SCHOOLS AND SETTINGS - Reset and Recovery 15.12.21

Risk Assessment

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Warwickshire County Council

1 - Social Distancing Practicalities

Note it is considered to be more challenging to ensure EY children comply with guidance in this section

NOTES

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- The Overall Risk analysis provides a count of all overall risk levels currently and following mitigating actions
- The Risk breakdown analysis provides a count of all individual risk likelihood / severity scores currently and following mitigating actions

RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
2	11	0	9.23
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
3	7	0	7.64
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	2	5	6	0	0
Severity	0	0	0	13	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	3	6	2	0	0
Severity	0	0	0	11	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
Limiting contact across the school between pupils	Children, Staff members	Transmission and Proximity	Little Nursery and Big Nursery have staggered start and finish times, and different points to enter and leave the classrooms. Although in one bubble now, chidren in BN and LN will not mix in session. Because of their age, children do not take part in whole school assemblies / whole class worship. We do not have any breakfast/tea club sessions in operation.	2 - Low	4 - High	MEDIUM	Liase with external providers of wrap around care for children ie childminders, if a child accesses this.	2 - Low	4 - High		Teachers to be aware - keyworkers to inform teachers	ongoing	Amber	Staff Training 2.09.2021 Staff to inform SLT of any concerns	
Travel to and from school - Public transport	Children, parents and carers	Transmission and Proximity	Some pupils and families may use public transport currently. Staff members using own vehicle or walking	1 - Very low	4 - High	LOW	School to continue to be aware of guidance around piblic transport. Masks reccommended to be worn on public transport	1 - Very low	4 - High	LOW	SLT to be aware of families currently accessing public transport	02/09/2021	Amber		
Beginning of Nursery school sessions	parents, staff, children	Transmission and proximity	Pupils enter the building on arrival to school and go straight to their classrooms using gate for Big Nursery and indoors for Little Nursery	2 - Low	4 - High	MEDIUM	• Pupils to come straight into school • No gathering of pupils and/or parents on the playground	1 - Very low	4 - High	LOW	SLT	02/09/2021	Amber		
Parents congregating in the area outside the main front doors	parents , children	Transmission and proximity	Families are encouraged not to be onsite before the start of session.	3 - Medium	4 - High	MEDIUM	Set out clear expectations for drop off / pick up.	2 - Low	4 - High	MEDIUM	SLT, office staff and library to monitor	02/09/2021	Amber	Letter to be sent home to parents week beginning 6th September 2021	
Social distancing at lunchtimes	staff	Transmission and proximity	• Staff to take breaks in different locations	2 - Low	4 - High	MEDIUM	n/a	2 - Low	4 - High	MEDIUM	All staff	06/09/2021	Amber		
Social distancing - toilets	staff and pupils	Transmission and proximity	Staff to be aware of the number of pupils using the toilets at one time	2 - Low	4 - High	MEDIUM		2 - Low	4 - High	MEDIUM	Staff Cleaning toilets at midday	06/09/2021	Amber		
Staff safety	staff and pupils	Transmission and proximity	Toilets have signage and equipment to be sanitised at touch points after use. . Handwashing procedures are paramount and reminded at regular intervals. Hand santisier and cleaning equipment readily available.	3 - Medium	4 - High	MEDIUM	Staff meetings to be socially distanced or via TEAMS. Staff to be maintain social distancing between each other. Those formerly considered to be clinically extremely vulnerable Following expert clinical advice and the successful rollout of the COVID-19 vaccine programme, people previously considered to be particularly vulnerable, clinically extremely vulnerable (CEV), and high or higher-risk are not being advised to shield again. Children and young people who were previously identified as being in one of these groups, are advised to continue to follow the guidance contained in Coronavirus: how to stay safe and help prevent the spread. From 13 December office workers who can work from home should do so. Anyone who cannot work from home, such as those involved in the face-to-face provision of education, should continue to go to their place of work. School leaders are best placed to determine the workforce required to meet the needs of their pupils. School leaders will need to consider whether it is possible for specific staff undertaking certain roles to work from home without disrupting to face-to-face education.	3 - Medium	4 - High	MEDIUM	All Staff	ongoing	Amber	Staff need to be reminded of the importance of remaining distanced from each other. This is important should there be a positive result.	
End of day procedures	staff and pupils	Transmission and proximity	To mirror start of session procedures	3 - Medium	4 - High	MEDIUM	Staggered times for exit at the end of the day for Little Nursery and Big Nursery Teachers to ensure children are dismissed from sessions in a timely and orderly manner	2 - Low	4 - High	MEDIUM	All staff	04/09/2020	Amber		
Social distancing - trips and events off site	staff and pupils	Transmission and proximity	Risk assessments for visits must include COVID-19 requirements	2 - Low	4 - High	MEDIUM									
Parents are in school	staff and pupils	Transmission and proximity	Parents to be in School only in exceptional circumstances - dynamic risk assessment to be completed case by case	1 - Very low	4 - High	LOW	Parents' catch up to be virtual or phone call. Arrange meetings with parents online and ensure appointments are pre-booked Schools are strongly encouraged to ask parents and other visitors to take a lateral flow device (LFD) test before entering the school.	1 - Very low	4 - High	LOW	Lead teacher and Nursery teacher to monitor parent consults	ongoing	Green		

