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| **Educational Setting** | **Pendragon Primary School** |
| **Activity / Task** | COVID-19 Risk Management Assessment (Educational Settings) |
| **Completed by & Date** | 4.1.22 |
| **Review Date** | 31.1.22 |

| **What are the hazards?** | **Who might be harmed and *how*?** | **What are you doing already?** | **What further action is necessary?** | **Action by whom?** | **Action by when?** | **Done** |
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| [Prevention](https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools) | Risk of direct infection from person to person | 1. minimise contact with individuals who are unwell by ensuring that those who have coronavirus (COVID-19) symptoms, or who have someone in their household who does, do not attend school   *Children to wait in foyer next to office on red chairs- plenty of space for social distancing but close to PPE stock if needed.2 SLT members trained in PPE.*   1. [clean hands thoroughly more often than usual](#Hygiene)   *Hand sanitiser placed by telephones, photocopier and in shared areas. Refills are already in stock in school.Hand dryers fitted in toilets*   1. ensure good respiratory hygiene by promoting the ‘catch it, bin it, kill it’ approach – sneeze into elbows   *Closed bins in every classroom. Bins and toilets will be cleaned and emptied over lunchtime every day.* Cleaning staff to wear aprons, bins and gloves when cleaning   1. [Continue enhanced cleaning, including cleaning frequently touched surfaces often, using standard products such as detergents and bleach](#cleaning)   Staff to clean between use of equipment,book boxes for use for returning reading books, Clean classroom tables and chairs at lunchtime and the end of day   1. [minimise contact between individuals and maintain social distancing wherever possible](#socialD)   *Staff have been working in school all term with social distancing. Staff reminded to restrict time in staffroom to a minimum and be socially distanced from each other when in room with staff from outside their year group*   1. [where necessary, wear appropriate personal protective equipment (PPE)](#PPE) 2. Year group mixing with class groups within, to enable staff to support across the team. Play spaces identified. If outbreak in a classroom each class needs to be separated from the year group. 3. Internal doors open at all time and windows to be open 4. CO2 monitors to be on in the classrooms and to be monitored on a regualar basis to keep to green. | Ensure all staff know use of red chairs in foyer  2. continue to monitor stocks of paper towels etc  3. no further action necessary  4. 2 LTS detailed to empty bins and clean toilets at lunchtime.  5.Masks to be worn by adults around school including communal areas, the hall, the playground and corridors.Adults in classrooms should be able to social distance from each other and therefore masks do not need to be worn. Where support staff feel that they need to wear a mask when working with individual children, need to talk to HT or SENCO 1st for RA  Masks should be worn by staff on the playground at the end of the day if they wish to speak to a parent.  6. TB / CAS undertaken training need to review January 22  7. Rotas designed to keep year groups separate where possible with staff across the year group  outside of school building before school  9.remind staff to open doors windows for ventilation during break and lunchtime | SLT  SE  SE/LH  All staff when using equipment  HT to advise staff  HT  CAS/KD  HT- newsletter  SE on opening school/ staff on entering classrooms  All staff | ongoing  Weekly checks all term  Every lunchtime,Every day  DEce 21  Dec 21  Dec 21  Jan22 | Done  All year  All year  All year  DOne    DONE |
| [Response to any infection](https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools) | Risk of infection via surfaces and/or person to person. | 1. [engage with the NHS Test and Trace process](https://www.gov.uk/guidance/nhs-test-and-trace-workplace-guidance)   all staff advised to put test and trace app on pause when entering the building as school protocols in place   1. manage confirmed cases of coronavirus (COVID-19) amongst the school community 2. contain any outbreak by following local health protection team advice 3. Staff to be offered LFDs to use at home to test asymptomatic staff and child minders- testing Sunday and Wednesday 4. Positive test result – need to count back 48 hours for track and trace ( not 2 days) | 13. remind staff of new changes for self isolation- parent letter from LA to be sent home  14.New Management flow chart of case control in office – clear class break down required to ensure all outbreaks monitored | CAS  CAS  CAS/ office  CAS | Jan22 email  5.1.22  January 21 | DONE  DONE  DONE  DONE |
| Contingency planning for a further outbreak | Risk of infection via surfaces and/or person to person. | * In the event of a local outbreak, the PHE health protection team or local authority may advise a school or number of schools to close temporarily to help control transmission. Staff to ensure remote learning for all pupils in self isolation is provided and pupil checking and feedback takes place on a regular basis.Where feasible children can join in lessons from home via TEAMs * If child in self isolation ensure any FSM children receive hamper from Vertas * DHT has compiled list of pupils who would need IT support if in self isolation or school/class closure | Ensure all staff aware of remote learning expectations  TB to monitor COVID list for FSM children | HT  HT  TB | EMAIL 3.1.22 |  |
