

COVID-19 Risk Assessment

This risk assessment must be completed to reflect the specific local circumstances of your school.



The Bishop Konstant
Catholic Academy Trust

Learning Communities, Inspired by Faith

School name	St Joseph's Catholic Primary School Pontefract	PUBLIC
Assessment carried out by (name/role)	Headteacher	
Date of assessment	19.5.20	Date of next review At the end of every week following evaluation with all staff. As and where necessary, particularly as risks/situations may arise during reopening

Hazard identified		THE SPREAD OF COVID-19 CORONAVIRUS				
Who might be harmed and how?	Measures to control the risk	How are you already controlling this risk? <i>Examples are provided below; please amend to reflect your setting.</i>	What further action (if any) do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Completed
<ul style="list-style-type: none"> ○ Staff ○ Pupils ○ Parents/Carers ○ Volunteers / governors ○ Visitors ○ Contractors 	Minimising contact with individuals who have coronavirus symptoms (or have someone in their household who does)	<ul style="list-style-type: none"> • Staff given instruction on what to do if they or someone in their household experiences symptoms; • Staff given instruction on what to do if a pupil show symptoms at school; • Any staff / pupils displaying symptoms of coronavirus in school to be sent home, please refer to Emergency Action Plan; • Parents/pupils and other potential visitors informed that they must not enter the school if they are displaying any symptoms; 	<p>In the event a staff member displays symptoms at school, all staff have been given clear instruction that the staff member will leave school immediately, self-isolate and will be removed from the bubble, in accordance with the Emergency Plan issued by the Trust, in line with current government guidance.</p> <p>School will clearly communicate to parents/carers before reopening that if this happens/schools finds themselves short staffed a bubble/group (Y6 first) will lose their place until further notice. This will be shared on the school website too.</p> <p>A clear expectation will be established from the offset that parents/carers will not enter the building unless in the event of an emergency. Clear letter/guide provided and placed on the school website.</p> <p>Staff have all been provided with clear instruction as to what to do if a child displays symptoms.</p>	All Staff Parents Pupils (particularly the older pupils) will be informed regarding social distancing No volunteers or visitors to school Contractors will enter school where necessary when children and staff have left the building. All Staff	5.6.20 5.6.20 5.6.20 5.6.20 31.5.20	Completed Completed Ongoing Will take place before 5.6.20

Risk of contracting Covid-19 and risk of transmission to others		<ul style="list-style-type: none"> • All staff must undertake online training by 31st May 2020 as directed by the Trust: <ul style="list-style-type: none"> ○ Infection Prevention & Control ○ Coronavirus Awareness • Staff/pupils will be encouraged to get tested if they display symptoms of coronavirus. Employer referral system activated by the Trust; • If a member of staff or pupil tests positive, the rest of the class/group will be required to self-isolate for 14 days; • Provide washroom facilities to regularly wash hands and sanitising stations, ensuring correct use of hand sanitiser; • Adhere to social distancing – increased awareness, signage, floor markings etc. 	<p>The KS1 Library is the nominated space for a child with symptoms to be taken to, until parents arrive to collect.</p> <p>Staff have already been instructed to complete these two online training CPD by 31st May. The majority of staff have already completed this training.</p> <p>HT/AHT's where necessary, will encourage parents/staff to get tested once the reopening of school takes place.</p> <p>HT will ensure whole bubble isolates in the event of a positive test in line with PHE guidance.</p> <p>HT/AHT's will swiftly and clearly communicate to both the relevant staff and parents, if a class/group is required to self-isolate.</p> <p>All Staff to be informed which washroom facilities are allocated to their group/bubble. Staff will need to ensure a child from one bubble does not enter the toilets whilst a child from another bubble is already in. Staff will need to thoroughly clean all taps before another group/bubble accesses this.</p> <p>Trust signage/floor marking designed and awaiting distribution. This signage is child friendly whilst supportive to children and staff in adhering to Government guidance.</p>	<p>All Staff</p> <p>All Staff</p> <p>HT/AHT's</p> <p>HT/AHT's</p> <p>Site Manager, HT & AHT's</p>	<p>Ongoing</p> <p>Ongoing</p> <p>5.6.20</p> <p>5.6.20</p>	<p>Partially completed</p>
Heightened risk for those in vulnerable groups (clinically vulnerable or extremely clinically vulnerable)	<p><u>Shielded children and adults:</u></p> <p>Ensuring that shielded (i.e. extremely clinically vulnerable) children and adults are not expected to be in school.</p>	<ul style="list-style-type: none"> ○ Staff and parents given advice on who is not expected to attend school. 	<p>HT will clearly communicate to parents if their child should not return to school due to falling into a high risk group.</p> <p>Government guidance shared with all staff to further support staff and HT will continue to share further guidance should any be published.</p> <p>One staff member instructed to continue to remain at home due health reasons, causing high risk.</p>	<p>HT/AHT's</p> <p>HT/AHT's</p> <p>HT</p>	<p>5.6.20</p> <p>(Ongoing if any child's staff members case changes)</p>	<p>Partially completed</p>
	<p><u>Clinically vulnerable children and adults:</u></p> <p>Parents are expected to follow medical advice if their child is in this category. School will support clinically vulnerable staff to work from home where possible, otherwise the safest available on-site role</p>	<ul style="list-style-type: none"> ○ Staff and parents given advice on who is not expected to attend school; ○ Individual risk assessments conducted on an 'as required' basis to include review of PEEPs arrangements; 	<p>HT will clearly communicate to parents if their child should not return to school due to falling into a high risk group.</p> <p>Government guidance shared with all staff to further support staff and HT will continue to share further guidance should any be published.</p> <p>Staff instructed to continue to remain at home due health reasons, causing high risk to be monitored..</p>	<p>HT</p> <p>HT/AHT'S</p> <p>HT</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Completed</p> <p>5.6.20</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Completed</p> <p>Completed</p>