Visitors in school including contractors/external services and parents	parents, staff and pupils	Transmission and proximity	Monitor visitors to school. Do not allow any visitors into school without prior planning. Visitors are able to access the main reception area and talk to a member of reception staff initially. . Visitors to be kept to a minimum, and only if visits support the needs of a child. Parents to only come onsite with an appointment/pre arrangement Share clear guidance for any contractors if they have to make site visits, including, use of PPE. Supervision by SLT and reception staff . Facecoverings - The government has removed the requirement to wear face coverings in law but expects and recommends that they are worn in enclosed and crowded spaces where you may come into contact with people you don't normally meet.	3 - Medium	4 - High	MEDIUM	in primary schools, we recommend that face coverings should be worn by staff and adults (including visitors) when moving around in corridors and communal areas. Health advice continues to be that children in primary schools should not be asked to wear face coverings. See Circumstances where people are not able to wear face coverings for exceptions to this. Face coverings do not need to be worn when outdoors. Schools, as employers, have a duty to comply with the Equality Act 2010 which includes making reasonable adjustments for disabled staff. They also have a duty to make reasonable adjustments for disabled pupils, to support them to access education successfully. No pupil should be denied education on the grounds that they are not wearing a face covering. Schools are strongly encouraged to ask parents and other visitors to take a lateral flow device (LFD) test before entering the school.Mandatory certification Schools are not required to use the NHS COVID Pass, unless they are holding a specific event (such as a reception, concert or party) that meets the attendance thresholds. Where applicable, schools should follow guidance on mandatory certification for events. Under 18s are exempt from showing their COVID Status but should be counted towards attendance thresholds. You should not use the NHS COVID Pass as a condition of entry for education or related activities such as exams, teaching, extra-curricular activities or any other day-to-day activities that are part of education or training.				SLT to monitor. Integrated partners informed	ongoing			
Proximity limitations of staff meeting in office or meeting room spaces.	Staff	Transmission and proximity.	In the office staff to sit at their own desk and use own phone. Clean phones etc. In group room and Little Nursery, guidance on each work station reminding staff to sanitise before and after use. Reception staff sit behind a perspex screen.	3 - Medium	4 - High	MEDIUM	Regular sanitising of phones and desks to occur if staff move from one phone to another. Teachers/TAs to minimise use of office Staff to request resources in advance. All visitors to be asked to sign in with clear details of who they are visiting and any children involved. They must declare they are well to be in school and have no symptoms of COVD-19. No one to be allowed on site unless they have signed in.	2 - Low	4 - High	MEDIUM	Office Staff, reception staff		Amber		
Administering of first aid of children	staff members, children	Transmission and proximity	Both Nursery classrooms have first aid provisions. Most staff are paediatric first aid trained. Dependent on the injury PPE may be needed. Apron, mask, gloves and visor. Dependant on issue, pupils to remain in class or remove to another area. Minimum contact. Log incident, call parents if required.	3 - Medium	4 - High	MEDIUM	Staff to monitor if more supplies are needed. PPE is to be used solely for the purpose intended, staff to be reminded. In the event of a child or staff member having symptoms of COVID-19 a dedicated quarantine area is to be used (Middle Nursery). This area needs to be well ventilated and sanitised after use	3 - Medium	4 - High	MEDIUM	office staff monitor first aid boxes	02/09/2021	Amber	Identify quarantine area for anyone showing symptoms	
END OF TABLE - DO NOT ENTER INFO BELOW HERE															

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2 - Quality of Education

NOTES

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
0	3	0	7.00
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
1	2	0	6.33
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	2	1	0	0
Severity	0	0	3	0	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	1	2	0	0
Severity	0	2	1	0	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
No induction day in Summer term	Pupils	Reduction in progress and life chances	During pupils return in September Priority continues to be wellbeing and mental health of children. Identify key component knowledge and skills within Little and Big Nursery Target those pupils with greatest need of additional support	3 - Medium	3 - Medium	MEDIUM	Teaching will focus on child-led learning and the needs of the child. Keyworker relationship to be continued via telephone calls and drop off/pick up when keyworker is on the door. This will provide an opportunity for continual review on any changes in child's behaviour, changes in personal circumstances and and any other concerns parents may have. Be mindful of pupils' and families mental health and wellbeing Use early years pupil premium to provide disadvantaged pupils with a range of taught experiences	3 - Medium	2 - Low	MEDIUM	All staff working with children		Amber	Priority is pupils wellbeing. Gaps and progress can be improved when children are settled back in school and familiarised with routines.	
Balance of child-led and teacher led/supported learning	Pupils	Disruption in Learning, curriculum covered, opportunities for child-led learning, and for adults to scaffold this learning.	Keyworkers continue to be mindful of the needs of the individual child. Learning to be scaffolded during continuous provision.	2 - Low	3 - Medium	MEDIUM	The curriculum map identifies opportunities for adult led/supported learning. Some modification to the curriculum may be needed, taking into account the needs of the child. In the event of anyone testing positive, detailed timetables and recording of staff will be kept for track and trace purposes. Teacher and staff absence will be attempted to be covered in house, all supply staff will be asked to disclaim they have no symptoms and will comply with schools rules. All external staff will sign in on arrival. Supply teachers and other temporary staff can move between schools. Specialists, therapists, clinicians and other support staff for pupils with SEND should provide interventions as usual. Staff who visit more than one setting should ensure they are familiar with and abide by the hygiene requirements in each individual setting.	3 - Medium	3 - Medium	MEDIUM	SLT	from 02/09/21	Green		
Addressing the needs of all children	Pupils	Gaps in learning, emotional wellbeing of pupils being affected, mental illness	Information shared between all staff as required	2 - Low	3 - Medium	MEDIUM	Staff to assess needs of children as part of our assessment process. Pupil dialogue meetings to take place. Plan on the basis of the educational needs of pupils - Curriculum planning should be informed by an assessment of pupils' starting points and addressing the gaps in their knowledge and skills, in particular making effective use of regular formative assessment. Parents views will be sought to support the holistic view of each child's development.	2 - Low	2 - Low	LOW	Teachers/keyworkers /all staff	02/09/2021	Amber	Ongoing formative and summative review of children's needs and ways of addressing these needs and closing gaps.	

