



## Risk Assessment – Applicable from 10 January 2022

<b>Name:</b>	The Evolve Trust	<b>Date of assessment</b>	10 January 2022	
<b>Who might be harmed?</b>	Pupils, staff, visitors and contractors	<b>How many are affected?</b>	Whole Trust	
<b>Lockdown Easing Status:</b>	<b>Spring Term – Plan B</b>			
<b>Hazard Aspect</b>	<b>Possible control measures</b>	✓ if in place ✗ if not or n/a	<b>Where:</b> ✗ state action to be taken with timescales ✗ any additional control measures ✓ site specific details	<b>Residual Risk rating</b> High, medium, low
Preventing symptomatic persons attending school	<ul style="list-style-type: none"> <li>• The school informs parents that if their child has symptoms, they must arrange for a PCR test and report the result to the school. In the event that an LFD test is undertaken and the test result is negative, or these choose not to take a PCR test, this does not allow them to return to school earlier than the 10-day self-isolation period allows.</li> </ul>	✓	Communication has been sent to parents.	Low
Outbreak management plan	<ul style="list-style-type: none"> <li>• The school's outbreak management plan considers the measures that may be necessary in school at the request of the organisations above.             <ul style="list-style-type: none"> <li>○ Attendance restrictions: If some attendance restrictions are needed, all vulnerable children, children of critical workers, children in reception, year 1 and year 2 should still be allowed to attend. If, by exception, attendance is restricted further, vulnerable children and children of critical workers should still be allowed to attend.</li> <li>○ Reintroduction 'bubbles' for a temporary period, to reduce mixing between groups.</li> <li>○ Reintroduction of mandatory face coverings to be worn in communal areas by adults (unless exempt) (<i>reintroduced as part of the general measures included in the Government's Plan B</i>)</li> <li>○ Reintroduction of shielding (following a ministerial decision).</li> <li>○ Changes to:</li> </ul> </li> </ul>	✓	There is an outbreak plan in place covering the required aspects.	Low



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	<ul style="list-style-type: none"> <li>- Residential educational visits</li> <li>- Open days</li> <li>- Transition or taster days</li> <li>- Parental attendance in settings</li> <li>- Performances in settings</li> </ul>			
Individuals not accessing the vaccination programme	<ul style="list-style-type: none"> <li>• The school has compiled a list of staff with their vaccination status according to <a href="#">ICO data protection requirements</a>. This may be recorded as: both doses and booster / both doses / single dose / neither dose / prefer not to say.</li> <li>• As non-fully vaccinated staff close contacts will still need to self-isolate and pupils will remain in school, this information is therefore required for <a href="#">staff planning purposes</a> and identifying <a href="#">individuals who may be at higher risk</a>.</li> </ul>	✓	Information collated as applicable and staff are aware of the self-isolation rules.	Low
Reducing the number of persons on site	<ul style="list-style-type: none"> <li>• Office staff who can work from home should do so. Anyone who cannot work from home, such as those involved in the face-to-face provision of education, should continue to go to their place of work. School management have considered whether it is possible for specific staff undertaking certain roles to work from home without disruption to face-to-face education.</li> </ul>	✓	Where possible this will be considered.	Low
	<ul style="list-style-type: none"> <li>• The school remains in dialogue with any proposed education professionals and contractors to explore whether they can undertake their work virtually where it is not detrimental to the process and outcome.</li> </ul>	✓	Virtual meetings will be held where possible to minimise the number of persons onsite.	
Persons at higher risk of becoming seriously ill	<ul style="list-style-type: none"> <li>• <b>Higher Risk to Covid-19* Staff</b> <ul style="list-style-type: none"> <li>○ Risk assessments have been completed for all higher risk to covid staff who have been fully vaccinated.</li> <li>○ All CEV staff who have <b>not</b> been fully vaccinated and those where the vaccination has limited effect should act on their advice from their medical practitioner and must be separated to unvaccinated persons (e.g. pupils) whilst in school.</li> </ul> </li> <li>* Note: The DfE and wider Government in their guidance now refer to: “People previously considered clinically extremely vulnerable from COVID-19” and that “In some circumstances, staff may</li> </ul>	✓	Risk assessments are in place as applicable.	Low