	will be offered following a discussion of risk.	<ul style="list-style-type: none"> Reasonable adjustments for disabled workers to be assessed on an 'as required' basis. 	HT already instructed SENDCo to review PEEPS for all pupils and any staff that will be returning to school and clearly brief all staff.	HT		
	<p><u>Children and adults living with a shielded person:</u> A child or adult who is living with someone who is shielding (i.e. extremely clinically vulnerable) will only attend school if stringent social distancing can be adhered to (in the case of children they must also be able to understand and follow these instructions).</p>	<ul style="list-style-type: none"> Staff and parents given advice on who is not expected to attend school; Individual risk assessments conducted on an 'as required' basis to include review of PEEPs arrangements. 	<p>The relevant Government guidance has been shared with all staff and parents/carers and will continue to be referred to.</p> <p>HT/AHT's will continue to share any updated Government guidance with both staff and parents/carers.</p>	HT HT	Ongoing Ongoing	Ongoing Ongoing
	<p><u>Hygiene measures</u></p> <p>Increased frequency of hand washing for 20 seconds with soap and water (or alcohol hand rub / sanitiser where there is reduced access to handwashing facilities)</p> <p>Promoting good respiratory hygiene ('catch it, bin it, kill it' approach)</p>	<ul style="list-style-type: none"> Briefings for staff on expectations with regard to hygiene measures at school (for staff and pupils on site), including washing hands on arrival, before/after eating and after sneezing/coughing with increased awareness signage; Provision of hand soap and disposable paper towels instead of hand dryers (where practical) in toilets and regular checking of supply; Regular reminders about hand washing and social distancing (e.g. posters in prominent positions); Hand sanitiser and tissues available in classrooms and other key locations; Staff informed that only lunch items and milk can be stored in the fridge and personal items must be removed daily; Social distancing signage; Water Cooler to be taken out of use. 	<p>All staff will be further briefed during the INSET Day on 8.6.20.</p> <p>Additional resources e.g paper towels etc ordered in preparation for reopening to ensure school is well stocked.</p> <p>Site Manager to monitor closely.</p> <p>One staff member to complete further orders where necessary.</p> <p>Rigorous hand measures after use of toilets.</p> <p>Posters downloaded from Dfe document 'Planning guide for primary schools' includes in Annex C, laminated and displayed around school.</p> <p>Boxes established for all bubbles including hand sanitiser, tissues, gloves, first aid kits, etc.</p> <p>Trust social distancing floor markers and floor tape ordered</p> <p>Both water coolers have been taken out of use. Jugs have been allocated for each bubble to allow staff to continue to replenish children with water, from taps (jugs will be sterilised every night). Lidded bins have been ordered</p>	HT/AHT's HT/Site Manager/FT Admin Site Manager Admin Site Manager HT/FT Admin Site Manager Site Manager	8.6.20 Completed Ongoing Ongoing 5.6.20 Ongoing 5.6.20 5.6.20	Completed Completed Completed

