## **Penshurst CE Primary School**

# **Penshurst CE Primary School**

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

Updated: January 2021

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  January 2021

#### **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,

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

#### **PUPIL NUMBERS**

Area of concern	Risk	What is being done to control the risk	Risk
	before		after
	action		action
What returning support is	М	Staff capacity:	L
available for vulnerable and/or		SENDCo works in school Wednesday/Thursday – alternating weeks – can provide additional support /cover as	
disadvantaged children and put		needed.	
in place provision for pupils		Pupils with 1:1 support will have support in place as per funded hours. In some cases via zoom. SENDCo	
with SEND in conjunction with	L	oversees provision and support.	
families and other agencies and		Additional sessions eg morning 'welcome' session or afternoon additional support will be put in place for	L
engage with partners who will		pupils considered to be vulnerable.	
help provide that support		External agency support:	
	Н	LIFT process remotely up and running for referrals and support from specialist teachers (this has been ongoing during lockdown).	M
		Early help referrals and communication available (this has continued throughout lockdown). FEGANs support for identified pupils.	
		Volunteer play therapist working with SENDCo (Term 3 ) to offer additional support to pupils who have been	
	M	identified as vulnerable.	L
		Behaviour:	
		SLT regularly monitor support for staff; this is weekly and given via supervision sessions. Pupils all reminded	
	M	of behaviour policy/expectations in line with the school's vision and values.	
		Links with parents:	L
		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.	
		SENDCO/INA provide links to school via zoom for family shielding.	
		Identifying Pupils:	
		SLT to oversee and monitor assessment of all pupils against end of year ARE.  To be reviewed when school returns in Term 4	

## STAFF

Area of concern/	Risk	What is being done to control the risk?	Risk
DfE Recommended Action	before		after
	action		action
Teaching staff resource needed	М	All staff will be back at work on normal hours from September 2020. All staff returned on 2 <sup>nd</sup> November for	L
for expected pupil numbers		Term 2.	
		Term 3 – school is in an area where schools remain closed for week 4/1/21 and 11/1/21 – due to high transmission rates in the local area.	
		Class teachers work alone in classrooms; TA cover for critical worker group and where possible other staff working from home. Office staff rota for in school time. Where members of staff can work from home they are asked to do so.	
		Where there may be staff shortages (lunch time dining hall supervision: contingency plan in place (B Hall/ S. Elliott/ J. Gammer)	
		Term 3 – during period of school closure there are no school meals provided; critical worker children are asked to bring a packed lunch.	
		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 staff GH: AN, TW,DB, CL JM: NL, DT KF: GS, BH, AC	
		GH: AN, TW,DB, CL JM: NL, DT KF: GS, BH, AC  Term 3 – weekly Zoom meeting to provide staff support and discussion of key challenges.	
Consider options if necessary	М	One member of staff has a spouse who is critically extremely vulnerable; should the need arise this member of	L
staffing levels can't be	'''	staff may have to take time off – if this arises we will engage a supply teacher to cover the class.	L
maintained (including school		Term 3 – member of staff (above) has a spouse who is shielding; additional care taken to support them and	
leaders and key staff like		offer off-site /remote working if required.	
designated safeguarding leads	L	Two members of staff was identified as vulnerable (asthma) and have been advised by HT re procedures in	L
and first aid providers)	١٠	school to reduce risks.	L
,		1 member of SLT was previously on 'shielding list' – they are aware of the measures in place to reduce risks of catching Covid 19.	
	L	We have capacity for trained DSL and trained first aider on site at all times – additional member of staff being trained at DDSL so that we have ample cover.	L

