



Identified 'At Risk' During the Covid 19 Pandemic

Policy updated on: 9th September

Date of review: Covid Interim Policy

Responsible person: Leadership Team

Introduction

As an employer of staff, The Boulevard Academy recognises the statutory responsibilities related to employment. Day-to-day management of staff is delegated to the Principal and line managers in The Boulevard Academy. Throughout this document, reference is made to the responsibilities held by the Principal for operational purposes. Ultimate responsibility rests with the board of trustees.

The Boulevard Academy and its Board of Trustees are committed to promoting positive mental, physical and emotional wellbeing and will provide suitable support for all members of staff and students. Acting to prevent ill health and promote good health makes good educational and business sense, as sickness absence carries high costs both in monetary terms and in terms of the impact upon performance, teaching and learning, morale and productivity, which may disrupt or compromise student progress.

Members of staff and our students are entitled to be treated fairly and professionally at all times. The Board of Trustees of The Boulevard Academy takes very seriously its duty of care as an employer to all members of staff and its safeguarding responsibility of our young people a number of policies and procedures have been made in relation to this duty.

The Boulevard Academy recognises its obligations with regards to groups that have been identified by the government and NHS as 'At Risk'. It further acknowledges that these groups may receive additional information at any point during the pandemic that updates their status and ability to conduct their usual duties in the usual way. These groups may be identified due to medical conditions, ethnicity, mental health concerns or any other factor identified by the NHS or Government agencies at this time.

Staff and Students Identified as 'At Risk'

Prior to the lockdown restrictions on schools, all staff at The Boulevard Academy were requested to inform HR of any underlying health conditions they may have so that they could be best supported throughout the pandemic. This process was completed for students by the SENCO. Since lockdown has started to ease, personal and individual risk assessments have been completed for all staff and students who have returned to site, these risk assessments include divulging any further anxieties or information that would put them at risk on the school site.

On finding out a member of staff or a student is in one of the 'At Risk' groups, The Boulevard Academy will seek to implement the measures laid out in this policy at the earliest

opportunity. Whilst we do not insist that we are informed immediately, The Academy will not be unable to implement additional measures to protect these members of our community until we are informed.

We therefore advise that any member of our community who confirms that they are identified as 'At Risk', inform us as early as they feel comfortable in doing so, in order to ensure their safety on site. Any information of this nature will be treated in the strictest confidence, wherever possible, with only essential parties being privy to these details.

As part of the Academy's duty of care towards an Employee or student who has been newly identified as one of these groups, the Principal will arrange a workplace health and safety risk assessment prior to them returning to site.

This policy applies to all students and staff at The Boulevard Academy who fall under one of the government's identified cohorts who are 'At Risk' and should be followed alongside the current Health and Wellbeing Policy.

Medical Guidance

Staff and students who are categorised as 'At Risk' are asked to regularly take advice from their GP and other specialists, informing HR monthly of any changes or advancements in their condition. This includes any changes in medication, especially of those who suffer from asthma or heart conditions, as this could affect their risk factor. After each update the Academy would review whether working from home would be a safer option during the current climate.

As part of the government and NHS guidelines, 'It's very important to follow the general advice on social distancing, including staying at least 2 metres (3 steps) away from anyone you do not live with. If you have an underlying health condition, such as a known heart condition, you are strongly advised to follow national shielding guidance. If you are not sure whether this applies to you, you should contact your GP' (NHS 2020)

PPE

Staff and students currently identified as 'At Risk' will be offered basic PPE such as face masks, gloves, and visors in addition to the sanitising stations and equipment disinfectant procedures that are already in place for all staff and students. These members of our community may decide to wear their own PPE which will be permitted at the discretion of the Principal, in line with safeguarding guidelines.

Asthmatics will be under no pressure to wear face coverings as this can sometimes cause further difficulty in breathing.

Further Health and Safety

Where a potential risk is identified, reasonable temporary adjustments to the work/working conditions and/or working hours may be considered as appropriate. Where the risk cannot be reduced to an acceptable level the Employee will be offered suitable redeployment on her existing terms and conditions of employment. In exceptional circumstances if there is no suitable redeployment, the Employee will be granted sick pay in line with the Academy's Sickness Absence Policy. Employees who fall into one of the 'At Risk' categories should raise any concerns relating to their own Health & Safety with the Principal as soon as possible.

Where the Principal has concerns about the Employees health, the advice of an OH advisor or doctor may be sought to clarify whether there is a risk to health and determine if it is in the Employee's best interests to be at work as well as possible workplace adjustments that could be considered.