



<b>Service area:</b> Schools
<b>Site Address:</b> Charleston School

**Findings of Inspection**

Level of compliance should be included in report using a Rag Rating - **Green** – Full compliance (no action required), **Amber** - breach identified (remedial action recommended), **Red** – significant breach (action required)

**A: Employees – Consider what impact returning to work would have on your employees and how to keep your employees safe.**

No	Issues	Y/N/NA	Rating R/A/G	Comments
1.	Has a risk assessment been undertaken for those who have a self-declared health condition which could increase their risk profile.	Y	Green.	Individual RA & Checklists are in the process of being reviewed with staff that require these.
2.	Have you engaged with Trade Unions and staff during the reinstatement of the work process and in the drafting of this risk assessment to consider work processes and required controls?	Y	Green	Risk assessment to be agreed with TUs and in line with SG guidance
3.	Are you tracking people who have been identified as high risk/are shielding.	Y	Green	Core HR- Admin staff doing this daily.
4.	Where practicable will staff still be allowed to work from home/remotely.	Y	Green	All staff are able to work within the school building.
5.	Can all staff maintain the <a href="#">Scottish Government</a> guidelines for social distancing based on your industry ( <a href="#">The latest Social Distancing Guidelines available here</a> ). These could include but are not limited to the following:	Y	Amber	<p>2 m distancing should be maintained between staff, other adults, and between staff and pupils. Classrooms are arranged so that staff can maintain 2 m distancing (e.g. staff workstation 2m from nearest pupil desks) from Primary 4 to Primary 7. . Teacher / staff workstations will be wiped down between each use by different individuals, hand washing facilities / hand sanitiser available.</p> <p>Pupils assigned to learn within pod groups (where possible) for the duration of the school day to avoid large gatherings / groups and spaces / areas becoming crowded.</p> <p>However, this may be compromised by the needs of individual pupils. A different arrangement is in place for a Targeted Support group of pupils with specific needs- For example, an area designated in classrooms / teaching areas if 1-2-1 support</p>



				<p>needed. The Nurture room is accessed by specific children and their identified 1:1 who have a risk assessment in place.</p> <p>PPE provided for any members of staff who require to come into close contact. All staff who are supporting learners and are within 2m of young people for any length of time <b>must</b> ensure that they wear a fluid resistant face mask. If staff are wearing a fluid resistant face mask they can remain with the person for the entire session.</p> <p>Staffroom altered and numbers limited to take account of social distancing. Staff will need to bring their own food and drinks.</p>
5a	Are you able to segregate staff's activities to promote 2 metres distance?	Y	Green	See 5. above,
5b	Are you able to limit the amount of contact staff have with each other to 15 minutes or less	Y	Amber	See 5. above,
5c	Are you able to implement a one way flow system and provide visual aids (e.g. distancing markers, signage, flow system markers) for maintaining two metres distance.	N	Amber	A strict 'stick to the left' policy will be in place around the whole school.
6.	Have staff been trained / notified before returning to work on any new procedures.	Y	Green	<p>Hand washing</p> <p>PPE</p> <p>Social Distancing</p> <p>Keep left system</p> <p>Updates at INSET 1 August 16<sup>th</sup> 2021</p> <p>Changes to Risk Assessments and procedures set as Google Classroom reading task and all sign off as and when updates are released</p>
7.	Have staff been instructed on how to hand wash effectively, for the suggested duration and maintain good hygiene practices.	Y	Green	<p>As above</p> <p>Ensure signage is available at all hand wash stations</p>
8.	Have staff been instructed on social distancing where practicable while at work.	Y	Green	See 5. above
9.	Have staff been trained on what to do if they are experiencing COVID-19 symptoms.	Y	Green	Updated guidance from Public Health shared at INSET meeting
10.	Have staff been instructed to minimise business related travel and use video chat as an alternative method of maintaining contact with colleagues, suppliers and customers.	Y	Green	<p>Staff have been advised to avoid public transport if possible. If using public transport, social distancing should be observed, along with the wearing of a face covering. Staff have been advised not to car share.</p> <p>SLT/MAMs meeting using Teams – and with central officers.</p> <p>Staff attending staff and planning meetings virtually using Google Meet. NCCT and time out of class continues to be advised to work from home where possible.</p> <p>At times where this is not possible staff adhere to correct room numbers and follow social distancing guidance.</p>



<b>B: Travel, Access &amp; Egress – Consider how your employees will travel to work, travel for work, access and exit work safely.</b>				
<b>No</b>	<b>Issues</b>	<b>Y/N/NA</b>	<b>Rating R/A/G</b>	<b>Comments</b>
1.	Are you able to implement sufficient parking restrictions to maintain social distancing measures, where car use is required to perform a role?	Y	Amber	Staff to use judgement and exercise common sense in entering and exiting cars to ensure distancing can be maintained. Rear car park remains closed to non school staff
2.	Are workers required to use either their own vehicle or company vehicle to travel to their task?	N	Green	Schools to adopt car park protocol (e.g. all reverse parking to limit exiting cars at same time) Reminders have been issued.
3.	Are workers avoiding public transport where applicable and using alternatives (e.g. cycling, walking to work etc).	Y	Green	Where possible. If using public transport, social distancing should be observed, along with the wearing of a face covering.
4.	Have you considered staff that are required to vehicle share for their role and whether this could continue?	Y	Green	Escorts and pupils to follow advice for public transport i.e. wearing of face coverings and maintaining physical distancing where possible.
5.	Has the entry and exits to the building/site been limited to the minimum number of points required.	Yes	Amber	Main entrance- staff and deliveries only. Pupils enter through 6 different doors around school. P1 – P2 to enter through infant corridor door. P2/3 to 4/5 enter through middle stages door. P5 and P6 through end fire escape door near their class room. Hut classes to enter through individual hut fire escape doors.
6.	Has access to the building/site been restricted to visitors and contractors etc.	Y	Amber	For ongoing planned construction works Corporate Landlord and Capital will work with contractors to ensure appropriate mitigation is in place such as sites physically separated from rest of building and contractors use separate entrances etc. Visitors to school are asked to complete lateral flow test and read through school risk assessment prior to visiting. These are pre arranged and school notified prior to attending.
7.	Is it practicable to confine visitors to strictly defined areas and avoid unnecessary movements around the building?	Yes.	Amber	All visitors to remain at reception area. No one should be around the school. Parents will be asked not to enter the building. If they need to speak to a member of school staff, they should telephone or email in the normal way. All visitors to arrange appointments and sign in/out and leave contact details (reception staff/school administrator to take visitor details for Test and Protect purposes and to reduce risk of virus transmission). Where it is essential that a visitor attend the school, such as a parent / carer collecting an unwell child, the parent will not be admitted to the school foyer and can collect their child