END OF TABLE - DO NOT ENTER INFO BELOW HERE

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3 - Safeguarding

Specifics to be aware of: CSE, county lines, contextual issues, impact of domestic violence, strains on families that could lead to an increase in levels of abuse, neglect due to financial constraints (particularly for disadvantaged pupils and low-income families)

NOTES

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
1	4	0	7.40
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
1	4	0	6.60
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	2	3	0	0
Severity	0	1	4	0	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	4	1	0	0
Severity	0	1	3	1	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5)		Formulas Don't delete	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5)		Formulas Don't delete	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
				Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	OVERALL CURRENT RISK level 1 - 25 (fills automatically)		Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	OVERALL FUTURE RISK level 1 - 25 (fills automatically)					
School staff are not aware of safeguarding incidents that occurred during the school closure	Pupils	Pupils may have been harmed and it has not been reported. Harm will continue.	Communication between vulnerable families and keyworkers triaged according to need, Staff completing green forms based on conversations with parents and/or pupils. Staff reminded of green forms and domestic abuse guidance shared with parents and staff. Operation Encompass reports followed up.	3 - Medium	3 - Medium	MEDIUM	• DSLs monitor and engage in meetings for pupils with CP Plans, CIN Plans and Early Help Plans • Ensure that school information is up-to-date – safeguarding leads at LAs to send DSLs information in relation to new referrals as a matter of urgency • Ensure any guidance issued re safeguarding is followed	2 - Low	4 - High	MEDIUM	DSL's onsite x 3	01/09/2020	Amber		
Pupils may have suffered forms of abuse and they have not had the opportunity to disclose these to anyone	Pupils	Pupils may have been harmed and it has not been reported. Harm will continue.	Maintain culture of vigilance - all staff. Key messages to be displayed in each room.	3 - Medium	3 - Medium	MEDIUM	• Ensure that there are opportunities PSHE lessons/discussions, group activities and one-to-one discussions for pupils to share feelings/ anxieties/thoughts in a safe manner (this will be of benefit to all pupils) Disclosures may be included in parent/school handover	3 - Medium	3 - Medium	MEDIUM	DSL's	01/09/2020	Amber		
Attendance	Pupils	Pupils wellbeing	Monitor and action children that do not attend but are expected	3 - Medium	3 - Medium	MEDIUM	Communicate with parents regarding attendance via newsletters. Contact LA, following normal procedures if any pupil's absence becomes a concern.Further guidance and support may be needed for any families (or staff) or have holidays planned abroad, or for families who are reluctant to send their children to school as they are COVID anxious.	2 - Low	3 - Medium	MEDIUM	SLT	01/09/2020	Amber	Advice needed on families that may need to quarantine on return from affected countries	
Parents aprehnesive of child's return to 'normal'	Pupils	Pupils wellbeing	All pupils are expected to attend school unless unwell	2 - Low	2 - Low	LOW	'Where children fail to attend school as parents are following public health advice, absence will not be penalised. If parents are concerned, we recommend schools discuss their concerns and provide reassurance of the measures they are putting in place to reduce the risk in school. S etc.).	2 - Low	2 - Low	LOW	Teacher/keyworers/a ll staff	02/09/2021	Green		
DSL capacity to cover potential increase in demand	Pupils	Pupils may have been harmed and it has not been reported. Harm will continue.	School has 3 DSL's	2 - Low	3 - Medium	MEDIUM	Designated safeguarding leads (and deputies) provide support to staff and children regarding any new safeguarding and welfare concerns and the handling of referrals to children's social care and other agencies where these are appropriate, and agencies and services should prepare to work together to actively look for signs of harm.	2 - Low	3 - Medium	MEDIUM	DSL's	02/09/2021	Green		

END OF TABLE - DO NOT ENTER INFO BELOW HERE

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4 - Pupils with SEND (including medical needs)

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
1	2	0	8.00
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
1	2	0	8.00
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	2	1	0	0
Severity	0	1	0	2	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	2	1	0	0
Severity	0	1	1	2	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
Pupils with underlying health conditions are at a higher level of risk	Children with medical/ health needs	Increased risk of transmission or impact of Covid-19	Any children with signifcant health issues will have a personalised risk assessment	2 - Low	4 - High	MEDIUM	Seek medical guidance for pupils with serious under-lying health conditions, such as cystic fibrosis.Those formerly considered to be clinically extremely vulnerable Following expert clinical advice and the successful rollout of the COVID-19 vaccine programme, people previously considered to be particularly vulnerable, clinically extremely vulnerable (CEV), and high or higher-risk are not being advised to shield again. Children and young people who were previously identified as being in one of these groups, are advised to continue to follow the guidance contained in Coronavirus: how to stay safe and help prevent the spread.	2 - Low	4 - High	MEDIUM	SENDCO	01/09/2020 and ongoing	Green		
Staff with under-lying health conditions and/or pregnant staff are at a higher level of risk	staff	possible exposure to the virus	some staff are already shielding	2 - Low	2 - Low	LOW	• Seek medical guidance that may recommend that the staff member remains at home (clinically extremely vulnerable staff will receive notification from their healthcare professionals.)	2 - Low	2 - Low	LOW	currently in place	ongoing	Green		
Some pupils with SEND: - may have no awareness of space - may spit, scratch or bite - may require intimate care, incl. on-site nursing (hence social distancing cannot be implemented)	children, staff	possible exposure to the virus	Imited number of children onsite. Known risks - some children already have a risk assessment in place. Some children will need intimate care, PPE is available	3 - Medium	4 - High	MEDIUM	• Risk assessments to be updated to reflect the additional measures that will need to be followed in r elation to these challenges (this may include the use of PPE) with specific reference to staffing requirements Check any equipment in respect of children who may have grown, and it is not suitable and also check the correct functioning of equipment that has not be used for a period of time Staff will wear masks if they feel this is appropriate during nappy changing, and administering first aid and when supporting children to wash their hands. Staff have been provided with visors to wear during session if they so wish.	3 - Medium	4 - High	MEDIUM	Headteacher and Leadteacher to monitor and review.	ongoing review	Green		
															National guidance – Public health; local guidance – school nurse service.
									3 - Medium		Headteacher to lead	as and when	Green		

