**Penshurst CE Primary School**

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**Risk Assessment for September 2020 – reopening to all pupils full time.**

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| Assessment conducted by: Sue Elliott | Job title: Headteacher | Covered by this assessment: **pupils, staff** and **other relevant individuals**. |
| Date of assessment: 17/8/2020/2020 | Review interval: in line with government updates | Date of next review**: As required** |

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| **Related documents** |
| Health and Safety Policy, First Aid Policy, Business Continuity Plan, Supporting Pupils with Medical Conditions Policy, COSHH Guidelines, Administering Medication Guidelines, Confidentiality Policy, Data Protection Policy, Behavioural and Discipline Policy, Staff Code of Conduct, Ill Health and Infectious Disease Risk Guidance, |

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| **Risk rating** | **Likelihood of occurrence** |
| **Probable** | **Possible** | **Remote** |
| **Likely impact** | **Major** | High (H) | H | Medium (M) |
| **Severe** | H | M | Low (L) |
| **Minor** | M | L | L |

**PUPIL NUMBERS**

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| **Area of concern** | Risk before action | What is being done to control the risk | Risk after action |
| **What returning support is available for vulnerable and/or disadvantaged children and put in place provision for pupils with SEND in conjunction with families and other agencies and engage with partners who will help provide that support** | MLHMM | **Staff capacity:**SENCO increasing hours from 1.5 days to 2 days from September. Pupils with 1:1 support will have support in place as per funded hours.Additional sessions eg morning ‘welcome’ session, will be put in place for pupils considered to be vulnerable.**External agency support:**LIFT process remotely up and running for referrals and support from specialist teachers (this has been ongoing during lockdown).Early help referrals and communication available (this has continued throughout lockdown).**Behaviour:**SLT in place to support behaviour management and this will be focus of INSET on 1st September for all staff.Review of behaviour policy with all staff on 1st September to support restrictions and teachers in managing behaviour. Email of 19/9.2020 to provide additional clarification of expectations of lunch time behaviour and the role of the adult at break and lunch time. **Links with parents:**SENCo to speak to all parents of vulnerable pupils (OL) to co-create individual Risk Assessments and plan for individual return to school. SENDCo risk assessment shared with SLT and parents.**Identifying Pupils:**SLT to oversee and monitor assessment of all pupils against end of year ARE. | LLMLL |

