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1. Background

As children return to school in September 2021, the nation will be well into Step 4 of the government's roadmap. This phase involves the country moving away from stringent restrictions on everyone's day-to-day lives, towards advising people on how to protect themselves and others, alongside targeted interventions to reduce risk. This means there will be a number of changes to school organisation and to the way the school manages the risks Covid-19 presents. As Covid becomes a virus that we learn to live with, there is now an imperative to reduce the disruption to children and young people's education - particularly given that the direct clinical risks to children are extremely low, and every adult has been offered a first vaccine and the opportunity for 2 doses by mid-September.

Our priority is to deliver face-to-face, high-quality education to all pupils. The evidence is clear that being out of education causes significant harm to educational attainment, life chances, mental and physical health.

However, there is still risk relating to Covid-19 which will need to be managed in school. The management of risks is a reduction on measure taken previously during the pandemic. We will seek to balance the move away from stringent restrictions in order to maintain high quality face-to-face education, whilst seeking to minimise risks of an outbreak through the actions outlined in this risk-assessment. Should an outbreak occur (likely to be defined as 10% of a given set group – eg 3 in a class of 30) the risk assessment will enter into an outbreak management phase with the support of West Sussex and the local health authority. Potential actions for this phase are outlined within this risk assessment.

1.1. Context

Chesswood Junior School currently has 610 pupils registered. These are supported by approximately 90+ employees (including 25 teachers; 32 teaching assistants; 5 pastoral 8 administration support; 7 premises support; 5 middle leaders and 3 senior leaders).

There is a strong and active relationship with parents and the wider community through the Friends of Chesswood and a positive communication approach by the School. During the earlier phases of the Covid 19 pandemic, the overwhelming majority of parents and pupils demonstrated a willingness to comply with the arrangements and it is anticipated this will continue through the next phase.

1.2. Process

- The process adopted to assess the Covid 19 health risk and the resultant key controls was:
- Senior Leadership Team met to review the guidance issued by the DfE and the local authority, West Sussex County Council (WSCC) to determine the principal risks.
- Year leaders and key employees were engaged to gain their input into the risks and ideas for key controls were sought.
- The Governing body was engaged to outline the approach to be taken and gain their input at an early stage.
- Formal consultation took place with all staff and governors (for the first full risk assessment in March 2020)
- Following feedback, the final version of the risk assessment was produced and approved.
- Subsequent versions have involved consultation on areas of change with relevant staff, governors and health authorities
- The rating given to risks is shown in the table below.

Rating	Severity (S)	Likelihood (L)
1	No injury, impact or illness	Very Low
2	1 st Aid injury, some emotional impact or illness	Very Unlikely
3	Minor injury, minor emotional impact or illness	Unlikely
4	Over 3 day injury, significant and lasting emotional impact or illness	Likely
5	Major injury, critical emotional impact or illness	Very Likely
6	Fatality, disabling injury or emotional impact or illness	Almost Certain

- The total risk score is determined by multiplying the severity (S) by the likelihood (L) to give an overall risk score. This gives the following level of risk.

Total risk score	Level of risk
0-4	Insignificant Risk
5-9	Low Risk
10-15	Medium Risk
16+	High Risk

1.3. Key Principles

Throughout this process the School has been guided by the following key principles:

- It is most beneficial, and therefore desirable, to have all pupils in school, especially the most vulnerable – with a focus on face-to-face education for all children
 - This includes minimising the requirement for isolation.
- The Covid 19 virus is still present and therefore presents an ongoing health risk. However -
 - The direct clinical risks to children are extremely low
 - By September 2021 every adult has been offered the vaccine with the opportunity for 2 doses
- All members of staff take responsibility for the content of the risk assessment, adhering to the principles and guidance.
- The Government and Local Authority expect schools to make decisions locally for their own community within a broad set of guidance. Senior leaders and governors support this localised approach. Within this broad guidance, we will continue to take decisions that minimise risk for all members of the community and maintaining the fullest possible provision for children. We expect to be reflective, pragmatic and flexible in response to arising risks.
- It is very important to the school to have the support of Governors, employees, parents and family members as well as the wider community and engagement with these stakeholders will be essential during the ongoing management of the pandemic.
- Key focus at all times is on the balancing of health risk v maintaining teaching and learning.
 - Good hygiene – hand-washing and respiratory hygiene (Catch it, Bin it, Kill it)
 - Enhanced Cleaning
 - Bubbles – only considered in the event of an outbreak
 - Social distancing - only considered in the event of an outbreak
 - Reducing mixing - only considered in the event of an outbreak

The School wants to keep its employees and pupils safe and well whilst re-establishing a strong educational programme that will incorporate steps for pupils to “catch up” on learning missed during the earlier phases.

This risk assessment will be routinely reviewed following Public Health England¹, DfE, West Sussex County Council and union guidance.

¹ PHE at this time is due to be replaced by a new organisation. Until the new organisation is formed, we will continue to refer to PHE throughout this document. New terminology will be included in this document once advice is received from government – until this, PHE will refer to the new organisation.

1.4. Threshold Guide

School have been directed by government to “do everything possible to minimise contacts and mixing while delivering a broad and balanced curriculum”. We are therefore tasked with balancing risk and managing an effective school environment and learning programme. That balance will rely on professional judgements on organising and separating groups; and social distancing. These aspects will vary depending on local risks i.e. any confirmed cases. Our risk assessment process will be dynamic and will adjust on the basis of perceived risk. We will use a threshold guide to support our professional thinking and judgement in the coming months and until the virus has been eradicated.

Stage	Description	Example Actions
1	There are no cases in school or in the local area i.e. end of Pandemic	School life returns to pre-pandemic normal – all activities are fully open and sustained. No measures are required.
2	Isolated cases remain in school. However, they are not considered to be an outbreak – ie spreading within a defined group in school (10% of a class / year group). Cases are expected as society adapts to living with Covid-19. These are largely isolated across various groups. Risks for children remain extremely low and all adults have been offered the vaccine thus reducing the risk of hospitalisation.	Core school business is undertaken. As part of phase 4 of the government plan, stringent measures are not advised in school. The organisation of the school is to focus on high quality, face-to-face education. Basic measures are in place to minimise risk – hand-washing, enhanced cleaning, good ventilation, isolation of symptomatic individuals and positive cases. Close contacts are not expected to isolate.
3	Through consultation with West Sussex and health authorities, it is confirmed that there has been an outbreak of Covid-19 at Chesswood Junior School. This is likely to be where Covid-19 has spread directly to 10% of a defined group – eg 3+ in a class of 30.	A risk assessment review will be undertaken, control measures will be considered again whether they remain fit for purpose. Further advice will be sought from the local Public Health England team. Re-introducing further measures for a defined period will be considered e.g. face-coverings, bubbles, reducing mixing etc
4	The government’s phase 4 plan is not working and further guidance is published either locally or nationally.	School follows new guidance in response to changes in local or national policy regarding Covid-19.

2. Key Prevention Messages

The risk assessment is detailed in covering all aspects of maintaining an 'as safe as possible' environment in relation to stage 4 of the government's plan. All staff are required to read and adhere to the guidance within. However, the following aspects will be shared as key messages on a regular basis to support consistent implementation.

2.1. Prevention

You must always:

- Minimise contact with individuals who are required to self-isolate by ensuring they do not attend the school.
- Ensure everyone is advised to clean their hands thoroughly and more often than usual.
- Ensure good respiratory hygiene for everyone by promoting the 'catch it, bin it, kill it' approach.
- Maintain enhanced cleaning, including cleaning frequently touched surfaces often, using standard products such as detergents.
- Keep occupied spaces well ventilated.

In specific circumstances:

- Ensure individuals wear the appropriate personal protective equipment (PPE) where necessary.
- Promote and engage in asymptomatic testing – until at least the end of September.