END OF TABLE - DO NOT ENTER INFO BELOW HERE

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5 - Emotional and Behavioural Considerations

NOTES

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
0	4	0	6.75
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
1	3	0	7.00
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	3	1	0	0
Severity	0	0	4	0	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	2	2	0	0
Severity	0	1	3	0	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
Some pupils may have experienced a bereavement in their family (possibly in relation to COVID-19)	Pupils, parents, staff	Anxiety, depression, low morale	Parents messaging school to let us know about bereavements. Support packs and web links shared with parents.	3 - Medium	3 - Medium	MEDIUM	Encourage parents to share any significant information about their child with the school (via e-mail/telephone if possible) Provide in-school support to support the pupil when they need it. If required, access specialist support for the pupil, and if need be their family. We acknowledge that pupils continue to be exposed to a range of adversity and trauma including bereavement, anxiety and in some cases increased welfare and safeguarding risks. This may lead to an increase in social, emotional and mental health concerns and some children, particularly vulnerable groups such as children with a social worker and young carers, will need additional support and access to services as required.	2 - Low	2 - Low	LOW	SLT	Ongoing	Green	Refer to Behaviour policy .	
Pupils with social and emotional difficulties may struggle with managing their behaviour when returning to school and the routines of school life after school holidays	Pupils, parents, staff	Anxiety, depression. Presentation of negative behaviours.	Support has been offered throughout the day. Parents in regular contact.	2 - Low	3 - Medium	MEDIUM	Ensure pupils are closely monitored and provided with the relevant support to help them to co-regulate and self-regulate It may be that adverse experiences and/or lack of routines of regular attendance and classroom expectations for returners may contribute to disengagement with education upon return to school, resulting in increased incidence of heightened behaviour. Work with those pupils who may struggle to re-engage in school and are at risk of being absent and/or persistently disruptive, including providing support for overcoming barriers to attendance and behaviour .	3 - Medium	3 - Medium	MEDIUM	Teachers/keyworkers /all staff	Ongoing	Amber		
Some parents may be reluctant to send their children back to school because of the risk of infection and bringing the virus back into the family home	Pupils, parents, staff	Children may struggle with emotions. Conflict of wanting to return but not being allowed. Children and parent may be distressed.	SLT to speak to parents to explain what procedures are already in place and how staff and children are managing the risks. Other parents are promoting our practices.	2 - Low	3 - Medium	MEDIUM	Reassure parents of the strategies that are being followed in school and the social, emotional and academic benefits associated with their child being back in school. Parents will receive a letter explaining plans for September and to reassure. Parents are given the opportunity to raise any concerns via telephone calls or at drop pff/pick up - keyworkers to phone home if further time required. Reminders about consistent attendance. Usual attendance procedures apply. Provide extra capacity to the attendance team/family support workers, so that they can work with and support relevant families to get their pupils back into school	2 - Low	3 - Medium	MEDIUM	SLT	01/09/2020	Amber	Address any parent concerns raised and ensure addressed and added to RA if not already included	National guidance Local – Leaflet for parents with consistent messages on social distancing.
Support for emotional wellbeing	Pupils, staff, parents	Children may struggle with emotions or routines. Parents / carers adversely affected. child and other children may be distressed.	Regular calls to parents. Parents messaging school to let us know about any issues. Support packs and web links shared with parents if required. Signposting to FiS or family support.	2 - Low	3 - Medium	MEDIUM	All staff will be aware when the children return that the priority is the pupils well being. Plans will be adjusted according if needed. The SLT will have regular feedback for pupils to see if any further interventions are needed. Teachers may wish to access the free MindEdlearning platform for professionals, which includes a coronavirus (COVID-19) staff resilience hub with materials on peer support, stress, fear and trauma and bereavement.	3 - Medium	3 - Medium	MEDIUM	All Staff	Ongoing	Amber		
END OF TABLE - DO NOT ENTER INFO BELOW HERE															

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6 - Hygiene / Cleanliness and Health & Safety

NOTES

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- The Overall Risk analysis provides a count of all overall risk levels currently and following mitigating actions
- The Risk breakdown analysis provides a count of all individual risk likelihood / severity scores currently and following mitigating actions

RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
2	5	0	7.43
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
0	7	0	7.57
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	1	3	3	0	0
Severity	0	1	4	2	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	4	3	0	0
Severity	0	0	6	1	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5): Likelihood / prevalence of risk occurring	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5): Severity of Risk if it occurs	Formulas Don't delete: OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5): Likelihood / prevalence of risk occurring	Following completion of further actions, please estimate EXPECTED risk level (1 - 5): Severity of Risk if it occurs	Formulas Don't delete: OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
Maintaining regular levels of hand washing/hygiene	Pupils , Staff	Transmission of germs by surface contact	Pupils to wash hands with soap and warm water as they enter the building and exit, if this is not available for any reason apply anti-bacterial hand gel. Pupils to carry out regular hand washing opportunities (20 seconds) to be timetabled into daily routines – ensure there are adequate supplies of soap at each sink in classrooms, toilets and other key areas. Hand sanitiser can become an irritant if used continuously, pupils to be identified who may be sensitive. Signs to be displayed around the school site to remind children and staff to wash hands.	2 - Low	3 - Medium	MEDIUM	Staff to adhere to hand washing procedures and act as role models to the children, by supervising the children when they are washing their hands and ensuring this happens. Staff reminded of importance of washing hands on entry to school site and sanitising as necessary.	2 - Low	3 - Medium	MEDIUM	All Staff	Ongoing monitoring	Amber		National guidance Local – supplies of hand gel
When pupils sneeze or cough they will spread germs/bacteria, especially younger pupils/children	Pupils , Staff	Transmission of germs by surface contact	Catch it, Bin It, Kill it' approach to continue. Tissues to be provided to all classrooms. Use the 'cough into the elbow' approach for children.	2 - Low	3 - Medium	MEDIUM	Remind pupils about the need to their elbow – dispose of tissue in a bin and wash hands for 20 seconds. Parents to be made aware of same message Ventilation - Windows to be open in all rooms and doors where possible Staff to be reminded when using pink sanitizing spray, not to adjust the nozzle and spray the mist away from children and self.	2 - Low	3 - Medium	MEDIUM	All staff	Regular reminders	Green		National guidance Local – consistent messages, frequent reminders through social media
Keeping the school clean to a higher level of cleanliness	Pupils , Staff, visitors (where applicable)	Transmission of germs by surface contact	Enhanced leaning of building at midday. Enhanced cleaning routine in classrooms for resources. See separate guidance. Equipment that has been used is kept separate and sanitised before being used again.	3 - Medium	3 - Medium	MEDIUM		3 - Medium	3 - Medium	MEDIUM	Leadteacher to monitor enhancd cleaning in classrooms	Daily	Green		National guidance Local – supplies of wipes, consistent messages to cleaners and caretakers.
Cross infection by contact with shared classroom resources.	Pupils	Transmission of germs by surface contact	Resources are cleaned regularly. Resources that have been put in children's mouths will be sanitised before use.	2 - Low	2 - Low	LOW	Risk assessment in place for higher risk activities such as malleable materials.	2 - Low	3 - Medium	MEDIUM	Leadteacher to review risk assessment of activities		Green		
Cross infection when sharing ICT equipment i.e. ipads, desk top PC's	Pupils, Staff	Transmission of germs by surface contact	Ensure pupils wash hands before/after use	1 - Very low	3 - Medium	LOW	Ensure good use of ventilation when in STEM Studio	3 - Medium	3 - Medium	MEDIUM		ongoing	Amber	More guidance required re: cleaning and use of ICT suite in schools	
Poor Ventilation	Pupils, Staff	Transmission of virus which is airbourne	All windows/internal doors open	3 - Medium	4 - High	MEDIUM	Place CO2 monitors in each room on a rota basis to monitor ventilation - adapt ventilation accordingly The Health and Safety Executive guidance on air conditioning and ventilation during the COVID-19 pandemic and CIBSE COVID-19 advice provides more information. CO2 monitors are being provided to state-funded education settings, so staff can quickly identify where ventilation needs to be improved. The government has also launched a trial of air purifiers in 30 schools in Bradford, which is designed to assess the technology in education settings and whether they could reduce the risk of transmission.	2 - Low	4 - High	MEDIUM		02/09/2021 and ongoing	Amber		
Vaccination Uptake	Parents, Staff	Transmission/impact if transmitted	All key staff vaccinated	3 - Medium	4 - High	MEDIUM	All staff confirmed if vaccinated. Cover plan identified. Promote unvaccinated staff/parents to be vaccinated by raising awareness in emails/newsletters.	3 - Medium	3 - Medium	MEDIUM		02/09/2021	Amber		

END OF TABLE - DO NOT ENTER INFO BELOW HERE

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7 - Possible COVID-19 Cases

NOTES

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
2	5	0	8.86
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
2	5	0	7.43
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	3	4	0	0
Severity	0	2	1	4	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	4	3	0	0
Severity	0	2	3	2	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
Pupil begins to show symptoms when in school (cough and/or temperature developing)	Pupils, staff	Proximity and Transmission	A space has been allocated for pupils to isolate in (Middle Nursery). Phone call made to parents for child to be collected. Cleaning procedures implemented.	3 - Medium	4 - High	MEDIUM	Advice from Education corona/ Public Health. Follow LA/PHE current guidance	3 - Medium	3 - Medium	MEDIUM	SLT	ongoing	Green	Staff to be reminded of process if a child or staff member shows symptoms. Monitor for national guidance changes.	National guidance
Use of PPE in school if pupils develop symptoms and need assistance (particularly pupils with SEND)	Staff, pupils	Proximity and Transmission	Maintain a good supply of PPE on site. We have stocked a variety of types so individuals can make a choice to mitigate allergies. Stock is kept and monitored by one person	2 - Low	2 - Low	LOW	Each classroom has a first aid box containing PPE (gloves, mask, aprons, face shield). Staff are to wear PPE if a child develops symptoms or if they need to attend to a first aid situation. Staff are to only use PPE for the purpose it is intended. SLT monitors and issues PPE. When staff are running low they need to alert SLT. PPE is available for all cleaners to wear, if they choose to do so.	2 - Low	2 - Low	LOW	SLT	02/09/2021	Green	Remind staff about the use of PPE, where it is kept, how to request more.	National guidance Local authority procurement might be an option?
Member of staff begins to show symptoms when in school (cough and/or temperature developing)	Staff, pupils	Proximity and Transmission	Staff member sent home. Cleaning procedures implemented.	3 - Medium	4 - High	MEDIUM	Follow LA/PHE current guidance	3 - Medium	3 - Medium	MEDIUM	SLT	Ongoing	Amber		National guidance
Staffing shortages as a result of positve cases	Staff, pupils, parents	Risk of harm to children if staff member goes home. Risk to parents and children if not enough staff. Some children might not be able to attend school.	Regular LFTs	2 - Low	2 - Low	LOW	Cover internally where possible to reduce the risk of bringing the infection into the school.	2 - Low	2 - Low	LOW	SLT	ongoing	Green	Regular supply agency - ABC Teachers if unable to cover internally	National guidance
Test and Trace	Staff, pupils, parents	Risk of harm to children if staff member goes home. Risk to parents and children if not enough staff. Some children might not be able to attend school.	Anyone with symptoms are asked to take a Covid test	2 - Low	3 - Medium	MEDIUM	School will advise anyone who displays symptoms of coronavirus (COVID-19) needs to access a test, this applies to both staff and pupils. Tests can be booked online through the NHS testing and tracing for coronavirus website, or ordered by telephone via NHS 119 for those without access to the internet. Essential workers, which includes anyone involved in education or childcare, have priority access to testing.All individuals who have been identified as a close contact of a suspected or confirmed case of the Omicron variant of COVID-19, irrespective of vaccination status and age, will be contacted directly and required to self-isolate immediately and asked to book a PCR test. They will be informed by the local health protection team or NHS Test and Trace if they fall into this category and provided details about self-isolation.The Government plans to introduce daily contact testing as soon as possible as an alternative to self-isolation for contacts who are fully vaccinated or under the age of 18 years and 6 months. Further actions for educational settings may be advised by a local Incident Management Team (IMT) investigating a suspected or confirmed case of the Omicron variant of COVID-19	2 - Low	3 - Medium	MEDIUM	SLT	01/09/2020	Green	Ensure school are clear of process and contact details if someone displays symptoms, so the pupil or member of staff can be directed accordingly.	
Multiple suspected cases or increased absence	Staff, pupils, parents	Transmission	Contact LA and public health for advice	3 - Medium	4 - High	MEDIUM	If schools have two or more confirmed linked cases within 14 days, or an overall rise in sickness absence where coronavirus (COVID-19) is suspected, they may have an outbreak, and must continue to work with their local health protection team who will be able to advise if additional action is required.	3 - Medium	4 - High	MEDIUM	Headteacher	01/09/2020	Green	ongoing monitoring of guidance	
Visitors and Contractors onsite	staff, pupils	transmission	Visitors and contractors currently sign in at reception	3 - Medium	4 - High	MEDIUM	The LA review of our RA in the summer suggested we asked contractors about LFT's. The Nursery school contacted Dodds and Arden who said that they sub contract so many jobs that it would be impossible for them to keep track of lateral flow testing. A sign will be placed next to the signing in books that reminds contractors and staff of their obligation if they are coming onto site to be well, not displaying symptoms and to be mindful of National guidance regarding testing.	2 - Low	4 - High	MEDIUM	SLT	06/09/2021	Green		

