


HAZARD	WHO MIGHT BE HARMED	CONTROLS TO BE PUT IN PLACE	WHO WILL BE RESPONSIBLE	WHEN THE CONTROLS NEED TO BE IN PLACE BY	ADDITIONAL NOTES/ACTIONS
		<p>seconds after the pupil has been picked up.</p> <p>Only in exceptional circumstances will staff take symptomatic children home themselves, and in this case one of the following steps will be taken:</p> <ul style="list-style-type: none"> • Use of a vehicle with a bulkhead (i.e. the driver is in a separate compartment to any passengers); or • The driver and passenger will maintain a distance of 2m from each other; or • The driver will use PPE (the same PPE as when supervising a symptomatic pupil, as explained above) and the passenger will wear a face mask if they are old enough and able to do so <p>A deep clean will take place in the areas that the symptomatic person has been in, and PPE will be disposed of properly, following decontamination guidance.</p> <p>If a pupil or a staff member working with pupils tests positive for coronavirus, the rest of their pupil group will be sent home and advised to self-isolate for 14 days (as will any staff member who looked after them in school while they were symptomatic).</p> <p>If other cases are detected at school, the local health protection team from Public Health England will be in touch to advise on appropriate action, such as asking more people to self-isolate.</p>			<p>Staff Guidance detailing (MG)</p> <p>AHT/HM to ensure this happens, advise H&S Lead and EHT</p> <p>EHT to advise staff and reorganise staffing</p>

QUARANTINE	STAFF/PUPIL SL	ALL STAFF TO FOLLOW GOVERNMENT QUARANTINE RULES	STAFF	SEPT 2020	AS GOVERNMENT ADVICE CHANGES, STAFF AND LEADERS NEED TO BE ADAPTABLE TO THESE CHANGES
<p>-Contact with coronavirus when getting to and from school</p>	<ul style="list-style-type: none"> • 	<p>Everyone will be encouraged to walk or cycle into school, and warned to avoid taking public transport during peak times.</p> <p>For anyone who needs to take public transport, they'll be referred to government guidance.</p> <p>If home to school transport will be running (i.e. buses, minivans), discussions will be held with the providers to make sure their staff:</p> <ul style="list-style-type: none"> • Follow hygiene rules • Try to keep their distance from passengers where possible • Do not work if they or a member of their household are displaying coronavirus symptoms <p>For pupils that will need to be dropped off and picked up, parents will be told through messages and signage:</p> <ul style="list-style-type: none"> • Their allocated drop off and collection times, with different pupil groups being given different times • The protocols for minimising adult to adult contact [explain what your protocols are here, such as using different entrances and exits or marking out spots to queue] • That only one parent should attend • Not to gather at entrance gates or doors, or enter the site unless they have a pre-arranged appointment <p>Anyone wearing non-disposable face coverings when arriving to school will be expected to bring a plastic bag to keep these in during the school day.</p>	<p>N/A for KHNES</p> <p>Taxi travel – companies need checking, and parents alerting</p> <p>Parents will need guidance from staff</p>	<p>12th June</p>	<p>KCC Transport Guidance to be followed, parents alerted by HMs. EHT to support if required</p> <p>Parents are first preference for transport etc See General Preparation document</p> <p>Staff Guidance document to include step by step instructions for each hub. EHT created</p>

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Spreading infection due to touch, sneezes and coughs		<p>Handwashing facilities will be provided. Explain where you'll put these – for example, if there are no sinks nearby, you can place hand sanitiser at entrances and exits to the school and in rooms you'll be using.</p> <p>Everyone in school will:</p> <ul style="list-style-type: none"> • Frequently wash their hands with soap and water for 20 seconds and dry thoroughly using NHS guidelines, or use alcohol-based hand sanitiser to cover all parts of their hands • Clean their hands on arrival, before and after eating, and after sneezing or coughing • Be encouraged not to touch their mouth, eyes and nose • Use a tissue or elbow to cough or sneeze, and use bins for tissue waste <p>Pupils will be encouraged to learn and practise these habits in lessons and by posters put up across the school.</p> <p>Help will be available for any pupils who have trouble cleaning their hands independently. Young children will be supervised during hand washing.</p> <p>Supplies for soap, hand sanitiser and disposable paper towels and tissues will be topped up regularly and monitored to make sure they're not close to running out.</p> <p>Lidded bins for tissues, preferably operated by a foot pedal, will be emptied throughout the day.</p>	EHT/AHTs/HMs	12 th June	<p>Hand Wash Facilities at: all hubs: Hand Sanitiser station at entrance.</p> <p>Leybourne: Hand wash in entrance</p> <p>Canterbury: Handwash discussed with HM/AHT</p> <p>Toilets at Entrance plus: Toilets in Main corridor and within hub</p> <p>Tonbridge: Where to be discussed</p> <p>Handwashing advice to be included in Staff Guidance, and Signage in buildings (EHTdone)</p>