2.2. Response to any infection

You must always:

Promote and engage with the NHS Test and Trace process. (This is run by NHS and no longer undertaken by school. Close contacts are expected to be minimal according to NHS Test and Trace).

Manage and report confirmed cases of coronavirus (COVID-19) to West Sussex.

Contain any outbreak by following local health protection team advice.

3. Core Risk Assessment

This section sets out the key risks that exist during the Covid-19 pandemic and outlines the hazards and their respective controls that will be put in place to manage the risk. The assessment of risk is summarised here:

	Severity	Likelihood	Risk
Responding to incidents	3	3	9
Preventing infectious transmissions	3	4	12
Maintaining curriculum and safeguarding	3	3	9
Maintaining effective operation	2	2	4

Whilst every effort has been made to consider all hazards, individual exceptional circumstances may occur where a different set of controls need to be adopted. In those situations, the Head Teacher or Deputy Head Teacher, have the ability to vary the controls in order to protect the health of staff or pupils, or to meet other obligations. They will only do so if necessary and will consider all the risks present at the time.

As noted in the principles, this risk assessment will be maintained and adapted as guidance changes. .

Metrics will be put in place and presented to the governing body to demonstrate the effectiveness of the controls. This will include (for adults & children)

- Number isolating due to symptoms
- Number of positive cases

3.1. Responding to Incidents		S	L	R
As we learn to live with cases, restrictions and measures are eased. This may result in an increase in positive cases. However, children are deemed to be at an extremely low risk and all adults have been given the opportunity to have the vaccine. Therefore, the measures taken when responding to incidents reflect this.		3	3	9
Hazard	Control			
Keeping people informed	a)	We will ensure all staff, pupils and parents are aware of the key symptoms of Covid-19: <ul style="list-style-type: none"> • a new continuous cough • a high temperature • a loss of, or change in, your normal sense of taste or smell (anosmia) 		
	b)	We will ensure all staff, pupils and parents know not to come in to school if they or anyone in their household are displaying any of the symptoms.		
Suspected cases	a)	Staff or parents must notify the School as soon as possible if they display symptoms and believe they may have COVID 19. They must not attend School.		
	b)	If anyone in School becomes unwell with Covid-19 symptoms they will be sent home and told to follow PHE guidance – Stay at home: guidance for households with possible or confirmed coronavirus (COVID-19) infection and seek to undertake a PCR test as soon as possible. Siblings at the School will not be required to isolate, unless they themselves are showing symptoms.		
	c)	Whilst waiting to go home anyone feeling unwell with Covid-19 symptoms will be kept isolated in the temporary medical room (with adult supervision, if a child)		
	d)	PPE will be worn by staff caring for another person with symptoms if a distance of 2 metres cannot be maintained.		

	e)	If required, the adjacent staff toilet (staff room) should be used and must be cleaned before being used by anyone else.
	f)	Everyone will wash their hands thoroughly for 20 seconds with soap and running water or use hand sanitiser after any contact with someone who is unwell.
	g)	The area around the person with symptoms will be sanitised after they have left.
	h)	Members of the class and close contacts will remain at school unless they also display symptoms.
Negative test results	a)	If the PCR test is negative, the person can return to school if they are well enough to do so (NB: revert to considering other contagious virus such as cold or flu).
	b)	We will not request evidence of negative test results or other medical evidence before admitting them or welcoming them back after a period of self-isolation.
Confirmed cases	a)	The member of staff, or parent, must inform the school immediately if the test is positive.
	b)	We will contact the the DfE Helpline on 0800 046 8687 if advice is required. We will confirm Covid cases to West Sussex using the ESWelfareGroup@westsussex.gov.uk
	d)	We will not share the names or details of people with Covid-19 unless essential to protect others.