| Social Distancing in school | Risk of infection via surfaces and/or person to person. | * Minimise contact between individuals and maintain social distancing wherever possible.   . All Visiting specialist RA obtained  Only Year groups mixing across school but where outbreak occurs class would need to be separated.   * 3 entrance/exit points to school to be used with 2 start and 2 finish times * Parents advised by LA letter to wear masks on playground * All meetings to be socially distanced or online | Clearning materials to be available in all break out rooms so staff can clean before and after their breaks.  LA Letter to be sent to all parents | CAS to remind staff in Janaury  SLT  Parents informed  CAS | 4.1.21  6.1.21  4.1.22 | DONE |
| Cleaning | Risk of infection via surfaces and/or person to person. | * More frequent cleaning procedures should be in place across the site, particularly in communal areas and at touch points including:   + Taps and washing facilities,   + Toilet flush and seats,   + Door handles and push plates,   + All areas used for eating must be thoroughly cleaned at the end of each break, including chairs, door handles, ,   + Keyboards, photocopiers and other office equipment, classroom desks and chairs.   + Telphones and copiers to have hand sanitiser next to them   + Bucket of cleaning materials in all classrooms for inbetween session cleaning   + Mops, cloths replaced more frequently   + All staff to clean adult toilets after use using anti bac wipes provided | * Cleaning staff reminded on daily cleaning procedures and if a bubble is closed   All staff informed 19th March 2021  CAS to purchase Anti bac wipes | CAS  CAS | 5.1.21  22.3.21 | DONE  DONE |
| [Lunchtime Catering facilities](https://www.gov.uk/government/publications/covid-19-guidance-for-food-businesses/guidance-for-food-businesses-on-coronavirus-covid-19) | Risk of infection via surfaces and/or person to person. | Lunch to be provided by Vertas- food hamper to FSM children not in school.  Year groups to eat in the hall with packed lunches. Lunchtime staff to clean hall tables and chairs in between meal sittings daily  Vertas staff to clean tables, chairs, trolleys at end of lunch and the hall floor |  | All staff  Vertas staff | All year |  |
| Fire Safety |  | * Personal Emergency Evacuation Plans (PEEPs) must continue to be in place for those staff that continue to work in the school and any pupils that access the school site, which should include lifts. * Ensure all emergency escape routes / doors are fully operational and kept clear. * Reminders to staff and pupils that if the fire alarm is activated that they must still keep 2m distancing when at the evacuation point between bubbles. | Fire practice for whole school termly keeping socially distanced from other year groups | All school | All year | DONE |
| Access/Egress of school building | Risk of infection via surfaces and/or person to person. | * One way traffic through external doors to avoid face to face passing to be clearly marked * Open access doors to reduce the need for touch (fire protection measures must be adhered to). * Allocated drop off and collection times- 3 gates, 2 drop off times and 2 collection times( no afternoon play for KS1) * Parents can be in school to support but need to have LFT negative. * EY parents one way system to drop off and pick up using entrance gate and field gate * Playground parents advised to socially distance * Clear guidance to parents about waiting time, socially distancing and timekeeping for drop off and pick ups * All parents on school grounds advised to wear masks- compulsory indoors * Staff to wear masks in. communal areas | * School to have 2 start and 3 finish times * Provide relevant guidance to parents on drop off and pick up arrangements- letters to be sent 17.7.20 following FGB. * New drop off, pick up for Year 6 MLs   Parentts reminded in LA letter | CAS/ office staff  CAS  CAS  All staff | 17.7.20  Dec 20  4.1.22  Nov 21 | DONE  DONE |
| First Aid | Risk of infection via surfaces and/or person to person. | All year groups have staff with first aid qualifications ( September2022 revision date)   * All staff to treat injuries in year group either at site of injury or at first aid table * Staff or pupils with medical needs will be assessed and relevant consents will be put in place. Staff to trained in the use of medications for their bubbles . * First Aid policyreviewed to include consideration of the risk of infection of covid-19. | Office to inform staff where medical needs are and protocols distributed | All staff/Office staff  CAS/ premises | 9.21  Sept 20 | DONE  DONE |
| Waste | Risk of infection via surfaces and/or person to person. | * All classrooms and toilets issued with lidded bins * Bins should be emptied daily. Staff to ensure they wear protective gloves and or wash hands immediately after carrying out this activity. |  |  | May 2020 | DONE |
| Break/Lunch times | Risk of infection via surfaces and/or person to person. | * The school will stagger breaks/lunchtimes to achieve the social distancing. | Rota in place to be reviewed 4.9.21- see rota | SLT | 4.9.21 | DONE |
