



**Date of Latest Update – 04 March 2021**

**Latest Updates made by – CJH following announcements by the Prime Minister on Monday 22 February regarding plans for a return to pupils learning on site from Monday 8 March.**

**Since January, the School has been operating with only children in nursery and the children of key workers on site.**

**This update considers the risks for the safe operating of the School as pupils return to the site from Monday 8 March.**

## Introduction

This COVID-19 risk assessment provides advice and guidance in identifying, assessing and describing methods of controlling risks. It aims to prompt the thought and decision-making processes but with the normal caveat: that it is only as good as for the minute it is published. It therefore remains dynamic and will be updated when advice, circumstances, or any of the assessed risk factors are seen to have changed. The Headmaster and the School Leadership Team have the responsibility to analyse and then co-ordinate the way ahead, seeking Governing Board approval for any significant changes that may be required.

Guidance from UK Government on this Risk Assessment can be found here: <https://www.gov.uk/actions-for-schools-during-the-coronavirus-outbreak/annex-a-health-and-safety-risk-assessment>

## Rationale

The logic behind these actions, and the need for this note, is the ongoing 'duty of care' that Royal Russell School has for the whole School community: pupils, staff, parents and governors.

A 'duty of care' means a legal obligation to ensure the safety and well-being of others. Some duties are established, such as "the teacher and pupil relationship", and "the employer and employee relationship". With COVID-19 schools are having to make difficult and timely decisions in order to fulfil this duty to their pupils, parents and staff.

The test when considering whether a duty has been properly discharged is "what would the reasonable person have done, or not done, in the circumstances of this particular incident?"

For COVID-19 there are three important factors to take into account:

- a. state of knowledge - the developing knowledge of the virus itself and up-to-date government guidance at the time decisions are made.
- b. seriousness of likely injury – this will have to be assessed on a case by case basis. For example, if there has been a confirmed case in the school population. A proportionate risk assessment would also have to be taken to identify where the affected individual has been, with whom they had contact and areas they have used. A further concern is for pupils that may be more vulnerable to COVID-19 than others.
- c. Cost and difficulty of taking precautionary measures - closing schools has had considerable costs and difficulties from furloughing staff, ensuring the provision of education remotely to school fees and examinations.

## The School – States of Operation

For the purposes of this risk assessment a number of stages of operation for schools have been considered:

1. Fully Open Business as usual: no travel or trip restrictions.
2. Open Business as usual: with caveats – no visitors or trips.
3. Open T In transition: some teaching in school and some remotely.
4. Open B In transition: with boarders and Open K (below).
5. Open K Key staff, key worker and vulnerable children in school. All other teaching remote.
6. Open R Teaching is all achieved remotely.
7. Fully Closed No one on site except residents, security and maintenance staff.

**From Monday 8 March – we will be operating the Junior School as 'Open' and the Senior School as 'Open T'**

## Running the School - Assessing the Risk

Assessing COVID-19 is particularly awkward as the outcome of the risk assessment for one group within a school will have an impact on another: teaching staff, support staff, visitors and contractors (if these groups are allowed access) and pupils of varying age groups and class size.

The overall assessment of risk will require daily revision and should include but not be limited to:

- A. Is government advice being regularly accessed, assessed, recorded and applied?
- B. Are changes regularly communicated to staff, pupils, parents and governors?
- C. Are changes reviewed by governors?
- D. Is access to school controlled effectively and are visitor (if allowed) details recorded?
- E. Are Social Distancing (SD) and other hygiene rules communicated, understood and applied?
- F. Are staff and pupils being reminded and checked to ensure they are complying with hygiene and SD rules?
- G. Is there sufficient supplies of hygiene materials and are they well placed?
- H. Has the cleaning regime been regularly re-assessed and, if necessary, revised to high risk areas such as toilets, door handles, switches, hand rails and regularly used hard surfaces?
- I. What precautions are being used to keep shared teaching equipment (e.g. musical instruments) hygienic?
- J. Are high risk areas being regularly monitored (including boarding areas) for hygiene?
- K. Are contingency plans in place for the transition to full opening (or re-closing) including rapidly sharing decisions?
- L. Are all the risks identified properly mitigated and regularly re-assessed?

In addition to the above, the following will need to be considered for pupils, parents and staff:

- M. What SD rules have the school decided? Are they different for various activities (play, games, drama, and music) and locations (classroom, playground, boarding house) and have all adhered to these SD rules?
- N. What PPE has been recommended and, dependent on risk assessment, what has the school decided to equip staff and pupils? The range of PPE may include:
  - a. Masks;
  - b. Gloves;
  - c. shields (for face or lecterns, desk separators, staff desks);
  - d. Sanitisers (gel and tissues).
- O. Medical. Who has:
  - a. Pre-existing medical conditions and are they fully declared?
  - b. Have all vulnerable pupils, parents and staff been identified and recorded?
  - c. Tested positive for COVID-19 and is it recorded? (for elimination purposes)?
  - d. Come into contact with anyone tested positive to COVID-19?
  - e. Travelled where: other than home and school? (via app or written diary).
  - f. Been sent home with COVID-19 symptoms (a cough, high temperature or shortness of breath)?
- P. Have all adhered to the external socialising rules set by the school such as:
  - a. shopping;
  - b. parties;
  - c. games and play;
  - d. travel (other than home to school and return).
- Q. Are plans being considered for school events including plays, concerts, parent and teacher meetings etc?

A grid, to record the risks, which is RAG rated in terms of risk, control measures and outcomes, is at Annex A.

Risks are RAG rated against the mitigated risk, using the following criteria:

Red – There are insufficient measure in-place, or planned to ensure that this risk is appropriately mitigated.

Amber – This risk has adequate mitigation in-place and planned, but further work is reduced to provide a greater level risk reduction.

Green – Sufficient mitigation exists to treat/tolerate/transfer/terminate this risk to an appropriate level.

## Conclusion

The phrase “a lot of moving parts” has never been so correctly applied to a situation where the risk posed by the virus is dynamic and will remain so. So many different stakeholders of varying ages and health will bring multiple shifting risks which must be considered on a daily basis for the safety of pupils, staff and parents.

Section 1  
Overall Risk Assessment

Section and RAG Rating	Risk	Control Measures	Outcome	Remarks / Re-assessment
1.1	Is government advice being regularly accessed, assessed, recorded and applied?	<p>As the pandemic evolves together with scientific knowledge of the virus, advice is being issued and amended almost daily. It is imperative that we keep up to date with the latest advice on Coronavirus (COVID-19) available at websites including:</p> <ul style="list-style-type: none"> <li>• <a href="https://www.gov.uk/coronavirus">https://www.gov.uk/coronavirus</a></li> <li>• <a href="https://www.nhs.uk/conditions/coronavirus-covid-19/">https://www.nhs.uk/conditions/coronavirus-covid-19/</a></li> <li>• <a href="#">Schools coronavirus (COVID-19) operational guidance (applies from 8 March)</a></li> <li>• <a href="#">Actions for early years and childcare providers during the coronavirus (COVID19) outbreak February 2021</a></li> <li>• <a href="#">What parents need to know about early years providers, schools and colleges during COVID-19 Updated 24 February 2021</a></li> <li>• <a href="#">Rapid asymptomatic testing in specialist settings Updated 22 February 2021</a></li> <li>• Guidance on Safe working in education, childcare and children’s social care settings, including the use of personal protective equipment (PPE) <a href="https://www.gov.uk/government/publications/safe-working-in-education-childcare-and-childrens-social-care/safe-working-in-education-childcare-and-childrens-social-care-settings-including-the-use-of-personal-protective-equipment-ppe">https://www.gov.uk/government/publications/safe-working-in-education-childcare-and-childrens-social-care/safe-working-in-education-childcare-and-childrens-social-care-settings-including-the-use-of-personal-protective-equipment-ppe</a></li> <li>• COVID-19: cleaning in non-healthcare settings available at: <a href="https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings">https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings</a></li> <li>• Association of School and College Leaders available at: <a href="https://www.ascl.org.uk/Help-and-Advice/Leadership-and-governance/Health,-safety-and-safeguarding/Coronavirus-essential-information">https://www.ascl.org.uk/Help-and-Advice/Leadership-and-governance/Health,-safety-and-safeguarding/Coronavirus-essential-information</a></li> <li>• Boarding Schools’ Association latest COVID-19 update at: <a href="https://www.boarding.org.uk/467/safeguarding/-covid-19">https://www.boarding.org.uk/467/safeguarding/-covid-19</a></li> <li>• Nominated member of staff (Headmaster and Director of Operations) to complete a daily review of the above and any other key information channels and feedback key points to the School Leadership Team (SLT);</li> <li>• SLT to review key points and decide on any actions required;</li> </ul>	<p>Advice and guidance is followed to ensure robust compliance</p> <p>Compliance is seen within SS &amp; JS Operation Plans (OPs)</p>	<p>Scrutiny and agreement needed if &amp; when government guidance appears ambiguous</p> <p>Once initial RA is established, a designated person/persons is responsible for amendments in the light of discussions and decisions by the School Leadership Team (SLT)</p> <p><b>UK Government advice issued on Monday 22 February 2021, sets out the expectation that Junior Schools will be open to all year groups. We will be operating in year group ‘bubbles’ in a similar way to the successful model we ran in the Autumn Term.</b></p> <p><b>In the Senior School, the new Lateral Flow Testing (LFT) facility created on site, will be used to test pupils in advance of their return to teaching and activities on site.</b></p>

