



COVID19 Risk Assessment and Action Plan

SCHOOL NAME: Kidmore End Primary School

OWNER: Andrew Griffin

UPDATED: 2 Sept 2021, 4 Jan 2022, 10 Jan 2022, 25 Jan 2022, 26 Feb 2022,

21/01/2022: See Addendum at end of document for Headteacher response to Government advice 21/01/2022

26/02/2022: read in conjunction with https://www.gov.uk/government/publications/covid-19-response-living-with-covid-19

26/02/2022: key changes: staff can continue to wear face masks; twice-weekly Covid Lateral Flow Testing has stopped; staff need to monitor own symptoms and let Headteacher know if unwell or needing to stay at home due to illness; the school has only limited supplies of lateral flow tests and will only give them to staff when absolutely necessary.





Purpose of this document:

This COVID19: Risk Assessment and Action Plan document sets out the decisions taken, and measures put in place to ensure the school continues to operate in a safe way.

Existing policies and guidance continue to apply alongside the actions within this document, including but not limited to:

- School specific Health and Safety Policy
- First Aid Policy
- DFE Guidance relating to COVID19 Guidance for schools: coronavirus (COVID-19) GOV.UK (www.gov.uk)
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 RIDDOR HSE
- The Health Protection (Notification) Regulations 2010 (legislation.gov.uk)
- Public Health England (PHE) (2017) Health protection in schools and other childcare facilities GOV.UK (www.gov.uk)

Risk Assessment for September 2021 return:







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Theme	Control Measures	Risk to Implementation	Risk Level Pre-Action	Action Required / Decision Made	Action Completed Date	Risk Level Post-Action
Engagement in Risk Assessment and Planning	Risk assessment process fully engages staff, governing board and union representatives. Schools COVID-19 operational guidance - GOV.UK (www.gov.uk) Actions for early years and childcare providers					
	Review office space(s) to allow staff to continue to work safely.	Ensure all staff have enough space between staff members and enough ventilation.	M	Office desks remain spaced apart as during COVID restriction times; through flow of air maintained. Doors and windows used for ventilation.		L
Site Arrangements Coronavirus: latest information and advice - HSE news	Review access/egress by pupils, staff, visitors and manage as appropriate for the safety of all-based on summer term processes/procedures. What worked/what didn't? Any other physical changes necessary? Maintain one-way system(s), appropriate signage etc.	Bottlenecks likely at entrance to school, parents likely to be too close to each other. Potential for too many people in school for reasonable distancing to be maintained. Signage around school to be checked and updated as necessary.	M	Parents are now allowed to come freely onto the playground without masks. We are encouraging them to come at set times and drop and leave immediately, not lingering in the playground.		L





			Parents still to come to front office only and appointments to see members of staff to be made as necessary.	
			One-way system in school to be maintained for logistical reasons.	
			26/02/2022 Staff asked to wear masks in communal areas. Visitors asked to wear masks, provide evidence of LFDs and remain wearing masks in the school buildings. For events, masks must be worn and LFDs provided also.	
Review premises lettings and best practice approach, as required	Hall occasionally used by local outside entities or the church. Risk around less control over how outside entities act in our school.	М	Parties renting the school to be informed of our procedures and requests made to them for cleaning and wiping with disinfectant. Only specific areas to be used. Additional cleaning can take place after rental.	L





	Consideration given to the arrangements for any deliveries.			Procedures from before remain robust. Deliveries organized in advance at specific times and only to reception.		
	Regular communication with Parents/Carers confirming expectations/requirements when on the school site. Appointment only procedure still in place.	Risks around lack of knowledge of outside parties like parents and carers.		Parents and carers to be given full and frank details of our expectations and requirements of them on the school site by the Headteacher via email and in parent expectation meetings at the beginning of term.		
	Safe Contractor management			Procedures from before remain robust. Contractors come to the reception and sign in and sanitize and wait to be escorted.		
Emergency Evacuations	Evacuation routes are confirmed, and signage accurately reflects these. NB In the event of emergency the priority is getting out of the building calmly.		M	Evacuation procedure remains robust. Arrange a fire drill in the new term capturing new pupils/staff	L	