| Staff/Pupils within the shielded group | Staff and children | * Staff/pupils that meet the criteria as [clinically vulnerable people](https://www.gov.uk/government/publications/staying-alert-and-safe-social-distancing/staying-alert-and-safe-social-distancing-after-4-july#clinically-vulnerable-people), should have a risk assessment completed to identify any suitable control measures that must be in place * Online learning provided on school website since October 2020 | None currently  Completed for all staff June 2020/ September 2020. RA reviewed with relevant members of staff Janaury 2022 in light of new variant | CAS | Wb 5.1.22 |  |
| Contractors | Risk of infection via surfaces and/or person to person. | * All [contractors](https://public.huddle.com/a/rBXZwVM/index.html) must provide a suitable and sufficient risk assessment for the activities they carry out which must [include covid-19](https://bit.ly/WorkingSafelyComms.). * All planned/reactive maintenance to be carried out during out of hours unless seen as an emergency. * All contractors are required to wear a face covering in the school building and a record must be kept by the school office of any such visitors for track and trace purposes * Contractors to complete declaration form on sntry and have temperature taken | School to have supply of masks for contractors | SE/ office | When on site | DONE |
| Visiting specialist teachers | Children and staff | * All specialist teachers and music teachers to provide proof that they have been insured to return to 1:1 work * All specialist teachers and music teachers to provide proof that they got a RA to return to 1:1 work * All specialist teachers and music teachers to provide their own sanitising equipment * All visiting teachers/ specilaists to be offered LFD to use twice a week | RA to be seen and collated  Spare cleaning eqiuipment available for specialist to use  Training materials and kits to be issued | TB/CAS/KD  Office/ HT | Before they start in school  As necessary | DONE  DONE |
| Supply teachers | Children and staff | * Supply teachers to read RA before start of work * Supply teachers to be temperature checked in building * Supply teachers to wear a mask in building * All visiting teachers/ specilaists to be offered LFD to use twice a week | Training materials and kits to be issued | Office/ HT  Office/ HT | As necessary  As necessary | DONE  DONE |
| Property Compliance |  | * The school has ensured that relevant property statutory compliance checks have been completed and records updated. * Daily and weekly checks have been reinstated in classrooms | * All serious property concerns have been raised with the schools Property Management Adviser and appropriate steps are in place to ensure the safety of all building occupants. * Class teacher RA to be completed for outside areas | SE  Teachers | Ongoing  Weekly |  |
| Personal Hygiene | Risk of infection via surfaces | * The school has a suitable supply of soap and access to warm water for washing hands. * Appropriate controls are in place to ensure the suitable sanitisation of pupil’s hands following breaks, before meals and following the use of toilets. | Stock to be checked weekly | SE  All staff | Weekly  daily |  |
| Pupil equipment and resources | Risk of infection via surfaces | * Years 1-6 to be allocated pencil cases for their own use of pencil,ruler etc * Minimum items brought from home to school. * Parents encouraged to send children in shoes and school uniform that they can put on/do up themselves and a set of spare clothes for accidents. * Children to come to school wearing school sweatshirts over PE kit on PE days * Lunches/snacks (snacks in lunchboxes, easy to open) easy to self-manage. * Sharing of resources will be avoided where possible (more so with older children). Resources will not be shared outside of year group before being meticulously cleaned and/or quarantined for 48hrs. * Staff must make reasonable endeavours for any shared school equipment used during the day to be cleaned and quarantined after use (inc. books etc). * Computers/ Ipads need to be disinfected between use. * Teachers must take care to wash hands before marking | Review of these measures in practice, from day one, with formal reviewed after first week. | All staff | ongoing |  |
| Accident reporting Covid-19 incidents |  | * The Health & Safety Executive have recently updated [the Reporting of Injuries, Diseases and Dangerous Occurrences regulations (RIDDOR)](https://www.hse.gov.uk/news/riddor-reporting-coronavirus.htm) to include the requirement to report possible or actual exposure to the Covid-19 virus as a result of, or in connection with, a work activity. * For further advice and guidance you should contact your competent Health & Safety Adviser. | Ensure office staff know to report to HSE and LA | CAS | 14.7.20 | DONE |
| Administrative Staff | Risk of infection via surfaces and/or person to person. | * Clear social distancing guidance in office * Hatch area clearly marked to enable staff to social distance parents making enquiries * All staff face away from each other when seated at least 1m apart * All windows open for ventilation * Parents asked to contact office by phone or email when possible, rather than in person. |  | PD | Janaury 21 |  |