		<ul style="list-style-type: none"> <li>• Develop action plans with SMART targets to implement any changes to school operations, with periodic monitoring by SLT; and</li> <li>• Ensure that this risk assessment is reviewed and updated in line with any changes to the guidance.</li> </ul>		
1.2	Are changes regularly communicated to staff, pupils, parents and governors?	<p>The School has a robust communication strategy that communicates to pupils, parents and other members of the School community, including:</p> <p>Social Media Posts</p> <p>Emails to staff, pupils and parents</p> <p>Headmaster's weekly updates and newsletter</p> <p>Virtual assemblies</p> <p>Board Meeting</p> <p>Staff Briefings via Teams</p> <p>JS Form Times</p>		<p>Communication on SS &amp; JS OPs is shared with parents, pupils and staff at regular intervals and always ahead of any key transitions.</p> <p>Regular communications from Headmaster and Headmaster of Junior School to all staff, parents and pupils via, email, newsletters and assemblies.</p> <p>The latest changes to operating plans have been communicated to staff and parents in briefings and letters during the week commencing Monday 1 March.</p>
1.3	Are changes reviewed by governors?	<p>The School has a comprehensive Governing Board process that is integral to the decision making around this Risk Assessment and the safe return of the community to the School. The Headmaster and Chair of Governors speak at least weekly about the evolving situation, with decisions communicated to the remainder of the Board by the Headmaster or Clerk.</p> <p>Safeguarding Addendum and other policies related to Safeguarding have been sent to the Safeguarding Governor and approved at the Education and Welfare Committee.</p>		<p>Outline plans for Re-opening of the School were discussed by Headmaster and Chair of Governors on December 31 2020 and have been shared with the Governing Board.</p> <p>These were changed when the national lockdown was announced.</p> <p>Governors were updated on this risk assessment at the Governors' Strategy Committee Meeting on 20 January 2021 and at the Education and Welfare Committee Meeting on 10 February 2021.</p>
1.4	Is access to school controlled effectively and are visitor (if	<p>Visitors to the School are discouraged and there has been an active approach to ensure that visitors to site are kept at a minimum.</p> <p>Visitors need to sign in and out at reception. Visitors are to confirm that they do not have Covid-19 symptoms, in-line with Government guidelines.</p>		<p><b>There are no visitors to the School during the National Lockdown.</b></p>

	allowed) details recorded?			<b>From Monday 8 March, visitors will be limited to times outside the School working day.</b>
1.5	Are Social Distancing (SD) and other hygiene rules communicated, understood and applied?	<ul style="list-style-type: none"> <li>• Inform Staff/Parents/Students or any visitors, such as suppliers, not to visit the school if they are displaying any symptoms of Coronavirus (COVID-19);</li> <li>• Review transport plans and reduce any unnecessary travel on school coaches, minibuses etc. where possible.</li> <li>• Brief staff and pupils regularly on the recommended social distancing measures available <a href="#">here</a>.</li> <li>• Only essential staff meetings to take place and consider suitable social distancing methods such as use of video/teleconferencing, or where this is not possible, limiting the number of attendees and holding meetings in a large well-ventilated room where staff can remain at least 2m apart;</li> <li>• Ensure that class sizes reflect the numbers of teaching staff available and are kept as small as possible.</li> <li>• Stagger lunch times, break times, and the movement of pupils around the school to reduce large groups of pupils gathering.</li> <li>• Review of locker allocation in Houses</li> <li>• Keep classes apart where possible (i.e. no cross year group assemblies or other large gatherings);</li> <li>• Discourage parents/carers from gathering in the school car park</li> <li>• Avoid the sharing of equipment between staff and/or pupils such as keyboards, phones, musical instruments etc., or where this is not possible, ensure that suitable cleaning and disinfection methods are employed between uses.</li> <li>• Ensuring that staff, pupils/students, visitors and contractors have access to suitable hand washing facilities (i.e. either hot running water and hand soap or alcohol-based hand gel);</li> <li>• Providing alcohol-based hand gel and tissues in prominent places and ensure that staff are charged with topping these up regularly.</li> </ul>		<p>This section is RAG rated amber, due to the inability to ensure that all measures are understood and applied by all.</p> <p>The population 'at risk' includes very young children, which makes SD and regular and routine handwashing more difficult than with older pupils.</p> <p><b>There are no visitors to the School during the National Lockdown.</b></p> <p><b>From Monday 8 March, visitors will be limited to times outside the School working day.</b></p>
1.6	Are staff and pupils being reminded and checked to ensure they are complying with hygiene and SD rules?	<ul style="list-style-type: none"> <li>• Brief staff and pupils/students on the need to wash their hands regularly (and after using the toilet, before eating or handling food, and after blowing their nose/sneezing/coughing) and on the correct handwashing technique (NHS advice on handwashing, including a video, is available <a href="#">here</a>);</li> <li>• Regularly brief staff and pupils/students on good respiratory hygiene practices (i.e. covering your mouth and nose with your bent elbow or tissue when you cough or sneeze, 'catch it, bin it, kill it');</li> </ul>	Refer to OPs	<p>The School decided to issue washable and reusable face coverings to all Staff and to Pupils in the Senior School during the week commencing 21 September 2020</p> <p>From Thursday 24 September, face coverings are worn by all staff and pupils in the Senior School in corridors and communal areas.</p>