**STAFF**

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| **Area of concern/****DfE Recommended Action** | Risk before action | What is being done to control the risk | Risk after action |
| **Teaching staff resource needed for expected pupil numbers** | M | All staff will be back at work on normal hours from September 2020. Where there may be staff shortages (lunch time dining hall supervision: contingency plan in place (B Hall/ S. Elliott/ J. Gammer)Working hours have been aligned to the needs of the school/pupils. SLT to create ‘catch up’ time for each member of staff to assess any challenges or anxieties. SE : SLT , office staffGH: AN, TW,DB, CL JM: NL, DT KF: GS, BH, AC | L |
| **Consider options if necessary staffing levels can’t be maintained (including school leaders and key staff like designated safeguarding leads and first aid providers)** | MLLL | One member of staff has a spouse who is critically extremely vulnerable; should the need arise this member of staff may have to take time off – if this arises we will engage a supply teacher to cover the class. One member of staff was identified as vulnerable and needs to be cautious of mixing with other adults. We have capacity for trained DSL and trained first aider on site at all timesWe are confident that we will be able to provide sufficient leadership capacity on site at most times. The only time that this would be compromised would be if a member of SLT (who need to work together) was to have a positive test for Covid-19.Measures (following KCC guidance) are to be introduced to ensure that key members of staff are not mixing.Measures are in place to reduce the contact between adults. Staff memos and rotas evidence this.We have 2 trained DSL on site ; 1 full time and 1 part-time – an additional member of staff is to become a deputy DSL. We have staff who have paediatric first aid and all teaching and teaching support staff are first aid trained.  | LLLL |
| **Agree any flexible working arrangements needed to support any changes to your usual patterns e.g. staggered start/ end times** | LLLL | All staff working times align with our new patterns of the school day / week.TA hours are not affected by any staggered start and finish times.Breakfast club starts at 7.45am and after school club ends at 4.30pm as they did prior to lockdown. All teachers are on directed time and therefore this does not affect their day, just need to be mindful of staff wellbeing. When possible experienced teachers and SLT can work from home as needed. Office staff have hours that align with school day and hours have been adapted to prevent too many staff being in the same room at one time. Review has established a need to reduce the numbers in the office (KCC guidance) – a rota system is now in place and work stations have been moved to minimise spent in office where social distancing is not possible. Memo / email to staff evidences the systems in place. | LLLL |
| **Agree staff workload expectations (including for leaders)** | M | **We have considered the impact on workload and welfare of staff and are confident that we have reached a reasonable and manageable position.**We have looked at staff workload and we feel the arrangements in place are manageable. This needs regular review.Teachers will be teaching their own class. TAs will be directed to classes ; this will be reviewed regularly to ensure we minimise contacts.We need to be mindful of the opportunity to provide staff with supervision, this is where their wellbeing can be impacted. Supervision is providing staff with time and a listening ear to discuss concerns and worries and offer solutions. All SLT will be available for all staff and members of SMSC committee will be available for SLT.  | L |
| **Decide what staff training (either delivered remotely or in school) is needed to implement any changes the school plans to make (e.g. risk management, curriculum, behaviour, safeguarding)** | M | **Many staff have completed online training during lockdown based on school, staff and pupil needs and connected to School Improvement Plan.**We know what training needs are and we have 2 staff development days in September (1/9 and 2/9) in order to achieve this. Whole school safeguarding training and pupil updates will take place on these days and updated guidance from the DfE will be reviewedDay 1 INSET will focus on (am) update of safeguarding training (pm) school improvement, the *recovery* curriculum, assessment, staff welfareDay 2 INSET will focus on pupils, the behaviour policy and DfE behaviour checklist, behaviour management, pupil welfare.  | L |

**SITE MANAGEMENT**

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| **Area of concern/****DfE Recommended Action** | Risk before action | What is being done to control the risk | Risk after action |
| **Organisation: Decide the physical and organisational structures needed to limit risks and limit movement around the building(s):*** **Staggered start time, assembly groups, break times, lunch times, finish times**
* **Access rooms from the outside where possible**
* **Limit movement around the school**
* **Ensure toilets do not get crowded**
 | MMMMMMMMMLM | The site restricts the capacity for staggered drop offs and pick-ups (few entrances, issues around queuing, busy roads etc.) Changes have been made with staggered start /end times and use of the front and rear entrances. This will need close monitoring and changes made if required. School gate is open from 8.30am to reduce the number of parents arriving at school at any one time. Review 20/9/2020 – this is successful and HT oversees front playground and deals with parent questions etc.Teachers to follow class rotas for use of toilets and pupils will be restricted to use specific toilets. Handwashing (other than after toilet use) to take place frequently. Foundation Class – use sink in class and wash basins in classroom toiletsYear 1 & 2 – use sinks in toilet area (outside their classroom)Year 3 & 4 - use sinks in main toilet area Year 5 & 6 – use sink in storage area outside the Y5/6 classroom.Hand sanitiser is available around the school and children will be shown how to use this sensibly. Where safe and practical to do so, windows will remain open and doors can be propped open or ajarStaff understand the need for good ventilation and reduced door contactThe staffroom and other communal areas have been adequately organised to support social distancingAppropriate resources and organisation (rotas etc) are in place to support staff refreshment and toileting needsMeasures in place to limit the use of the staff room to 1 person at a time. Furniture removed to allow for social distancing. Computer area is used predominately by office staff and a person is timetabled to use this space – this room is poorly ventilated and the door should be open at all times to allow for a flow of air. The area must be wiped down after use. Where practical to do so, unneeded furniture has been moved and stored to increase space throughout functioning parts of the schoolSite security remains tight and is not significantly impacted by changes to the school routine or changes in use of facilitiesOffice staff x 2 are successfully able to social distance. Staff advised to contact office via email rather than in person to reduce any risks. Following advice from KCC staff are on a rota to use office space. One member of staff to work from home one day per week to create a safer working environment.  | LLLLLLLLLLL |
| **Agree how safety measures and messages will be implemented and displayed around the school.** | M | Signs have been placed throughout the school to remind / encourage social distancing and handwashing.Teachers will lead handwashing on pupil arrival / departure from class.Regular updates for staff on Covid measures and supporting documents to be made available via website and in staff room.  | L |