Cleaning and waste disposal	Enhanced cleaning regime is in place in line with COVID-19: cleaning of non-healthcare settings outside the home - GOV.UK (www.gov.uk)	Failures of current cleaning company to achieve best standards.		Enhanced cleaning schedule implemented throughout the site, ensuring that contact points, work surfaces, door handles, taps etc. are all thoroughly cleaned and disinfected regularly. Paper towels and handwash are to be checked and replaced as needed by school staff or cleaning staff Enhanced cleaning regime for toilet facilities particularly door handles, locks and toilet flush.	
	Adequate cleaning supplies and facilities around the school are in place. Any further changes necessary? Arrangements for longer-term continual supplies are also in place.	Potential for supplies to run out, as has happened previously.	M	Stock checks made by office staff and cleaning company to ensure supplies do not run out.	L





	Sufficient time is available for the enhanced cleaning regime to take place.	Cleaners not performing to spec.	М	Cleaners replaced with new ones and more stringent checks to be undertaken.	L
	Waste disposal process in place for potentially contaminated waste, including testing waste.			Waste bags and containers - kept closed and stored separately from communal waste for 72 hours	
				Waste collections made when the minimum number of persons are on site (i.e. after normal opening hours).	
				COVID-19: cleaning of non-healthcare settings outside the home - GOV.UK (www.gov.uk)	
	Safe and appropriate storage of large supplies of alcohol gel	Flammable item	Н	Stored in locked cupboard away from sources of ignition.	
Classrooms	Classrooms allow as much space between individuals as practical.	New school year, new pupils and staff		Ensure all pupils and staff are aware of procedures and regulations.	





Review classroom entry and exit routes, any further changes required and is appropriate signage in place. Consider lessons learnt from earlier in the year.	Review these, but maintain procedures and processes from last year.
Appropriate resources are available within all classrooms e.g. IT, age specific resources. Review any sharing of equipment as necessary and cleaning measures required	Whole school subject to a continual review and assess process, in order to ensure that school is up to date with current guidance.
Review non-essential equipment or resources which are not easily washable or wipeable.	Robust procedures about resources and equipment that were already in place will be maintained.
Review information posters which are displayed across the site; at the main entrance, places visible to those at the school gate, in the staffroom and in all toilets, are any changes necessary?	04/01/2022: reviewed and changed as necessary
Furniture arranged to minimise contact as much as possible e.g.	





	Desks side by side, facing front, where age appropriate. Increased ventilation (where reasonably practicable – cost versus risk exercise). 21/08/21 update from GOV.UK All schools to receive carbon dioxide monitors - GOV.UK (www.gov.uk) Currently under review by OCC H&S in conjunction with other LA's/DfE/HSE Guidance - The Health and Safety Executive guidance on air conditioning and ventilation during the coronavirus outbreak and CIBSE COVID-19 advice provides more information.	Reminder to keep windows/doors open as much as practically possible and/or purge fresh air at midmorning and lunch break. Following DfE, HSE and CIBSE guidance, schools should, as part of their risk assessment, be identifying any areas of concern. e.g., where there's no natural ventilation/air flow; areas that feel stuffy etc.		
Staffing	Review staffing numbers required for Sept 2021 return have been determined including support staff such as facilities, IT, midday and office/admin staff.		•	
	Approach to staff absence reporting and recording in place. All staff aware.		onto Integris.	