		We 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. Plans are in place if a member of SLT needs to work from home.  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. A further member of staff is undertaking DSL training.	
Agree any flexible working arrangements needed to support any changes to your usual patterns e.g. staggered start/ end times	L L L	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.  Reducing time office staff spend together continues to be a focus and one member of the team is on a rota to work from home until the next review.  Term 3 – new office rota system with members of staff working from home or in another part of the school.	L L L
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. Remote learning workload reviewed in SLT meeting (4.1.2021). All staff to discuss challenges and anxieties.  Teachers will be teaching their own class. TAs will be directed to classes; this will be reviewed regularly to ensure we minimise contacts.  Term 3 – during period of school closure teachers working in own classes and TAs supporting critical worker children.  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		Many staff have completed online training during lockdown based on school, staff and pupil needs and	
(either delivered remotely or in		connected to School Improvement Plan.	
school) is needed to implement	M	We know what training needs are and we have 2 staff development days in September (1/9 and 2/9) in order	L
any changes the school plans to		to achieve this. Whole school safeguarding training and pupil updates will take place on these days and	
make (e.g. risk management,		updated guidance from the DfE will be reviewed	
curriculum, behaviour,		Day 1 INSET will focus on	
safeguarding)		(am) update of safeguarding training	
		(pm) school improvement, the recovery curriculum, assessment, staff welfare	
		Day 2 INSET will focus on pupils, the behaviour policy and DfE behaviour checklist, behaviour management,	
		pupil welfare.	
		Day 3 – Conference regarding curriculum materials – remote access – from home.	
		Day 4 – Curriculum foci and reconnection curriculum going forward (in school with social distancing measure)	
		Day 5 – SEND provision/ remote discussion via Zoom (February 2020)	

#### SITE MANAGEMENT

Area of concern/	Risk	What is being done to control the risk	Risk
DfE Recommended Action	before		after
	action		action
Organisation: Decide the	М	The site restricts the capacity for staggered drop offs and pick-ups (few entrances, issues around queuing,	L
physical and organisational		busy roads etc.) Changes have been made with staggered start /end times and use of the front and rear	
structures needed to limit risks		entrances. This will need close monitoring and changes made if required. School gate is open from 8.30am to	
and limit movement around	М	reduce the number of parents arriving at school at any one time.	L
the building(s):	М	Term 3 – provision made for drop off and pick up of critical worker children. (see website and KB docs)	L
<ul> <li>Staggered start time,</li> </ul>	М	Teachers to follow class rotas for use of toilets and pupils will be restricted to use specific toilets.	L
assembly groups, break	М	Handwashing (other than after toilet use) to take place frequently.	L
times, lunch times,	М	Foundation Class – use sink in class and wash basins in classroom toilets	L
finish times	М	Year 1 & 2 – use sinks in toilet area (outside their classroom)	L
<ul> <li>Access rooms from the</li> </ul>		Year 3 & 4 - use sinks in main toilet area – during January closure these toilets to be used by pupils.	
outside where possible	М	Year 5 & 6 – use sink in storage area outside the Y5/6 classroom.	L
Limit movement		Hand sanitiser is available around the school and children will be shown how to use this sensibly.	
around the school	М	Where safe and practical to do so, windows will remain open and doors can be propped open or ajar	L
Ensure toilets do not		Staff understand the need for good ventilation and reduced door contact – now weather has altered we	
get crowded	L	continue to make sure rooms are well ventilated and pupils are given time outside to support this.	L
_		The staffroom and other communal areas have been adequately organised to support social distancing	

	М	Appropriate resources and organisation (rotas etc) are in place to support staff refreshment and toileting needs	L
		Measures 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 school	
		Site security remains tight and is not significantly impacted by changes to the school routine or changes in use	
		of facilities	
		Office 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.	
		Term 3 – national lockdown – school office and finance department to work remotely.	
Agree how safety measures	M	Signs have been placed throughout the school to remind / encourage social distancing and handwashing.	L
and messages will be		Teachers will lead handwashing on pupil arrival / departure from class.	
implemented and displayed		Regular updates for staff on Covid measures and supporting documents to be made available via website and	
around the school.		in staff room.	
		Tier 4 signs added and staff reminded of them. (Term 2/3)	
		Stay home posters added	