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Spreading infection through contact with coronavirus on surfaces		<p>Cleaning staff will regularly clean frequently touched surfaces using standard cleaning products (e.g. bleach, detergent), including:</p> <ul style="list-style-type: none"> • Banisters • Classroom desks and tables • Bathroom facilities (including taps and flush buttons) • Door and window handles • Furniture • Light switches • Reception desks • Teaching and learning aids • Computer equipment (including keyboards and mouse) • Sports equipment • Hard toys • Telephones • Fingerprint scanners <p>Items that need laundering (e.g. towels, flannels, bedding) will be washed regularly in accordance with the manufacturer's instructions, on the warmest water setting. These items will not be shared between children between washes.</p> <p>Areas of the school that are used by pupils will be cleaned thoroughly at the end of the day. Explain which areas these will be and establish with cleaning staff if this will be possible.</p> <p>Areas of the school not in use will be shut off to make cleaning more manageable.</p>	EHT/H&S Manager to ensure appropriate protocols in place	12 th June	<p>Protocols:</p> <p>Enhanced processes in place, plus staff support checklists in all Hubs.</p> <p>Equipment identified in each hub, shut off of each area not used:</p> <p>Daily Checklists – All in hand through SR and general wider prep document.</p> 

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		<p>Unnecessary items, soft furnishings, soft toys and other toys that are hard to clean will be removed from areas being used and stored elsewhere.</p> <p>Any equipment that is shared will be cleaned between groups of children using it and multiple groups won't use it simultaneously.</p> <p>Shared rooms, such as halls and dining areas, will be cleaned between different groups using them.</p> <p>If a person with coronavirus symptoms comes into school, a deep clean will take place in the areas that the person has been in, following decontamination guidance.</p> <p>Cleaning supplies will be topped up regularly and monitored to make sure they're not close to running out.</p> <p>Teachers will wash their hands and surfaces before and after handling pupils' books.</p>	AHTs/HMs	12 th June	<p>Staff Guidance (EHT) to be produced detailing protocols:</p> <p>Wherever possible pupils to have their own equipment, and no sharing.</p> <p>Cleaning equipment must be available in classes for between sessions, and staff supervising to oversee cleaning.</p>
Spreading infection due to excessive contact and mixing between pupils and staff in classrooms		<p>If you're a primary school: Pupils will be organised into small class groups of no more than 15 pupils and one teacher (and, if needed, a teaching assistant).</p> <p>If you have an EYFS setting: Children in the EYFS will be kept in groups of no more than 8 children, while adhering to the usual staffing ratios. This is the preferred number, but you can go up to 16 children in a group if needed.</p> <p>If you're a secondary school: Pupils will be organised into small groups. These groups will be half the size of normal classes, apart from in the case of already small classes. You may want to set 15 pupils as the maximum here, as is the case in primary schools.</p>	<p>KHNES = Small Numbers.</p> <p>These guidelines need not all apply</p>	12 th June	<p>Staff Guidance to be produced to detail:</p> <p>Morning attendance for most Key Worker/Vulnerable all day Staff in 1 hub only No take home resources No Shared stationery or books Designated IT stations/Cleaning equipment provided</p>

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		<p>Only a quarter of students in year 10 and 12 will be in on any day. A rota will be used to decide which of these students will be in on each day, with no separate morning or afternoon rotas (i.e. we will not use split day rotas). However, vulnerable children or children of critical workers can continue to attend full-time.</p> <p>Both phases continue with: Space will be maintained between pupils, 2m apart where possible, with seats and desks arranged to allow this.</p> <p>The amount of take-home resources will be limited, and the sharing of stationery and other equipment will be prevented where possible. If shared equipment is used, it will be cleaned thoroughly between each group using it.</p> <p>As far as possible, the same staff will be assigned to the same group each day. If you're a secondary school: Teachers may need to switch between groups if subject specialism is needed.</p>			
Spreading infection due to excessive contact and mixing between pupils and staff around the school		<p>Pupils will be kept in the same small groups at all times each day.</p> <p>Pupil groups will have staggered timetables, including for break and lunch times, drop off and pick up times, and assemblies, to avoid too many pupils being in one place at the same time.</p> <p>Pupils will stay in the same classroom at the same desk throughout the day wherever possible.</p> <p>Pupils will be supervised at all times to ensure mixing between groups doesn't occur, and they will be reminded about the rules throughout the day.</p>	Not all relevant for KHNES as small numbers	12 th June	<p><u>Staff Guidance Document to detail here:</u></p> <p>Groups to be consistent for pupils</p> <p>Controlled access outside hubs through social distancing measures</p> <p>Assigned desks for pupils/cleaning equipment available for all to use after ad</p>