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	<p>have received personal advice from their specialist or clinician on additional precautions to take and they should continue to follow that advice. Whilst individual risk assessments are not required, employers are expected to discuss any concerns that people previously considered CEV may have.”</p> <p><b>The Schools Health and Safety Team maintain that individual risk assessments must still be completed and reviewed as necessary.</b></p>			
	<ul style="list-style-type: none"> <li>• In some circumstances <b>pupils previously considered Clinically Extremely Vulnerable</b> may have received personal advice from their specialist or clinician on additional precautions to take. The school continues to follow that advice.</li> </ul>	✓	This advice will be followed where applicable.	
	<ul style="list-style-type: none"> <li>• The following measures are in place for <b>pregnant members of staff</b>: <ul style="list-style-type: none"> <li>○ Risk Assessment (Part 1) has been completed for all fully vaccinated pregnant members of staff up to 28 weeks.</li> <li>○ Risk assessment (Part 2) has been completed for pregnant members of staff over 28 weeks who have been fully vaccinated and non-vaccinated under 28 weeks.</li> <li>○ Pregnant staff over 28 weeks who have <b>not</b> been fully vaccinated should act on their advice from their medical practitioner and must be separated to unvaccinated persons (e.g. pupils) whilst in school.</li> </ul> </li> </ul>	✓	This advice will be followed where applicable.	
<p>Persons becoming symptomatic whilst in school</p>	<ul style="list-style-type: none"> <li>• If anyone in the school becomes unwell with: <ul style="list-style-type: none"> <li>○ a new, continuous cough</li> <li>○ <b>or</b> a high temperature</li> <li>○ <b>or</b> has a loss of, or change in, their normal sense of taste or smell (anosmia)</li> </ul> </li> <li>• they must: <ul style="list-style-type: none"> <li>○ be sent home and advised to follow '<a href="#">stay at home: guidance for households with possible or confirmed coronavirus (COVID-19) infection</a>', which sets out that they must self-isolate for at least 10 days and should arrange to have a test to see if they have coronavirus.</li> <li>○ Their self-isolation may end early with:</li> </ul> </li> </ul>	✓	Guidance will be followed as required.	Low



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	<ul style="list-style-type: none"> <li>- a negative PCR test or</li> <li>• two negative LFD tests on days 6 and 7 (or later). This also applies to children under 5, with LFD testing at parent or carer discretion.</li> </ul>			
<p>Managing positive cases (including Test and Trace)</p> <p>* As at 14th December 2021, in this context, fully vaccinated means 2 vaccinations and 14 days have passed since your final dose of a COVID-19 vaccine.</p>	<ul style="list-style-type: none"> <li>• The <a href="#">latest NHS test and trace information</a> has been shared with staff and parents noting: Self-isolation of <b>close contacts</b> will only be undertaken on advice from NHS Test and Trace or Public Health where they are over 18 years 6 months <b>and</b> are not fully vaccinated.</li> <li>• Self-isolation of positive cases may end early with two negative LFD tests on days 6 and 7 (or later) and they do not have a high temperature. This also applies to children under 5, with LFD testing at parent or carer discretion.</li> </ul>	✓	Guidance will be followed as required.	Low
	<ul style="list-style-type: none"> <li>• Positive case staff who return to school earlier than 10 days limit contact with anyone who is at higher risk of severe illness if infected with COVID-19 (<i>Special Schools only</i>)</li> </ul>	✓	Guidance will be followed as required.	
	<ul style="list-style-type: none"> <li>• Close contacts of a confirmed positive case are encouraged to undertake the following:               <ul style="list-style-type: none"> <li>○ Fully vaccinated* staff and all pupils over 5: daily LFD tests for 7 days. Pupils with SEND identified as close contacts should be supported by their school and their families to agree the most appropriate route for testing including, where appropriate, additional support to assist swabbing.</li> <li>○ Non-fully vaccinated* staff: a PCR test</li> </ul> </li> <li>• Children under 5 years are exempt from self-isolation and do not need to take part in daily testing of close contacts.</li> </ul>	✓	Guidance will be followed as required.	
	<ul style="list-style-type: none"> <li>• The school understands the purpose of the school's own PCR home test kits, has decided who makes the decision to offer the kit when they have a stock and by what criteria.</li> </ul> <p>The school provides these PCR test kits to <b>symptomatic</b> individuals who are struggling to access a test.</p>	✓	The schools have processes in place for PCR home test kits.	
Routine Lateral Flow Testing (LFT) – Staff	<ul style="list-style-type: none"> <li>• Appropriate action is taken in the event of:               <ul style="list-style-type: none"> <li>○ A negative test result</li> </ul> </li> </ul>	✓	Guidance will be followed as required.	Low