			School has recently gone cashless, one of the reasons was to reduce risk of high volume of money handling in the office, therefore reducing risk to Admin.	Site Manager	5.6.20	
Enhanced cleaning	<ul style="list-style-type: none"> • Enhanced cleaning protocols are in place. These include: <p>All cleaning staff and caretakers to complete Trust online training (Infection, Prevention & Control, Coronavirus Awareness).</p> <ul style="list-style-type: none"> ○ Thorough cleaning of classrooms and communal areas at the end of the day; ○ Cleaning of frequently touched surfaces often to include desks and tables in classrooms;; ○ Closed lid waste bins for tissues emptied regularly during the day; ○ Cleaning of play / outdoor equipment between groups; ○ Cleaning of other equipment for practical lessons between groups; ○ Lunch tables cleaned between groups; ○ Removal of unnecessary items from learning environments; ○ Removal of soft furnishings, soft toys and toys that are hard to clean. ○ Additional protocols, including provision of PPE, (Emergency Grab Bag) will be followed for cleaning any designated area where a person with possible or confirmed coronavirus has spent time; ○ Regular checks on cleaning and on cleaning sheets are carried out by identified person on site each day. (Complete Cleaning Log) 	<ul style="list-style-type: none"> • Enhanced cleaning protocols are in place. These include: <p>All cleaning staff and caretakers to complete Trust online training (Infection, Prevention & Control, Coronavirus Awareness).</p> <ul style="list-style-type: none"> ○ Thorough cleaning of classrooms and communal areas at the end of the day; ○ Cleaning of frequently touched surfaces often to include desks and tables in classrooms;; ○ Closed lid waste bins for tissues emptied regularly during the day; ○ Cleaning of play / outdoor equipment between groups; ○ Cleaning of other equipment for practical lessons between groups; ○ Lunch tables cleaned between groups; ○ Removal of unnecessary items from learning environments; ○ Removal of soft furnishings, soft toys and toys that are hard to clean. ○ Additional protocols, including provision of PPE, (Emergency Grab Bag) will be followed for cleaning any designated area where a person with possible or confirmed coronavirus has spent time; ○ Regular checks on cleaning and on cleaning sheets are carried out by identified person on site each day. (Complete Cleaning Log) 	Cleaning Staff and site manager have already been instructed to complete this.	Site Manager & Cleaners	31.5.20	
			Cleaning staff, site manager and the rest of the staff will all be further briefed during the INSET Day on 8.6.20.	All Staff	8.6.20	
			Boxes will be provided to all groups/bubbles, including the staffroom and offices to ensure regularly cleaning of taps etc is maintained throughout the day between each group/bubble.	All Staff	8.6.20	Completed
			Lidded bins have already been ordered	Site Manager		Completed
			All staff are timetabled to clean toys/resources at the end of the every day.	All staff	Ongoing	
			Toys/resources will not be shared.	All Staff		
			All unnecessary items and soft furnishings have already been removed from learning environments.	All staff	5.6.20	Completed
			5.6.20			
Boxes will be provided to all groups/bubbles, including the staffroom and offices to ensure regularly cleaning of taps etc is maintained throughout the day between each group/bubble.	All Staff	5.6.20	Completed			
Site Manager has excellent routines and consistent systems to ensure this takes place. Completion of cleaning log.	Site Manager	5.6.20				
Maximising ventilation	<ul style="list-style-type: none"> • Windows opened and doors propped open where safe to do so to encourage natural ventilation (bearing in mind fire safety and safeguarding considerations). 		All staff have been fully briefed on this and will be further briefed on this during the INSET Day on 8.6.20.	All Staff	5.6.20 onwards.	