				from the school front door. Signage will be displayed at school visitor entrances to explain that visitors are generally not permitted, and a telephone number will be provided for visitors to contact a member of office staff within the building should they wish to speak with someone or have an appointment to visit the school. If a visitor has an appointment to access the building, they will be asked first to confirm that they are not displaying COVID-19 symptoms. Those displaying symptoms will not be permitted access. Where possible, visitors permitted access will remain within the reception area of the school and speak with the relevant member(s) of staff via the School Office window. No Parents should enter school grounds other than Nursery parents of drop off. Children are dismissed at the rear of the building into the adjacent play field to allow greater social distancing of parents and away from cars parking and moving at the front of the school. Children are dismissed staggered at 2:50, 3pm and 3:10pm to allow parents to collect their children and safely disperse.
8.	Have appropriate hand wash stations (toilets) and/or hand sanitiser pump action containers been made available in every work area and on main travel routes through the building/site including access and egress areas.	Y	Green	Stock of Hand Sanitiser and Cleaning materials will be ordered as required by school admin
9.	Is advisory hand washing signage displayed throughout the building/site, especially at entrances and exits and were people congregate.	Y	Green	National guidance to be followed. Posters are displayed throughout the school.
10.	Are the signs displayed reviewed and replaced as necessary?	Y	Green	Weekly check carried out by Admin and COVID check list recorded. Admin/SLT to replace signage where necessary.

**C: Cleaning Regime – Consider what cleaning and hygiene measures need to be implemented to reduce the risk of individuals contracting the virus on your premises / site.**

No	Issues	Y/N/NA	Rating R/A/G	Comments
1.	Have you completed a clean of the property / site before returning.	Y	Green	Cleaning of the building is undertaken daily by cleaners for areas in use throughout remote learning. A deeper clean was carried out for all classes returning prior to 16 <sup>th</sup> August.
2	Is the ongoing cleaning frequency sufficient and is cleaning required and can cleaning be undertaken when site/building/premises is occupied?	Y	Green	Daily cleaning will be undertaken by Cleaning Services, supplemented by Janitorial staff undertaking regular cleaning of frequent hand touch points during the school day. All surface cleaning will be undertaken using EN14476 rated (for destroying enveloped viruses) disinfecting solutions. Staff wipe all hard surfaces at break and lunch and as needed throughout the school day.



				In play environments and pod areas all hard areas are cleaned as required throughout the day in addition to break and lunch cleaning Teacher's are vigilant in assessing as and when this is required.
3.	Are all hand contact points cleaned on a frequent basis including, door furniture, handrails, IT equipment, desks, phones, flush plates, taps, dispensers, toilets, canteen / food preparation areas.	Y	Green	Undertaken throughout the day by janitorial staff and cleaners
4	Have persons undertaking the cleaning been instructed with clear safe usage instructions.	Y	Green	All FM staff are trained in the safe methods of work for activity within their service areas. COVID-19 specific risk assessments have been completed and shared with all staff.
5	Can where practical curtains and blinds be removed to minimise the areas where viruses can be difficult or time consuming to remove.	Y.	Green	No blinds or curtains in school in main areas of school.
6	Can blinds be kept opened and locked if they cannot be removed.	Y	Green	HT office has blinds and will remain open and untouched at all times.
7	Can rugs and mats be removed where safe to do so to make cleaning and disinfection of floors easier.	Y	Green	All flooring left in place can be hoovered or mopped.
8	Have staff been provided with appropriate cleaning products so that they can frequently clean their work stations during the day.	Y	Green	Products to be ordered by individual schools. Facilities Management to assist in storing and replenishing appropriate cleaning materials.- Ordered and in place

**D: Building Safety – Responsible Person Checks – Consider how you ensure your building remains safe for all employees and visitors.**

Guidance on a suitable inspection can be [found here](#).

No	Issues	Y/N/NA	Rating R/A/G	Comments
	<b>Has your responsible person carried out checks on your building in the following areas:</b>	Y	Green	As instructed by Andrew Jones
1.	Fire Safety Systems / Emergency Lighting.	Y.	Green	Ongoing and janitorial staff informed as issues arise. Fire systems to be trialled termly
2.	Ventilation / Humidity / Lighting & Heating.	Y.	Green	Ongoing and janitorial staff informed as issues arise.
3.	Gas Installations.	Y	Green	Ongoing and janitorial staff informed as issues arise.
4.	Legionella Controls.	Y	Green.	Scheduled to be completed



5.	Routine Inspections e.g. Local Exhaust Ventilation, Lifting Equipment and Pressure Systems and Equipment Maintenance.	Y	Green.	Ongoing and janitorial staff informed as issues arise.
6	Lift Statutory Inspections.	N/A	N/A	