Review any individual staff risk assessments (clinically extremely vulnerable, pregnant staff), are there appropriate and sufficient arrangements in place for mitigating risks as identified. Communication arrangements are in place and clear for staff concerning their role in continuing to support the working of the school.	H Headtead individua written de be distrib	staff members naternity leave. ther has held I meetings and confirmation will suted to staff to I are clear
Plans to respond to any increased sickness levels are in place. Cover arrangements determined	Robust baplace.	ack up plans in
Where appropriate/necessary, consideration given to staff clothing expectations and information shared with staff.		
Approaches for meetings and staff training in place.	set times locations	to be held at and in set with enough diventilation.
Staffing roles and responsibilities with regards to the contingency remote provision alongside in-	· · · · · · · · · · · · · · · · · · ·	rocedures place. Staff





school provision agreed and communicated.		understand their responsibilities.	
Consideration given to the options for redeployment of staff to support the effective working of the school. If redeployment is taking place staff are aware of controls and processes in respect of tasks they are unfamiliar with.	Other current staff may be required to lead some groups if a teacher is absent.	Robust procedures are in place to ensure an appropriate level of continuity.	
Approach to support wellbeing, mental health and resilience in place, including bereavement support.		Staff are aware of support and advice for schools and pupils available from the Trust and our insurers.	
How staff are supported to follow this within their own situations and that of pupils and colleagues is clear.		Information is available also from the SBM. 04/01/2022: wellbeing group has now been set up to further support staff. Made up of representatives from	
		across the school.	





Arrangements for accessing testing are in place. Staff are clear on how and when to access a test.		Robust procedures already in place. All staff aware.	
The approach for inducting new starters has been reviewed and updated in line with current situation.		The SBM follows a strict list of procedures for induction.	
Any staff contracts that need to be issued, extended or amended considering the current situation have been.		Contracts are all drawn up and reviewed by ODST.	
Review and communicate arrangements for any visitors/ contractors on site, protocols and expectations required.		Check with the contractor any requirements their employer has specified before visit. Share school protocols.	
externally employed adults delivering learning in school e.g. sports coaches, music tutors, forest school leaders. Protocols	Share any amended procedures, obtain their assessments outlining controls, e.g. only offering limited activities which maintain distancing, all	04/01/2022: all externally employed adults are routinely shown our procedures and given a copy of them upon first visit.	





		equipment stringently cleaned.		
Mixing and 'bubbles'	GOV.UK no longer recommend that it is necessary to keep children in consistent groups ('bubbles'). This means that bubbles will not need to be used for any summer provision (for example, summer schools) or in schools from the autumn term. As well as enabling flexibility in curriculum delivery, this means that assemblies can resume, and you no longer need to make alternative arrangements to avoid mixing at lunch. You should make sure your		10/01/2022: children encouraged to ear jogging bottoms and school fleeces and to ensure they have their coats in school. Situation regarding assemblies to be monitored.	
	contingency plans (sometimes called outbreak management plans) cover the possibility that in some local areas it may become necessary to reintroduce 'bubbles' for a temporary period, to reduce mixing between groups.			
	Any decision to recommend the reintroduction of 'bubbles' would			





	not be taken lightly and would need to take account of the detrimental impact they can have on the delivery of education. Identified solutions to any workforce capacity issues are in place.			
Social Distancing? Hands, face, space and fresh air!	From GOV.UK: Social distancing measures have now ended in the workplace and it is no longer necessary for the government to instruct people to work from home. Employers should be able to explain the measures they have in place to keep staff safe at work. The Health and Safety Executive (HSE) has published guidance on protecting vulnerable workers, including advice for employers and employees on how to talk about reducing risks in the workplace. Approach to avoiding children and young people entering school congregating in large numbers	all pr so an alv co dis	eadteacher has made I staff aware of new rocedures regarding ocial distancing in talks and via email. Staff are ways welcome to ontribute to the scussion. 4/01/2022 On arrival, rudents move quickly to ass and sit at table and	





			wait for rest of class to arrive/class to begin.	
	Approach to assemblies	Consider and review any alternative outdoor areas (weather permitting) for assemblies, classes etc.,	Government guidance will be followed closely with the resumption of these. Two new hand sanitizer stations have been established at the entrance to the hall. 28/02/2022: assemblies are inside with good ventilation	
	Review arrangements in place for the use of the playground, including equipment.		Where reasonably practicable to do so, enhanced safe cleaning process in place for outdoor equipment	
	Dedicated school transport follows the grouping/ bubble arrangement in line with the protocols in school, as much as possible.		Robust procedures already in place. Have been reviewed but no changes necessary.	
Transport	Arrangements in place with transport providers to support any staggered start/end times.		Robust procedures already in place. Have been reviewed but no changes necessary.	





