

Actions to be taken which apply to all schools planning for reopening from 1st September 2020.

Persons at risk		Pupils, staff, children and parents		
Hazard - What can cause harm	Is this risk applicable? Yes / Not Applicable	Required control measures	Control measure options to minimise risk	List actual control measures implemented
Individual risk assessments for children with EHCPs, those at are deemed "vulnerable" and those receiving SEN support and those from BAME community	Yes	Discuss changes in child's wellbeing with parents before their return to school allow a personalised approach. Revisit assessment tools such as Boxhall profiles, Strengths and Difficulties Questionnaire or with advice from specialist teams (ASCT, LBAT, EPS and others) to help identify pupils health and wellbeing needs which have changed due to experiences both at home or- if they have been in school- with the increase of children returning to school. Discuss with family how recent global discussions about race have impacted on pupil's mental health and emotional wellbeing.	Yes	On-going communication with families, inviting discussion for those with anxieties and concerns. Individualised transition plans for some children.
Pupils externalising and using anti-social behaviour	Yes	Updated policies understood and consistently applied. Review and update existing individual behaviour plans in line with how you are going to manage physical interventions if needed. Are there proactive measures that can be put in place (timetabling, environmental, social load, academic expectation, sensory arousal) to reduce the need for physical interventions. Be aware that pupils who have previously not used challenging behaviour to signal distress may respond differently after their experiences over lockdown.	Yes	As above, discussions with families to support children. Ongoing monitoring of children's behaviour and managing and supporting as part of ongoing routines.
Pupils internalising anxieties.	Yes	Set up reporting systems so that all staff and parents can share any form of concern quickly. Be alert to any changes in behaviour and smaller signs such as a change in eating or digestive habits, sleep, repetitive behaviours such as hair twiddling or picking of cuticles. Be aware that pupils who have previously not used challenging behaviour to signal distress may respond differently after their experiences over lockdown.	Yes	Safeguarding INSET 04.09.2020 addressed anxieties of children as well as reporting systems used in school. Ongoing dialogue between staff and reporting using C-POMS.

Consider approach to social distancing for individuals who will need to access positive touch as a form of reassurance or to help them exhibit pro-social behaviours.	Yes	Ensure all teams are aware of this and that it applies consistently- plan staff training being aware that some pupils with SEND are not able to socially distance, how will this risk be mitigated by good hygiene practices.	Yes	HT will manage pupils needing safe touch on transition back to school. PPE available.
Pupil anxiety about return to school:	Yes	Plan transition support for those returning to school, explain how school will be safe and how the team is ensuring everyone's safety and how social and emotional needs are being met through a progressive, inclusive and diverse curriculum.	Yes	Individual return to school plans for children, in consultation with families.
Parental anxiety about children allocated a place going back to school.	Yes	Clear transparent communication with parents about how the risks have been managed and how they'll be regularly reviewed	Yes	Open communication, ongoing dialogue with families and individualised support for children and parents.
Bereavement support for staff and pupils.	Not applicable	Access online resources eg Winstons wish, ensure that staff supporting children (including DSLs, Pastoral leads, SENCOs and TAs) have additional informal support from SLT and others and that they are personally resilient enough to provide this support to the pupils. Contact the EPS if significant level of concern remains.	Yes	Bereavement support established within the school and accessible for staff and pupils
Staff anxieties or diagnosed conditions preventing returning to school.	Yes	Use ideas outlined in the framework to support staff on their return to school. Liaise with HR as usual and plan group ratios to be safe. Maintain open communication with all staff and refer to EAP and Occupational Health if appropriate. Use ESWelfare box for specific and additional questions.	Yes	Staff anxieties shared as appropriate and control measures put into place dependent on risks and anxieties. Clear and open dialogue, decisions made as a team.
Anxieties from staff and pupils escalate rather than reduce.	Yes	Ensuring all measures are regularly reviewed to ensure wellbeing of the school community is sustained, alert appropriate bodies of support and guidance proactively rather than reactively.	Yes	Ongoing dialogue to ensure all parties are happy and anxiety reduces. Employee Assistance programme information displayed in staffroom and transparent around measures taken to keep staff and children safe.