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		<p>Rooms will be accessed directly from outside where possible, and any corridors will have one-way circulation or a divider down the middle to keep groups apart.</p> <p>All shared rooms, such as sport halls and dining areas, will be kept at half capacity to allow groups to keep apart when using them. They will be cleaned between each use. For dining areas, if this wouldn't be possible, lunch will be brought to pupils in their classrooms.</p> <p>Toilet use will be managed to avoid crowding. Explain how you'll do this.</p> <p>Staff use of staff rooms and offices will be staggered to limit occupancy.</p> <p>Staff and contractors not working with pupil groups will be asked to maintain 2m distances from each other and from the pupil groups.</p>			<p>before use</p> <p>Where possible, 1 way systems in place in hubs. This will need sensible management in smaller hubs i.e not at all</p> <p>Leybourne to be considered SR/MG</p> <p>Toilet Use: Only 1 at a time, and with assigned cleaning materials/handwashing facilities made available.</p> <p>Staff spaces to have limits on numbers decided by AHTS, and signs up to remind staff</p> <p>2m distancing reminders in hubs</p>
Spreading infection due to the school environment		<p>Checks to the premises will be done to make sure the school is up to health and safety standards before reopening.</p> <p>Fire, first aid and emergency procedures will be reviewed to make sure they can still be followed with limited staff and changes to how the school space is being used.</p> <p>Areas in use will be well ventilated by opening windows or using ventilation units. Doors will be propped open, where fire safety and safeguarding wouldn't be compromised.</p>	HT/AHTs/H&S Manager	12 th June	<p>Staff Guidance Document to covering:</p> <ul style="list-style-type: none"> - Checks to premises - Fire/1st Aid/Emergency Procedures review SR/HMs - Opening of windows where possible as early in the day as possible, and prior to re-opening

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		<p>The use of lifts will be avoided unless essential.</p> <p>Lidded bins will be provided in classrooms and other key locations to dispose of tissues and any other waste.</p> <p>Outdoor space will be used for exercise and breaks, and for education where possible.</p> <p>If you have an EYFS setting: The indoor space used for children in the EYFS will meet the following requirements:</p> <ul style="list-style-type: none"> • 3.5m² per child for children under 2 years old • 2.5m² per child for 2 year olds • 2.3m² per child for children aged 3 to 5 years old 			<p>Lidded bins to be supplied for all spaces – with foot pedals?</p> <p>Maximum use of outdoor space in Staff Guidance</p>
Spreading infection due to excessive contact and mixing in meetings		<p>Where possible, all meetings will be conducted by telephone or using video conferencing. This includes meetings with staff, parents, visitors and governors.</p> <p>Where this isn't possible, essential meetings will be conducted outside, or in a room large enough to allow for social distancing.</p>	All staff	12 th June	Directive in Staff Notes
Individuals vulnerable to serious infection coming into school		<p>For everyone who could come into school:</p> <ul style="list-style-type: none"> • If they're clinically extremely vulnerable (as defined here), they will continue to learn or work from home • If they're clinically vulnerable (as defined here) – parents should follow medical advice if their child is in this category, and staff in this category will continue to work from home wherever possible. If these staff members cannot work from home, they will be given a role that allows them to be kept 2 	EHT to organise	12 th June	<p>Evaluation of staff status by EHT based on these categories.</p> <p>Individual consultation with HR where required</p> <p>Communication to be undertaken 1:1 with each staff member.</p> <p>Staff Notes for how this applies to Pupils</p>