<p>Asymptomatic testing of staff LFD</p>	<p>e) All staff and volunteers are eligible to take part in twice weekly Lateral Flow Device testing to support the identification of asymptomatic positive cases. This is initially still recommended up until the end of September.</p> <p>A full risk assessment for LFD testing in school can be found at Y:\School Level\Corona Virus\Risk management\March 8th 2021 Full opening\Cronavirus staff testing in primary schools risk assessment.pdf</p>
<p>Contact tracing</p>	<p>a) School will not undertake contact tracing ie identifying close contacts of a positive case. This is now solely left to NHS test and trace. They will contact close contacts if deemed necessary, but this is likely to be a minimum number of people affected.</p>
	<p>b) If an adult, or child, is identified (by NHS Test and Trace) as a close contact they will be advised to take a PCR test. They will not be required to isolate, unless they have a positive PCR test.</p>
<p>Outbreak management</p>	<p>a) If there is an outbreak in school of several cases (several is not defined and will depend on the setting – West Sussex and health authorities will support in identifying an outbreak – it is likely to be approx. 10% of a set group testing positive, i.e. indicating Covid 19 is spreading in the group) we will consider introducing further measures following advice from the local health protection team.</p>
	<p>b) Further measures may include any or all of the following (not exhaustive list) for a defined period –</p> <ul style="list-style-type: none"> • introduction of face-coverings for staff and visitors • introduction of bubbles • reducing mixing – including <ul style="list-style-type: none"> • cancelling assemblies

	<ul style="list-style-type: none"> • staggered start and finish times • one-way systems • limiting visitors in school • increased use of Microsoft Teams for meetings • Seating plans – in rows for children • Split lunch times with children eating packed lunches in classrooms in their seats
Potential outbreak measure	<p>Measures highlighted in grey throughout this risk assessment are potential measures to be considered in the event of an outbreak and are not part of day to day risk assessment outside of any outbreak.</p>

3.2. Preventing infection transmission		S	L	R
<p>Current evidence suggests that COVID-19 spreads between people through direct, indirect (through contaminated objects or surfaces), or close contact with infected people via mouth and nose secretions. These include saliva, respiratory secretions or secretion droplets. People with the virus in their noses and throats may also leave infected droplets on objects and surfaces when they sneeze, cough on, or touch surfaces, such as tables, doorknobs and handrails. Other people may become infected by touching these objects or surfaces, then touching their eyes, noses or mouths before cleaning their hands. There is a risk that the School fails to take adequate steps to prevent the virus being transmitted within the School environment.</p>		3	4	12
Hazard	Control			
Personal Hygiene	a)	<p>We will ensure all staff, pupils and parents are aware of the need to maintain personal hygiene – especially hand-washing and respiratory hygiene.</p> <p>We will give regular reminders on hand-washing; “Catch it, bin it, kill it”; and avoid touching eyes, nose and mouth with unwashed hands.</p>		
	b)	<p>To promote regular hand-washing we will ensure that staff and pupils clean their hands regularly.</p> <ul style="list-style-type: none"> • Adults will pay particular attention to supporting pupils with complex needs, supporting them in understanding the need to follow routines (social stories); • Hand-washing facilities are provided throughout the school; • Alcohol based gel will be provided in reception/office, by photocopiers and for breakfast and after-school care club entry. 		

	c)	We will provide hand sanitiser for all visitors entering school
	d)	To promote respiratory hygiene, the 'catch it, bin it, kill it' approach continues to be very important and will be a prominent message in school. We will provide tissues and bins throughout the school.
Enhanced cleaning	a)	We will put in place an enhanced cleaning schedule that includes more frequent cleaning of: <ul style="list-style-type: none"> • rooms / shared areas that are used by different groups • frequently touched surfaces • medical rooms • toilet blocks All year group areas to have spray disinfectant and disposable cloths.
	b)	We will take steps to protect cleaning staff <ul style="list-style-type: none"> • Disposable gloves provided – change at least daily / heavy duty gloves washed daily. • Adhering to general COSHH regulations for all cleaning. • Spillages of bodily fluids, e.g. respiratory and nasal discharges, will be cleaned up immediately using anti-bacterial cleaning fluids.