		<ul style="list-style-type: none"> <li>Regularly brief staff and pupils/students on the need to avoid touching their face (and especially the eyes, nose and mouth);</li> <li>Display posters in key locations to remind staff, pupils/students and others of good hand and respiratory hygiene practices;</li> <li>Where necessary (e.g. for young children and/or pupils/students with special educational needs), staff should supervise pupils/students to ensure they wash their hands for 20 seconds more often than usual (and after using the toilet, before eating, and after blowing their nose/sneezing/coughing) with soap and water or alcohol-based hand gel and catch coughs and sneezes in tissues</li> <li>Increase supervision of times where school gets together in larger numbers. e.g. at break and lunch.</li> </ul>		<p>Parents, staff and pupils were informed of this change in a letter written by the Headmaster.</p> <p><b>Following the latest advice from UK Government, face coverings are to be worn by all adults and also by children in the Senior School in all indoor spaces and where it is not possible to socially distance.</b></p> <p><b>Those who work in a single occupancy office may choose not to wear a face covering.</b></p>
1.7	Are there sufficient supplies of hygiene materials and are they well placed?	<ul style="list-style-type: none"> <li>Review stocks of cleaning substances equipment, and PPE weekly and purchase additional stocks if required;</li> <li>Review location of hygiene materials</li> <li>The Estates Team will review daily the supply of handwashing and drying facilities, also deploying hand sanitising gel to suitable areas around the site.</li> <li>Staff will be asked to ensure that they are washing their hands, in-line with Government guidance, throughout the day.</li> </ul>		
1.8	Has the cleaning regime been regularly re-assessed and, if necessary, revised to high risk areas such as toilets, door handles, switches, hand rails and regularly used hard surfaces?	<ul style="list-style-type: none"> <li>Review cleaning regime (e.g. consider areas of the school remaining in use, location of frequently touched objects and surfaces, suitability of existing cleaning substances and equipment used etc.), with a view to improving the frequency and intensity of cleaning;</li> <li>Ensure that COSHH assessments are completed for any new cleaning substances introduced as a result of your review;</li> <li>Ensure routine cleaning and disinfection of frequently touched objects and surfaces (e.g. door handles, handrails, tables etc.);</li> <li>Cleaning staff to be provided with suitable PPE (i.e. disposable gloves and aprons as a minimum);</li> <li>Keep up to date on the latest Government guidance COVID-19: cleaning in non-healthcare settings (available <a href="#">here</a>)</li> <li>Refresher training will need to be provided to cleaning staff following any changes to the guidance. (HR records to be updated)</li> <li>Teachers should be given the ability and option to be able to wipe desks/surfaces if they feel it necessary. Each classroom will be cleaned thoroughly before the start of each day.</li> <li>Each classrooms to have hand gel if there are no hand washing facilities within the classroom.</li> <li>Follow guidance on <u>Primary</u> and Early Years regarding materials and resources</li> </ul>		<p>Cleaning regime is now well established and includes specific cleaning of hard surfaces in high traffic areas.</p> <p>The School has purchased its own 'fogging' machines which are used regularly to disinfect high traffic areas and also following specific use of a room or building, e.g. following the assessment of external pupils for entry to the school.</p>
1.9	What precautions are being used to keep shared teaching equipment (e.g. musical	<p>Shared items should only be considered where absolutely necessary.</p> <p>Teaching equipment should only be used by designated groups and not shared between groups/PODS and then cleaned after each use in accordance with guidance.</p> <p>Extra equipment ordered where practical or needed.</p>		<p>Specific assessments will be made for practical subjects. Cleaning of equipment between uses will be supervised by teaching staff.</p> <p>Music lessons will be conducted under guidance from MusicMark:</p>

	instruments) hygienic?			<a href="https://www.musicmark.org.uk/resources/music-unlocked-guidance-for-schools-and-music-providers/">https://www.musicmark.org.uk/resources/music-unlocked-guidance-for-schools-and-music-providers/</a>
1.10	Are high risk areas being regularly monitored (including boarding areas) for hygiene?	In the Autumn Term, boarding houses will need to be monitored by House and cleaning staff taking considered view about the situation at the time.  Medical Centre: Strict hygiene rules applied and monitored by medical staff		Procedures for an isolation and quarantine area are set up in a separate document. This will be made available in one of the boarding wings, should this be necessary
1.11	Are contingency plans in place for the transition to full opening (or re-closing) including rapidly sharing decisions?	SLT what's app group created.  Virtual staff briefing and emails to staff  Social media platform and website  ISAMS communication to parents, pupils and guardians  Plans in-place for JS and SS re-opening, under review and linked to this RA.		
1.12	Are all the risks identified properly mitigated and regularly re-assessed?	This RA provides the basis for identifying risks and the mitigation measures put in-place.		
1.13	Non-essential persons attending site	Review of persons expected to attend site and determine those that are non-essential (e.g. visitors, contractors, lettings etc.).  Entry to the site controlled via reception/security etc. whereby any non-essential persons can be denied access.  Improve signage on school entrance gates, reception etc. to advise on who is/is not permitted to access the site.		
1.14	Heightened infection risk to those travelling to and from the school on public transport.	If travel on public transport is necessary then all travellers should, as much as possible, observe social distancing, wear a face covering and wash their hands as soon as possible after using the bus/tram/coach/train etc. Sanitising hand gel should be used before boarding/alighting the vehicle.  The Government guidance <a href="#">here</a> should be followed should public transport be used.		Regular reminders have been issued to staff and pupils regarding the wearing on face coverings on public transport.

**Section 2**  
**Pupils, Parent and Staff Risk Assessment**

	<b>Risk</b>	<b>Control Measures</b>	<b>Outcome</b>	<b>Remarks / Re-assessment</b>
2.1	Are communication channels working and being reviewed? Email, text, Facebook etc	All communications are regularly reviewed by the SLT, with HM and JS HM managing communications with parents and staff.		Communications have been regularly sent to all members of the Royal Russell Community.
2.2	Is there a robust feedback and reply system to ensure best practice and two-way communications for pupils, parents, staff and governors?	Pupils are in regular contact with tutees Staff can easily contact each other and senior staff SLT meet regularly with Governors Regular communications from HM to RR Community.		The review of communications following the first positive test confirmed for a pupil, allowed further improvements to the School response to this situation to be made.  Regular, informal feedback is provided by parents and staff on the covid communications.
2.3	If there is a governor and / or officer for the school / department nominated to be responsible for COVID-19 matters, are their contact details known and are they on call?	Governing Board are responsible for Covid-19, through the Chair. Details are with the HM and Clerk to the Board.  Contact details widely circulated and known by Board and SLT.	Board approval for this RA being sought	Whole Board involved in decision taking/making.  Governors are kept informed of covid management through the regular cycle of Governor meetings and through direct contact between the Headmaster and the Chair of Governors.
2.4	Is there a system to communicate with parents and staff that have not returned to school for fear of infection?	Survey to specified year groups' parents will elicit this information  Regular emails and newsletters continue weekly		Comment added to Control Measures section
2.5	Who has travelled where: other than home and school? (via app or written diary).	When students return to onsite teaching, parents will be asked to confirm any recent travel and should they be suffering from Covid-19 symptoms then they are to self-isolate.	This will seek to minimise any infection from potential Covid-19 carriers through strict isolation and non-return to school.	
2.6	What are, and have the hygiene rules set by the school been adhered to by pupils, parents and staff?	Ongoing practice and checks undertaken by all staff throughout each day.		Effective measures are in-place and communicated. RAG was amber and has now moved to green following physical return of pupils and their positive response to SD and hygiene needs.
2.7	Are all staff trained and regularly updated in COVID-19 symptoms, SD and how these rules apply to teaching?	Regular updates given at staff briefing and weekly newsletter  Plans give clear instructions to staff following <a href="#">THIS</a> guidance.  The Lead Nurse will regularly communicate Covid-19 issues to the staff, acting as the point of contact should there be queries.		On site briefing was given for all staff on 01.09.20 as part of INSET, before pupils returned.  Reminders have been shared at weekly briefings and practices amended as required.
2.8	Is school transport operating to reflect SD, hygiene, PPE and cleaning arrangements?	Daily School buses are provided by contracted supplier, Mayday Travel.		Pupils using School Transport will be required to wear face coverings/masks
2.9	How registration throughout the day is managed including temperature / health checks?	Registration will take place in tutor groups/classes.  Process outlined in individual JS and SS plans		This course of action was endorsed by Dr Agnelo Fernandes, the Croydon CCG Chair and Governor. There is no need to temp check staff/pupils, so long as it's well know that you