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		<p>metres away from others wherever possible</p> <ul style="list-style-type: none"> If they live with someone who's clinically extremely vulnerable, they will only attend if stringent social distancing can be adhered to and, in the case of children, they're able to understand and follow those instructions 			
Stress upon pupils	Pupils, especially those that have been non-attenders since March	<ul style="list-style-type: none"> Introduction of mentoring and adaptations to curriculum to support pupils upon return 	Hub and Teaching staff	Sept 2020	
		<ul style="list-style-type: none"> 			
Stress upon staff members	<p>Staff as roles may be overlapping with greater demands in shorter term; Parents may make increased demands upon staff;</p> <p>Stress Pressures may be exerted upon staff members from</p>	<ul style="list-style-type: none"> Risk assessments to be carried out, as well as supportive measures where possible related to childcare arrangements and working from home where possible. Prioritisation of important tasks for the School community for that day/ week; Staff kept informed of developments before Pupils/ children & parent community; Staff aware of need to report concerns to School Management; Management Committee aware of the need to support Headteacher & Leadership Team. Publicise support available in school and more widely. Support Line is available via telephone. 	All staff, EHT in particular	Sept 2020	

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	other sources e.g. family members Vulnerable/isolated.	<ul style="list-style-type: none"> Staff to comply with all school procedures and Risk Assessments to avoid stress for themselves or others. Absence procedures need to be adhered to at all time to reduce the stress on staff covering for absence. 			
Safeguarding	Pupils	<ul style="list-style-type: none"> DSL is on site or available by phone All concerns recorded on appropriate forms. relevant staff know which children to be in their care have CP, CHiN etc 5. Continue contacting vulnerable families which are not attending Adaptation to SG processes and support of AWo 	All DSL staff	Sept 2020	
PPE and cleaning supplies	Increased demand and possible shortages	<ul style="list-style-type: none"> Ensure stocks are checked regularly and at least 2 weeks' worth of material are on site at all times. Investigate other sources in case one supplier is unable to meet demand All shared items e.g. kettles, photocopiers, phones, radios etc to be cleaned before and after use Cleaning equipment to be kept in a cupboard in the classrooms to allow for extra cleaning to take place. This should not be accessible by children. Government guidance for use of PPE will be followed when changing children or providing personal care. 	H&S Manager/Hub Managers	Sept 2020	

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Contractors on site for repairs and statutory checks	Staff/Pupils	<ul style="list-style-type: none"> • Social distancing • Ensure essential checks – legionella, fire alarm and emergency lighting checks etc. are carried out by site staff. • Repairs and contractor completed checks to be completed if social distancing can be maintained with the increased number of pupils on site • Where possible ensure all works are carried out when pupils are not on site 	H&S Manager	Sept 2020	<ol style="list-style-type: none"> 1. If repairs will increase the risk, consider the relative dangers and postpone where possible until school holidays 2. All contractors to asked of any special requirements they may have before scheduling works. 3. Copy of contractor risk assessments to be kept in school office. 4. Communication with Principals to ensure that all signage and PPE equipment is provided
Staff workload (Stress and burn out)	Staff	<ul style="list-style-type: none"> • KHNES was closed to pupils throughout the normal summer holidays • Staff will be teaching in one hub, or undertaking home learning. • Extra cleaning regimes will be needed by all staff. 	EHT	Sept 2020	<p>Other school specific control measures to limit stress for staff:</p> <ul style="list-style-type: none"> • 24hr telephone for support & counselling via Supportline made aware • Staff can access LA webinars/ • Staff to be enabled to work from home where appropriate • Flexibility related to childcare if required, and if possible.

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Communication with parents	Parents	<ul style="list-style-type: none"> • Clear, concise communication • Consistent messages but emphasising that messages will change as the situation changes 			
Attendance	Pupils	<ul style="list-style-type: none"> • Further technical guidance to be given by DfE • School attendance will be mandatory from 2nd Sept 2020 • Use phone communication to speak to parents where possible. 	AHT i/c Attendance and Hub Staff	Sept 2020	Updated advice on completing registers received and being implemented based on DfE guidance
Wider Community access to school buildings	Pupils and staff	<ul style="list-style-type: none"> • MC meetings and committee meetings held remotely or where social distancing can be adhered to. No GB monitoring on site. • SIP/LA contact carried out by phone/video conferencing • Parents who need FLO/Safeguarding support should be contacted by phone where possible 	All staff and visitors	Sept 2020	Visitors will be informed of the school's requirements upon arrival, including social distancing, greetings (no handshakes), etc
Bereavement support	Pupils, staff, wider community	<ul style="list-style-type: none"> • Staff have received training and aware of where to access additional resources • School will make use of specialist professional advice when necessary 	All staff	Sept 2020	Educare courses available to new and existing staff
Staffing illness		<p>If Staffing levels become unsafe:</p> <ul style="list-style-type: none"> • 1. Redeployment of staff from other tasks to cover a class, if appropriate • 2. Other staff members in that classroom to 	All staff	Sept 2020	