	Statutory Compliance and Maintenance of Premises (Inviting contractors to site)	<ul style="list-style-type: none"> Independent monthly Legionella testing has continued throughout the period of low occupancy. Caretakers have undertaken weekly flushes of low usage outlets and recorded information on the Trust compliance system; Statutory compliance in accordance with current legislation is up to date and recorded on the Trust compliance system. Contractors invited to site to complete periodic testing and maintenance must complete 'Inviting Contractors to Site' risk assessment prior to arrival, adhere to social distancing and work out of school hours where possible to minimise contact. 	<p>Site Manager is fully briefed and will continue to be well briefed and will continue to carry out this work.</p> <p>'Inviting contractors to site' risk assessment will be carried out.</p> <p>All staff are fully briefed regarding not permitting visitors on site without prior approval of the Headteacher.</p>	<p>Site Manager</p> <p>Site Manager/HT/AHT's</p>	<p>Ongoing</p> <p>Ongoing</p>	
	Minimising contact and mixing between groups of staff and pupils	<p><i>Examples – personalise to setting:</i></p> <p>The following practices have been put in place:</p> <ul style="list-style-type: none"> One-way circulation (or dividers) in corridors; Social distancing floor & wall signage Accessing rooms directly from outside where possible; Staggered start/finish, assembly/break/lunch times; Staggered use of staff rooms / office space; Limited numbers using toilet facilities at one time; consider how this can be monitored – perhaps implement changing room number system; Introduction of drop-off / pick-up protocols that minimise contact; Rearrangement of classrooms with sitting positions 2 metres apart (with pupils occupying the same desk where possible); Limited use of shared resources and prevention of sharing stationery and other equipment where possible; Consistent groupings of staff/pupils wherever possible with minimal mixing; First aid for pupils – pupil is sick or has an accident – Emergency Grab Bag with PPE is available to safely administer aid; Conducting regular classroom activities outdoors; Reduction of unnecessary travel where possible; Provision of additional support to children as necessary to follow these measures; 	<p>All staff will be further briefed during the INSET Day 8.6.20.</p> <p>One way corridor circulation</p> <p>Trust signage will be distributed around school once delivered to school.</p> <p>All staff will be further briefed during the INSET Day 8.6.20</p> <p>Reopening timetable (Appendix 2) completed with Teachers, including staggered start/finish/lunchtime/playtimes/staff break/staffroom access</p> <p>Parents guide/information currently being put together to be shared with parents next week to set clear expectations and guidance to support them in dropping off/picking up from school.</p> <p>All classrooms have been set up to ensure pupils have their own desk and chair, labelled with names</p> <p>No use of cloakrooms at all, belongings under chairs.</p> <p>All pupils have been allocated their own packs of resources that have already been put together.</p> <p>All groups/bubbles have been allocated a box including a first aid kit, gloves, etc.</p> <p>PPE to be worn at all times when administering first aid. All staff will be further briefed on the INSET Day on 8.6.20.</p> <p>HT shared outdoor activities/support from Diocesan member with all Teachers in preparation for reopening.</p> <p>HT has already instructed the SENDCo to review PEEPs in preparation reopening.</p> <p>All staff will be briefed during the INSET Day on 8.6.20 to ensure that when a child from one 'bubble' leaves the toilet the taps and flush must be cleaned before a child from another 'bubble' enters. Class boxes will include the relevant cleaning items.</p>	<p>HT/AHT's</p> <p>Site Manager</p> <p>HT/AHT's</p> <p>HT</p> <p>HT/Teachers</p> <p>All Staff</p> <p>All Staff</p> <p>HT/Site Manager</p> <p>HT/SENDCo</p> <p>HT/AHT'S</p>	<p>8.6.20</p> <p>5.6.20</p> <p>8.6.20</p> <p>5.6.20</p> <p>1.6.20</p> <p>5.6.20</p> <p>5.6.20</p> <p>5.6.20</p> <p>5.6.20</p> <p>5.6.20</p>	<p></p> <p></p> <p></p> <p>Completed</p> <p></p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p>