**CATERING**

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| **Area of concern/****DfE Recommended Action** | Risk before action | What is being done to control the risk | Risk after action |
| **Catering: Ensure meals are available for all children in school and for those year groups eligible for benefits related free school meals** | M | **Our host kitchen is able to provide hot meals for pupils in school, both those who purchase meals and those who are eligible for FSM.**The school servery can provide hot meals for all pupils. These will be served to the children at their tables by the staff. The children will be sat in Year group tables in the hall.12-12.30 – Years R-2 in hall for lunch.12.30 – 1 Year 3 & 4 either outside or in classroom depending of weather.12.30 – 1 Year 5 & 6 in hall.  | L |
| **Suppliers: Plan with your catering suppliers and check they are following appropriate social distancing and hygiene measures, including when in school** | L | **We have ensured consistency of supply and that social distancing and hygiene measures will be in place.**We have a maximum of 2 members of staff working in the school kitchen at any one time. Review 2/9/2020 – procedures in place for lunch time with staggered lunch break and limited amounts of children seated in school hall. Tables to be cleaned down in between groups coming into the hall. Children in Y3/4 eating lunches in classrooms. Monitoring to take place after lunch service on Friday 4/9/2020 – further consideration has been given to overlapping of bubbles – Y3/4 to go into lunch at 12.25 / Infants to start lunch at 11.50 and return to class at 12.50 – story time from 12.50 – 1 . | L |

**CLUBS**

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| **Area of concern/****DfE Recommended Action** | Risk before action | What is being done to control the risk | Risk after action |
| **Clubs: Agree whether breakfast clubs, lunch clubs and after-school clubs can operate (in line with necessary protective measures) and under what terms** | M | **We can provide all breakfast / after-school clubs while maintaining social distancing.**Breakfast and After school club will resume on 3rd September 2020. Breakfast club will take place in the school hall Children will maintain social distancing on year group tables with activities planned to keep them at a distance. The school field/playground can be used. After school club will take place in the hall with pupils being on field as much as is practical. When inside, children will maintain social distancing in year group tables with activities planned to keep them at a distance.Children will face forward and not opposite each other. | L |

**PPE AND HYGIENE**

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| **Area of concern/****DfE Recommended Action** | Risk before action | What is being done to control the risk | Risk after action |
| **Protective measures: Read the guidance on implementing protective measures in education and childcare settings and agree how this will be implemented in your school** | M | All sufficient measures are in place in the school office and classrooms.Supply of masks/ aprons/ gloves will be monitored by class staff and orders placed in good time for new stock to arrive.Sanitiser is available in 6 locations throughout the school – staff will instruct pupils on how to use this safely. Anti-bacterial wipes are available throughout the school and all classrooms / shared areas are cleaned regularly. | L |