## **CATERING**

Area of concern/	Risk	What is being done to control the risk	Risk
DfE Recommended Action	before		after
	action		action
Catering: Ensure meals are		Term 3 - during school closure children to bring packed lunch - provided from home.	
available for all children in		Our host kitchen is able to provide hot meals for pupils in school, both those who purchase meals and those	
school and for those year groups	М	who are eligible for FSM.	L

eligible for benefits related free		The school servery can provide hot meals for all pupils. These will be served to the children at their tables by	
school meals		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./ in dining hall	
		12.30 – 1 Year 5 & 6 in hall. Term 2 Y5/6 in classroom	
Suppliers: Plan with your	L	We have ensured consistency of supply and that social distancing and hygiene measures will be in place.	L
catering suppliers and check they		We have a maximum of 2 members of staff working in the school kitchen at any one time.	
are following appropriate social			
distancing and hygiene		During school closure small numbers of pupils in school means we can monitor and establish better SD	
measures, including when in		<mark>measures.</mark>	
school			

## **CLUBS**

Area of concern/	Risk	What is being done to control the risk	Risk
DfE Recommended Action	before		after
	action		action
Clubs: Agree whether breakfast		We can provide all breakfast / after-school clubs while maintaining social distancing.	
clubs, lunch clubs and after-	М	Breakfast and After school club will resume on 3 <sup>rd</sup> September 2020. Breakfast club will take place in the school	L
school clubs can operate (in line		hall	
with necessary protective		Children will maintain social distancing on year group tables with activities planned to keep them at a	
measures) and under what terms		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.	
		Term 3 during closure we continue to offer EMC and ASC – normal booking system and rates.	

#### **PPE AND HYGIENE**

Area of concern/	Risk	What is being done to control the risk	Risk
DfE Recommended Action	before		after
	action		action

Protective measures: Read the	М	All sufficient measures are in place in the school office and classrooms.	L
guidance on implementing		Supply of masks/ aprons/ gloves will be monitored by class staff and orders placed in good time for new stock	
protective measures in		to arrive.	
education and childcare settings		Sanitiser is available in 6 locations throughout the school – staff will instruct pupils on how to use this safely.	
and agree how this will be		Anti-bacterial wipes are available throughout the school and all classrooms / shared areas are cleaned	
implemented in your school		regularly.	
		Term 3 – during period of school closure and while transmission rates remain high staff will wear face	
		coverings when conducting face to face speaking or in the same location. Visors are also available to staff who	
		wish to wear them.	

#### **POLICIES AND PROCEDURES**

Area of concern/	Risk	What is being done to control the risk	Risk
DfE Recommended Action	before		after
	action		action
Attendance: It is compulsory for	M	If children are unable to attend due to clinical or PHE advice then the school will need to provide remote	L
all children to attend school from		learning. Website and letters to parents detail this.	
September 2020. Parents will be		If parents follow clinical or PHE advice to shield then they will not be fined.	
fined for failure to comply.		Attendance expectations to be emphasised in information letter to parents before start of term 1. Attendance	
		measures and processes reminder sent 1/11/2020.	
		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.	
		Term 3 School closure – non attendance is recorded with appropriate Covid19 code.	
Safeguarding: Agree what	M	We have created an addendum to our safeguarding policy which has been read by all staff and governors.	L
safeguarding provision is needed		Current procedures and 2 x DSL are all in place. A further DSL will be trained in Term 3.	
and consider any necessary		We are aware that children will have had varied experiences and this will affect strategies, however school	
changes and referrals as more		procedures will be followed and appropriate help sought if needed.	
children return to school.		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.	
		Safeguarding surrounding Zoom calls has been assessed and the risks and protocols put in place., shared with	
		all staff conducting zoom meetings	

