



Sir Robert Geffery's School
Covid 19 Health & Safety Policy
Addendum to
Health and Safety Policy

This COVID-19 addendum policy sets out changes to our main Health and Safety Policy and must be read in conjunction with that policy, the School's Covid-19 risk assessments and Public Health England's guidance.

POLICY AIM: To ensure that the risks of Covid presented to pupils, staff and visitors are reduced to an acceptable level.

POLICY OBJECTIVES: To conduct all our activities safely and in accordance with legislative standards and in consideration of government guidance

To provide safe working and learning conditions

To ensure a systematic approach to the identification of risks and the allocation of resources to control them

To openly communicate on health safety and welfare

POLICY STATEMENT: Sir Robert Geffery's School recognises and accepts its responsibility as an employer and provider of services and will provide a safe and healthy workplace and learning environment for all staff, pupils and such other persons as may be affected by its activities.

We will adopt health and safety arrangements under Covid in line with Health & Safety legislation, and in consideration of government guidelines.

Good health and safety management will be an integral part of the way that the school operates and will be considered across all work activities and across the wide range of educational activities delivered.

THE SCHOOL WILL:

- Apply and communicate sensible risk management and safe working practices. This will involve:
 - Regular assessment of hazards and associated risks
 - Implementing preventive and protective control measures against those risks to an acceptable/ tolerable level

- Monitoring the effectiveness of those measures by the SMT
 - Provision of information, instruction, training and protective equipment to staff (and pupils where required)
 - Review of risk assessments, policies, procedures and practices at regular intervals and where additional information is gained through changes in government guidance, monitoring or following an incident.
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- Implement measures to ensure social distancing is observed across the site, consistent with and appropriate to the numbers of pupils, staff and visitors in the school. It must be noted that due to the young age of our pupils social distancing is very difficult to adhere to; both parents and staff have been made aware of this fact and the potential increased risk.
 - Implement the use of Bubbles.
 - Maintain an appropriate hygiene regime to be followed by all staff, pupils and visitors
 - Operate an enhanced cleaning regime for the duration of Covid
 - Ensure that staff are informed and instructed to ensure competence and awareness of health & safety precautions required during Covid
 - Give age appropriate lessons to pupils about Covid and to encourage and re-assure them about the measures in place to protect themselves from it.
 - Require all employees and encourage and support all pupils to show a proper personal concern for their own safety, and for that of people around them.
 - Require staff to exercise increased due care and attention and observe safe working methods.
 - Communicate regularly and effectively with staff and parents about the school's response to Covid
 - Provide for children of critical workers and vulnerable children to be accommodated alongside returning year groups
 - Put in place the support required for the return of pupils with special educational needs and disabilities (SEND) in line with education health care (EHC) plans in conjunction with families and other agencies

- Safeguarding and child protection arrangements continue to be followed as outlined in the School Safeguarding and Child Protection Policy
- Put in place any flexible working arrangements needed to support delivery of education during Covid including where necessary staggered start/end times
- Put in place measures to check on staff wellbeing (including for leaders).
- Draw up contingency plans for:
 - Someone falling ill or demonstrating symptoms on site
 - Deep cleaning in the event of an outbreak of Covid on site
- Provide appropriate personal protective equipment (PPE) as required by staff.
- Put in place arrangements for the continuing education of those children who have not yet returned to school.

Visitors

Visitors to the site will only be welcomed by appointment.

All visitors will be supervised at all times

All unnecessary visits will be cancelled and, where possible, re-scheduled to take place virtually

Meetings

All meetings will take place virtually where possible

If this is not possible, social distancing will be maintained

Responsibilities of all Staff

As is always the case, staff are responsible for complying with, and supporting the safe implementation of the Health and Safety Policy as well as the measures outlined in the Covid-19 Risk Assessment and government guidelines.

Staff must always remain vigilant, ensuring their own safety and that of their colleagues and pupils.