Use of PPE	a)	<p>PPE will be used where a person becomes ill with Covid-19 symptoms and a distance of 2m cannot be maintained.</p> <p>PPE will be used where a person already has routine intimate care needs that involve the use of PPE.</p> <p>Cleaning staff, as necessary, will use PPE if desired.</p>
	b)	<p>Face-coverings are no longer advised in school for staff or visitors. Adults may wear a face-covering if desired. However, if this is whilst teaching, they should opt for a face shield to ensure clear communication is possible.</p>
Controlling mixing	a)	<p>Controlling / reducing mixing is no longer advised. However, following additional benefits from previous measures we will maintain</p> <ul style="list-style-type: none"> • Split playtimes – thus reducing numbers, promoting positive play and improved behaviour • Changing for PE – pupils will not mix classes to change for PE. Pupils will come to school in PE kits thus increasing the time available for physical activity
Potential outbreak measure - bubbles	b)	<p>CONSIDER:</p> <p>Children will be grouped by class – up to 32 children forming a bubble</p> <p>Children will face the front of the classroom in rows</p> <p>Children will have a designated desk for all lesson activities – we will have up to two seating plans for in the classroom to allow for targeted support in core subjects.</p>
Potential outbreak measure – reducing mixing	c)	<p>CONSIDER:</p> <p>Mixing outside of class bubbles will be allowed for:</p> <ul style="list-style-type: none"> • Specialist teaching – PE and Music – the teacher will move between bubbles.

		<ul style="list-style-type: none"> • PPA – cover teachers will be required to work across bubbles • Play times –zoned areas will be created for a maximum of 3 classes from one year group. • Breakfast and after-school care club – see separate section.
Potential outbreak measure – staff moving across classes	d)	<p>CONSIDER:</p> <p>Teachers and other staff may operate across different classes and year groups in order to facilitate the delivery of the school timetable. Where staff need to move between classes and year groups, they will try and keep their distance from pupils and other staff as much as possible from other adults.</p>
Potential outbreak measure – use of supply staff	e)	<p>CONSIDER:</p> <p>Supply teachers, peripatetic teachers and/or other temporary staff will be permitted and may move between schools. They will minimise contact and maintain as much distance as possible from other staff.</p> <p>Specialists, therapists, clinicians and other support staff for pupils with SEND will provide interventions as usual.</p>
Potential outbreak measure – social distancing	f)	<p>CONSIDER:</p> <p>Staff will seek to maintain social distance from pupils, staying at the front of the class, minimising the time spent within 1m (never more than 15 minutes) and avoiding close face to face contact.</p>
Potential outbreak measure – social distancing	g)	<p>CONSIDER:</p> <p>Staff will maintain social distancing rules from other adults when moving around the school and capacity in shared rooms/areas will be limited to allow distance to be maintained.</p> <p>Any crockery and utensils used for drinks/food must be placed directly in the dishwasher and</p>

		not left around the school site by anyone at anytime.
Controlling movement	a)	It is no longer advised to control movement around school. However, following previous measures providing additional benefits we will maintain an increased of external doors from classrooms to move between the playground and classes.
Potential outbreak measure – staggered day beginning	a)	<p>CONSIDER:</p> <p>We will operate a staggered approach to the beginning of the day to minimise mixing and reduce groups of parents gathering at the gates.</p> <ul style="list-style-type: none"> • On arrival children must move to their allocated zone. • There will be no vehicular access at this time (Chesswood Rd car park). <p>Pupils with SEND will be provided additional support to follow this change of routine.</p>
Potential outbreak measure – toilets	b)	<p>CONSIDER:</p> <p>We will limit the number of children using toilets facilities at one time and prop open toilet entrances to reduce touch surfaces and monitor behaviour.</p>
Potential outbreak measure – one-way system	c)	<p>CONSIDER:</p> <p>We will seek to keep groups apart and movement around the school site kept to a minimum and introduce one-way systems to enable movement of large numbers of children around the school.</p>
Potential outbreak measure – split lunch	d)	<p>CONSIDER:</p> <p>We will manage lunch times across 2 half hour slots with half the school eating and half the school playing in each half hour slot.</p> <ul style="list-style-type: none"> • Packed lunches will be eaten in classrooms – in class seats. • Hot school meals only to be served in the hall – social distancing between bubbles

