

Risk Assessment – COVID-19 Partially Occupied Academy

(please note this is a live document and regular updates/changes may be needed following government advice)

Title of risk assessment	COVID-19 Partially Occupied Academy	Date of Assessment	14 th January 2021
Name of Assessor	Ben Curtis – Academy Facilities Manager Jane Smith H&S Officer, OAT	Location	All Academies
Who may be affected?	Staff, Pupils, Visitors and Contractors		
Description of activities	Partially occupied academy for Staff, Children of key workers and vulnerable children		
Additional Guidance used for this risk assessment and for academies to refer to.	https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak		

Hazards	Who can be harmed	Existing Controls and Working Practices	Estimated Risk following controls (S x L = Total)			Additional Control Measures	Actions (Who, Due Date)
			Severity	Likelihood	Total		
Getting or spreading coronavirus in Classrooms and Groups by not social distancing	Staff and pupils	<ul style="list-style-type: none"> Groups are created to an appropriate size in proportion to the school. Consideration is given for types of groups depending on age year groups and those with complex needs. Groups are kept as small as is reasonably practically as easier to identify those who may need to self-isolate in the case of someone tests positive of Covid 19. Pupils remain in groups and contact is avoided between other bubbles Classrooms are arranged so desks face forward, Staff to socially distance to 2 meters from students where possible generally at the front of the class for secondary schools. 	4	3	12		

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		<ul style="list-style-type: none"> Staff avoid close face to face contact and minimise time spent within 1 metre of anyone. This will be assessed on an individual basis for those who have complex needs. Unnecessary furniture moved out of the classroom to provide more space. Pupils are given regular reminders about the importance of social distancing and are reminded this still must take place where possible. Biometrics, to be avoided and alternative used where possible. Windows and doors open where possible for ventilation Testing takes place in schools for staff and vulnerable pupils and those of key workers 					
Getting or spreading coronavirus through staff meetings and training sessions	Staff/SLT	<ul style="list-style-type: none"> Staff/department meetings take place virtually Training sessions are completed virtually or remotely Face to face meetings should be avoided Meetings are only held face to face if business critical and are distanced by 2 metres and located in the dining hall or other suitable large open area. 	4	3	12		
Policies and procedures	Staff/pupils	<p>All school staff and pupils revisit emergency plans and receive further training on;</p> <ul style="list-style-type: none"> Staff and pupils complete a fire drill/lockdown on return to school. Academy staff complete fire refresher training. Staff have completed infection control training on iHasco Staff are provided with most up to date guidance from PHE and the DFE. Staff are provided with procedures, so they are aware of what to do if the school has a confirmed case of COVID19. 	5	2	10	Academies use the how to Mitigate the risk guidance document and COVID 19 checklist for weekly monitoring.	

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		<ul style="list-style-type: none"> Staff are provided with information and understand NHS test and trace service Academy will identify a team of staff responsible for coordinating the COVID-19 response and any actions. Staff must be aware of the Covid 19 Response flow charts. Pupils to be reminded daily during registration about Covid 19 social distancing and the importance of handwashing. PEEPS are in place for those who need assistance leaving the building in the event of an emergency. First Aid needs assessment is in place Academy ensures they have adequate number of first aid trained staff in place. Academies to refer to the partially operational building checklist in the above link. 					
Getting or spreading coronavirus in common areas such as Reception	Staff pupils and visitors	<ul style="list-style-type: none"> Visitor reception has a screen in place to protect staff. Visitors/parents are advised that any access requests are by appointment only. Social distancing markers located in the reception area Hand sanitisation station is prominent in reception Deliveries/post are made contactless and are not signed for Touch/digital sign in systems are not used by visitors/staff – academy receptionist to manually input information into these systems where possible. Alternative local arrangements made where digital sign is not used. Any manual sign in sheets must be kept safe to comply with GDPR 	4	3	12	No visitors should be attending school with the exception of deliveries and contractors, separate Ras in place for these activities.	
Fire	Staff/pupils	<ul style="list-style-type: none"> Fire plans are updated where areas are restricted for escape routes that may be affected by any changes Staff and pupils are updated with new fire arrangements Academy ensures that the school still operates with a suitable number of fire wardens 	5	2	10		