Signed: Anna Cartlidge

Date: 16<sup>th</sup> August 2021

## COVID-19 Health & Safety Risk Assessment

HAZARD	AT RISK	CONTROL MEASURES	PROBABILITY WORST CASE OUTCOME					
<b>Consider:</b> premises work, equipment, specific tasks etc.	<b>People at risk</b>	<b>Control By:</b> guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc.	<b>EXISTING/ PROPOSED 'E' or 'P'</b>	<b>Possible Outcome</b>	<b>Likelihood</b>	<b>Risk rating: High Medium Low</b>	<b>Proposed Timescale</b>	<b>Action Completed Date/Initial</b>



Employee Safety –								
Psychological wellbeing	Staff	<p>Regular communication is in place (individual and group) to ensure staff are not ill-informed about returning to work safely.</p> <p>New workplace/controls put in place to reduce risk of exposure to COVID 19 are documented in procedures and policies and disseminated to employees through line managers and HR. Contingency plan outlines procedures.</p> <p>SLT are aware of how big changes to working arrangements may cause additional work-related stress and affect their employees' mental health and wellbeing. Wellbeing Group has been set up to support staff. Wellbeing check on staff will be done regularly through Google Form designed by group.</p> <p>HT holds regular informal discussions with their team and look at ways to reduce causes of stress. SLT and staff meeting discussions weekly support this.</p> <p>Concerns on workload issues or support needs are escalated to SLT. Wellbeing survey for staff collects this data and is reported to SLT.</p> <p>SLT are trained to recognise signs and symptoms that a person is working beyond their capacity to cope and deal sensitively with employees experiencing problems outside of work. Staff Wellbeing Survey support this area.</p> <p>Staff who are in vulnerable groups themselves or caring for others are encouraged to contact their line manager to discuss their support needs. Individual RA meetings support staff with concerns and how they will be addressed.</p> <p>Undertake a review of your stress risk assessment to reflect new working arrangements. Where you have made significant adjustments to employee's working practices, a review must be undertaken.</p> <p>Employees are made aware of supportive mechanisms available to them (e.g. counselling, occupational health, HR, etc) through line managers. Our Staff Wellbeing group have a shared folder on our Drive that all staff can access with support links.</p>	E	Major	Possible	Medium		Ongoing And reviewed August 2021 AC



Psychological wellbeing	Pupils	<p>Contact with individual parents/carers at initial return to ensure relevant, appropriate information is passed on and shared with staff in a timely manner through SEEMIS</p> <p>Ensure first aiders on site at all times following appropriate ratios.</p> <p>Ensure named Child Protection Officer is available within each setting. Parents have been reminded of these arrangements within the Contingency Plan.</p> <p>All ACC policies adhered to at all times.</p> <p>Staff working with children to continue to be calm, nurturing and caring, seeking confirmation from line manager if unsure of anything.</p>	E	Major	Possible	Medium		Ongoing And reviewed August 2021 AC
Virus transmission in the workplace	Staff, visitors, contractors, pupils	<p>Any employee/service user showing symptoms of Covid-19 or sharing a house with someone with Covid-19 should remain at home and undertake a PCR test. If this comes back positive then the self-isolation 10 should be completed. If negative and have no symptoms they should return to work as per updated guidance below</p> <p><b>Test and Protect see link below</b>  <a href="https://www.gov.scot/publications/coronavirus-covid-19-test-and-protect-information-leaflet-2/pages/coronavirus-covid-19-test-and-protect---step-by-step-guide/">https://www.gov.scot/publications/coronavirus-covid-19-test-and-protect-information-leaflet-2/pages/coronavirus-covid-19-test-and-protect---step-by-step-guide/</a></p> <p>Specific individual worker risk assessment has been undertaken for those who have a self-declared health condition which could increase their risk profile.</p>	P	Extreme	Possible	High		Updated August 2021 AC  19 <sup>th</sup> August 2021 AC
Virus transmission in the workplace Continued	Staff, visitors, contractors, pupils	<p>The inspection checklist above has been undertaken to identify the control measures to consider reducing the risk of workplace infections and as part of a proactive monitoring regime and checking that preventative and protective control measures are implemented in line with current health and safety general duties.</p>						AC – 16/8/21