	Children and young people reminded to wear face coverings on public and school transport.	Robust proce already in pla been reviewe changes nece	ice. Have ed but no	
	Review arrangements in place to provide food to on site, including the requirement of universal free school meals. Liaise with catering company re any changes to processes and procedures/RA update	Robust proce already in pla been reviewe changes nece	ice. Have ed but no	
Catering	Review arrangements for when and where pupils and staff will take lunch (and snack time if necessary) – any adjustments necessary?	Procedures re and adjusted scenarios. All staff have bee	to new concerned	
	Review arrangements for food deliveries in place – any adjustments necessary?	Robust proce already in pla been reviewe changes nece	ice. Have ed but no	
PPE	Review PPE requirements and are appropriate supplies in place?	Plenty of support of s	n place, As office	





Visors/face coverings	Face coverings are no longer advised for pupils, staff and visitors either in classrooms or in communal areas. The government has removed the requirement to wear face coverings in law but expects and recommends that they are worn in enclosed and crowded spaces where you may come into contact with people you don't normally meet. This includes public transport and dedicated transport to school or college.	All staff have been informed by the Headteacher in briefings and by email of the new regulations. Parents will be directed to the information by the Headteacher also.	
Response to suspected/ confirmed case of COVID19 in school	Approach to confirmed COVID19 cases in place: during school day • Which staff member/s should be informed/take action • Area established to be used if an individual is displaying symptoms during the school day and needs to be isolated • Cleaning procedure in place	Robust procedures already in place. Have been reviewed but no changes necessary.	





Arrangements for informing parent community in place		
Approach to confirmed COVID19 cases in place: outside of school hours • Cleaning procedure in place • Arrangements for informing parent community in place	Robust procedures already in place. Have been reviewed but no changes necessary.	
Review any changes to the school day/timetables and communicate with parents.	Headteacher has communicated all these changes to staff and parents.	
Approach to supporting wellbeing, mental health and resilience, including bereavement support is in place.	Information is regularly disseminated from the Trust or our insurers by the SBM.	
Consideration of the impact of COVID19 on families and whether any additional support may be required: • Financial • Increased FSM eligibility	Robust procedures already in place. Have been reviewed but no changes necessary.	





	 Referrals to social care and other support PPG/ vulnerable groups 		
Remote Education Plan	Contingency plan for remote learning developed should self-isolation or restricted attendance be required.	Response to positive case(s) of COVID19.	Remote learning contingency available and ready to be 'switched-on' when needed. 10/01/2022: Staff will upload work for children who maybe self- isolating. At the current time, the remote offer will include daily work in Maths and English and another subject. Teaching staff will also email parents on a daily basis to let them know the nature of the work set for that day. At the moment the school will not be offering Live Online Lessons as the current Covid status does not warrant us undertaking this approach. However, if





	Technology support/DfE laptop allocation in place.	there are multiple cases across the school, we will transfer to Remote Online live lessons if necessary. Refer to GOV.UK guidance	
	Staff are prepared for supporting wellbeing of pupils and receiving any potential disclosures.	All staff have undertaken safeguarding training on inset day. School has invested in the CPOMS system of recording to enhance our ability to safeguard our children.	
Safeguarding	Reviewed/updated Child Protection Policy in place	Adopted most recent Child Protection Policy	
	Where appropriate, work with other agencies, such as social care, has been undertaken to support vulnerable CYP and families to complete risk assessments and planning.	Robust procedures already in place. Have been reviewed but no changes necessary.	
	Where physical contact is required in the context of managing behaviour, ensure appropriate	Robust procedures already in place. Have	





	hygiene measures are in place to mitigate any risk of transmission.	been reviewed but no changes necessary.	
	Current learning plans, revised expectations and required adjustments have been considered.		
Curriculum / learning environment	Each activity should be risk assessed and should not be run unless the risks can be mitigated PE Practical science lessons DT/ FT Swimming	Robust procedures already in place. Have been reviewed but no changes necessary.	
	Whole school approach to adapting curriculum (S/M/L term), including: • Wellbeing curriculum • recognising 'non-curriculum' learning that is being done at home, where/if applicable	Staff are trained and supported in front of classroom delivery style and aware of how best to provide students with additional support.	