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9 - Finance

NOTES

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
0	4	0	9.00
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
1	3	0	7.00
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	0	4	0	0
Severity	0	0	4	0	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	2	2	0	0
Severity	0	1	3	0	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
Loss of income Dr Listed and LN paid places			Spreadsheet records maintained evidencing income due for last 2 weeks of spring term/summer term 2021. County emailed re potential weekly losses.	3 - Medium	3 - Medium	MEDIUM	Provide County with evidence of Income due for period of forced closure due to COVID when dates finalise for re-opening.	3 - Medium	3 - Medium	MEDIUM	SBM/SLT	Ongoing & review	Amber		
Increased cost of texts/phone calls to parents, cleaning products/equipment, postage			Records maintained and exceptional items/purchases coded to new COVID Cost Centre	3 - Medium	3 - Medium	MEDIUM	When full services resume, comparison made of costs compared to this time last year. Journals to be made to COVID CC. Liaise with County re potential refund of total additional costs due to COVID and forced partial closure.	3 - Medium	3 - Medium	MEDIUM	SBM/SLT	Ongoing & review when fully re-open	Amber		
Governors unaware of potential impact of full time attendance in September on 2020/21 budget.			COVID cost centre currently being recorded	3 - Medium	3 - Medium	MEDIUM	HT to inform governors DFE will not be reimbursing extra COVID 19 costs from September. Finance governors, LA Finance Officer and relevant staff to include potential new costs in budget update Autumn 2021.	2 - Low	3 - Medium	MEDIUM	HT at next Governors meeting	Sep-21	Green		
Little Nursery at maximum staffing ratio	staff, children	Less time to complete enhanced cleaning ratio. Staff member would have to be covered as soon as they were out of the room.	staffing levels to increase when required	3 - Medium	3 - Medium	MEDIUM	to be reviewed as needed	2 - Low	2 - Low	LOW	SK/SBM to include in finance	From September 2021	Green		

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10 - Building Work & Logistics

NOTES

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
1	2	1	9.25
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
2	2	0	6.50
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	2	1	1	0
Severity	0	1	1	2	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	3	1	0	0
Severity	0	2	1	1	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
Will any building work still go ahead?			None currently planned				• Liaise with building firm to ascertain their current working procedures. • Is it possible to bring work forward whilst the school is partially closed to most pupils, or move back to October half term?								
There may be a shortage of disposable stock in school (hand towels, tissues, etc)	children, staff	inability to handwash effectively, health and safety compromised	SLT monitoring stock levels	4 - High	4 - High	HIGH	• Schools to order these routinely	3 - Medium	4 - High	MEDIUM	SLT to continue to monitor stock levels		Amber		
Contractors on site/ building work and maintenance	children, staff	possible transmission of virus	emergence call outs only wherever possible, some regular maintenance checks continuing	3 - Medium	3 - Medium	MEDIUM	Reception staff to manage other visitors to the site, such as contractors, and ensure site guidance on physical distancing and hygiene is explained to visitors on or before arrival. Where visits can happen outside of school hours, a record should be kept of all visitors.	2 - Low	3 - Medium	MEDIUM	Reception/office staff to implement, SLT to co-ordinate	ongoing for some services, as and when for others	Green		
Building adaptations	children, staff	buildings may not pass health and safety checks	Following current guidelines for building that may not be being used to full capacity.	2 - Low	4 - High	MEDIUM	Following a risk assessment, consider if small adaptations to the site are required, such as additional wash basins. This will be at the discretion of individual schools, based on their particular circumstances. In classrooms, it will be important that schools improve ventilation, (for example, by opening windows). Additional advice on safely reoccupying buildings can be found in the Chartered Institute of Building Services Engineers' guidance on emerging from lockdown. It is important that, prior to reopening for the autumn term, all the usual pre-term building checks are undertaken to make the school safe. If buildings have been closed or had reduced occupancy during the coronavirus (COVID-19) outbreak, water system stagnation can occur due to lack of use, increasing the risks of Legionnaires' disease. Advice on this can be found in the guidance on Legionella risks during the coronavirus outbreak. Once the school is in operation, it is important to ensure good ventilation. Advice on this can be found in Health and Safety Executive guidance on air conditioning and ventilation during the coronavirus outbreak. CO2 monitors have been purchased	2 - Low	2 - Low	LOW	SLT to monitor	ongoing	Green		
Educational visits	children, staff	possible transmission of virus from other places/people	not applicable currently	2 - Low	2 - Low	LOW	In the autumn term, Nursery School will be able to resume non-overnight domestic educational visits. These trips should include any trips for pupils with SEND connected with their preparation for adulthood (for example, workplace visits, travel training etc.). This should be done in line with protective measures, such as keeping children within their consistent group, and the coronavirus (COVID-19) secure measures in place at the destination. Schools should also make use of outdoor spaces in the local area to support delivery of the curriculum. As normal, Nursery School will undertake full and thorough risk assessments in relation to all educational visits to ensure they can be done safely. As part of this risk assessment, Nursery School will need to consider what control measures need to be used and ensure they are aware of wider advice on visiting indoor and outdoor venues. We will consult the health and safety guidance on educational visits when considering visits.	2 - Low	2 - Low	LOW	Teachers to consider visit to church in December	November	Green		