<p>Virus transmission in the workplace – Continued</p>	<p>Staff, visitors, contractors, pupils</p>	<p>Staff are encouraged to take NCCT at home where possible.</p> <p>Training arrangements have been developed to ensure staff have been trained before returning to work on any new procedures.</p> <ul style="list-style-type: none"> <li>- PSA and EYP staff are undertaking Infection Prevention and Control training.</li> <li>- All PSAs and EYPs will undertake the new First Aid Training before the children return.</li> <li>- All staff have read the PPE guidance.</li> </ul> <p>Work has been arranged so that staff are able to maintain the government guidelines for social distancing based on our industry (The latest Guidance on these measure can be found by clicking the following link <a href="#">Latest COVID-19 Guidance</a>).</p> <p>Staff activities are segregated to promote 2 meters distance.</p> <ul style="list-style-type: none"> <li>- Staff room has been altered so that only 8 people can sit in at one time.</li> </ul> <p>A strict 'Stick to the Left' policy is in place for when children and adults are travelling around the school. Visual aids, such as floor strips, signage are used for maintaining two meters distance.</p> <p>Employees are educated on preventative care.</p> <p>Hygiene guidance is given such as avoiding touching eyes, nose, mouth and unwashed hands, cover your cough or sneeze with a tissue, and throw it away in a bin and wash your hands. Posters are placed around the school.</p> <p>Posters are displayed that encourage staying home when sick, cough and sneeze etiquette.</p> <p>Alcohol hand gel has been placed at all entrances to the workplace and in other areas where they will be seen.</p> <p>Staff have been instructed to clean their hands frequently, to wash their hands with soap and water for at least 20 seconds followed by the use of an alcohol-based hand sanitiser that contains at least 60-95% alcohol.</p> <p>Social distancing while at work is maintained by continuing to limit social interactions by staggering start/finish times and lunchtime. Details of staggered times can be found on our Website with the</p>						<p>AC – 16/8/21</p>
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<p>Virus transmission in the workplace Continued</p>	<p>Staff, visitors, contractors, pupils</p>	<p>Return to School August 2021 arrangements <a href="https://charleston.aberdeens.sch.uk/">https://charleston.aberdeens.sch.uk/</a></p> <p>Staff bring their own provisions in for lunch. Staff to follow hygiene routines if storing lunch in the fridge. Hygiene Routines will be placed on the fridge to remind staff of what needs done.</p> <p>Social gathering amongst employees have been discouraged whilst at work.</p> <p>Staff requested to keep in touch through remote technology such as phone, internet and social media. Staff have What's App group for communicating. Regular staff emails from SLT will be completed.</p> <p>Staff have been separated at break and lunch to reduce contact between employees.</p> <p>Staff will wear masks when in close contact with children in the class or the playground. Staff will wear face coverings in communal areas. E.g. Moving around the school, lunch hall, and in the staffroom. Staff should wear a fluid resistant mask any time that they need to break the 2m rule</p> <p>PPE is considered for work processes where close contact is required. Staff are familiar with the PPE guidance <a href="https://aberdeencitycouncil0365.sharepoint.com/sites/Network-ACCHeadTeachers/Shared%20Documents/General/Aberdeen%20PPE%20Guidance%20Education.pdf">https://aberdeencitycouncil0365.sharepoint.com/sites/Network-ACCHeadTeachers/Shared%20Documents/General/Aberdeen%20PPE%20Guidance%20Education.pdf</a></p> <p>Adequate training has been made on what PPE is required (i.e. gloves, masks, aprons, Filtering Face Pieces (P3), goggles, the correct donning/doffing of PPE and face fit testing.</p> <p><u>ACC quick guides</u> for correct donning and doffing of PPE for <u>non-AGPs</u>, as well as for <u>AGPs</u>. 19 has been utilised for examples in best practice for putting on and taking off (donning and doffing). All staff to read before children return to school in February. Information for reference has been resent August 19<sup>th</sup> 2021</p> <p>Careful hand washing with soap and warm water/use of alcohol-based hand sanitiser before and after handling text books, jotters (or other pieces of equipment) mitigates the need for quarantine for 72 hours before, and 72 hours after. As far as possible and in line with effective practice, staff should avoid touching their mouth, nose and eye area. Good hand hygiene should be sufficient to prevent</p>						<p>AC – 16/8/21</p> <p>AC – 16/8/21</p>
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	<p>transmission of infection from these items, even if they are contaminated, as long as the person handling the item does not touch their face between handling the item and decontaminating their hands. Good respiratory hygiene ('Catch it, kill it, bin it') is also required at all times</p> <p>The Scottish Government and Health Protection Scotland response page is monitored regularly for latest details on guidance and advice. Administrator and SLT responsible for checking for updates and filtering to staff.</p> <p>Advice is shared with staff members and staff have been fully briefed and kept up to date with current advice on staying protected through regular staff emails and during weekly staff meetings.</p> <p>Staff discouraged from hand shaking and general close personal greetings.</p> <p>Employees are made aware of the impact of COVID 19 on their job/change of working environment. All staff have read the return to school plan and have read risk assessment for returning to school.</p>						
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<p>Someone entering the workplace with COVID-19</p>	<p>Staff, visitors, contractors, pupils</p>	<p>Work with our supply chain to ensure that they're adopting good practices to prevent the spread of COVID-19 to discuss arrangements and control measures. Supply and Specialist teachers will only visit two establishments in one week</p> <p>Staff are made aware of COVID-19 symptoms via training sessions and visual aids such as posters in key locations around the school</p> <p>No unarranged external visitors will be allowed in the school. Appointments must be made for essential visits and Lateral Flow Tests should be completed prior to entry. Risk Assessment will be shared prior to attending and Track and Trace will be completed on entrance. Parents will be encouraged to make contact by email / phone and not in person. This information will be given to parents through our Return to School Booklet.</p> <p>Anybody visiting site will be informed that they are not to enter if they're experiencing COVID-19 symptoms and will be advised to self-isolate in line with government recommendations.</p> <p>If a member of staff or a pupil displays COVID-19 symptoms whilst in the building, designated isolation rooms will be used. This is the staff hub. Cases should then exit through back exit beside this room. Staff hub is then closed down and cleaned prior to becoming available for use.</p> <p>Staff and pupils who have been contacted by track and trace will require to self-isolate if they have a person living in the same household or if they've been in contact with someone displaying COVID-19 symptoms. They will need to complete a PCR test. If this returns positive then the individual should continue to self isolate. If they have been fully vaccinated, have no symptoms and are negative they should return to school</p> <p>list should gain clinical advice on the suitability of in school attendance.</p> <p>Staff are only able to work in 2 school whilst we remain in Level 0 COVID restrictions.</p>	<p>P</p>	<p>Extreme</p>	<p>Possible</p>	<p>Medium</p>	<p>June 2020 and ongoing</p>	<p>AC – 16/8/21</p> <p>AC – 16/8/21</p> <p>AC – 16/8/21</p>
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Hazard	At Risk	Control Measures	Probability Worst Case Outcome					
			EXISTING/ PROPOSED 'E' or 'P'	Possible Outcome	Likelihood	Risk rating: High Medium Low	Proposed Timescale	Action Completed Date/Initial
<b>Consider:</b> premises work, equipment, specific tasks etc.	<b>People at risk</b>	<b>Control By:</b> guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc.						
<b>Travel, Access &amp; Egres</b>								
Travelling to school buildings	Staff, pupils, visitors, contractors	<p>Sufficient parking restrictions to maintain social distancing measures in place. Staff are aware of SD regulations and will respect them when in car park. When they park, they should choose a space where there are no cars near if possible. The public car park has reduced access in place for use by nursery and P1 parents only.</p> <p>Staff are encouraged to use the back car park where possible.</p> <p>Workers will be instructed to use their own transport for work activities.</p> <p>Workers told to avoid public transport where applicable and using alternatives e.g. cycling, walking to work etc. If public</p>	P	Moderate	Possible	Medium	June 2020	AC – 16/8/21