	 capturing pupil achievements/ outcomes utilising the DFE 'catch-up' funding and programmes contingency remote learning plan 		
	Student behaviour policy reviewed and amended where necessary to reflect the current circumstances.	Discussed at inset day training.	
	Arrangements for teaching pupils how to keep themselves safe online are in place and aligned to the contingency remote learning plan.	Discussed at inset day training.	
			`
	Approach to provision of the elements of the EHCP including health/therapies in place.	Robust procedures already in place. Have been reviewed but no changes necessary.	
SEND PUPILS	Annual reviews.	Robust procedures already in place. Have been reviewed but no changes necessary.	
	Consider any SEN pupils who may need support with their return to	Robust procedures already in place. Have	





	school and consult with the family and other agencies involved.	been reviewed but no changes necessary.	
	Requests for assessment considered.	Robust procedures already in place. Have been reviewed but no changes necessary.	
Attendance	Approach to promoting and supporting attendance for all pupils determined, including those who may be anxious.	Reviewed on inset day. New TA to support pupil who struggles with coming to school employed.	
	Information shared with staff around the Sept 2021 return to school and any amendments to usual working patterns/practices and groups.	Detailed sessions held with Headteacher over three inset days to ensure all staff have all the information they need.	
Communication	Updated Risk Assessment published on website.		
Communication	Communications with parents on the:	Headteacher to deliver these to parents via email and parent expectation meetings	





acknowledgement to parents of home learning Attendance Uniform Transport Behaviour NHS Test and Trace Staggered start and end times Expectations when in school Anticipated sanctions for breach of school guidelines and processes Contingency plans — Outbreak Management		
Plan Pupil communications around:	Headteacher and teachers to communicate this information to pupils as appropriate.	





	On-going regular communication plans determined to ensure parents are kept well-informed	Robust procedures already in place. Have been reviewed but no changes necessary.	
Governors/ Governance	Meetings and decisions that need to be taken are prioritised.	Robust procedures already in place. Next Governance meeting organized	
	Governors have oversight of Sept 2021 return to school and risk assessments. Approach to communication between Leaders and Governors is clear and understood.	Robust procedures already in place. Have been reviewed but no changes necessary.	
	Review any aspects of Governance which may have been on-hold in order to review/reinstate as required	Robust procedures already in place. Have been reviewed but no changes necessary.	
	Governors have oversight of all staff wellbeing and appropriate arrangements in place to support Headteacher and SLT. Refer to Headteacher wellbeing materials.	Robust procedures already in place. Have been reviewed but no changes necessary.	





School events, including trips	Review the school's annual calendar of events	Headteacher and SLT have reviewed these in light of new guidance and appropriate adjustments considered	
Finance	Review any continuing additional costs incurred due to COVID19; are they clearly documented.	Will be reviewed when directed by ODST.	
	Review any claims submitted for reimbursement e.g., increased premises related costs, additional cleaning, additional waste removal, support for FSM etc.	Will be claimed when directed by ODST.	
	Insurance claims, including visits/trips booked previously.	As needed, will be actioned. None outstanding.	
	Consideration given to any support that may be brokered through working together, for example, partnerships, trusts etc.	As appropriate, will be considered.	
Before and after school clubs	Approach in place for before/after school clubs implements the necessary protective measures including restricted attendance	Robust procedures already in place. Have been reviewed but no changes necessary.	