		There is no plan to take temperature of pupils or staff, in-line with the current guidance. The School will remind parents that pupils should not attend school if they have any Covid-19 symptoms, including a high temperature.		should not attend site if you have any Covid-19 symptoms, including a temperature.
2.10	Are transit spaces (corridors), social zones (car parks, common rooms, and playgrounds) configured to SD rules?	Signage/one way systems in corridors and on stairs/1 person in lift at a time  Areas, movement to and from and supervision/monitoring thereof addressed in JS and SS plans.  Zoning of open spaces by year group in Senior School – this is already in place but will need close monitoring by staff on duty.		Following the return of pupils to the site, a number of changes have been made to control the flow of pupils and maintain the bubbling model.  There has been a positive response to the zoning, but transit spaces remain an area of potential compromise in social distancing and regular reminders continue.
2.11	Are learning and games spaces configured to SD rules?	Social distancing applied as is practical for primary age pupils, following the <a href="#">Actions for Schools guidance</a>		
2.12	Are different age groups catered for in terms of timetabling, length of the school day and exposure to other age groups?	A full curriculum is planned for Junior School and Senior School		Teaching has been successfully delivered across the entire school age range in line with the planned curriculum.  There is good separation between Junior and Senior School pupils.
2.13	Clothing contamination	The School will advise that both pupils and staff should wear 'fresh' clothes daily.		
2.14	Is there a system in place to deal with bereavements, trauma, anxiety, behavioural issues?	Strong system of pastoral care continues through the whole school.  Medical centre available throughout the day. School counsellors available weekly. CYP program and support also available. Firefly page created and regularly updated with websites and advice. Staff trained in MHFA.		
2.15	Higher Risk Staff Groups	It has been highlighted that BAME, Health Vulnerable and Pregnant Staff could be at higher risk of Covid-19.  Therefore, each member of BAME, Vulnerable and Pregnant Staff will be individually reviewed to ensure that they are appropriately protected. The School will use the following process:  A Workplace Assessment A Workforce Assessment and then consideration of: Age Ethnicity Sex Any underlying health conditions Pregnancy		

		Combining this information will allow line-managers to determine whether there is the appropriate level of mitigation in-place to protect the individual member of staff.		
2.16	The Government has introduced NHS Track and Trace.  Risk is that RR community do not follow the Government Track and Trace service.	All members of the RR Community should be aware of this and follow the guidelines <a href="#">here</a> .  Communications to staff and parents will be explicit about the Government guidelines for all Covid-19 matters, including T&T.		

**Section 3**  
**Pupil and Staff - Safety Risk Assessment**

	Risk	Control Measures	Outcome	Remarks / Re-assessment
3.1	Have safeguarding, code of practice, and staff handbook policies been updated, regularly reviewed and shared?	Safeguarding policy adjusted and circulated to staff  Remote Learning Handbook JS created and updated		New Safeguarding Policy and <a href="#">KCSIE 2020</a> introduced to staff 01.09.20 and shared on School Website.  The addendum to the Safeguarding policy was reviewed by Governors at their meeting on 10 February and this is now <b>shared on the School Website</b>
3.2	Is the DSL and DDSL easily contacted and their contact information known to all?	DSL and DDSL available throughout the term and holiday periods. Contact details are known and widely publicised. DSL or Headmaster on call for safeguarding matters during holiday period.		
3.3	Is there a COVID-19 specific policy that includes medical responses, SD, teaching, socialising, feeding, well-being etc?	There is not a specific Covid-19 safeguarding policy, but this RA works alongside the separate Medical Centre Risk Assessment and JS and SS Operational Plans specific to Covid-19 – this makes up the Covid-19 operational plan for the School.		
3.4	How are new staff and pupils inducted and has the registration and recruit process been adapted to ensure compliance?	Induction taking place for staff and students in August and September.  Daily registration managed by the Admission officer and the ISAMs Manager.  Registration document sent to DfE		
3.5	Are sporting, play and SD rules clear to staff and pupils?	<b>No school sports fixtures will be played in Spring Term</b>  Play guidelines will be reinforced with pupils on return to site.		
3.6	Are drama, dance and music activities applying SD rules?	Elements of drama/music part of the September timetable, with suitable measures for all subjects in-line with HMG guidance.		Drama and Music activities are now taking place successfully within year group bubbles.

3.7	How are staff meetings and staff rooms regulated in terms of space, equipment's, resources (copiers, kettles, etc) timings, SD and purpose?	<p>Normal SD rules apply throughout the School. Cleaning of communal areas is carried out in twilight hours to further enforce SD.</p> <p>Meetings to take place on MS Teams where possible. Face to face meetings, if needed, should be held with SD rules.</p> <p>Copiers will be cleaned daily as part of Covid-19 process.</p> <p>School will be cleaned using a safe 'fogging' technique that remains persistent for up to 7 days.</p>	<p>Extensive use of MS Teams as the main communication method for staff meetings and briefings has been made, reducing the requirement for large groups of staff to gather.</p> <p>Smaller group meetings are managed in a socially distanced setting.</p>
3.8	Are all security, CCTV and access systems regularly checked, updated and (where necessary) re-coded?	Security is managed by the Operations Manager (Mr Leggatt) with access granted to the IT Manager (Mr Hayden).	
3.9	Are drop-off and pick-up procedures, in/out routes shared, understood and applied?	<p>A separate RA has been undertaken by a team from the SLT and Operations Staff to consider drop off and pick up of children at the start and end of the day. Consideration has been given to:</p> <p>Strict SD of pupils/parents and staff. Separate areas for individual year groups, one-way transit to and from classrooms.</p>	
3.10	Are transit spaces (corridors), social zones (common rooms / playgrounds) configured to SD rules?	<p>Zoning of open spaces by year group in Senior School – this is already in place but will need careful monitoring by staff on duty.</p> <p>Movement around the site will need to be assessed with pupils and staff back to site, amending the practices if necessary.</p>	<p>Zoning of open spaces by year group in Senior School has been successfully established with the use of classrooms for wet days.</p> <p>Transit through corridors for staff and pupils has been well managed, therefore this risk is now considered low.</p>
3.11	Do classrooms reflect SD layout, PPE, screening and regular cleaning rules?	Classrooms in the Junior and Senior Schools are already set up for return.	All classrooms and teaching spaces have been suitably adapted to create appropriate social distance between pupils and staff as far as possible.
3.12	Can staff manage, whilst in the transition phase, both in school and remote learning?	<p>All teaching staff have a device from which to deliver remote learning, either within school broadcasting out, or outside school broadcasting to students on site.</p> <p>Dual Teaching approach trialled in SS in June will be used to ensure access for all pupils.</p>	<p>Successful models for dual teaching and broadcasting to pupils have been trialled and established. This has helped significantly in providing continuity of teaching for pupils.</p> <p>This risk is now considered as 'green'</p> <p>Some overseas pupils have remained as remote learners with full support from staff at the School.</p>