| Personal Protective Equipment | Risk of infection via surfaces and/or person to person. | * Personal Protective Equipment should not be used as an alternative to social distancing, except where there is no other practical solution. * Where close proximity working (school Site Team) is required for longer than 15 minutes, assess the need to issue employees with appropriate Personal Protective Equipment. * Re-usable PPE should be thoroughly cleaned after use and not shared between staff. | None |  |  | DONE |
| Behaviour | Risk of infection via surfaces and/or person to person. | * Staff/Pupil behaviour and cooperation will be the key to implementing all of the controls. * School will carry out inductions to inform staff and pupils of the changes. * Encourage staff to cooperate with government plans for contact tracing and self isolation rules. | Behaviour policy appendix published on website and shared with all staff  New flow chart shared | CAS | May 2020  Jan22 | Done |
| School Staffroom | Risk of infection via surfaces and/or person to person. | * Arrangements should be made to ensure the staffroom is not overcrowded and social distancing can be achieved e.g. stagger lunch times for staff. | Staff room to be restricted to no more than 6 seated staff members. | CAS | 4.1.21 | DONE |
| Ventilation | Risk of infection via surfaces and/or person to person. | **Ventilation**  The management protocol on ventilation is to achieve fresh air in and out. Basic guidance is that windows should be opened prior to occupation of a class and then left ajar whilst the class is in occupation. Should the temperature drop then window can be closed but only for 20 to 30 minutes. Heaters can be provided but they must not be above 3 KW.Fire doors where necessary to support ventilation can be left open but on an alarm they must be closed and at the end of the day closed.  CO2 monitors must be on in classrooms when children in the room to ensure CO2 does not go to red level | Allstaff to be made aware and reminded | CAS | 3.1.22 | DONE |
| Infection Control | Staff  Pupils  Handwashing | * Staff and pupils have access at all times to water and soap for hand washing. * LFD to find asymptomatic staff members/ child minders/ regular visitors( Sun and Wed evenings) | PD to check stock weekly | PD  All staff invited to take part | Weekly  Wed and Sunday | Done  DONE |
| Equality Impact Assessment | Staff & Pupils | * A equality impact assessment has been completed and can be shared on request |  |  | 14/7/20 | DONE |
| Lack of staff | Risk of infection via person to person. | * Assessment of availability of staff for all activities during the school day, including break and lunchtimes * Where supply teacher leading lessons, learning to be adapted to allow social distancing from teacher | Emergency cover rota avaible  Team leaders to discuss PPA/supply days with staff and ensure ready to go | SLT  SLT | 14/7/20  7/9/20 | DONE |
| Learning outside the classroom (day trips, etc.) | Risk of infection via surfaces and/or person to person. | * keeping children within their consistent group, and the COVID-secure measures in place at the destination * RA to be completed for any visits planned and reviewed with HT before any plans shared with children or parents * Schools should also make use of outdoor spaces in the local area to support delivery of the curriculum. | For more information contact [Stephen Brown (Outdoor Education Adviser·)](mailto:stephen.brown@cambridgeshire.gov.uk)  Each class to have at least one outdoor PE, one indoor and one Haven session a week | Any staff member considering a trip to discuss with SLT and HT | Ongoing |  |
| Extra-curricular activities (coaches, tutors, after school) | Risk of infection via surfaces and/or person to person. | * Schools are able to work with external coaches, clubs and organisations for curricular and extra-curricular activities where they are satisfied that this is safe to do so. Schools should consider carefully how such arrangements can operate. | RA to be completed by St Ives- currently only coaches in school | St Ives | 10/9/20 | DONE |
| Physical activity | Risk of infection via surfaces and/or person to person. | * Outdoor sports should be prioritised where possible, and large indoor spaces used where it is not, maximising distancing between pupils and paying scrupulous attention to cleaning and hygiene * Pupils should be kept in class groups * Sports equipment thoroughly cleaned between each use by different individual groups and where possible each bubble should use different equipment * Sing up to be held in year groups only | For more information contact [Ian Roberts (Specialist Adviser - Physical Education and School Sport)](mailto:Ian.Roberts@cambridgeshire.gov.uk)  And Evolve resources  All staff informed | OE  MS | All year  All year  Oct 21 |  |
| Safeguarding | Wider safeguarding of children | * If SLT (Safeguarding Lead & Deputy SL) are in isolation,talk to Pre school 1st then LA advice will be sought * If possible, HT, DHT then SLT will retain leadership in isolation. They will make details clear to all staff if leadership needs to be passed on. * If all SLT in isolation, LA must be informed & advice sought: Diane Stygal 07375087833; Jon Lewis 07920 160402 * Safeguarding Policy annex added. * DBS guidance will be followed (e.g., about visitors who have not been seen in school for some months). | Inform staff of arrangements  All volunteers to have new DBS ( governors exempt) | CAS  Office staff | 1/9/20  When necessary | DONE |
| Recruitement | Staff and Children | * See individual ra for recruitment process |  | CAS | AS needed |  |