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		cover, if appropriate			
Shared Resources	Pupils & staff	<ul style="list-style-type: none"> Pencil cases/equipment to be supplied to each pupil and kept in personal trays/pouches All items that are used by more than one person to be cleaned between users if possible 	All Staff	Sept 2020	<ul style="list-style-type: none"> Pencil cases to be made into packs in school if necessary Antibacterial wipes and cleaning products available in the all areas
Further Operational guidance		<ul style="list-style-type: none"> All Hub operations will conform to government advice: https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools <p>Particularly relevant will be:</p> <ul style="list-style-type: none"> Prevention: 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 Clean hands thoroughly more often than usual Ensure good respiratory hygiene by promoting the 'catch it, bin it, kill it' approach Introduce enhanced cleaning, including cleaning frequently touched surfaces often, using standard products such as detergents and bleach throughout the day in accordance with published schedule in hubs. Minimise contact between individuals and maintain social distancing wherever possible Where necessary, wear appropriate personal 	H&S manager to publicise, all staff to read, understand and implement.	Sept 2020	<ul style="list-style-type: none"> All staff will be required to play their part in extra cleaning of high use areas through the day at scheduled intervals.

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		<p>protective equipment (PPE)</p> <p>Response to any infection:</p> <ul style="list-style-type: none"> Engage with the NHS Test and Trace process Manage confirmed cases of coronavirus (COVID-19) amongst the school community Contain any outbreak by following local health protection team advice 			
<p>Additional guidance and operations</p>		<ul style="list-style-type: none"> Where possible KHNES will have consistent groups to reduce the risk of transmission by limiting the number of pupils and staff in contact with each other to only those within the group. This will manifest itself in classroom use as well in each hub and movement will be limited. DFE guidance states that schools should assess their circumstances and if class-sized groups are not compatible with offering a full range of subjects or managing the practical logistics within and around school, they can look to implement year group sized 'bubbles'. KHNES will operate "Hub Bubbles". Groups will be kept apart, and large gatherings such as assemblies or collective worship with more than one group will be avoided. Movement around hub sites will be kept to a minimum. Staff will use of staff rooms to a minimum should be minimised, although staff must still have a break of a reasonable length during the day. Face coverings advice is present in each hub and in all parental communication. Pupils must wash their hands immediately on arrival (as is the case for all pupils), dispose of temporary 	<p>All Staff, guided by H&S Manager</p>	<p>Sept 2020</p>	<ul style="list-style-type: none">

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		<p>face coverings in a covered bin or place reusable face coverings in a plastic bag they can take home with them, and then wash their hands again before heading to their classroom. Guidance on safe working in education, childcare and children's social care provides more advice.</p> <ul style="list-style-type: none"> • Some pupils with SEND (whether with education, health and care plans or on SEN support) will need specific help and preparation for the changes to routine that this will involve, so teachers and special educational needs coordinators should plan to meet these needs, for example using social stories. • Supply teachers, peripatetic teachers and/or other temporary staff can move between schools. They should ensure they minimise contact and maintain as much distance as possible from other staff. Specialists, therapists, clinicians and other support staff for pupils with SEND should provide interventions as usual. 			
Measures within the classroom		<ul style="list-style-type: none"> • Maintaining a distance between people whilst inside and reducing the amount of time they are in face to face to contact lowers the risk of transmission. • It is strong public health advice that staff in secondary schools maintain distance from their pupils, staying at the front of the class, and away from their colleagues where possible. • Ideally, adults should maintain 2 metre distance from each other, and from children. We know that this is not always possible, particularly when working with younger children, but if adults can do this when circumstances allow that will help. 	All staff, guided by H&S Manager	Sept 2020	<ul style="list-style-type: none"> • Schools should make small adaptations to the classroom to support distancing where possible. That should include seating pupils side by side and facing forwards, rather than face to face or side on, and might include moving unnecessary furniture out of classrooms to make more space.

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		<p>In particular, they should avoid close face to face contact and minimise time spent within 1 metre of anyone. Similarly, it will not be possible when working with many pupils who have complex needs or who need close contact care. These pupils' educational and care support should be provided as normal.</p> <ul style="list-style-type: none"> • For children old enough, they should also be supported to maintain distance and not touch staff and their peers where possible. This will not be possible for the youngest children and some children with complex needs and it is not feasible in some schools where space does not allow. Schools doing this where they can, and even doing this some of the time, will help. • When staff or children cannot maintain distancing, particularly with younger children in primary schools, the risk can also be reduced by keeping pupils in the smaller, class-sized groups described above. • 			