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		<ul style="list-style-type: none"> A fire drill, applying social distancing where possible, should take place at the earliest opportunity IF the muster point has been relocated. If the muster point remains, termly drills should be completed in line with usual procedures. 					
Legionella	Staff pupils	<ul style="list-style-type: none"> Weekly and general checks must still be followed for Legionella. Academy refers to building checks for partially open buildings. OATnet Coronavirus advice - Home (sharepoint.com) Additional outlets identified as infrequently used due to the reduced number of occupants on site. These additional outlets are added to the flushing schedule. 	4	3	12		
Contracting or spreading the virus by not wearing face coverings	Staff/pupils	<ul style="list-style-type: none"> Students and staff are advised how to wear, remove and dispose of face coverings. Staff and pupils are instructed not to touch their faces when removing face coverings. If teachers choose to wear face coverings in the classroom this will be assessed locally on what type to wear eg. Visors are more appropriate if teaching any children with a speech or hearing impairment. Hands are washed before and after touching face coverings. Staff and pupils are aware of how to safely store them and should be kept in a sealable plastic bag between use. Where a face covering becomes damp, it is not worn and the face covering is replaced carefully. Parents are informed with the updated guidance on face coverings. Staff/SLT must be aware of those who may be exempt from wearing face coverings - <ul style="list-style-type: none"> Those who cannot put on, wear or remove a face covering because of a physical or mental illness or impairment or disability 	4	3	12		

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		<ul style="list-style-type: none"> Those who speak to or help someone who relies on lip reading, clear sound or facial expression to communicate When moving around indoors e.g. communal areas/corridors face coverings must be worn by year 7 pupils and above, this also applies to staff, visitors and contractors. A stock of disposable masks are available for anyone who has forgotten to bring their own. 					
Heating and Ventilation	Staff/pupils	<ul style="list-style-type: none"> Guidance is followed in line with the HSE and CIBSE Heating and ventilation guidance have been produced by OAT and followed which is available. https://oatoe.sharepoint.com/sites/Covid-19 Manufacturer's guidance referred to and Professional supplier used where further advice is needed for academies own HVAC system. Recirculation of air within a single room where this is complemented by an outdoor air supply is acceptable Where possible in occupied spaces windows are open for natural ventilation If it is windy, cold or raining then it may not be practical to fully open the windows/vents, however they remain open as far as reasonably possible without causing discomfort. Internal doors are propped open where appropriate. Fire doors can only be propped open if fitted with automatic closers so they can still function as fire doors in the event of the alarm being activated - this also needs to be managed in house. opening windows (in cooler weather windows should be opened just enough to provide constant background ventilation and opened more fully during breaks to purge the air in the space). opening high level windows in preference to low level to reduce draughts increasing the ventilation while spaces are unoccupied (e.g. between classes, during break and lunch, when a room is unused). 	5	2	10		

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		<ul style="list-style-type: none"> Providing flexibility to allow additional, suitable indoor clothing. 					
Getting or spreading coronavirus in common areas such as Communal areas	Staff/pupils	<ul style="list-style-type: none"> Social distancing signs and marking are still visible throughout communal areas. Use of staff room is limited and in some cases a rota is in place to avoid area becoming congested. Pupil flow in corridors and use of communal areas to be restricted to social bubble/groups where possible Staff to maintain distance from pupils and other staff where possible. The school avoid creating busy corridors, entrances and exits by scheduling timetables to avoid congestion. Academy ensures good ventilation is in place by keeping doors and windows open. 	4	3	12		
Spreading coronavirus by not cleaning surfaces, equipment in Catering	Staff/pupils	<ul style="list-style-type: none"> Water fountains are switched off and students bring in their own bottles water. Corridors and catering areas are supervised during lunch/break. Consideration to marking each seat that can be used, and removing all other seats where furniture allows. For bench style seating each eating space should be made clear. Screens provided where required to ensure food is protected. Limited menu offered at break and lunchtimes. Touch terminals/cash are not used – a suitable alternative arrangement is agreed with the catering team e.g. cashless payments recorded by a till operator; manual searches for pupil by name instead of using fingerprint Cash top up machines are not used, students to top up account using online methods or via locally agreed procedure. Additional waste bins to be provided to reduce litter and ease disposal 	4	3	12	https://www.gov.uk/government/publications/covid-19-guidance-for-food-businesses/guidance-for-food-businesses-on-coronavirus-covid-19	