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	<ul style="list-style-type: none"> <li>○ Two void test results</li> </ul> <p><b>Up to January 11<sup>th</sup>:</b></p> <ul style="list-style-type: none"> <li>○ A positive test result: A PCR test should be taken within 2 days of the positive lateral flow test, otherwise the 10 day self-isolation must be completed)</li> </ul> <p><b>After January 11<sup>th</sup>:</b></p> <ul style="list-style-type: none"> <li>○ A positive test result:             <ul style="list-style-type: none"> <li>- Asymptomatic: Follow self-isolation requirements</li> </ul> </li> <li>● Symptomatic: Follow self-isolation requirements. Obtain a confirmatory PCR test.</li> </ul>			
Hygiene – general	<ul style="list-style-type: none"> <li>● A process is in place for removing face coverings from pupils who use them when they arrive at school. Pupils are instructed not to touch the front of their face covering during use or when removing them. They must wash their hands immediately on arrival (as is the case for all pupils), dispose of temporary face coverings in a covered bin or place reusable face coverings in a plastic bag they can take home with them, and then wash their hands again before heading to their classroom.</li> </ul>	✓	Pupils have been given guidance on the removal of face coverings.	Low
Face coverings in school	<ul style="list-style-type: none"> <li>● The school has a policy that face coverings are worn by staff and adults (including visitors) when moving around in corridors and communal areas.</li> </ul> <p>Teachers are not expected to wear a face covering in the classroom if they are at the front of the class, to support education delivery as they may be a barrier to effective communication, although settings should be sensitive to the needs of individual teachers.</p> <p>Medical exemptions apply.</p>	✓	Guidance to be followed.	Low
	<ul style="list-style-type: none"> <li>● Staff will now have access to face coverings due to their increasing use in wider society. Where staff or visitors are struggling to access a face covering, or where they are unable to use their face covering due to having forgotten it or it having become soiled or unsafe, a small contingency supply available to meet such needs.</li> </ul>	✓	A contingency of masks are available at each site.	
Organising the school day	<ul style="list-style-type: none"> <li>● The school has carefully considered the impact of any routine use of “bubbles” where the outbreak threshold <b>has not</b> been met, taking account of the detrimental impact they can have on the delivery of</li> </ul>	✓	Each site has considered the right balance between transmission and teaching &	Low



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	education. (Note: DfE guidance states for non-outbreak situations, “‘bubbles’ will not need to be used in schools. 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.”)		learning.	
Lack of air changes / ventilation	<ul style="list-style-type: none"> <li>CO<sub>2</sub> monitors have been used to identify classrooms, indoor play areas, offices and meeting rooms with poor ventilation. Reasonably practicable measures are taken in rooms with recorded persistently high levels of CO<sub>2</sub> (noting the above requirement to ensure thermal comfort levels).</li> </ul>	✓	Where CO <sub>2</sub> monitors have been delivered, these have been positioned to identify problem areas. This will be monitored by the premises team.	Low
<b>Are there any other foreseeable hazards associated with Covid-19?</b>		<b>Yes</b> <input type="checkbox"/> <b>No</b> <input checked="" type="checkbox"/>		
<b>Additional Hazards</b>	<b>List any additional control measures required</b>	<b>Residual Risk rating</b> High, medium, low		

<b>ASSESSED BY (Print name)</b> Barbara Sims	<b>DATE</b> 10 January 2022
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