3.13	Are mealtimes de-conflicted, reflecting SD in the servery and dining hall whilst providing sufficient nourishment?	Full plans are in place for the safe serving of food to staff and pupils.	Minimise transit around site.	The addition of a new temporary dining hall which will be ready for use from Monday 2 November will help to ensure the continued safe service of the appropriate food to all pupils
3.14	Offsite trips/educational visits	These will be very limited in first half of Autumn Term and subject to separate risk assessment.  No overnight trips are planned		There are no plans to restart offsite trips and visits at this point.
3.15	Lack of risk assessments for any new/adapted teaching activities	Overarching concept should be no new teaching activities.  Ensure that staff are briefed on the need to complete risk assessments prior to the introduction of any new/adapted teaching activities; and  Ensure that any other staff involved in the new/adapted activity are briefed on the content of the risk assessment.		Mode of on-site teaching means that a standard classrooms will be used.  Added RA considerations will need to occur for Art/DT/Food & Nutrition and other practical classes.
3.16	Increase in staff lone/remote working whilst on site	Consider lone/remote working activities being undertaken across the site and ensure that risk assessments are completed (or that any existing risk assessments are reviewed and updated). Guidance on lone/remote working is available from the HSE <a href="#">here</a> ;  Ensure that staff undertaking lone/remote working activities are briefed on the content of the risk assessments and provided with training where necessary (N.B. any training should be recorded).		The School lone working policy should not change under the Covid-19 environment.
3.17	Staff working from home – risks associated with use of Display Screen Equipment (DSE) and mental health/emotional wellbeing	We have provided employees working from home with guidance on the safe use of DSE and ways in which they can maintain physical and emotional wellbeing  We have provided working from home information on who staff can speak to if they need help/support (e.g. Line Manager, HR, IT support etc.) and provide details of any external resources they have access to (e.g. confidential helpline, occupational health, Employee Assistance Programme,);  We have provided the homeworker checklist to assist in identifying any individual issues; We have considered any employees with disabilities whereby reasonable adjustments may be required (e.g. provision of equipment etc.); Line Managers to communicate regularly with employees working from home (e.g. weekly check-ins as a minimum) to make sure that they are coping with their home working arrangements, their workload, and to answer any questions or concerns that they may have;	WFH (working from home) guidance and checklist is available for those staff who may consider this.          Confirmed by Hettle Andrews and advised to staff in WFH guidance	A small number of staff have been working from home where their particular role allows this. The majority of the operational and classroom staff are working on site as we will have a full pupil roll to support.

		Line Managers to keep their teams up to date on any changes that may impact them; and Liaise with your broker/insurer to check that any school-owned equipment provided is covered when in the employee's home.		
3.18	Impact on staff and pupils with protected characteristics and SEN	Take into consideration that there is some evidence to show that these groups may be at greater risk of serious COVID-19 related health issues.  Consider individual circumstances and review with this in mind		

#### Section 4 Medical Risk Assessment

	Risk	Control Measures	Outcome	Remarks / Re-assessment
4.1	Is there anyone in addition supervising the normal medical staff?	The medical team are managed by the Lead Nurse and supervised by the DHP.  As a member of the Operations Team there is also another layer of supervision from the DoO who supports the Lead Nurse and DHP.		A new School Doctor, Dr Hannah Harris from Selsdon Park Medical Practice has been appointed, providing additional support for the School Medical Team.  <b>In addition, Governor Dr Agnelo Fernandez provides weekly updates on the local Croydon covid position.</b>
4.2	Are there sufficient medical staff to deal with temperature testing, isolating suspect COVID-19 cases, outside appointments and normal medical issues?	The School has three trained nurses and a team of bank nurses to be able to call on, should their support be needed.		
4.3	Have medical policy, procedures and appropriate response to spectrum of medical issues been revised and shared?	Covid-19 medical procedures reviewed and shared with medical staff		<b>See separate Medical Risk Assessment.</b>
4.4	Is the medical room(s) properly equipped?	PPE available at the medical centre and set up in isolation area		The PPE available at the Medical Centre has been successfully tested when we have needed to isolate suspected Covid-19 cases.
4.5	What has the school decided is the level of PPE required for pupils and staff and are they trained as to their purpose, use, care and disposal?	Initially it was decided that mask/face covering could be worn by all but this was up to individual personal preference.  This changed in the third full week of term.  PPE is available should it be needed.		The School decided to issue washable and reusable face coverings to all Staff and to Pupils in the Senior School during the week commencing 21 September 2020  <b>Following the latest advice from UK Government, face coverings are to be worn by all adults and also by children in the Senior School in all indoor spaces and where it is not possible to socially distance.</b>  <b>Those who work in a single occupancy office may choose not to wear a face covering.</b>
4.6	Is the school aware of all pre-existing medical conditions?	Parents complete medical form before start of term to update medical records.		Staff inform their line manager of any existing conditions and if they are considered to be clinically vulnerable or clinically

				extremely vulnerable. Individual risk assessments are made for these staff.  Some members of staff have still not completed the pre-existing medical conditions on RR People.
4.7	Who has tested positive for COVID-19 and is it recorded? (for elimination purposes)?	A list of staff and pupils who have been tested in held by DHP in JS and SS.		<b>This list now also includes staff who have been vaccinated.</b>
4.8	Who has come into contact with anyone tested positive to COVID-19 and is it recorded?	Those known have been recorded.		
4.9	Who has been sent home with COVID-19 symptoms (a cough, high temperature or shortness of breath)?	Record kept of pupils and staff sent home in Medical Centre.		
4.10	Is there regular dialogue with those that have suffered from COVID-19 and / or are isolated at home?	Regular contact made by HoMs, tutors, HoYs, SLT with pupils and staff		This has been tested where pupils have been required to self-isolate.
4.11	If there is a separate area for temperature testing, holding and isolation areas and are they easily identified and regularly cleaned?	Isolation area pre March 2020: Latessa Wing  Designated Isolation Area re-opening : Latessa Wing		Please see isolation area RA completed March 2020
4.12	Is temperature testing safe, reflecting SD rules, recorded and kept appropriately?	Should a pupil present with Covid-19 symptoms whilst on-site, then they will be isolated in medical centre isolation room and then sent home and asked to self-isolate.		
4.13	If emergency services are called is there a (revised?) well understood procedure, RV and cleared routes in and out?	The same emergency routes would apply as currently and would be coordinated through the Medical Centre		
4.14	Are staff and pupils regularly supervised and checked to ensure they are complying with hygiene rules and the use of PPE?	Teaching staff to ensure that any pupils entering classroom have washed or sanitised their hands.  Staff and pupils to be reminded regularly undertake '20 second' hand wash.		
4.15	If essential work is required on site are contractors properly registered, inducted and supervised	All contractors are signed in with Estates Office and escorted to working areas.  Building sites operate separately from main school site.		
4.16	Do medical staff have the appropriate PPE, cleaning materials and training?	Medical staff have appropriate PPE material and training.		

**Section 5**  
**Boarding Risk Assessment in the COVID-19 Environment**

	<b>Risk</b>	<b>Control Measures</b>	<b>Outcome</b>	<b>Remarks / Re-assessment</b>
5.1	Are boarding policies and procedures updated, regularly reviewed and communicated?	All boarding policies are reviewed annually and addendum added as and when necessary.  Specific policy for the return of boarders has been created, alongside the Boarders Handbook in Covid-19 environment.  All policy updates discussed at HoMs and then cascaded.  Registration of all boarding pupils daily by tutors. Tutors will contact parents if they cannot contact the pupil.	Sent to all boarding students, parents, guardians and agents.  Governors will be asked to approve the return of all students, but specifically boarding students in-line with UK Government direction.  Pupils, parents and guardians will be surveyed to ensure that free communication of opinions can be made.	<b>Boarders will return to the School from Monday 8 March.</b>  <b>The majority of those returning will be travelling from within the UK and will be subject to the same LFT regime as our day pupils.</b>  <b>Pupils arriving from overseas will complete a quarantine period in the boarding houses</b>  Copy all documents/communication to BHoMs and boarding staff. DHP has presented to staff at meeting and discuss with staff where needed.
5.2	Are all security and access systems regularly checked, updated and re-coded?	Systems are checked by maintenance/security.  Yearly change of door code.	Separation of day and boarding students reinforces SD to prevent any spread of Covid-19 between the student population.	
5.3	Do boarding staff have the appropriate PPE, cleaning materials and training?	The boarding staff will be provided with face masks for routine working within the .  More regular cleaning of the boarding environment will take place, including virucidal 'fogging' of communal areas and high-risk touch points.	Should staff need to be in close proximity to a boarding student then they will be issued PPE (for example if the student is expected to be Covid-19+).	Ensure supply of PPE is maintained and suitably distributed around the school: Plastic Gloves, Non-surgical face masks, Plastic aprons, Visors.
5.4	Are separation and socialising rules adhered to in the boarding house?	Day students and boarding students will be separated, day students will not be allowed into the boarding part of houses – all registrations will now be taken in classrooms.  There will be one-way systems where possible and doors and high risk touch points such as internal doors will be propped open.	Initially we intend to allocate boarders to set corridors and facilities. Shared areas such as the boarding common rooms and kitchens/service rooms will be closed. We will reopen these when we feel it is safe and appropriate to do so. Staff will be on duty during the free times throughout the day to monitor the students' interactions and ensure that they are respecting the social distance guidelines.	Some communal facilities have been reopened allowing limited interaction with the 'boarding bubbles'
5.5	Are fire instructions and new procedures reviewed, understood and rehearsed?	Fire practice sessions at beginning of first week back  Review fire evacuation procedures in light of changing pupil numbers and new one way systems.  Walk through of drills and then practice.	Review fire evacuation signage in each room to ensure it reflects any revised routes.	Fire evacuation testing has been completed.
5.6	Are there sufficient rooms to isolate pupils (and staff)?	Staff can self isolate in their own accommodation Pupils to be isolated in Latessa Wing, if needed		Isolation rooms will be provided in the Latessa Wing if needed.