**Useful Guidance**

* [Covid 19 parent flowchart Jan2022.pdf](https://cccandpcc.sharepoint.com/:b:/s/PCCWebsitedocumentlibrary/EZ_UIIZn5r1Gs8mZGXpil_UBgmqMM031TRL-E5x3jA6Oaw?e=4ErTKN)
* [School-Covid-Support-Pack-Jan2022.docx](https://cccandpcc.sharepoint.com/:w:/s/PCCWebsitedocumentlibrary/EaatgF3-jPFIrGdnGFKY2mEBkVDL6i0i6RvO23Ulqs9Hww?e=W8DR3Q)
* [Process to follow for reducing Covid transmission in Educational settings Jan 2022.docx](https://cccandpcc.sharepoint.com/:w:/s/PCCWebsitedocumentlibrary/Ebm__cFswjxGoRoOgIYWf7QB6mEYhVaXhGpGDbeQ6wEqIA?e=g08jcX)

LA  guidance on transport and events shared for Christmas.  You can [access it here](https://cccandpcc.sharepoint.com/:b:/s/PCCWebsitedocumentlibrary/EceLXMa1k3RCouG8ErCr9pIBUcLCPx0mjrNbnVkqX_Q5Pg).

The key guidance documents I looked at for the session are -

* [Stay at home: guidance for households with possible or confirmed coronavirus (COVID-19) infection - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection)
* [Actions for schools during the coronavirus outbreak - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak)

**General staff and pupil advice on limiting the spread of coronavirus in the Educational Setting**

Government advice is clear PPE, including facemasks should be taken into account where employees could be put at risk. The use of such PPE does not replace or reduce the need to follow the government guidance in relation to hygiene practices

Frequently clean and disinfect objects and surfaces that are touched regularly, using your recommended cleaning products.

* Wash your hands with soap and water often – do this for at least 20 seconds.
* Use hand sanitiser gel if soap and water are not available.
* Staff and Pupils should wash their hands as soon as they get to school and when they arrive home, after they blow their nose, cough or sneeze, before they eat or handle food.
* Cover mouth and nose with a tissue or a sleeve (not hands) when you cough or sneeze.
* Put used tissues in the bin immediately and wash your hands afterwards.

Handwashing techniques advice can be found [here](https://public.huddle.com/a/qYBLLYj/index.html)

**Process to follow for reducing transmission in Educational settings**

**Outbreak Management in Education Settings**

Schools/EYS may request LA support by completing the [Support request form](https://forms.office.com/r/PbWdV4fpK7) if the number of cases (PCR positive) within 10 calendar days among children or staff who have mixed closely:

* Increases rapidly; or
* 5 cases (2 for special schools and boarding schools); or
* 10% of the cohort (e.g. in a setting with 20 children this would be 2); or
* Single hospitalisation or death due to Covid-19 **(must inform LA)**

**Contacts and self-isolation**

Contacts of a PCR positive case who are fully vaccinated or under the age of 18 years and 6 months do not have to self-isolate but are required to have daily LFTs for 7 days.