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		<ul style="list-style-type: none"> Hand sanitiser stations are in place for pupils and staff to use. All students wash hands before and after break and lunchtimes. 					
Mental health and wellbeing affected through isolation or anxiety about coronavirus	Staff/pupils	<ul style="list-style-type: none"> Re-orientation induction for staff and pupils within the academy takes place. Staff can complete iHasco Covid return to work. Counselling service available for staff. SLT discusses the implications on staff and pupil workload when the school reopens to minimise stress. SLT considers reasonable requests made by staff who wish to make changes to their working environment or working hours in the interest of health and safety. If required, staff can adjust their working hours, as agreed by SLT. The Principal and DSL ensure provision is in place to help protect wellbeing and mental health, and ensure all staff, volunteers and pupils have access to psychological support when the school reopens Staff and pupil bereavement is managed in line with the bereavement policy. Staff complete online 'check in' form daily to allow the academy to monitor the wellbeing of staff. 	4	3	12		
Safeguarding affected through lack of contact to individuals	Staff and pupils.	<ul style="list-style-type: none"> The DSL liaises with the necessary personnel and parents to manage and address any new and ongoing safeguarding concerns. The DSL ensures that adequate pastoral care is in place to support pupils and staff who require it. The DSL ensures the relevant staff have the appropriate training to support pupils. DSL keep in contact with those pupils on the risk register and regular contact is maintained and has support in place for those who are vulnerable while remote learning takes place. 	4	3	12		

Getting or spreading coronavirus by not washing hands or not washing them through inadequate infection control	Staff, pupils,	<ul style="list-style-type: none"> • Respiratory hygiene promoted by staff and pupils using the catch it, bin it, kill it, approach. • Hands are washed more often than usual. • Where possible tissues are provided for students and staff in each room. • Small children and pupils with complex needs are provided with assistant to clean hands if needed. Skin friendly wipes are also used for those who may have any skin conditions. • Students are supervised when cleaning hands. • Social distancing applied where possible. • Frequently touched surfaces are cleaned on a regular basis using disinfectant. • Increased cleaning staff on site and an enhanced cleaning regime is in place during the school day as well as after school. • Hand sanitiser stations are based throughout the academy. • Academy ensures they have enough stock levels of sanitiser. • Posters displaying handwashing guidelines are located throughout the school. • Pupils and staff wash their hands when changing activities, changing locations, on arrival to school and when leaving school, this is reinforced during registration each morning. • PPE is distributed to staff who provide intimate care for pupils and for cases where a pupil becomes unwell with Covid 19 symptoms whilst in school where 2 metres cannot be maintained. • Lidded bins are used throughout the academy. • Parents are briefed on new provision for the drop off and collection of their children. • Where possible use of school transport is restricted to essential use only and then cleaned after use. • Academy identifies an additional isolation room for anyone displaying Covid symptoms. 	4	3	12	Mass testing in schools to be arranged for staff, vulnerable children and children of key workers	
Communications	Staff, Pupils, volunteers, visitors, parents and	<ul style="list-style-type: none"> • The school's website is kept up to date with any information regarding reopening, e.g. dates and local 	3	3	9		