**POLICIES AND PROCEDURES**

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| **Area of concern/****DfE Recommended Action** | Risk before action | What is being done to control the risk | Risk after action |
| **Attendance: It is compulsory for all children to attend school from September 2020. Parents will be fined for failure to comply.** | M | If children are unable to attend due to clinical or PHE advice then the school will need to provide remote learning.If parents follow clinical or PHE advice to shield then they will not be fined.Attendance expectations to be emphasised in information letter to parents before start of term 1.Powers of exclusion remain in place as per set guidelines prior to COVID-19.School policy in line with government guidelines re possible and confirmed cases of Covid 19 are shared with all stakeholders.  | L |
| **Safeguarding: Agree what safeguarding provision is needed and consider any necessary changes and referrals as more children return to school.**  | M | We have created an addendum to our safeguarding policy which has been read by all staff and governors. Current procedures and 2 x DSL are all in place.We are aware that children will have had varied experiences and this will affect strategies, however school procedures will be followed and appropriate help sought if needed.We will look at children on a case by case basis according to our safeguarding policy.We will continue to check for revised protocols form LA or and update safeguarding policy if necessary. | L |
| **Behaviour: Update behaviour policies to reflect the new rules and routines necessary to reduce risk in your setting and agree how to communicate this to school staff, students and parents.** | M | We have reviewed our behaviour policy to reflect changes made in schools for all pupils to return in September 2020. Communication and consultation with staff has helped to review the policy. This will be communicated to parents to clarify the expectations.We will review and develop a COVID-19 Home School information if a child is away from school. | L |
| **Communication with parents: Plan content and timing of communications to parents and pupils (including discussing attendance expectations and other specific things that parents should do to help prepare returning pupils, e.g. arrangements for drop-off/collection****Communication with parents:****Procedures if a child displays symptoms aligned with Covid 19** | M | **We have agreed communications and a contract set up for parents regarding pupils returning to school and attendance expectations** Communication with parents is via email and this has been successful for many years. Before the start of term an information booklet will be sent to all parents regarding pupil and parent behaviour so that it is Covid compliant. Letters to parents explaining details of return including staggered drop off and pick up times has been shared and will be re-sent in HT end of term letter.Information has been provided and will be updated to mirror guidance that has been provided by KCC. If a child / or member of staff has * High temperature
* new, continuous cough
* loss of or change to the sense of smell or taste

Where an individual present with one of the above symptoms they should self-isolate and receive a test. Any other members of their household should also self-isolate until a negative test result has been received or 10 days has passed. Members of the household should isolate for 14 days. This complies with KCC and National GuidanceInformation has been shared with parents and staff. Further information can be found on our website. | L |
| **Communication with parents:****Procedures if a child displays symptoms aligned with Covid 19** |  | **Displayed on website and sent to parents**[**file://pen-dc1/EISNet%20Users$/Staff/selliot/Downloads/Covid%2019%20Update%20(headed)%20-%2018th%20Sept%202020%20(1).pdf**](file://pen-dc1/EISNet%20Users%24/Staff/selliot/Downloads/Covid%2019%20Update%20%28headed%29%20-%2018th%20Sept%202020%20%281%29.pdf) |  |
| **Suppliers: Plan arrangements with your suppliers and check they are following appropriate social distancing and hygiene measures (e.g. food suppliers, grounds maintenance, transport providers), including when in school** | M | **We have confirmed effective social distancing and hygiene measures with all suppliers/contractors.**Any visitor to the school is reminded of the safety measures on arrival. Only essential visitors will be allowed on site. Deliveries will be collected from the front door when deliveries arrive.We have no contractors on site and all professionals who work with children will only visit the school site via a pre-arranged appointment.Parents can only come onto the school site if they have a pre-arranged appointment. | L |
| **Health and Safety: Agree on any necessary updated health and safety policy and risk assessments** | M | **We have reviewed our health and safety policy and procedural arrangements and have drafted an addendum to our health and safety policy which reflects amended arrangements.** | L |
| **Pupil medication** | M | **We have reviewed need and will have adequate supply of up to date medication needed by returning pupils**As per our pupils with medical needs policy we instruct parents to check medication and replenish with up to date medication where needed. We will be checking all medication on site and alerting parents to arrange for new medication to be available. This can be handed to staff at the school gate on the first day of pupils return to school. | L |
| **PPE: Making decisions on other items of PPE which fall outside of government guidance: for example, will you allow people to wear masks? Gloves? Scrubs/gowns? Face shields?** | M | **We have decided what PPE will be permitted in school on an optional basis and communicated this to all stakeholders**We have masks, aprons and gloves in school. Following discussion with staff they have been made aware that PPE is available although this is only recommended when managing a child’s medical injury or need. Evidence suggests that children do not need to wear PPE. Visitors to the school are asked to wear a face covering.  | L |
| **Impact assessment: Ensure you have considered the impact on staff and pupils with protected characteristics, including race and disability, in developing your approach** | L | **I am confident that our planned approach will not have a negative impact on pupils or staff with protected characteristics** | L |
| **Aligned policies:** Work with other school-based provision as necessary (e.g. nursery, SEN unity) to ensure policies are aligned where they need to be | M | **N/A** |  |
| **Test, track and trace** | M | **By the end of term 6 the government is issuing schools with a template letter with a clear statement ready to publish to all stakeholders regarding a positive test. We have clear procedures for reporting symptoms and positive tests and a clear plan for the action we will take in such circumstances**HT is fully clear on the circumstances in which people should be tested, schools have been notified that staff, pupils and parents can be referred for testing if symptoms occur.In the event of a positive test we will take advice from PHE.  | M |