END OF TABLE - DO NOT ENTER INFO BELOW HERE

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11 - Recruitment & Staffing

NOTES

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
1	3	0	6.25
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
3	3	0	5.00
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	3	1	0	0
Severity	0	1	3	0	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	6	0	0	0
Severity	0	3	3	0	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
Staff with significant risk factors - such as asthma, diabetes, BAME community member	Staff	Increased risk of transmission or impact of Covid-19	Risk assessments undertaken for staff with BAME as a risk factor. Staff with other risk factors have been shielding.	2 - Low	3 - Medium	MEDIUM	Follow National Guidance	2 - Low	3 - Medium	MEDIUM	SLT	01/09/2020	Amber	Individual staff to be asked if they have any concerns regarding significant risk factors. RA to be shared/published on website.	
Staff mental health and wellbeing	Staff	Higher anxiety and stress	Staff are able and are encouraged to talk about their worries. Staff have access to WCC HR online service to help with mental health.	3 - Medium	3 - Medium	MEDIUM	Staff to continue to be offered access to the wellbeing service and are encouraged to speak with a trusted adult if they feel they need support. All employers have a duty of care to their employees, and this extends to their mental health. Schools already have mechanisms to support staff wellbeing and these will be particularly important, as some staff may be particularly anxious about returning to school. The Department for Education is providing additional support for both pupil and staff wellbeing in the current situation. Information about the extra mental health support for pupils and teachers is available. Additional support will be reviewed for those staff who may be new to post or are particularly anxious about returning. The Education Support Partnership provides a free helpline for school staff and targeted support for mental health and wellbeing.	2 - Low	3 - Medium	MEDIUM	SLT	01/09/2020	Green		https://www.educationsupport.org.uk/ https://www.gov.uk/government/news/extra-mental-health-support-for-pupils-and-teachers
Supply and temporary staff	Pupils, staff	Risk of transmission of Covid	N/A				Absences will be covered internally where possible.	2 - Low	2 - Low	LOW	SLT	ongoing	Green		
Volunteers	Pupils, staff	Risk of transmission of Covid	N/A				Mixing of volunteers across groups minimised. Any volunteers will have an induction in terms of practice relating to COVID	2 - Low	2 - Low	LOW	Sally Phillips - students	ongoing	Green		
Communication with staff, resulting in low morale and support	Staff	Low morale and support, making school difficult to manage	Open door policy for staff communication	2 - Low	3 - Medium	MEDIUM	Update with staff on TTDs RA and FAQs to assist. Questions answered, staff reassured. Vulnerable staff questions answered.	2 - Low	3 - Medium	MEDIUM	Headteacher / SLT	Ongoing	Amber		
Staff with under-lying health conditions and/or pregnant staff are at a higher level of risk	Staff who are pregnant. Staff over the age of 70. Staff with existing health conditions as identified by gov.	increased risk of transmission or impact of Covid-19	RAs completed for individuals	2 - Low	2 - Low	LOW	• Seek medical guidance and follow national guidance	2 - Low	2 - Low	LOW	Headteacher / slt	ongoing	Green	HR advice will be gained if required	

END OF TABLE - DO NOT ENTER INFO BELOW HERE

SCHOOLS AND SETTINGS - Reset and Recovery

Risk Assessment

Warwickshire County Council

13 - Additional

NOTES

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- The Risk breakdown analysis provides a count of all individual risk likelihood / severity scores currently and following mitigating actions

RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
0	2	0	8.00
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
0	1	0	8.00
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	1	1	0	0
Severity	0	0	1	1	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	1	1	0	0
Severity	0	0	1	1	0

IF AN OUTBREAK

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5)		Formulas Don't delete	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5)		Formulas Don't delete	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
				Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	OVERALL CURRENT RISK level 1 - 25 (fills automatically)		Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	OVERALL FUTURE RISK level 1 - 25 (fills automatically)					
Re-introducing Bubbles	Children, Staff members	Transmission and Proximity	N/A	3 - Medium	4 - High	MEDIUM	See outbreak management plan	3 - Medium	4 - High	MEDIUM	SLT	2nd Sept 2021	Green		
Re-introducing Social distancing in classrooms	staff and pupils	Transmission and proximity	Children are limited to how much contact they have across the school with other pupils	2 - Low	4 - High	MEDIUM	See outbreak management plan	2 - Low	4 - High	MEDIUM			Amber		
Online or home learning (remote learning) may need to continue for some pupils, running alongside return to school for other pupils. Plan this for contingency if a local outbreak of COVID necessitates school closure/partial	Pupils	If school was closed pupils could not attend school	School would continue to offer various home learning activities	3 - Medium	3 - Medium	MEDIUM	If school was closed/partial closure the remote learning policy would be implemented and learning shared to ensure continuity of education.	3 - Medium	3 - Medium	#REF!	SLT		Amber		
END OF TABLE - DO NOT ENTER INFO BELOW HERE															