		<ul style="list-style-type: none"> • Children will not be permitted to spend anytime inside the school building unless they need to go to the toilet or to collect belongings – eg coat • During wet-play, children must remain in their seat area unless going to the toilet. It is our intention that children will go out in inclement weather including light rain. Wherever possible, if children have not been outside due to inclement weather, we will facilitate brief outdoor play / learning at another time.
<p>Potential outbreak measure – staggered day end</p>	<p>e)</p>	<p>CONSIDER:</p> <p>We will operate a staggered approach to the end of the day to minimise mixing and reduce groups of parents gathering at the gates.</p> <p>Arrangements will be made for older siblings to collect younger siblings.</p>

3.3. Maintaining Curriculum & Safeguarding		S	L	R
Education is not optional and all pupils should receive a high-quality education that promotes their development and prepares them for the opportunities, responsibilities and experiences of later life. Despite the Covid-19 pandemic the curriculum remains broad and ambitious with all pupils taught a wide range of subjects. There is a risk that the School fails to maintain this standard of curriculum education or falls short in its safeguarding obligations.		3	3	9
Hazard	Control			
Attendance	a)	School attendance is now mandatory. The usual rules on school attendance will apply. Children are expected to attend every day when they are well enough to so. This includes being 'under the weather' but without Covid-19 symptoms.		
	b)	The following exceptions will apply to attendance requirements during this period: <ul style="list-style-type: none"> • where the child is self-isolating due to having symptoms or a positive test result themselves 		
	d)	We reserve the right to manage school attendance with fixed penalty notices, however, at this time, we hope to manage this in a positive partnership with parents and there are various ways we can secure and build school attendance. <ul style="list-style-type: none"> • We recognise that a small number of families may have exceptional medical reasons that would underlie a significant concern about their child returning. However, government advice is that all children still attend. • We will support pupils who are reluctant or anxious about returning or who are at risk of disengagement and develop plans for re-engaging them. 		

		<ul style="list-style-type: none"> We will work closely with other professionals as appropriate to support the return to school, including continuing to notify the child's social worker, if they have one, of non-attendance.
Curriculum	a)	<p>To mitigate for the loss of learning time and quality of learning for the vast majority of children over Autumn Term we will prioritise reading, writing and maths to a greater extent than is normal.</p> <p>Year 3</p> <p>Maths will increase by 30 mins per week</p> <p>English will increase by 1 hour per week</p> <p>Year 4-6</p> <p>Maths will increase by 30 mins per week</p> <p>English will increase by 30 mins per week</p> <p>Year teams and curriculum leader have enabled this through reducing aspects of foundation units for the Autumn Term – whilst still seeking to maintain balance to the curriculum.</p>
	b)	<p>Wherever we suspend / reduce a unit from the school curriculum in this temporary period, we will specify the knowledge organiser that would have been covered and communicate that to families.</p>
Potential outbreak measure – cease assemblies	c)	<p>CONSIDER:</p> <p>Assemblies will not take place in the halls until further notice. Assemblies may be delivered</p>