5.7	Does the staff to pupil ratio reflect SD rules? This should include medical and emotional support.	<p>Follow <u>guidelines</u> as published by the Government. It will be stressed from the outset that all pupils and staff should strictly follow SD measures, keeping at least 2m between themselves and others. Staff will be asked to be constant in reminding all pupils about strict SD.</p> <p>It will also be reinforced that pupils and staff should follow strict hygiene and handwashing protocols.</p>		
5.8	If bed space has been reconfigured are there still sufficient bathroom facilities?	There are sufficient bathroom facilities to allow for SD to take place.	Number of pupils in bedrooms has been reviewed	Bathroom facilities are adequate for the number of pupils
5.9	Are all clothes and bed linen washed regularly and at appropriate setting (65°)?	<p><u>Guidelines</u> to be followed</p> <p>School Leadership Team will decide on whether uniform is worn or whether a more relaxed approach can be taken.</p> <p>Clothes will be washed at high-temperature and collected in individual linen bags from students to be laundered in the on-site laundry.</p>	Special training provided to the domestic team and assistant housemistresses to ensure that clothing is washed at the right temperature.	Full Uniform has been worn successfully by all pupils with some local arrangements in place for PE and Games.
5.10	Are boarders equipped with authorised equipment to stay-in touch with parents?	Pupils have their own mobiles devices. Wi-Fi in place to ensure that pupils are able to keep in touch.		
5.11	Clinically vulnerable boarding students	Those students who are at high risk of clinical vulnerability should not return to the boarding environment – each student will be taken on a case-by-case basis, taking medical advice from the School Doctor.		
5.12	Boarder returns to campus with Covid-19 or suspected Covid-19.	<p>All boarding pupils will be temperature checked on return to School. They will also be reminded about Covid-19 symptoms and told not to attend if they feel unwell.</p> <p>There will strict SD and hygiene in place, and reminders from staff about physical wellbeing.</p> <p>Any student presenting with Covid-19 symptoms will be placed into isolation in the Latessa Wing (set up for isolation).</p> <p>Overseas pupils from high risk areas will be asked to isolate for 14 days before regaining access to the school. Isolation areas will be provided at the School from 28 August 2020.</p> <p>Encourage staff to seek immunization for seasonal influenza</p>		<p>This procedure was successfully established and run for all returning pupils.</p> <p><b>New quarantine and testing arrangements have been implemented for February 2021.</b></p>



		Encourage the community to access the PHE and WHO Website prior to international travel being undertaken by the school and incorporate this advice into travel risk assessment and mitigation strategies for pandemic		
5.13	Trips – the additional risk from any trips, either day or residential	No external trips planned for the first half of the Autumn Term.		The situation remains that we will not be offering external trips this term.

**Section 6**  
**Support Staff Risk Assessment**

	<b>Risk</b>	<b>Control Measures</b>	<b>Outcome</b>	<b>Remarks / Re-assessment</b>
6.1	Are support staff briefed on changes regularly?	The school has the most recent information from the Government, and this is distributed throughout the school community Regular meetings with all Heads of Department Regular briefing of all support staff by Heads of Department Headmaster regular video message Display posters informing of symptoms in prominent locations		Existing communication channels have been used successfully
6.2	Do support staff have the appropriate PPE, cleaning materials and training?	Review suitability of existing cleaning substances, equipment, and PPE Cleaning staff to be provided with suitable PPE (i.e. disposable gloves and aprons as a minimum); and Cleaning staff to be provided with training on any changes to the cleaning regime, including any new cleaning substances/equipment and/or PPE (N.B. all training should be recorded). Ensure that COSHH assessments are completed for any new cleaning substances introduced as a result of our review; Review stocks of cleaning substances, equipment, and PPE and purchase additional stocks if required;		
6.3	Are cleaning regimes reviewed and inspected regularly and conforming to revised hygiene rules?	Keeping up to date on the latest Government guidance COVID-19: cleaning in non-healthcare settings (available <a href="#">here</a> ) as this may be subject to change. Refresher training will need to be provided to cleaning staff following any changes to the guidance. Disposable cloths & PPE to be double bagged after use and stored in a secure location for 72hrs (minimum.) Then put into general waste. Cleaners to wash their hands after disposing of PPE. See (above) guidance for cleaning arrangements in an area where a suspected COVID-19 case has been identified. Cleaning procedures sheet published for cleaners.	School will be using 'fog' cleaning in all classrooms, communal spaces and offices.  The process provides immediate Covid-19 disinfectant that is persistent for up to 7 days through fog spraying of all areas, including high risk locations.	
6.4	Are all security and access systems regularly checked, updated and re-coded?	Security – safeguard the building and put all protective locks (time zone updated), and alarm protection (Intruder Alarms and CCTV) into function. Where feasible, contents should be moved from empty premises, especially combustible objects		

		<p>and high value or business critical objects/equipment;          Ensure that utilities (such as water supply) to the empty premises are disconnected when possible, or isolated. This should not hinder fire protection, heating, safety, or security purposes; and          Ensure that the building is inspected internally and externally at least once a week where possible          Liaise with our broker/insurer to determine any terms/conditions of your insurance policy relating to unoccupied buildings and ensure that any measures required are implemented where possible.          Increase the number of Security shifts day cover for weekends          Ensure perimeter signage is in place</p>		
6.5	Have reconfigured areas, zones and routes hampered fire exits and routes?	<p>Staff working in areas of the school site that are not familiar to them to complete a walkthrough to identify escape routes, fire exits and assembly points; and          Ensure that pupils/students learning in areas of the school site that are not familiar to them are briefed on escape routes, fire exits and assembly points.</p>		Fire evacuation routes have remained unchanged.
6.6	Are fire and other emergency procedures reconfigured, routes clear and regularly inspected?	<p>Review list of managers and other staff with key roles in your fire procedures (e.g. responsible persons, etc.) to determine who is available; Identify further key persons required, together with deputies/cover, and provide training accordingly</p> <p>Review fire assembly points to ensure that they are conducive with social distancing advice where possible (i.e. that building occupants will not be required to congregate in small areas);</p>		Fire evacuation routes have remained unchanged.
6.7	Spread of infections through multi touch-points	<p>Review and identify multi-touch points of such as doors handles reduce use where possible, wedge doors open          Review and identify multi-touch points of such as water drinks stations eliminate or reduce where possible          See cleaning regime which details cleaning process for all areas in use.</p>		Regular 'touch point' cleaning regime is now in place.
6.8	Increase in staff lone/remote working while on site	<p>Consider lone/remote working activities being undertaken across the site and ensure that risk assessments are completed (or that any existing risk assessments are reviewed and updated).          Guidance on lone/remote working is available from the HSE <a href="#">here</a>; and</p>		

		Ensure that staff undertaking lone/remote working activities are briefed on the content of the risk assessments and provided with training where necessary (N.B. any training should be recorded).		
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**Section 7  
Facilities Management Risk Assessment**