		<p>transport or car sharing cannot be avoided, staff or pupils should be encouraged to follow current government advice in respect of “face coverings”.</p> <p>School transport will be available, but hand sanitising must take place before every journey.</p> <p>For pupils using bicycles, bike racks will be available, but any adults (e.g. non teaching staff) supervising / supporting pupils will need to maintain 2 m distancing between each other and the pupils.</p>						
Entry and exit to building	Staff, visitors, contractors , pupils	<p>Entry and exits to the building</p> <ul style="list-style-type: none"> <li>- Staggered starts for all classes returning. All lines will be met at the front of the building.</li> <li>- Allocated gates for entry have been shared with parents in Newsletter dated June 2021. This has been reissued on 16<sup>th</sup> August 2021</li> <li>- Children enter through allocated gate and line up. Teachers will meet them at their cone and walk them around to enter through their designated door. P1 – P2 through infant door and P3 - P4/5 through middle door, P5 and P6 through end fire exit door. Huts should use their own classroom door to enter and exist their area.</li> <li>- Main door to be used by staff and for deliveries only. Deliveries only allowed when the children are not at the front of the school. Signs will display this. Children use this door to enter the dinner hall at lunch time.</li> <li>- No parents allowed in Playground except for Nursery access.</li> </ul>	P	Major	Possible	Medium		AC – 16/8/21



		<p>Visitors entering the site (e.g. contractors or workmen) will be required to sign in using the electronic sign in method on the Chromebook which can then be sanitised, Personal information will gathered and stored through google form for track and trace purposes.</p> <p>No non-essential external visitors will be allowed in the building without prior appointment. Parents will be encouraged to make contact by email / phone and not in person.</p> <p>Any essential visitors confined to strictly defined areas and unnecessary movements around the building avoided. They should remain in the reception area if possible.</p> <p>Hand sanitiser pump action containers are available in every work area and on main travel routes through the building including access and egress areas</p> <p>Advisory hand washing signage displayed throughout the building/site, especially at entrances and exits and were people congregate.</p> <p>Signs displayed reviewed and replaced as necessary.</p>						
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<p>Orientation/ Training</p>	<p>Staff, pupils, visitors (agreed only in advance)</p>	<p>Staff, pupils and parents have been provided with the School Return to School Plan which details issues such as the following:</p> <p><u>16<sup>th</sup> August 2021 return</u></p> <p>All staff will complete health and safety orientation:</p> <ul style="list-style-type: none"> <li>● Social distancing and one-way system plans</li> <li>● Handwashing training</li> <li>● PPE Training</li> <li>● Updated First Aid Training (for relevant staff)</li> <li>● Updated Fire Evacuation Procedures (The latest Guidance on these measures can be found by clicking the following link <u>Social Distancing Guidelines</u>).</li> </ul> <p><u>On first day of school entry with class teacher</u></p> <p>All pupils will be reminded of health &amp; safety orientations, which will address:</p> <ul style="list-style-type: none"> <li>● Social distancing and 'keep to the left' plans for staff/other adults</li> <li>● Handwashing training</li> </ul> <p>This will be revisited at assembly on Friday 20<sup>th</sup> August</p> <p>All will take responsibility for challenging those not following guidance.</p>						<p>AC – 16/8/21</p>
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Personal Hygiene	Staff, pupils, visitors (agreed only in advance)	<p>Staff will follow good infection control guidance (<u>Infection Prevention and Control in Childcare Settings (Day Care and Childminding Settings)</u>).</p> <p>Handwashing procedure posters are displayed in areas where handwashing takes place.</p> <p>All pupils and staff will wash hands before entering setting and build handwashing into daily routine</p> <p>Where hand washing facilities are limited, hand sanitiser will be provided. Classrooms and work areas which do not have a sink will have a supply of hand sanitiser.</p> <p>Employees or service users who suffer dry skin/dermatitis will carry their own hand cream.</p> <p>Where tissues are used they will be binned immediately, then hands will be washed.</p> <p>All will be encouraged and reminded to avoid touching eyes, nose and mouth with unwashed hands and to cough directly to crook of elbow..</p> <p>All children, young people and staff will wash their hands with soap and water for at least 20 seconds, or use an alcohol-based hand sanitiser.</p> <p>Handwashing will take place:</p>						AC – 16/8/21
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		<ul style="list-style-type: none"> <li>• When entering the building (and returning after lunchtime)</li> <li>• After using the toilet</li> <li>• Before and after eating or handling food</li> <li>• Before leaving the building/getting into their car,</li> <li>• After blowing the nose</li> <li>• After sneezing or coughing</li> <li>• When changing classroom</li> <li>• Prior to entering school transport</li> <li>• When arriving home</li> </ul>						
Maintaining 2m distancing	Staff, pupils, visitors (agreed only in advance)	<p>Social distancing while at work is maintained by continuing to limit social interactions by staggering start/finish times and lunchtime.</p> <p>Identify an isolation area where pupils can wait and a process for them to be moved to outside to meet parents to be taken home- Teaching Hub</p> <p>Timetables are in place and where possible there is reduce movement of pupils around the school. Pupils now access music and PE specialist teaching and continue to access outdoors throughout the day which requires increased movement</p> <p>Social gathering amongst employees have been discouraged whilst at work. Staffroom altered and numbers limited to take account of social distancing and to provide a rest area for staff.</p>						AC – 16/8/21



