of complete closure. Site staff continue to conduct all routine site inspections and maintenance checks. 	Yes		Low
Statutory compliance has not been completed	High	<ul style="list-style-type: none"> All statutory compliance is up to date, with ongoing monitoring and review at all sites via the Operations & Estates team. If water systems have not been maintained during any period of closure, chlorination, flushing and certification by a specialist contractor has been arranged. 	Yes		Low
6.3 Contractors working on the school site					
Contractors on-site whilst school is in operation may pose a risk to infection control	High	<ul style="list-style-type: none"> Ongoing essential works and scheduled inspections for schools (e.g. estates related) continue. An assessment has been carried out to see if any additional control measures are required to keep staff, pupils and contractors safe. Contractors are made aware of risk assessments, control measures (if in place) and operating procedures. It is communicated and understood that they are expected to adhere to these at all times. Government guidance does not require social distancing to be in place in education settings from September 2021, however there is ongoing consideration of safest working practice and any recommendations made in official guidance. Outbreak management plans take into account that official advice may result in the stepping up of social distancing measures in future. 	Yes	<ul style="list-style-type: none"> DBS checking continues along with other safer recruitment arrangements 	Low
6.4 Central staff working on the school site					

Areas for concern	Risk rating prior to action (H/M/L)	Control measures	In place? (Yes/No)	Further action/comments	Residual risk rating (H/M/L)
Central staff may be at, or pose, an increased risk of infection transmission due to their frequent interaction with a range of user equipment and the mobile nature of their work.	High	<ul style="list-style-type: none"> Remote support is available, alongside on site support. Consideration is given to the number of people required to complete a task or attend site and only those required will attend. All schools have an agreed and implemented appropriate cleaning regime. Frequent handwashing and general hygiene practices are adhered to by central staff in the same way as for all other staff. 	Yes		Low
7. Finance					
7.1 Costs of the school's response to illness outbreaks					
The costs of additional measures and enhanced services to address illness are not known leading to potential impact on services/education provision	High	<ul style="list-style-type: none"> Additional cost pressures identified and an end-of-year forecast which factors them is produced. Trust finance team has been consulted and costs built in to budgets. Additional related costs are under monitoring and options for reducing costs over time and as guidance changes are under review. Monitored monthly by finance committee 	Yes		Medium
8. Governance					
8.1 Oversight of the governance					
Lack of Trust Board oversight leads to the school failing to meet statutory requirements.	High	<ul style="list-style-type: none"> The Trust Board continues to meet regularly. The Trust Board agendas are structured to ensure all statutory requirements are discussed and school leaders are held to account for their implementation. There is regular communication between CEO/Chair of Trust Board and Hub Committee meetings and, where possible, between HTs and Advocates. 	Yes		Low