	<ul style="list-style-type: none"> Emergency evacuation procedures (to include PEEPs) reviewed and adapted to ensure compliance with social distancing rules. 				
<p>PPE</p> <p>Normal supply of (non-coronavirus related) PPE will be maintained. In line with government guidance, face coverings are not required at school.</p>	<ul style="list-style-type: none"> A supply of face masks, gloves, aprons and eye protection will be maintained for use as necessary in personal care situations where contact is required, e.g. intimate care needs, provision of first aid or if a child becomes unwell with symptoms of coronavirus at school and requires personal care until they return home; Additional training needs on the use of PPE have been identified with individual staff and training [has/is scheduled to] take place; Trust supply of PPE. 	<p>All staff are currently completing the Infection Prevention & Control (40 mins) and Coronavirus Awareness (9 mins) online, distributed by the Trust, the majority of staff have already completed this.</p> <p>Staff will be provided with further support during the INSET Day on 8.6.20 to ensure staff feel comfortable, well informed and well prepared. Trust supply of PPE will be distributed into the 'bubble' boxes.</p>	<p>All Staff</p> <p>HT/AHT's</p>	<p>31.5.20</p> <p>8.6.20</p>	<p>Partially Completed</p>
<p>Reducing face-to-face contact between staff and visitors</p>	<ul style="list-style-type: none"> Protocol is that face-to-face meetings between staff and between staff and visitors are to be avoided where possible in favour of audio/video conferencing; Any face-to-face meetings on site observe the 2-metre distancing rule and will be held outdoors where practical; Only essential visitors are allowed on site with the prior permission of [the headteacher]; Visitor protocol to be observed at all times, including hand washing or provision of sanitiser on arrival. Protective screens to be installed where necessary to provide additional protection; Contractor visits are scheduled outside school hours where possible. 	<p>No meetings have been booked or are intended to be booked.</p> <p>All volunteers have been informed they are not needed in school until further notice, as during the lockdown period.</p> <p>No visitors or meetings will be invited into school, as during the lockdown period.</p> <p>All staff are currently working on the basis that no visitors enter the school building unless the Headteacher has granted prior permission.</p> <p>Protective screen is already in place at the front office, once entering the front entrance, however school will continue to implement the current policy- no entry into the school's front entrance.</p> <p>Any contractors that are necessary will continue to be scheduled outside school hours. Site Manager is already very good at managing this with the FT Admin.</p>	<p>All Staff</p> <p>HT</p> <p>HT</p> <p>All Staff</p> <p>FT Admin/HT</p> <p>HT/FT Admin/Site Manager</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Completed</p> <p>Completed</p> <p>Completed</p>
<p>Social distancing in school office and communal spaces</p>	<ul style="list-style-type: none"> Reduced occupancy of office space by rotation of staff and home working; IT workstations in use simultaneously are distanced at least 2 metres apart; Staff work back-to-back or side-to-side (rather than face-to-face) if 2-metre distance is not possible and dividing screens installed; Staff required not to share workstations, telephones, radios or other equipment unless properly sanitised between users; Reception / meeting areas reassessed to observe social distancing rules; additional chairs removed and signage installed; 	<p>Clear social distancing is already in place in the school office.</p> <p>Staff will be briefed during the INSET Day on the 8.6.20 that entry into the main office will not be necessary, to avoid crossing 'bubbles'.</p> <p>Main office and HT office already observe social distancing rule and are cleaned throughout the day.</p> <p>Main office and HT office doors are already propped open to ensure staff can access from the door rather than having to enter and cross 'bubbles'.</p> <p>FT Admin already dealing with deliveries safely, deliveries are usually stored away upon receipt of them for 72 hours in addition to this.</p>	<p>All Staff</p> <p>All Staff</p>	<p>Ongoing</p> <p>8.6.20</p>	<p>Completed</p>

		<ul style="list-style-type: none"> Reception staff instructed on how to deal with deliveries safely. 				
Reduction in use of public transport to get to and from school	<ul style="list-style-type: none"> Parents / pupils encouraged to walk or cycle to school where this is practical, otherwise asked to follow government guidance on travelling safely; [If transport providers are used:] Transport providers working for the school are expected to follow government guidance on transport, including adherence to hygiene and social distancing rules; Staff asked to avoid public transport where possible, otherwise encouraged to wear a non-surgical face mask and wash hands thoroughly on arrival. Staff travelling by public transport offered altered start/finish times where operationally feasible to avoid rush hour. 	<p>Currently preparing information/support guide for Parents/carers, which includes encouraging walking/cycling.</p> <p>No Transport providers are currently used by the school.</p> <p>Staff are already well briefed on avoiding using public transport where possible.</p> <p>Staggered start/finish times on the reopening timetable support avoiding peak public transport times.</p>	HT/All Teachers	1.6.20	Completed	
			HT/AHT's	5.6.20		
			HT/All Teachers	5.6.20		
Monitoring	<ul style="list-style-type: none"> Management checks to be undertaken each day on the control measures in place and reported back to [the headteacher]; Staff encouraged to report any breaches of health and safety protocol they have witnessed. 	<p>All staff will be encouraged to report any issues on a daily basis, this is already in place, however, it will be reiterated in the staff guidance and the staff INSET Day on 8.6.20.</p> <p>An end of week review will take place, taking into place any staff feedback, issues raised, etc.</p>	All Staff	8.6.20	Ongoing	
			HT/AHT's			