	Risk	Control Measures	Outcome	Remarks / Re-assessment
7.1	Heating system including fuel levels sufficient?	Meter readings taken each month		
7.2	Gas supply, venting and valves?	Boilers in non-domestic residences serviced, Sept. 19, March and May 2020.		
7.3	Have air conditioning ducts and units been checked and reviewed?	A/C units serviced April '20		
7.4	Electrical tests up-to-date including emergency lighting and PAT?	Fixed wiring inspection completed Sept. '19 PAT Testing undertaken Jan. '20 Em. lighting tested Oct. '19		
7.5	Water testing for temperature, flow and legionella in date for test?	Weekly flushing of little used outlets. Showers cleaned, quarterly. Water temps tested monthly. Annual calorifier cleaning. Annual cold water storage tank check/clean.		
7.6	What is the status of the swimming pool and are appropriate measures in force?	JS - see Sports & Leisure section below		Swimming Pool is closed until further notice as refurbishments are taking place.
7.7	Fire alarm panel, system and extinguishers in date and serviced?	Fire Extinguisher serviced Oct 19 Fire alarm panel serviced May 20		
7.8	Laundry washers and dryers serviceable, able to cope with demand, temperature requirements and have sufficient washing products?	Laundry equipment on a service contract.		
7.9	Have waste procedures been reviewed?	Waste collection contractors have been contacted and collection dates arranged.		
7.10	Are pest control services recorded, deficiencies identified and actioned?	The School has a nominated pest controller who visits the school on a regular basis.		
7.11	School vehicles fully registered, insured, maintained and stocked with appropriate hygiene materials if they are to be used?	All vehicles maintained and insurance all in place. School minibus taken out of use		
7.12	Estates Team contractors	Consideration given to staggering the days/times contractors are on site. Contractors reminded to adhere to social distancing procedures, frequent hand washing etc.		
7.13	Estates Team working arrangements	Start, finish & break times staggered. WC area to be occupied by one person only. Welfare rest room to be occupied by no more than 4 people.		

Hand sanitiser to be used on entering and exiting the tea rooms and Estates Office.

**Section 8  
IT Risk Assessment**

	Risk	Control Measures	Outcome	Remarks / Re-assessment
8.1	Has the number (#) of IT staff required on site been assessed?	Team size #5 On-site peak team since lockdown has been #2 When staff/ student numbers increase, IT on-site team needs to increase to #3/#4 to cater for more on-site problems	On-site team will flex to a max of 4	
8.2	Has the make-up of IT staff been assessed	Following Govt guidelines for SD, then we would limit it to those who can travel independently to site by car (= #4 staff) Also need to allow for staff childcare situation so may need flex for work from home as per now, and also family health	As above, the on-site team would flex to a max of 4, with up to 2 working from home	
8.3	IT office room layout suitable	Consider how many can fit into IT office, likely space for max #3 staff with desk turning Create an extra aisle for traffic flow Base #1 staff in Junior School?	The IT office has been re-configured to adhere to SD guideline and to seat 3 people The Junior School has allocated the Year 5 breakout area as a base for another member of the team	<b>Further rearrangement of the working spaces for the IT team has been made in January 2021.</b>
8.4	How would non-IT staff visit the IT office	Where possible resolve issues remotely The IT office adheres to SD guidelines and Only 1 person at a time, just inside the door Problem to be explained verbally and/ or screen mirrored to TV Install a drop off/ collection zone for iPads Install a laptop for manual password changes Sanitising wipes to be providing for use of laptop/ other devices before/ after use Review whether staff and students be coming into the IT office as freely as before lockdown?	Drop off/ collection zone installed Laptop setup for manual password changes TV setup to allow screen mirroring Sanitising wipes provided	
8.5	IT staff fault finding	Where possible resolve issues remotely or provide a workaround Determine how critical the issue is: If Critical, then visit the area/ classroom, adhering to SD guidelines If not critical, visit area/ classroom out of lesson time or out of hours	1 member of the IT team will be based in the Junior School	
8.6	Spread of infections through IT equipment multi touch-points	Class set iPads/ Chromebooks Is there a need for these? If Yes A small team is responsible for the devices Clean before/ after use Designated person delivers and collects to a pre-defined area	Outcomes as per control measures	Specific cleaning needed in Computer suite rooms. Sanitisers and wipes available in these rooms and pupils to wipe down keyboards.

		<p>Hot-desking Will hot-desking be used: If Yes. Mark out areas as per Govt SD guidelines, e.g. in common rooms for example Provide sanitising wipes/ facilities to allow teachers to clean before/ after</p> <p>Printers Operational The default should be not to print If there is a need to print switch off printers that are close together Provide sanitising wipes to allow for cleaning before and after use Paper needs to be delivered and installed by IT Team</p> <p>Faults Use another printer as a workaround Fault-find and resolve remotely Visit the printer at a quiet time for that area Invoke Engineer call-out</p>		
8.7	Is the IT provision suitable for the phase of hybrid/ remote learning	<p>A combination of desktop PCs and school provided iPads will be needed for staff to 'run' their lessons PC for driving and sharing, iPads for Sound and Vision.</p> <p>A <b>gooseneck flexi holder</b> has been purchased for all classrooms <b>Purchase extension leads</b> with USB sockets for constant power to iPads</p> <p>Teachers may want to <b>use their own headphones</b></p> <p>Students using school iPads may want to <b>use their own headphones</b></p> <p>Determine how much access is needed to display screens/ interactive boards (e.g. for JS registration) Review external Wi-Fi in relation to likely outside spaces</p>	<p>Flexi-holders provided in the teaching rooms Longer USB leads to be provided for teaching iPads USB charging points to be provided for JS iPad pods Sanitising wipes to be provided near display screen/ interactive boards</p>	<p>MH has included explanation to staff in a separate guideline sheet</p> <p>Avoid the sharing of equipment between staff and/or pupils such as keyboards, phones, musical instruments etc., or where this is not possible, ensure that suitable cleaning and disinfection methods are employed between uses.</p>

**Section 9  
Sports & Leisure Risk Assessment**

	<b>Risk</b>	<b>Control Measures</b>	<b>Outcome</b>	<b>Remarks / Re-assessment</b>
9.1	Normal Operation Procedures to be updated with Covid-19 information and Gov guidance (at present the reopening of swimming pools/leisure facilities will be in the last phase. Spread of infection through access – egress	<p>Scheduled opening date for Royal Russell pupils on 15<sup>th</sup> March, aim of re-opening to member swimming and club use for under 18s only on 12<sup>th</sup> April.</p> <p>To reopen the pool a period of time needs to be allocated to the following:- Testing of water for potential microbial growth during lockdown - Taking in to account the measures that need to be taken to minimise the risk of infections as a result of biofilm formation within the pool, pipework and components – Re-calibration of any plant that has not been operating to full capacity during lockdown, reheating of the pools</p> <ul style="list-style-type: none"> <li>• Extra Pool water testing to in place throughout the day (2 hours per day during opening hours)</li> <li>• All staff should be social distancing 2m apart at all times</li> <li>• Staff to be wearing face covering at all times apart from when lifeguarding.</li> <li>• Teachers to wear face visor whilst teaching</li> <li>• One member of staff in pool office at a time</li> <li>• Opening times to be changed to meet business needs</li> <li>• Pool Hygiene – Enhanced disinfection procedures. Staff trained on this.</li> <li>• Constant cleaning of door handles, taps and surfaces and poolside should be in place</li> <li>• Hand sanitiser to be placed at entry point</li> <li>• Users guidelines for use of pool – Toilet use before swim, no coughing, spitting, nose blowing.</li> <li>• Bather load as per guidelines for each session – limit to amount of users in the building.</li> <li>• Changing rooms – Introduce a one way system using changing room as a walk through to poolside.</li> <li>• No sharing of equipment</li> <li>• No loitering in reception and foyer areas (seating out of use).</li> <li>• Showers not in use</li> <li>• Daily matrix to be in place for extra cleaning</li> <li>• Backwashing to be carried out at least once a week on each filter, when pool is closed.</li> </ul>		<p><b>When pupils return from Monday 8 March, curriculum PE and sport programmes will restart.</b></p> <p><b>The focus will be on outdoor games for pupils as much as possible.</b></p> <p><b>There will be no fixtures against other schools.</b></p> <p><b>Control Measures updated 01/03/21.</b></p>