		to classrooms via Microsoft Teams – only requiring one further member of staff to monitor classrooms.
Potential outbreak measure – reduce sharing	d)	<p>CONSIDER:</p> <p>Pupils should bring in their own pencil case with their own stationery and will not be permitted to share their stationery with other children in class.</p> <p>Pupils are not permitted to bring in any toy, trading card or personal belonging into school unless there are exceptional circumstances and it has been agreed as part of a therapeutic programme.</p>
Potential outbreak measure - resources	e)	<p>CONSIDER:</p> <p>Classroom based resources, such as books and games, can be used and shared within the bubble; these will be cleaned regularly, along with all frequently touched surfaces. Classrooms will have a stock of anti-bacterial wipes to support cleaning of resources – these can be used by children.</p> <p>Resources that are shared between classes or bubbles, such as sports, art and science equipment will be cleaned frequently and meticulously (by teachers and children) and always between bubbles, or rotated to allow them to be left unused and out of reach for a period of 48 hours (72 hours for plastics) between use by different bubbles.</p> <p>Outdoor playground equipment will be more frequently cleaned. This also applies to breakfast and after-school club.</p>
Potential outbreak measure - singing	f)	<p>CONSIDER:</p> <p>Singing – we will work within the guidance set for safer singing. It is unlikely that singing will take place due to practical restrictions.</p>

Potential outbreak measure - visits	h)	<p>CONSIDER:</p> <p>We do not plan to undertake day visits until guidance allows.</p> <p>Residential trips have been cancelled.</p>
Potential outbreak measure – limiting clubs	i)	<p>CONSIDER:</p> <p>We have a fully operational breakfast club and after school care club.</p> <p>Clubs will adhere to class and wider bubble principles – or be cancelled for a set period.</p>
Remote education	a)	<p>For individuals or groups of self-isolating pupils, remote education plans will be in place.</p>
Pupil wellbeing	a)	<p>We will focus on supporting pupil’s wellbeing as they may be experiencing a variety of emotions in response to the coronavirus (COVID-19) outbreak, such as anxiety, stress or low mood. This may particularly be the case for vulnerable children, including those with a social worker and young carers.</p> <ul style="list-style-type: none"> ● PSHE lessons and assemblies will encourage pupils to share experiences, discuss anxieties and raise self-esteem. ● Children reporting worries <ul style="list-style-type: none"> ● Children encouraged to talk to member of staff to discuss their feelings and the pastoral team will be available each day. ● From September, we will re-introduce and regularly promote the use of - <ul style="list-style-type: none"> ▪ worries@ email for children to use if needed. ▪ worry boxes.
	b)	<p>The pastoral team and other relevant professionals e.g. medical team, supported by all academic staff, will keep all children under review and will identify children who may require</p>

		additional guidance and support to ensure their mental health and well-being is as good as possible, and the risk to themselves and others is minimised.
	c)	EAL pupils will be supported through the EAL support team.
	d)	We will provide more focused pastoral support drawing on external support where necessary and possible. This will include support for resilience, mental health and wellbeing including anxiety, bereavement and sleep issues.
	e)	Personal plans/risk assessments are made for vulnerable pupils.

3.4. Maintaining Effective Operation		S	L	R
In order to provide an education to pupils a school needs to have an effective operation that maintains the estate, ensure sufficient and adequately trained staff are available and works with the local community to support the vision and aims of the school. There is a risk that the School fails to maintain effectiveness of the school operation which results in poorer outcomes for pupils, staff and/or the wider community.		2	2	4
Hazard	Control			
Staff capacity	a)	All staff should attend the workplace. All staff have had the opportunity to have both vaccines.		
	d)	We will use volunteers to support the school where appropriate.		
Staff wellbeing	a)	We will continue to support the wellbeing of staff through existing mechanisms and encouraging staff to raise any concerns they may have (line-managers, online form, email). Any staff raising notable concerns affecting their mental health and well-being will be invited to complete the stress risk assessment process to help determine the next steps in their support.		
Visitors and contractors	a)	All visitors and contractors will be admitted onto the school site by member of the office team as long as they do not have Covid Symptoms		
Community activity	a)	We will continue to work with the community in any way possible that does not compromise the controls within this risk assessment.		