	<p>Staff requested to keep in touch through remote technology such as phone, internet and social media.</p> <p>This would include attendance at school of psychologists, nurses, social workers, etc. being kept to an absolute minimum. The use of remote technology (digital/virtual meetings) methods, meetings in outdoor settings (where possible) to support children should be used initially.</p> <p>Staff activities are segregated to promote 2 meters distance.</p> <p>Staff face to face contact has been limited with each other to 15 minutes or less. Face coverings will be worn if contact extends 15 mins.</p> <p>A one-way flow system of keeping left when moving around corridors is implemented and visual aids, such as signage.</p> <p>Staff desks are arranged to maintain a minimum of 2 meters from each other, with staff facing in opposite directions where possible (e.g. Teachers workstation in class, school office).</p> <p>Thorough orientation and ongoing reminders will be given to staff to maintain 2m distancing where possible.</p> <p>Physical contact will be minimised and only take place where a risk assessment has been completed and</p>						
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	<p>appropriate PPE arrangements in place (Education PPE Guidance to be followed).</p> <p>Emergency evacuation procedures/ fire drill &amp; muster point updated and shared with employees / service users prior to or on day of entry.</p> <p>Minimise contact with surfaces, e.g. tables, furniture and where there is reason for multiple use, items should be wiped prior to and following use.</p> <p>The outdoor areas will be used regularly, where possible, to support social distancing and staff will plan for this.</p> <p>Social / activity gatherings amongst pupils have been restricted so that spaces / areas do not become crowded by limiting the size of pupil groups for the duration of the school day. Large group activities such as assemblies will not take place</p> <p>All staff to monitor practice and alert SLT of any potential risks. This will trigger a review of this risk assessment</p> <p>If a service user refuses to comply with ACC risk assessment, they will be asked to work from home.</p> <p>The number of staff members within each area is limited as appropriate with regard to the 2m distancing rule.</p>						
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Dining arrangements	Staff, pupils, visitors (agreed only in advance)	<p>Staff and pupils should bring their own snack etc for morning interval. The provision of free school meal vouchers will continue</p> <p>Morning breaks and lunch breaks should be staggered to reduce number of pupils queuing / congestion in the dining hall.</p> <p>All pupils and staff <b>leaving the site</b> for lunch must follow the guidelines for social distancing in takeaways and shops. -These arrangements will be reviewed as restrictions are reviewed</p> <p>Early Years dining will be within the setting area to ensure that children can remain within the space and rolling snack offered to limit numbers in kitchen / dining areas</p> <p>Any staff or pupils leaving the site must comply with social distancing guidelines for shops and takeaways.</p> <p>Any uneaten food / waste wrappers etc will be taken home, to help reduce the risk of infection spread.</p>						AC – 16/8/21
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Use of Toilets	Staff, pupils, visitors (agreed only in advance)	<p>Supervision of pupils at break times – maintenance of 2 m distancing between adults and pupils. Break times will be staggered to facilitate use.</p> <p>There will be a strong emphasis on hand washing after visiting the toilet, and hand washing may require to be supervised for younger children. All children will be encouraged to hand wash when return to class too.</p> <p>There will be a visual system in place for staff toilets too.</p>						AC – 16/8/21
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<p>Employees / Service user becomes unwell</p>	<p>Staff, pupils, visitors (agreed only in advance)</p>	<p>In line with procedures and guidance, only allow employees and service users in good health to be in the setting.</p> <p>If someone develops any of the symptoms:</p> <ul style="list-style-type: none"> <li>● <b>a high temperature</b> – this means you feel hot to touch on your chest or back (you do not need to measure your temperature)</li> <li>● <b>a new, continuous cough</b> – this means coughing a lot for more than an hour, or 3 or more coughing episodes in 24 hours (if you usually have a cough, it may be worse than usual)</li> <li>● <b>loss or change to your sense of smell or taste</b> – this means you’ve noticed you cannot smell or taste anything, or things smell or taste different to normal</li> </ul> <p>Follow current NHS guidance  <a href="https://www.nhs.uk/conditions/coronavirus-covid-19/">https://www.nhs.uk/conditions/coronavirus-covid-19/</a></p> <p>All school staff will be asked to familiarise themselves with the local <u>Test, Trace, Isolate and Support Strategy</u>.</p> <p>Follow procedures to remove from setting where someone becomes unwell.</p> <p><b>Employee</b></p> <ul style="list-style-type: none"> <li>● Immediately leave the building and go directly home . Arrangements will be made for class cover.</li> </ul> <p><b>Service User</b></p>						<p>AC – 16/8/21</p>
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	<ul style="list-style-type: none"><li>• Isolation area within the building identified - -Staff Hub. in case of any individuals who present as unwell during the session (consider near entrance).</li><li>• Emergency contact list accessible and up to date</li><li>• Request for immediate collection by parents/carers</li><li>• On collection, immediately leave the building and go directly home</li><li>• Facilities informed and deep clean carried out</li></ul> <p><b>Positive Lateral Flow test result.</b></p> <p>Staff to self-isolate for 10 days in line with government guidance.</p> <p>Staff to seek a further test at test centre.</p> <p>Immediately inform manager and test and protect through test and protect.</p>							
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<p>Distribution of Lateral Flow testing kits</p>	<p>Staff</p>	<p>Staff will be given a collection time slot to come and get their testing kits.</p> <p>Staff both distributing and collecting kits must wear a mask when accessing the school site.</p> <p>Hand sanitiser will be available for those collecting.</p> <p>Test Kits will be distributed from the front office, staff should access the foyer, knock on the window and the test kit box will be issued through the window.</p> <p>Staff distributing kits to wear mask at all times and sanitise hands before and after distribution of the kit and instruction booklets.</p> <p>Ensure that two metre social distancing is maintained.</p> <p>Prop open front door to ensure regular airflow and minimise touch points.</p> <p>Touch points to be wiped twice daily minimum.</p>						<p>AC – 16/8/21</p>
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HAZARD	AT RISK	CONTROL MEASURES	PROBABILITY WORST CASE OUTCOME					
			EXISTING/ PROPOSED or 'P'	Possible Outcome	Likelihood	Risk rating: High Medium Low	Proposed Timescale	Action Completed Date/Initial
<b>Consider:</b> premises work, equipment, specific tasks etc.	<b>People at risk</b>	<b>Control By:</b> guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc.						
<b>Cleaning and hygiene measures</b>								
Environmental Cleaning	Staff, visitors, contractors, pupils	A deep clean of the property / site before returning is performed if required.	P	Minor	Possible	Low		AC - 16 <sup>th</sup> August 2021
Cleaning Frequency	Staff, visitors, contractors, pupils	The ongoing cleaning frequency is made sufficient enough such that cleaning can be undertaken daily and supplementary sanitisation by janitorial staff when site/building/premises is occupied. Contact Head Janitor regarding sanitising of door handles and high traffic/ris areas. - Timetable to be established	P	Moderate	Possible	Medium		AC - 16 <sup>th</sup> August 2021
Commonly touched surfaces	Staff, visitors, contractors, pupils	All hand contact points cleaned on a frequent basis throughout the day including, door handles, light switches, furniture, handrails, IT equipment, desks, phones, flush plates, taps, dispensers, toilets, canteen / food preparation areas.  All curtains have been removed to minimise the areas where viruses can be difficult or time consuming to remove.  All rugs and mats have been removed where safe to do so to make cleaning and disinfection of floors easier.  Appropriate cleaning products are used during daily preventative clean regime. - Staff will have a bottle of COVID disinfectant and blue roll/ paper towels in their classroom cupboard to wipe surfaces regularly.	P	Moderate	Possible	Medium	ongoing	AC - 16 <sup>th</sup> August 2021