Behaviour: Update behaviour	М	We have reviewed our behaviour policy to reflect changes made in schools for all pupils to return in	L
policies to reflect the new rules		September 2020. Communication and consultation with staff has helped to review the policy. This will be	
and routines necessary to reduce		communicated to parents to clarify the expectations.	
risk in your setting and agree		We will review and develop a COVID-19 Home School information if a child is away from school.	
how to communicate this to			
school staff, students and			
parents.			
Communication with parents:	M	We have agreed communications and a contract set up for parents regarding pupils returning to school and	L
Plan content and timing of		attendance expectations	
communications to parents and		Communication with parents is via email and this has been successful for many years. Before the start of term	
pupils (including discussing		an information booklet will be sent to all parents regarding pupil and parent behaviour so that it is Covid	
attendance expectations and		compliant.	
other specific things that parents		Letters to parents explaining details of return including staggered drop off and pick up times has been shared	
should do to help prepare		and will be re-sent in HT end of term letter.	
returning pupils, e.g.		Information has been provided and will be updated to mirror guidance that has been provided by KCC.	
arrangements for drop-		If a child / or member of staff has	
off/collection		High temperature	
Communication with parents:		new, continuous cough	
Procedures if a child displays		<ul> <li>loss of or change to the sense of smell or taste</li> </ul>	
symptoms aligned with Covid 19		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	
		Guidance	
		Information has been shared with parents and staff. Further information can be found on our website.	
		Term 3: regular communication will continue to provide parents with timely updates and materials.	
Communication with parents:		Displayed on website and sent to parents	
Procedures if a child displays		file://pen-dc1/EISNet%20Users\$/Staff/selliot/Downloads/Covid%2019%20Update%20(headed)%20-	
symptoms aligned with Covid 19		%2018th%20Sept%202020%20(1).pdf	
		Flow chart also available to download.	
Suppliers: Plan arrangements	М	We have confirmed effective social distancing and hygiene measures with all suppliers/contractors.	L
with your suppliers and check		Any visitor to the school is reminded of the safety measures on arrival. Only essential visitors will be allowed	
they are following appropriate		on site. Deliveries will be collected from the front door when deliveries arrive.	
social distancing and hygiene			

measures (e.g. food suppliers,		We have no contractors on site and all professionals who work with children will only visit the school site via a	
grounds maintenance, transport		pre-arranged appointment.	
providers), including when in		Parents can only come onto the school site if they have a pre-arranged appointment.	
school			
Health and Safety: Agree on any	М	We have reviewed our health and safety policy and procedural arrangements and have drafted an	L
necessary updated health and		addendum to our health and safety policy which reflects amended arrangements.	
safety policy and risk			
assessments			
Pupil medication	М	We have reviewed need and will have adequate supply of up to date medication needed by returning pupils	L
		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.	
DDF Additional designation of the second sec		We have death of the BBE 1911 and the standard of the BBE 1911 and	
PPE: Making decisions on other	M	We have decided what PPE will be permitted in school on an optional basis and communicated this to all	L
items of PPE which fall outside of		stakeholders	
government guidance: for		We have masks, aprons and gloves in school. Following discussion with staff they have been made aware that	
example, will you allow people to wear masks? Gloves?		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.	
Scrubs/gowns? Face shields?		Visitors to the school are asked to wear a face covering.	
Impact assessment: Ensure you	L	I am confident that our planned approach will not have a negative impact on pupils or staff with protected	L
have considered the impact on		characteristics	
staff and pupils with protected			
characteristics, including race			
and disability, in developing your			
approach		N/A	
Aligned policies: Work with other	M	N/A	
school-based provision as			
necessary (e.g. nursery, SEN			
unity) to ensure policies are			
aligned where they need to be			

Test, track and trace	М	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	М
		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/DfE helpline.	