		<ul style="list-style-type: none"> <li>Pool times to be split – giving staff time to clean between users and groups</li> </ul>		
9.2	Layout of changing rooms and changing (School use)	<ul style="list-style-type: none"> <li>All swimmers will arrive in their bubbles, 2m social distancing rules will apply</li> <li>User changes and clothes should be placed in a bag and left on coat hook</li> <li>Toilets to be used before swimming</li> <li>Changing rooms cleaned and fogged after use</li> </ul>		
9.3	School swimming lessons - scheduled return 15 <sup>th</sup> March - 1 <sup>st</sup> April (Spring Term)	<ul style="list-style-type: none"> <li>Lessons will restart on 15<sup>th</sup> March</li> <li>Swim teachers will teach from poolside as per governing bodies guidelines (until further notice).</li> <li>All year groups allocated swim time as per Royal Russell swim programme</li> <li>All year groups will come in their bubbles.</li> <li>Nursery/Reception/Year 1/Year 2 to change in party room on coloured seats provided</li> <li>Nursery/Reception will come for test session from 15<sup>th</sup> March – 26<sup>th</sup> March, six children per test session (to assess ability).</li> <li>Nursery/Reception will have a designated helper from their class bubble in the water to assist children, class teachers will also be present on poolside along with 2 lifeguards and a swim teacher.</li> <li>Year 1+2 ability levels will be tested on first week to assess which classes/pool they need to swim in. Low ability swimmers will be in the small pool. Swimmers of the higher ability will swim in the main pool with the aid of teaching platforms in the water. Swim teachers will be teaching from the side.</li> <li>Years 3,4,5,6 to change in main changing rooms</li> <li>Years 3,4,5,6 ability levels will be tested on first week to assess which classes/pool they need to swim in. Low ability swimmers will be in the small pool. Swimmers of the higher ability will swim in the main pool with the aid of teaching platforms in the water. Swim teachers will be teaching from the side.</li> <li>Senior School timetable to be confirmed</li> <li>Allocation of time slot for swimmers to change</li> <li>Personal hygiene to be reinforced</li> <li>No sharing of equipment</li> <li>Class teacher to have control of access and egress of pupil numbers in building</li> </ul>		



		<ul style="list-style-type: none"> <li>• Showers only allowed at the end of the session if needed</li> <li>• Changing areas cleaned and fogged after use</li> </ul>		
9.4	Members swimming - possible start date 12 <sup>th</sup> April	<ul style="list-style-type: none"> <li>• Opening times to be changed to covid timetable.</li> <li>• Car parking is only in the main car park, no vehicle access for members beyond barrier.</li> <li>• Bather load – limited to amount of users in the building - control entry point, limit access numbers to the pool 12 per session (6 per lane).</li> <li>• First come first serve entry system (2m markings outside)</li> <li>• Session time entry door open for 10 minutes with member of pool staff to close doors after time has passed or when 12 swimmers are inside.</li> <li>• Users guidelines for use of pool – , Toilet use before swim, No coughing, spitting, nose blowing and other personal hygiene</li> <li>• Changing rooms – Not in use but to arrive beach ready, follow one way system through changing rooms to far side seating where they can leave their belongings.</li> <li>• Enter the pool at the shallow end, swim and then exit at the deep end.</li> <li>• 15 minutes to change as quick as possible and exit pool hall via fire exit in between main and teaching pool.</li> <li>• Staff to clean far side seating area between sessions and bucket poolside with pool water</li> <li>• No use of showers</li> <li>• No sharing of equipment</li> <li>• No socialising in the building, leave site promptly</li> </ul>		
9.5	Sports hall Date TBC	<ul style="list-style-type: none"> <li>• Social distancing 2m should be in place at all times</li> <li>• Users should come to the facility ready to use the facilities</li> <li>• Changing rooms should only be used for the use of toilet facilities only</li> <li>• Only enter the building if there is a known booking</li> <li>• Group leaders to take overall responsibility of users in the building</li> <li>• Make all users aware of new procedures in place</li> <li>• Hygiene – Enhanced disinfection procedures</li> </ul>		

		<ul style="list-style-type: none"> <li>Regular cleaning of door handles, taps and higher risk areas</li> </ul>		
9.6	Outside Lets	<ul style="list-style-type: none"> <li>To phase return as and when Royal Russell see fit to return in line with governing bodies guidelines and type of use.</li> </ul>		

**Section 10  
Catering Risk Assessment**

	Risk	Control Measures	Outcome	Remarks / Re-assessment
10.1	Catering provision Spread of infection through multi touch-points at drinks machines, salad bars and serveries	<p>Drinks machines in the Dining Hall will be limited in use to groups in 'bubbles' and will not be available at lunch times.</p> <p>All food items will be served with individual portions of condiments etc.</p> <p>Cutlery will be individually wrapped per diner.</p> <p>All diners will sit at individual tables.</p> <p>Where self-serve drinks are made, there will be regular (daily) cleaning of machines. Staff will be encouraged to use their own mugs and cutlery and crockery, if needed.</p> <p>Review and increase cleaning regimes for areas where food is prepared and consumed;</p> <p>Ensure that any refreshments for events (e.g. team meetings) are served rather than self-service where possible (i.e. buffets should be avoided, unless food items are individually wrapped);</p> <p>Temporarily halt the use of Tuck shops, Drapers etc.</p> <p>Regularly remind staff and pupils of the need to wash their hands thoroughly before and after meals;</p> <p>Provide staff responsible for preparing food with refresher training in personal hygiene and correct handwashing techniques;</p> <p>Ensure that staff responsible for preparing food are aware of and follow the latest Government guidance by providing regular refresher training (N.B. all training should be recorded);</p> <p>If you need to hire in any temporary agency staff to assist with catering provision, ensure that your medical questionnaires include a line on the virus symptoms.</p>	Stop virus spreading through non-use.	<p>An additional temporary dining facility will be opened in week commencing 2 November to provide Covid-safe hot meals for all pupils and staff.</p> <p>All staff will be reminded of hand washing requirements and the use of PPE to ensure a COVID safe work environment at the Catering Staff Meeting on Thurs 4<sup>th</sup> March and upon their return to work w/c 8<sup>th</sup> March</p>
10.2.	Threat of spread of virus through cross-contamination due to frequent use of items and self-serve lunch system.	<p>All supplies &amp; ingredients will be procured from suppliers who are certified and provide evidence that their manufacturing hygiene is robust and thorough.</p> <p>Staff and pupils will be reminded about thorough personal hygiene at all times, especially so when eating.</p> <p>All meals will be served (no self service)</p>		

10.3	PPE for catering staff	Provided and worn as per standard operating procedures in the kitchen, including regular hand washing, gloves and face masks.		
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Section 11  
Admissions Risk Assessment

	Risk	Control Measures	Outcome	Remarks/Re-assessment
11.1	Visitors touring the school	All visits are currently cancelled.	No visitors will be touring the school site	<p>A number of successful virtual Open Events have been organised.</p> <p>Some pupils have visited for individual assessments outside of normal school hours.</p> <p><b>In January 2021 we moved our admissions assessments to remote examinations which will take place on Monday 11 January and Tuesday 12 January.</b></p> <p><b>There will be no tours or visits from prospective pupils or families in normal school hours until the end of the Spring Term.</b></p> <p><b>Any visits outside of school hours will be conducted in a socially distanced manner.</b></p>