

Risk	Response Action	What it looks like at local level – School Response	Mitigation
			Government Guidance
<p>Risk of exposure</p> <p>Cause Lack of preventative measures in place</p> <p>Result Increased likelihood of transmission</p>	In case of a Covid outbreak – please follow your Covid outbreak management plan and contact PHE.	<ul style="list-style-type: none"> We will follow the contemporary Wiltshire PH advice and actions directed by 'Educational Settings Internal Actions Card' (ESIAC) Public Health have advised consistent groups during periods of outbreak. 	<p>Key restrictions for schools have come to an end in step 4</p> <p>'Bubbles' and consistent groups have been removed from schools</p> <p>Face coverings still expected in some areas – for example on transport to and from school. People are still permitted to wear face coverings if they choose to or are advised by a healthcare professional.</p> <p>28/11/2021 – Face coverings should be worn in communal areas in all settings by staff, visitors and pupils in years 7 and above unless they are exempt</p> <p>28/11/2021 - Social distancing is no longer advised although schools are encouraged to consider mitigations to protect staff and students from the risk of transmission from guests</p>
Failure to follow guidance on handwashing and ventilation	<ol style="list-style-type: none"> Signage reminders at all washing points and use of games/songs/repetition for younger children. Schools to ensure adequate supplies of soap and water are available. Regular opportunities for handwashing and reminders about the 20 second rule – hands cleaned on arrival. Promotion of 'catch it, bin it, kill it' approach. Identify any poorly ventilated spaces and increase natural ventilation where possible. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓ installation of CO2 monitors in areas where need has been identified. In all classes and communal areas.</p>	<p>Schools should continue to encourage frequent and thorough hand cleaning with soap and water, or hand sanitiser. The 'catch it, bin it, kill it' approach should continue to be implemented.</p> <p>Schools should also continue to identify any poorly-ventilated spaces as part of their risk assessments and take steps to improve the air flow. Mechanical ventilation systems should be adjusted to increase ventilation rates, and doors and windows should be opened to improve natural ventilation where possible. You should balance the need for increased ventilation while maintaining a comfortable temperature.</p>
Poor cleaning regime	<ol style="list-style-type: none"> Schools to ensure adequate supplies of cleaning products available (detergents and bleach). Regular cleaning of all rooms and equipment in use. 	<p>✓</p> <p>✓ (including resources shared between classes e.g. Ipads)</p>	Schools should follow guidance on 'cleaning of non-healthcare settings'.
Failure to identify and remove possible or confirmed cases of Covid	<ol style="list-style-type: none"> Clear protocols in place for dealing with cases Advise staff member or student showing symptoms to access a COVID-19 PCR test for themselves and notify the setting if the result is positive, and return to the setting if negative. 	<ul style="list-style-type: none"> Refer to ESIAC 	
The number of asymptomatic Covid cases rise in schools, undetected.	<p>Home Lateral flow Device testing advised for staff twice weekly.</p> <p>Results completed on .gov website.</p>	<p>✓ or daily in outbreak situations</p> <p>✓</p>	

Transmission within schools increases so more staff / pupils have to self-isolate, negatively impacting on educational continuity.	Inform School of positive results and complete a PCR test to confirm. Pupils over age of 11 encouraged to test twice weekly.	✓ N/A	
Educational visits Visitors	The school will not carry out school trips which involve travelling abroad. This will be reviewed in line with the government guidance and the traffic light system for travel. Before booking any trips, the school will enquire as to what the trip provider's refund policy is.	✓ ✓ As we return to school for the start of the academic year visitors to our school are permitted to our school by appointment only. Visitors, with an appointment, should: <ul style="list-style-type: none"> - Sign in on arrival - Sanitise their hands on arrival and as necessary throughout their appointment - Carry a face covering and wear it as required - Maintain a safe distance from other people Following guidance from 11 th November, all non essential visits suspended until further notice.	
Extra-curricular provision Increased mixing of children	Extra-curricular activities can resume	✓ Local advice (29/11/2021) from Public Health to suspend until the end of term 2.	
Incorrect use and disposal of PPE places staff at increased risk Cause Lack of instruction or failure to supply correct PPE Result Increased transmission from child to adult	PPE is distributed to staff who provide intimate care for pupils in need and for cases where a pupil becomes unwell with symptoms of coronavirus whilst in school and a distance of two metres cannot be maintained. Staff and pupils have the option of wearing face coverings.	<ol style="list-style-type: none"> 1. Where needed, staff have access to PPE. ✓ 2. Assess which children have intimate care need and discuss PPE needs with key link member of staff. ✓ 3. Staff are welcome to wear face coverings. ✓ 	
Test and trace is not conducted effectively	Schools are no longer responsible for track and trace. Track and trace will be carried out by NHS track and trace.	✓ (29/11/2021) although Public Health Wiltshire acknowledged the value of in house track and trace measures	
Pupils fall further behind in their education	Significant gaps in pupils' knowledge are identified and addressed to help meet the aim of a return to the school's normal curriculum. The government's catch-up funding is utilized effectively to ensure pupils receive the support they need to catch-up on learning lost due to the coronavirus pandemic. All staff to send out remote learning if pupil is absent due to having tested positive for Covid.	✓ Refer to school website ✓	