## WELLBEING

Area of concern/	Risk	What is being done to control the risk	Risk
DfE Recommended Action	before		after
	action		action
Staff well-being: Put in place	М	Processes are in place and functioning effectively to sensitively check on staff wellbeing. Knowledge of	L
measures to check on staff		issues leads to wider or targeted offers of support. Appropriate sources of support have been identified and	
wellbeing (including for leaders)		can be contacted.	
Pupil well-being: Plan likely mental health, pastoral or wider	Н	A plan has been developed which identifies possible mental health, pastoral or wider wellbeing issues children may face when returning to school. This includes:	M
well-being support for children		Identifying a range of sensitive and appropriate ways to check on wellbeing	
returning to school (e.g.		Considering the ongoing nature of some wellbeing issues.	
bereavement support) and		Exploring the range of support available and where it can be found.	
discuss with LA or Trust what		Considering staff training to raise awareness of issues	
wider support services are		Identifying specific areas of responsibility	
available. Secure services for		Teachers are currently planning activities to assess pupil's wellbeing on their return to school.	
additional support and early help		We provide support and PSHE lessons to enable pupils to voice their worries and anxieties. We talk with	
where possible (e.g. anxiety,		parents when there maybe significant issues.	
mental health, behaviour, social		DSL referrals are still taking place and liaison with early help is still in progress. As part of the staff training in	
care, changes to mobility) and		September wellbeing for pupils will be covered.	
consider how these might apply		We will continue to monitor pupil wellbeing and concerns will be raised with one of the 2 x DSL if required.	
to pupils and students who were			
not previously affected.			

#### **LEARNING**

Area of concern/	Risk	What is being done to control the risk	Risk
DfE Recommended Action	before		after
	action		action
Curriculum remains broad and	Н	Curriculum priorities have been agreed. Expectations have been agreed by staff	M
ambitious / Aim to return to		Curriculum priorities of Reading, writing and maths have been agreed. These will be addressed once well-	
school's normal curriculum in all		being activities are in place.	
subjects by summer term 2021		<ul> <li>Term 1 will be mainly based on assessment of pupil needs and where gaps in learning appear to be most significant</li> </ul>	
		<ul> <li>Term 1 will be focusing on English and Maths for assessment but also providing more creative subjects in the afternoon sessions.</li> </ul>	
		<ul> <li>Term 1 will focus on wellbeing, sharing and relationships with peers/creative subjects that promote wellbeing and learning stamina</li> </ul>	
		<ul> <li>Formative assessment will take the form of skilful questioning, assessment for learning, quizzes etc</li> </ul>	
		<ul> <li>Pupil progress meetings will take place in week 6 of term 1 so teachers can update SLT and parent meetings/reports can be planned.</li> </ul>	
		As soon as able full curriculum will resume. This is dependent on pupil progress and wellbeing.	
		<ul> <li>Continue a focus on reading, writing and maths – providing pupils with learning opportunities in line with our curriculum expectations. Additional support will be given to any child who is demonstrating gaps in their learning.</li> <li>Focus support and intervention will take place and monitored by SLT.</li> </ul>	
		Remote learning uploaded to the school website; includes timetables, overviews, links and additional activities – all information has been communicated to parents. Zoom calls are in place and safeguarding issues have been discussed.	
Work with LA or trust (and		Throughout lockdown we have worked with appropriate professionals/families, we are able to give	
where applicable CCG) and		appropriate provision to those with EHCPs.	
families to identify what		All appropriate provision will be in place for those with EHCP's and pupils on SEN support.	
provision can reasonably be		SIA virtual meeting has been arranged for Term 1 13/10/2020	
provided for in line with EHCPs			

School Improvement Partner – virtual meeting has taken place to discuss school development/improvement	
and schools plans based on Covid19 recovery curriculum. (15/10/2020)	
Term 3 – SENDCo and support team in place to provide remote education and support.	

### **READINESS SUMMARY**

We are able to offer critical worker children places and are working towards reopening on 18/1/2021