		10/01/2022: clubs continue as normal from this week.	
Testing	Test kits are securely stored and distributed to staff	Staff are aware of the procedures to obtain kits	
	Staff are aware of how to safely take and process the test. Share the following: NHS instruction leaflet Training video and online resources on the document sharing platform Contact details if queries Process for reporting incidents PPE provision	Robust procedures already in place. Have been reviewed but no changes necessary.	
	Staff are aware of how to report their test results to school and to NHS Test and Trace.	Robust procedures already in place. Have been reviewed but no changes necessary.	
	Staff are aware of how to report any incidents both clinical and non-clinical.	Robust procedures already in place. Have been reviewed but no changes necessary.	
	Process in place to monitor and replenish test supplies	Robust procedures already in place. Have	





Process in place for appropriate PPE to be available		been reviewed but no changes necessary.	

Actions for early years and childcare providers

Schools COVID-19 operational guidance - GOV.UK (www.gov.uk)

Contingency framework: education and childcare settings (publishing.service.gov.uk)

All schools to receive carbon dioxide monitors - GOV.UK (www.gov.uk)Coronavirus (COVID-19): advice for pregnant employees - GOV.UK (www.gov.uk)

Guidance on protecting people who are clinically extremely vulnerable from COVID-19 - GOV.UK (www.gov.uk)

https://www.gov.uk/government/publications/protective-measures-for-holiday-or-after-school-clubs-and-other-out-of-school-settings-for-children-during-the-coronavirus-covid-19-outbreak/protective-measures-for-out-of-school-settings-during-the-coronavirus-covid-19-outbreak/who-can-attend

https://www.gov.uk/government/publications/covid-19-response-living-with-covid-19?utm_source=24%20February%202022%20C19&utm_medium=Daily%20Email%20C19&utm_campaign=DfE%20C19





Addendum 21/01/2022

From Andrew Griffin 21/01/2022

to Teachers, Support, Andrew, Kidmore, me

IMPORTANT: COVID19 update

Dear Staff

At the current time the school will continue to follow the COVID control measures that are currently in place ie no changes. I am communicating this to parents today in the newsletter and it is shown below in italics. The Governors will review the measures and any changes on the 31st January 2022. Please let me or Emma know if you have any concerns or questions.

COVID precautions

The school will continue to remain vigilant and continue to use our current control measures in the school as we continue to have a small number of cases within the school. The key control measures for staff, parents and children must are listed below.

The school will:

- 1. Ensure good hygiene for everyone.
- 2. Maintain appropriate cleaning regimes.
- 3. Keep occupied spaces well ventilated.
- 4. Follow public health advice on testing, self-isolation and managing confirmed cases of COVID-19
- 5. Ensure staff are continuing to wear face mask in communal areas
- 6. Ensure visitors and parents wear a face mask when visiting the school (inside the school building).
- 7. Ensure parents inform the school as soon as practically possible if their child has tested positive
- 8. Continue to ask staff to Lateral Flow test twice weekly.

Close Contact Information

Close contacts in schools are now identified by NHS Test and Trace and education settings will no longer be expected to undertake contact tracing.

Adults who are fully vaccinated and all children and young people aged between 5 and 18 years and 6 months identified as a contact of someone with COVID-19 are strongly advised to take a LFD test every day for 7 days and continue to attend their setting as normal, unless they have a positive test result.

Daily testing of close contacts applies to all contacts who are: • fully vaccinated adults – people who have had 2 doses of an approved vaccine

• all children and young people aged 5 to 18 years and 6 months, regardless of their vaccination status





- people who are not able to get vaccinated for medical reasons
- people taking part, or have taken part, in an approved clinical trial for a COVID-19 vaccine.

If you test positive for COVID19 - What has changed

The self-isolation advice for people with coronavirus (COVID-19) has changed. It is now possible to end self-isolation after 5 full days if you have 2 negative LFD tests taken on consecutive days. The first LFD test should not be taken before the fifth day after your symptoms started (or the day your test was taken if you did not have symptoms). The self-isolation period remains 10 full days for those without negative results from 2 LFD tests taken a day apart.

This guidance is for:

*people with symptoms that may be caused by COVID-19, including those who are waiting for a COVID-19 test result

*people who have received a positive COVID-19 LFD or PCR test result (whether or not they have symptoms)

*people who currently live in the same household as someone with COVID-19 symptoms, or with someone who has tested positive for COVID-19 by LFD or PCR test.

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