	external agencies.	<p>arrangements, further communications where is media related PLMR is used.</p> <ul style="list-style-type: none"> • Parents are informed via letter, email school website for up to date communication. • Where a child tests positive parents must advise the school immediately. • Staff are informed of who they can turn to for support and there are several avenues they can follow, e.g. line manager, other senior staff or colleagues. • All staff, pupils and volunteers are made aware of the symptoms of coronavirus, what to do if they display symptoms, and if others display symptoms. • Children and young people are informed to limit what they bring into school and just bring in the essentials and not share equipment. • School work with parents, pupils and staff to ensure behaviour expectations are clearly understood. • Staff will sign in daily to give an update on their status – working from home, working with key worker students in the building or working from within the building delivering live lessons. 					
Contracting or spreading the virus while not social distancing on Lunch/break times	Staff/ Pupils/Lunch time supervisors	<ul style="list-style-type: none"> • Break and lunch times are staggered to reduce numbers using facilities at the same time. • Groups stay within their own group and avoid mixing. • Outdoor playground equipment must be cleaned more frequently. • Students stay inside within their groups during wet weather. 	4	3	12		
Getting or spreading coronavirus in common use areas such as Welfare/Toilet Provision	Staff/pupils	<ul style="list-style-type: none"> • Academy identify a maximum occupancy for each toilet facility and operates a one in one out system for using the toilet. • Hand sanitiser located outside entrance to toilet areas. • Ensure sufficient standard cleaning equipment is available in all changing areas. 	4	3	12		

		<ul style="list-style-type: none"> • Social distancing measures still apply and marking out areas which cannot be used will help you to manage the area effectively. 					
Spreading coronavirus by not cleaning surfaces, equipment	Staff, pupils, Cleaner, and visitors	<ul style="list-style-type: none"> • Regular cleaning takes place including but not limited to; <ul style="list-style-type: none"> • Door handles and door opening buttons • Light switches (carefully) • Floors in toilets • Toilet seats • Toilet flush handles • Toilet roll holders • Toilet door handles • Toilet bowls • Wash hand basin taps • As the school is partially open areas are limited for use depending on numbers of pupils attending. Some areas of the school will be restricted for use. • Isolation room if used must be cleaned each night with fogger following a confirmed case. • Cleaning is increased especially for frequently touched surfaces. • Staff use the most up to date cleaning checklist updated for the pandemic. • Cleaning takes place in the dining hall in between groups. • All areas that are cleaned are checked to ensure surfaces are dry e.g. rooms are safe to re occupy – no slip hazards. • All areas/rooms that are being cleaned will be clearly identified to ensure no one enters the room. • Rooms to be cleaned between each groups. • PPE provided for staff for cleaning. • Academies refer to the most update to guidance from PHE on cleaning. • Staff and pupils have their own pens and pencils that are not shared. 	2	3	12	<p>National guidance for cleaning</p> <p>https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings</p>	

		<ul style="list-style-type: none"> Classroom based resources, such as books and games, can be used and shared within the bubble are cleaned regularly, along with all frequently touched surfaces. Resources that are shared between groups, such as sports, art and science equipment are cleaned frequently and meticulously and always between group use, or rotated to allow them to be left unused for a period of 48 hours (72 hours for plastics) between use by different social groups/bubbles. 					
Contracting or spreading the virus while providing intimate care for SEND individuals	Pupils	<ul style="list-style-type: none"> Specialists, therapists, clinicians, and other support staff for pupils provide interventions as usual. Contact between staff is minimised where possible. A separate RA and HCP is in place for SEND pupils 	4	3	12		
Contracting or spreading the virus while dealing with and individual displaying symptoms of COVID 19	Staff and pupils	<ul style="list-style-type: none"> Academy has a Covid response team. Academy uses OAT infection control flowcharts. Separate risk assessment in place for mass testing. Isolation room identified for a suspected or positive case following a serial rapid test. Staff and pupils are aware not to come into the setting if they have symptoms and must be sent home to self-isolate if they develop them within the academy and are advised to follow https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection If a child is waiting to be collected, they are moved to an isolated room if appropriate for age of the child, windows in the room are opened for ventilation. If a child cannot be isolated, they are moved to an area which is at least 2 metres away from others. PPE is worn by staff if 2 metres cannot be maintained. Staff member dealing the pupil/staff displaying symptoms must wash their hands for at least 20 seconds. 	4	3	12		