		<p>- All surfaces will be wiped twice a day (break and lunchtime) by staff. .</p> <p>The xerox machine will be wiped down after each use.</p> <p>IPad and laptops will be wiped down after each use. Where possible they will be used by learners for a whole morning, afternoon or full day to limit various users.</p>						
Use of cleaning products	Staff, visitors, contractors, pupils	<p>Teaching staff, PSAs and EYPs undertaking the cleaning have been instructed with clear safe usage instructions.</p> <p>The relevant Safety Data Sheet and COSHH assessment is provided for the substances in use</p> <p>Correct PPE is provided for the use of cleaning materials</p>	P	Moderate	Possible	Medium		AC - 16 <sup>th</sup> August 2021
Housekeeping	Staff, Contractors, pupils	<p>Anti bacterial spray will be used by staff regularly to wipe surfaces so that staff can frequently clean their workstations during the day.</p> <p>Wipes to be provided in each classroom for children to wipe surfaces and equipment when needed.</p> <p>Staff provided with waste bins lined with a plastic bag so that they can be emptied without contacting the contents.</p> <p>Staff are instructed that the emptying of bins and wastepaper baskets should be followed by hand washing.</p>	P	Moderate	Possible	Medium		AC – 16 <sup>th</sup> August 2021

Work must continue alongside COVID-19 and you still have a duty to ensure a safe place of work for your staff, visitors etc. If you're intending to bring your staff back to your workplace and your workplace has been sat idle, we would suggest giving some consideration to the following topics:

HAZARD	AT RISK	CONTROL MEASURES	PROBABILITY WORST CASE OUTCOME					
Consider: premises work, equipment,	People at risk	Control By: guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc.	EXISTING/ PROPOSED 'E' or 'P'	Possible Outcome	Likelihood	Risk rating: High Medium Low	Proposed Timescale	Action Completed Date/Initial



specific tasks etc.								
<b>Fire Safety Systems / Emergency Lighting</b> - Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here								
Fire, heat, burns, smoke inhalation	Staff, visitors, contractors, pupils	<p>Responsible person has carried out checks on your building in the following areas:</p> <p>Emergency lighting suitable, sufficient and maintained.</p> <p>Suitable number fire extinguishers available in required locations.</p> <p>Fire hoses available and operational (If installed).</p> <p>The sprinkler system including head's maintained (if fitted).</p> <p>Dry / wet risers inspected and maintained (if installed).</p> <p>Fire blankets available in required location.</p> <p>Fire alarm and detection system for the building tested, inspected and maintained.</p> <p>Means of escape clear.</p> <p>Fire doors provided and maintained in good working order.</p> <p>Building has suitable lightning conductors / protection.</p>	P	Extreme	Possible	Medium	August 2020	School Estates Team – June 2021 to August 2022

HAZARD	AT RISK	CONTROL MEASURES	PROBABILITY WORST CASE OUTCOME					
Consider: premises work, equipment, specific tasks etc.	People at risk	Control By: guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc.	EXISTING/ PROPOSED 'E' or 'P'	Possible Outcome	Likelihood	Risk rating: High Medium Low	Proposed Timescale	Action Completed Date/Initial



**Ventilation / Humidity / Lighting & Heating** Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here

Temperature/ Humidity	Staff, visitors, contractors, pupils	Workplace temperatures are not too hot or too cold (at least 17 degrees Celsius).  Measures can be taken to control temperature extremes and/or humidity levels such as through computerised EHAV system.	E	Minor	Possible	Low	Ongoing	School Estates Team - June to August 2020
Ventilation	Staff, visitors, contractors, pupils	Windows will be open whenever staff / children are in the building.  Air exchange rate of the air handling system meet standard requirements for the occupants in the building.  Ventilation systems have been adequately maintained and serviced.  Co2 Monitor available from school office with user manual for staff use	E	Minor	Possible	Low		AC - 16 <sup>th</sup> August 2021

HAZARD	AT RISK	CONTROL MEASURES	PROBABILITY WORST CASE OUTCOME					
<b>Consider:</b> premises work, equipment, specific tasks etc.	<b>People at risk</b>	<b>Control By:</b> guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc.	EXISTING/ PROPOSED 'E' or 'P'	Possible Outcome	Likelihood	Risk rating: High Medium Low	Proposed Timescale	Action Completed Date/Initial