Self-isolation	<p>Pupils do not need to self-isolate if they are a close contact of a confirmed case.</p> <p>Pupils over the age of 18.5 years will follow the same guidance as adults.</p> <p>Staff will not need to self-isolate if they are identified as having close contact with a positive case as long as they:</p> <ul style="list-style-type: none"> You're fully vaccinated – this means 14 days have passed since your final dose of a COVID-19 vaccine given by the NHS Have taken part in, or are currently part of, an approved coronavirus vaccine trial. Are not able to be vaccinated for medical reasons. 	<p>We will follow the contemporary Wiltshire PH advice and actions directed by 'Educational Settings Internal Actions Card' (ESIAC)</p> <p>29/11/2021 – including new guidance due to Omicron COVID variant</p>	<p>From 16 August, there have been significant changes to the rules around self-isolation. Pupils under 18 will only need to self-isolate if they have tested positive for coronavirus, meaning that pupils in this category will not need to self-isolate if they are identified as being a close contact of a positive coronavirus case.</p> <p>Individuals who are 18 years old will be expected to follow the same self-isolation rules as those under 18, until six months after their 18th birthday when they must follow the same rules as adults – this is to give them enough time to get fully vaccinated. Starting in the Autumn term, staff will not need to self-isolate if they are identified as having close contact with a positive case as long as they:</p> <ul style="list-style-type: none"> Are fully vaccinated. Have taken part in, or are currently part of, an approved coronavirus vaccine trial. Are not able to be vaccinated for medical reasons. <p>Staff who have only had one dose of the vaccine, or who have not been vaccinated at all, will still need to self-isolate if they are identified as a close contact. Staff whose second dose of the vaccine is close to 16 August will need to follow the self-isolation rules for unvaccinated adults until two weeks after their vaccination, at which point they can begin to follow the guidance for fully vaccinated adults.</p>
<p>Staff wellbeing</p> <p>Staff</p> <p>Increased anxiety and mental health issues</p>	<ol style="list-style-type: none"> Discuss with member of staff. Listen to concerns. Refer to sources of support. <p>The Education Support Partnership provides a free helpline for school staff and targeted support for mental health and wellbeing.</p>	<p>✓Revision of individual staff risk assessments to address any concerns and mitigate accordingly.</p> <p>✓</p> <p>✓</p> <p>• Staff regularly made aware</p>	
<p>Staff and pupils who are considered extremely clinically vulnerable*.</p> <p>Higher risk of severe illness</p>	<p>School to conduct individual risk assessments for CEV staff to reduce risk.</p> <p>Shielding is no longer required.</p>	<p>✓Revision of individual staff risk assessments to address any concerns and mitigate accordingly.</p>	<ul style="list-style-type: none"> “Clinical studies have shown that children and young people, including those originally considered to be clinically extremely vulnerable (CEV), are at very low risk of serious illness if they catch the virus.” “All children and young people should continue to follow the same guidance as everyone else, which can be found at www.gov.uk/coronavirus. For a very few individual children specific clinical advice may be given and this should continue to be followed.” “Whilst attendance is mandatory, we [DfE] recommend that leaders in education work collaboratively with families to reassure them and to help their child return to their everyday activities. Discussions should have a collaborative approach, focusing on the welfare of the child or young person and responding to the concerns of the parent, carer or young person.”
Staff who are pregnant	<p>Carry out an individual risk assessment, which is to be reviewed from 28 weeks.</p> <p>Mitigations which could be considered are:</p> <ul style="list-style-type: none"> Encourage and provide facilities for regular hand washing and hand sanitising 	<p>✓Revision of individual staff risk assessments to address any concerns and mitigate accordingly.</p>	<p>As soon as an employee makes you aware that they are pregnant, you must carry out a risk assessment and discuss it with them. We advise you to be sympathetic with those who are more anxious about attending work while pregnant and consider all reasonable measures to minimise transmission (see non-exhaustive checklist above). We advise that you review the risk assessment if transmission rates in the local community rise and / or</p>

	<ul style="list-style-type: none">• Promoting good respiratory hygiene such as “catch it, bin it, kill it”.• Maintaining any additional cleaning routines introduced as a response to the pandemic.• Ensuring classrooms and offices are well ventilated.• Where there is poor ventilation and potentially crowded areas, for example as different classes move between lessons, you may ask secondary students and staff to wear face coverings.• Combining working from home and attending school to minimise on site attendance.• Working from home where possible.• Re-deploy them into a different role, with their agreement and provided the terms and conditions are no less favourable (if in doubt seek HR advice).		<p>if the employee approaches their 28th week of pregnancy. If you are unable to ensure that 2 metre social distancing can be maintained from the 28th week, our advice is to allow working from home, or, if this is not possible, placed on paid leave.</p> <p>The decision whether to remove the member of staff from the workplace, either by medical suspension or working from home should be driven by the risk assessment and will vary depending on the setting, the employee’s role and whether they have an underlying condition that places them at higher risk.</p>
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