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12 - Miscellaneous

NOTES

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
3	2	0	5.40
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
4	1	0	4.40
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	1	2	2	0	0
Severity	1	2	2	0	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	1	3	1	0	0
Severity	1	3	1	0	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL CURRENT RISK level 1 - 25 (fills automatically)	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5) Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	Formulas Don't delete OVERALL FUTURE RISK level 1 - 25 (fills automatically)	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
Additional support and guidance for specific groups of pupils such as: • EAL pupils • Newly arrived to the UK • Refugees • Families with no recourse to public funds (NRPF)	N/A	NA	Currently there are no pupils on role who would be affected by this.	1 - Very low	1 - Very low	LOW	• Assess the likelihood of your school receiving new pupils from these communities • Plan support, induction and training for staff if appropriate • Ensure a welcome procedure is in place for new families, which includes access to translated advice about social distancing	1 - Very low	1 - Very low	LOW	Mikaela Carrasco	Ongoing	Green		Local guidance from community groups Public Health guidance
Staff training implications	staff, children	Gaps in knowledge	Staff undertaking frequent home learning opportunities guided by the Headteacher , including online training.	2 - Low	2 - Low	LOW	• Staff will need to be trained in new procedures and practices such as use of PPE, monitoring social distancing etc. Paeditatric first aid will need to be booked when possible.	2 - Low	2 - Low	LOW	Headteacher to monitor.	recent staff survey showed high confidence for PPE procedures	Green		
Governors may be called upon to support leaders for example in appeals, challenging situations or communication with parents	Governors	Increased time implication, increased knowledge implication	Communication to Governors as clear and concise as possible. Incraesed use of powers of urgency.	3 - Medium	3 - Medium	MEDIUM	• Governors should ensure that all school policies are up-to-date, reflecting the latest national and local guidance. • Behaviour, attendance, safeguarding, social distancing, risk assessments will all need to be reviewed.	3 - Medium	3 - Medium	MEDIUM	Headteacher to lead	ongoing	Amber		
Admissions – some parents may request to defer their child's place in Reception until the following year	Children	Parents may not know the implications of this process or how to go about requesting this.	Parents referred to online guidance when this is requested. Teachers contacting all parents to discuss receiving school places.	3 - Medium	3 - Medium	MEDIUM	• Contact those parents who have not accepted the place • Talk to them about their concerns and the implications of their decision • After discussion if parents still wish to have a deferred place they must complete a Deferral Application Form for the LA to consider. • Children must not be offered a deferred place without following the Local Authority process. • Make sure you direct parents to the up to date policy on the WCC website to help parents in making their decision.	2 - Low	2 - Low	LOW	Headteacher to lead, Leadteacher and Nursery Teacher to support	from July 2020	Green		
Will Ofsted inspections return to normal as schools return?	Staff	Increased pressure following COVID change to normal practice		2 - Low	2 - Low	LOW	Section 5 inspections to resume. See Ofsted guidance	2 - Low	2 - Low	LOW					
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12 - Miscellaneous

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RISK OVERALL

CURRENT:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
0	2	0	9.00
			MEDIUM

FUTURE:

LOW (1 - 4)	MEDIUM (5 - 12)	HIGH (13-25)	OVERALL
0	2	0	9.00
			MEDIUM

RISK BREAKDOWN

CURRENT:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	0	2	0	0
Severity	0	0	2	0	0

FUTURE:

	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very high
Likelihood	0	0	2	0	0
Severity	0	0	2	0	0

Description of the risk / Hazard / Challenge	Who is at risk of harm	How would these groups be harmed?	What EXISTING controls or mitigations are in place today?	Considering existing controls / mitigations, please assess CURRENT Risk Level (1 - 5)		Formulas Don't delete	What FURTHER actions will you take to control / mitigate the risk?	Following completion of further actions, please estimate EXPECTED risk level (1 - 5)		Formulas Don't delete	Assigned person to complete further actions	Planned / Actual Completion date	RAG Status of Further Actions	Comments / Notes	Links to relevant guidance / documents / sources of support
				Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	OVERALL CURRENT RISK level 1 - 25 (fills automatically)		Likelihood / prevalence of risk occurring	Severity of Risk if it occurs	OVERALL FUTURE RISK level 1 - 25 (fills automatically)					
Shared area in reception for multiple users	staff, visitors, children	Possible transmission of virus	reception area is open to all visitors	3 - Medium	3 - Medium	MEDIUM	Social distance markers in place. Reduced number of Nursery parents accessing inside the building (Little Nursery only, one parent, no siblings) Integrated partners liaised to identify when visitors are likely to be onsite ie midwives, parents dropping off to Little Nursery, click and collect for library) and to avoid all onsite where possible. Clear communication with integarted partners as services increase	3 - Medium	3 - Medium	MEDIUM	Headteacher / SBM to laiise with Barnardo's and the Library	Sep-21	Amber		Local guidance from community groups Public Health guidance
Re-introduction of services to site - Barnardo's and the library service	staff, children	Possible transmission of virus	Currently limited onsite services for Barnardo's operating. Library fully open.	3 - Medium	3 - Medium	MEDIUM	Re-introduction continues on a phased return for some services. Avoid drop off and collection of Nursery times, time allocated, hand gel available in all rooms, room users have to produce a COVID risk assessment, Barnardo's - breaks to be taken in training room A rather than the staffroom. Library - breaks to be taken in library work room and to use the disabled toilet. Face coverings no longer worn in communal areas - see outbreak management plan. Social distancing between adults in place and expected.	3 - Medium	3 - Medium	MEDIUM	Headteacher / SBM to continue to liaise with Barnardo's and the library	Nov-20	Amber		

END OF TABLE - DO NOT ENTER INFO BELOW HERE