If they have a positive LFT or develop symptoms they should take a PCR test and self-isolate. They should only stop self-isolating if their PCR test is negative.

Contacts who are not fully vaccinated do have to self-isolate for 10 days.

Contacts who develop symptoms when self-isolating should arrange to have PCR test. Contacts who have positive PCR test should follow the advice for a person with COVID-19 to stay at home and start a new self-isolation period.

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| **Measures for schools in outbreak situation** | **Completed** |
| Send out contact tracing letters from the support pack online to all possible contacts of the positive case to do daily LFD testing for the next 7 days |  |
| Ask parents to LFD test their child if they have symptoms and not send them to school. All under 5 only have PCR test if symptomatic |  |
| Ensure good uptake of twice weekly LFD testing among all staff and secondary school pupils |  |
| Staff and secondary school pupils to wear face coverings in communal areas and pupils in classrooms |  |
| Ring fence classes with outbreaks and monitor every 7 days to remove ring fence as soon as possible |  |
| Ensure cleaning of touchpoint areas is carried out throughout the day |  |
| Continue handwashing and sanitising |  |
| Social distance where possible |  |
| Assemblies all virtual |  |
| Staff meetings online |  |
| Cancel events using risk assessment policy |  |
| Ensure you risk assess any staff who are clinically vulnerable or have not been vaccinated |  |

Fill in the [Support request form](https://forms.office.com/r/PbWdV4fpK7) if at any point you feel that you need extra support. **Additional measures may be considered if outbreak is not controlled** **using the above measures or >50% of a closely mixed group affected**

Legal advice( in red)

 Employment Rights Act 1996 (Section 44 and 100).

*Employers have a duty to take reasonable care of the health and safety of employees and whilst they are not required to entirely eliminate risk, employees are protected from dismissal and unlawful detriment (such as withholding pay) on grounds of absence from work if that absence is due to a reasonable belief that attending work would put them in serious and imminent danger – this is covered in Sections 44 and 100 of the Employment Rights Act 1996.*

*The employee does not need to demonstrate that a danger actually exists although their belief does have to be ‘reasonable’.  To that end it is easily conceivable that a workplace in which there is perceived to be a high risk of contracting COVID-19 and which has not taken appropriate steps to mitigate that danger could give rise to such a belief.  Other factors will however also be relevant such as the status of the pandemic at the material time (the serious and imminent danger test may be less likely to be met where the level of cases has dropped significantly), the employee’s own health status and the steps that the employer has taken to reduce the risks.*

*Based on the legislation identified, mitigation of risk in relation to the workforce can in part be achieved via the management of ‘perception’ which should involve a process through which staff are adequately engaged in the conduct of risk assessments and the development of resultant strategies.  Inevitably it will also be necessary to engage effectively with the recognised Unions (and any which are not recognised if there is a commitment/custom and practice of doing that) so as to avoid a full scale walk-out/collective claims for constructive dismissal or unlawful detriment.*

The LA have done this throughout this situation. For maintained schools, there has been no challenge to the existing risk assessments we have sent to the unions twice during the covid-19 cases.  Our protective measures remain the same but you may want to review operation to see if you can limit bubbles further for instance.

*There will of course always be exceptions where a particular individual’s circumstances are such that their perception of risk is legitimately unmanageable as part of the standard arrangements.  It is important however to try and arrive at a base position that is persuasive to the majority and sufficiently adequate to undermine arguments about the reasonableness of any adverse perception.  Where such a position is reached and, optimally, endorsed by the workforce and its representatives, this will assist in defending any future claim that may arise.*

*However, it is recognised that education providers will be left in a very difficult position in terms of staff ratios, safeguarding and general planning where there remains a risk of objection and in managing the resultant cost and resource implications where there is any dissent.  Whilst it is assumed for the purpose of this note that a high level of care will be taken to ensure that no one is subjected to unlawful detriment, this is an area which will need to be kept under continual review with appropriate legal advice as it is anticipated that there will be circumstances where tolerances have been exhausted.*

For maintained schools, the health and safety requirement override any government guidance.  Where there is not adequate staff and we cannot operate a school effectively a dialogue is needed about either closing classes or the whole school.