Hazard identified		STRESS & ANXIETY RELATING TO WORKLOAD DURING THE CORONAVIRUS				
Who might be harmed and how?	Measures to control the risk	How are you already controlling this risk? <i>Examples are provided below, please amend to reflect your setting</i>	What further action (if any) do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
<ul style="list-style-type: none"> ○ Staff ○ Volunteers / governors ○ Homeworking staff <p>Additional work pressures relating to operating under coronavirus restrictions resulting in stress reaction or anxiety</p>	Ensure sufficient rest breaks	<ul style="list-style-type: none"> ● All staff must undertake online training by 31st May 2020 as directed by the Trust: <ul style="list-style-type: none"> ○ Mental Health Awareness ○ Infection Prevention & Control ○ Coronavirus Awareness ● Revised timetabling to build in identified breaks during the day for those staff working on site; ● Those working remotely encouraged to ensure that they take breaks from work during the day; ● Staff encouraged to take breaks outdoors where practical, maintaining social distancing. 	<p>All staff have already been instructed to complete all 3 of these CPD. The majority have staff have completed this and some staff are still in the process of completing it.</p> <p>A revised timetable/groupings has been discussed at length and created in preparation to implement once reopening occurs.</p> <p>All staff working from home have been encouraged to take breaks and where this continues staff will be encouraged to continue to take regular breaks/outdoor time.</p>	All Staff	31.5.20	
	Regular contact with all staff by line managers	<ul style="list-style-type: none"> ○ Line managers contact those staff working remotely by telephone or video conference at least weekly, to include a wellbeing check; ○ Line managers speak at least weekly (either by phone or in person, observing social distancing) to all staff working on site to identify any concerns they may have. 	<p>HT has stayed in regular contact with staff, particularly those with health conditions.</p> <p>HT speak to staff on site daily, when HT is not on site.</p>	HT	Ongoing	Completed
	Weekly communication with all staff	<ul style="list-style-type: none"> ○ Provision of a weekly update email from school leaders ensuring that all staff are well informed of key messages and reminded about wellbeing issues. 	<p>More than weekly updates are already in place and will continue to take place once reopening happens.</p> <p>Staff are well informed and updated well. HT regularly shares updates from LA, Trust, Diocese and Government documentation.</p>	HT	Ongoing	Completed

	Provision of Employee Assistance Programme / Signposting support	<ul style="list-style-type: none"> ○ School has signposted suggested sources of support to all staff; ○ Staff encouraged to come forward confidentially with any concerns they have about workload or wellbeing. 	<p>HT has regularly signposted all staff to the following: Catholic Care and Counselling support is available to all If any staff member feels anxious or worried about anything please speak to HT or AHT's A 24 hour mental health helpline has been launched, offering confidential advice to anyone registered with a GP in Calderdale, Kirklees, Wakefield, Leeds & Barnsley. The number is: 0800 183 0558</p> <p>Staff have expressed they have felt the SLT are approachable and have been comfortable to share their worries/make suggestions towards reopening plans. This will continue to be encouraged.</p>	HT	Ongoing	
				HT	Ongoing	
	Rotation of staff required on site where possible	<ul style="list-style-type: none"> ● Staff to work from home remotely when not required to be on site. ● Staff required to work on site will, where practical, be rotated with homeworkers periodically, within agreed cohorts. 	<p>Any staff working from home arrangements to be reviewed.</p> <p>All staff will be in school once reopening occurs in order to safely implement reopening in line with Government guidelines.</p>	HT	Ongoing	
				HT	8.6.20	