**Gas Installations** - Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here

Gas Installations	Staff, visitors, contractors, pupils	Gas installations e.g. boilers have been inspected, tested and maintained at required frequencies.  Adequate ventilation available next to gas installations.  Gas isolation control switches available and clearly identified.  Supplier's emergency contact number clearly displayed, un-obscured and legible.  Gas cylinders being used safely (if used).	P	Extreme	Possible	High	December 2021	AC - 16 <sup>th</sup> August 2021
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HAZARD	AT RISK	CONTROL MEASURES	PROBABILITY WORST CASE OUTCOME					
Consider: premises work, equipment, specific tasks etc.	People at risk	Control By: guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc.	EXISTING/PROPOSED 'E' or 'P'	Possible Outcome	Likelihood	Risk rating: High Medium Low	Proposed Timescale	Action Completed Date/Initial
<b>Legionella/Water Systems/Hygiene</b> - Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here								
Water outlets Legionella	Staff, visitors, contractors, pupils	Tanks and taps inspected and maintained.  Suitable controls in place to reduce the risk of legionnaires disease.  All other outlets to have been run for 5mins to eliminate standing water, prior to staff returning	P	Major	Possible	Medium	December 2021	School Estates Team - annually  AC - 16 <sup>th</sup> August 2021
Drinking water	Staff, visitors, contractors, pupils	Separate drinking water facilities should be made available for staff and pupils to fill their own water bottles. Facilities to be wiped down after each use.	P	Moderate	Possible	Medium		AC - 16 <sup>th</sup> August 2021

HAZARD	AT RISK	CONTROL MEASURES	PROBABILITY WORST CASE OUTCOME					
Consider: premises work, equipment, specific tasks etc.	People at risk	Control By: guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc.	EXISTING/PROPOSED 'E' or 'P'	Possible Outcome	Likelihood	Risk rating: High Medium Low	Proposed Timescale	Action Completed Date/Initial
<b>Routine Inspections e.g. Local Exhaust Ventilation, Lifting Equipment and Pressure Systems and Equipment Maintenance</b> - Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here								
Statutory Inspections		Responsible person has carried out checks on your building in the following areas:	P	Major	Possible	Medium	December 2021	AC - 16 <sup>th</sup> August 2021



	Staff, visitors, contractors, pupils	Thorough examination, inspection, test and maintenance certificate and logs available and up-to-date for the premises, plant and equipment e.g. Local Exhaust Ventilation, Lifting Equipment and Pressure Systems.						AC - 16 <sup>th</sup> August 2021
Lift Statutory Inspections	Staff, visitors, contractors, pupils	The thorough examination, inspection, testing and maintenance records for the lifts in date.	P	Major	Possible	Medium	December 2021	AC - 16 <sup>th</sup> August 2021
Plant and Equipment	Staff, visitors, contractors, pupils	<p>There is a planned preventative maintenance schedule and inventory available for key items of plant and equipment and are up-to-date</p> <p>All fixed guards on machinery in place, secure and well maintained.</p> <p>The safety devices and controls e.g. emergency stops, light guards etc been checked to ensure safe operation.</p> <p>Defective equipment been taken out of service awaiting repair.</p> <p>Enough space is available for personnel to undertake their tasks safely and comfortably.</p> <p>Personnel have the appropriate competences and/or trained to use machines/work equipment.</p>	E	Major	Possible	Medium		School Estates Team - June to August 2020
Signed:	Anna Cartlidge	Assessment Date:	Further action required:		Action Review Date(s):			
Name:	Anna Cartlidge	16 <sup>th</sup> August 2021			Next Review Date: September 2021			
Signed:	Anna Cartlidge	AC - 16 <sup>th</sup> August 2021	Further action required:		Next Review Date: Daily as of 16 <sup>th</sup> August 2021			
Name:	Anna Cartlidge		Assessment reviewed daily					



## Action Plan

Point Ref	Details of Corrective Action Required	Timescale	Responsible Person	Closed Out
A2	Risk assessment for staff with self-declared health condition to be and agreed with Trade Unions	June 2020	QIO/ P&O	Checked before return to school
A1	Risk assessment for staff with self-declared health condition to be undertaken with all relevant staff	June 2020	HT /H&S	HT checked before return to school
A3	Tracking system to be developed and maintained for vulnerable staff	June 2020	QIO/P&O/line managers	agreed prior to return
A5c	Guidance on school building arrangements for each building to be created and circulated as appropriate	June 2020	HTs /Corporate Landlord	HT - To be updated in line with new guidance expected end of July.
A5-A9	Staff training around handwashing, PPE, social distancing and one-way systems to be developed and completed by all staff	June 2020	HTs/PPE working group/Corporate Landlord	All staff training completed
B6/B7	Contractor and visitor to schools protocol and policy to be updated and shared with all schools	June 2020	Corporate Landlord	policy noted/shared
B8	Co-ordinated procurement of PPE including hand sanitiser and cleaning materials	June 2020	Facilities/H&S	HT/admin confirmed prior to opening
C	Soft furnishings/blinds/mats etc to be removed where safe to do so	August 2020	HTs /Corporate Landlord	HT - removed
C1	Each school building to be deep cleaned before staff and/or pupils return	June 2020	Facilities	was completed in June 2020 before staff allowed in
C2-4	Cleaning guidance issued to all schools	June 2020	Facilities	Was issued to school prior to opening
C8	Provision of appropriate cleaning products and usage instruction to school staff	June 2020	Facilities	was provided prior to opening to pupils
D1-6	All required building related safety inspections undertaken and completed	August 2020	Corporate Landlord	was completed before staff allowed into building in June 2020





Additional Comments	
	Signed: <u>Anna Cartlidge</u> Date: <u>19<sup>th</sup> August 2021</u>