		<ul style="list-style-type: none"> The room/area round the person who develops symptoms is cleaned using the fogger. If the child needs the bathroom it is separate from others and cleaned using the fogger. Staff are aware to provide details of anyone they have been in close contact with if they were to test positive for coronavirus (COVID-19) or if asked by NHS Test and Trace. Advice from Track and Trace must be followed. Departments are encouraged to split their staff into multiple teams to help in reducing the impact of a positive case, for example within SLT. Teachers must have seating plans for all lessons happening within the building to ensure any close contacts can be identified in the event of a positive case. These plans must be updated with any changes or movements within the lesson. 					
Contracting or spreading the virus while dealing with Confirmed cases of COVID 19	Staff and pupils	<ul style="list-style-type: none"> Staff must keep a record of pupils and staff in each group and any close contact between other groups but must be proportionate. Staff keep seating plans for lessons to assist in identifying close contacts. Students will sit within the same social groups at break and lunch time to assist in identifying close contacts. Staff follow infection control flowchart for confirmed cases 	4	3	12	.	
Cleaning after a confirmed case	Staff and pupils	<ul style="list-style-type: none"> Action plan and infection flow chart followed. All surfaces that the symptomatic person has come into contact with are cleaned and disinfected, including all potentially contaminated and frequently touched areas such as bathrooms, door handles, telephones, grab rails in corridors and stairwells including isolation room Academies use a Fogger in areas affected after each confirmed case. 	4	3	12		

		<ul style="list-style-type: none"> If cloths and mops are used they must be disposed of and put into waste bags for 72 hours as per the guidance outlined in COVID-19: cleaning in non-healthcare settings outside the home - GOV.UK (www.gov.uk) 					
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Acknowledgements & Signatures

Risk Assessor: By signing this risk assessment, I acknowledge my responsibility as the Risk Assessor for conducting this risk assessment.		Management: By signing this risk assessment, I acknowledge my responsibility as the department management for reviewing and approving this risk assessment and communicating controls and any improvements to staff.	
Risk Assessor Name and Signature Jane Smith Ben Curtis	Date: 14/01/2021	Manager Name and Signature: Dennis Kirwan	Date: 14/01/2021
Review date: This is a live document and regular updates/changes may be needed following release of government advice.			

Guidance

Severity of Harm from this Hazard

- Total Estimated Risk = Severity x Likelihood
- Hazards with significance factors equal to or greater than 16 or a Severity Rating of 4 or 5 warrants the use of additional controls and an action plan that has been reviewed

Score	Severity / Consequence	Effects
1	NEGLIGIBLE	Negligible injury or health implications with no treatment or first-aid only. .
2	MINOR	No-Lost Time Injury(ies) and no chronic effects, but treatment beyond first aid may be required.
3	MODERATE	Person suffering Lost Time Injury, RIDDOR, hospital treatment or job restriction/business affected by outbreak
4	SERIOUS	Illness resulting in time off work long term/ill health
5	MAJOR	Fatality

Likelihood of Potential Exposure to this Hazard

Score	Definition
1	Little or no chance of occurrence; would require an extraordinary combination of factors for the situation to result.

2	Not likely to occur in normal circumstances
3	Possible when additional factors are present but otherwise unlikely to occur.
4	Such an event is known to have occurred and is likely to re occur.
5	Almost inevitable that an incident would result / occurs frequently

Risk Rating		Severity / Consequence				
		1. Negligible	2. Minor	3. moderate	4. Serious	5. Major
Likelihood	1. Very unlikely	1	2	3	4	5
	2. Unlikely	2	4	6	8	10
	3. Possible	3	6	9	12	15
	4. Likely	4	8	12	16	20
	5. Probable	5	10	15	20	25

Rating Bandings		
Low risk (1-6)	Medium Risk (8-12)	High Risk (15-25)
Continue, but review periodically to ensure controls remain effective	Continue, but implement additional reasonably practicable controls where possible and monitor regularly	STOP THE ACTIVITY- Identify new controls. Activity must not proceed until risks are reduced to a low or medium level