**WELLBEING**

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| **Area of concern/****DfE Recommended Action** | Risk before action | What is being done to control the risk | Risk after action |
| **Staff well-being: Put in place measures to check on staff wellbeing (including for leaders)** | M | **Processes are in place and functioning effectively to sensitively check on staff wellbeing. Knowledge of issues leads to wider or targeted offers of support. Appropriate sources of support have been identified and can be contacted.**   | L |
| **Pupil well-being: Plan likely mental health, pastoral or wider well-being support for children returning to school (e.g. bereavement support) and discuss with LA or Trust what wider support services are available. Secure services for additional support and early help where possible (e.g. anxiety, mental health, behaviour, social care, changes to mobility) and consider how these might apply to pupils and students who were not previously affected.** | H | **A plan has been developed which identifies possible mental health, pastoral or wider wellbeing issues children may face when returning to school. This includes:*** **Identifying a range of sensitive and appropriate ways to check on wellbeing**
* **Considering the ongoing nature of some wellbeing issues.**
* **Exploring the range of support available and where it can be found.**
* **Considering staff training to raise awareness of issues**

**Identifying specific areas of responsibility** Teachers are currently planning activities to assess pupils wellbeing on their return to school. DSL referrals are still taking place and liaison with early help is still in progress. As part of the staff training in September wellbeing for pupils will be covered. We will continue to monitor pupil wellbeing and concerns will be raised with one of the 2 x DSL if required. | M |

**LEARNING**

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| **Area of concern/****DfE Recommended Action** | Risk before action | What is being done to control the risk | Risk after action |
| **Curriculum remains broad and ambitious / Aim to return to school’s normal curriculum in all subjects by summer term 2021** | H | **Curriculum priorities have been agreed. Expectations have been agreed by staff** Curriculum priorities of Reading, writing and maths have been agreed. These will be addressed once well-being activities are in place.* Term 1 will be mainly based on assessment of pupil needs and where gaps in learning appear to be most significant
* Term 1 will be focusing on English and Maths.
* Term 1 will focus on wellbeing, sharing and relationships with peers/creative subjects that promote wellbeing and learning stamina
* Formative assessment will take the form of skilful questioning, assessment for learning, quizzes etc
* Pupil progress meetings will take place in week 6 of term 1 so teachers can update SLT and parent meetings/reports can be planned.

As soon as able full curriculum will resume. This is dependent on pupil progress and wellbeing. | M |
| **Work with LA or trust (and where applicable CCG) and families to identify what provision can reasonably be provided for in line with EHCPs** |  | **Throughout lockdown we have worked with appropriate professionals/families, we are able to give appropriate provision to those with EHCPs.** All appropriate provision will be in place for those with EHCP’s and pupils on SEN support.SIA virtual meeting has been arranged for Term 1 13/10/2020 |  |

**READINESS SUMMARY**

We will be ready to accept all pupils from 3 September 2020. This may be impacted upon if members of staff fall ill or contract Coronavirus.