Covid Policy – Overarching Statement – September 2020

The policy below is designed to cover all policies, including those related to the EYFS, on the Nottingham High School Website, specifically relating to section on Covid- 19 following updates from ISI in September 2020.

The headings used relate to the section

Quality of education provided

Nottingham High School will be flexible around the curriculum Where pupils have missed out during the COVID period, the school has considered whether we need to adjust the curriculum based on our assessments of pupils' learning and progress with a view to addressing gaps in knowledge and skills. As a school all subjects are as important as others and staff are striving to ensure the full curriculum is currently taught.

Relationships and sex education

Now that the school is fully open, as of Sept 2020, plans are in place for those students who cannot attend due to Covid – 19. Students can access lesson material using online platforms. Should the school need to close again temporarily, then the school will move immediately back to its remote learning model.

Following the lockdown in Spring/summer 2020 the school has plans in place to ensure all students make the required progress now they are back in school. Departments and staff are identifying and rectifying ang gaps in knowledge for individual students.

Welfare, health and safety of pupils
Safeguarding

The school acknowledges that in addition to KCSIE (Sept 2020) it has regard for non-statutory interim supplements to *KCSIE*: Coronavirus (COVID-19): safeguarding in schools, colleges and other providers (2020 subject to DfE updates) and Safeguarding and remote education during coronavirus (COVID-19)

Given the current Covid – 19 situation, as a school we have reviewed our safeguarding guidance for the pandemic period to ensure we remain effective while the changed circumstances continue. As a school we have considered and implemented the following: -

- We have ensured our safeguarding arrangements cover the safety of pupils while using online learning;

- the policy may need to incorporate any updated advice from the LA about local arrangements, for example, to cover staff shortages at the LA, such as temporary changes to contact details or referral thresholds;
- We have considered how students who are unable to return to school can be educated.

Although the guidance allows that training will be deemed not to have 'expired' while it is difficult to access DSL training during the COVID period, the school DSLs and deputies will do what they can to keep up to date through newsletters and professional groups etc and access refresher training as usual once it becomes practicable again. The school is also aware that it needs to ensure we have enough cover for the DSL and DDSL roles. As a school we have a number of staff trained in these roles.

In addition, we acknowledge that *Safeguarding and remote education* advises that staff should use school email accounts and devices rather than personal accounts and this is our recommendation to our staff in our code of conduct.

Staff behaviour policy

The school is also aware that it needs to ensure we have enough cover for the DSL and DDSL roles. As a school we have a number of staff trained in these roles.

Health and safety – SIR

The school Risk assessment now clearly extends to include the assessments based on Covid – 19. This is available to view on our website here: https://nottinghamhigh.co.uk/policies/
- The school has monitoring in place to ensure that measures are effective, working as planned, and updated in line with developments and changes to public health advice.
- For effective mitigation measures, see below.
- The school has a system of controls in place which range from ways to limit contact between members of the school community to hygiene precautions. We have followed guidance which provides 'a framework for school leaders to put in place proportionate protective measures for children and staff, which also ensures that all pupils receive a high-quality education that enables them to thrive and progress'.

We have also considered essential measures around the school: -
- a requirement that people who are ill stay at home
- robust hand and respiratory hygiene
- enhanced cleaning arrangements
- active engagement with NHS Test and Trace
- formal consideration of how to reduce contacts and maximise distancing between those in school wherever possible and minimise potential for contamination so far as is reasonably practicable.'

To help reduce contact we have also implemented: -
- grouping children together in year groups
- avoiding contact between groups
- arranging classrooms with forward facing desks
- one-way staircases around the senior school and segregated staircases in others parts of the school.
- staff maintaining distance from pupils and other staff as much as possible, including a boxed off section in each senior and junior classroom.

As a school we acknowledge the guidance allows us to look at other measures such as: staggered starts, finish time, breaks and lunches, avoiding large gatherings, how to care for a sick child being

sent home, when use of PPE and/or face masks might be appropriate, managing staff who move between schools or between groups (eg supply teachers), managing visitors to the site, keeping a record of visitors, provision of information by schools about COVID-security in place, managing shared resources and personal possessions, use of staff rooms, use of outdoor play equipment, managing confirmed cases, school travel, catering, sport, managing additional risks of infection associated with singing and playing wind or brass instruments, school trips (overseas and overnight trips are barred at the time of writing). We have put measure in place for some of these which we have felt are appropriate for our school setting.

To ensure our staff have an active involvement in the arrangements in place and can monitor that controls are:

- effective;
- working as planned;
- updated appropriately considering any issues identified and changes in public health advice

the school has an ongoing dialogue with its staff and an open feedback form which is acted upon.

We are aware that this standard links closely to the standard in paragraph 16 about risk assessment.

ATTENDANCE REGISTER

From September 2020 we are aware that the attendance and registration requirements have reverted back to normal rules; all pupils should attend in the absence of a statutory reason. As a school we have systems in place to re-engage those students who stay away on account of anxiety about COVID-19. We acknowledge that for the lockdown period from 23 March 2020 to 1 September 2020 attendance and registration data can be disregarded for the purpose of checking compliance with attendance registration requirements.

Risk assessment

All our risk assessments cover the risks associated with the pandemic. The school is very aware that failure to assess and act to mitigate the main health and safety risks for pupils and staff on account of COVID-19 would have implications for both paragraphs 11 and 16. This is covered in our whole school risk assessment on Covid –19.

Suitability of staff, supply staff, and proprietors

During COVID-19, as a school we continue to set high standards when vetting our staff and understand that the requirements have not changed during the pandemic and remain an extremely important step to ensure that unsuitable people are not allowed to access pupils.

The school acknowledges that temporary changes have been made by the DBS to ID checking guidelines and by the government to processes for checking Right to Work to limit the need for face-to-face contact. These allow that checks can be initiated on the basis of scanned images and live video links for urgent cases where it is not possible to follow normal guidelines. Where this concession is relied on, original documents are viewed when the individual first attends in person. Where used, we record both dates to keep an audit trail. The first date is entered on the register and the second in the notes column or on the individual's file, signposted from the SCR.

If we were to re-appointment, we are aware that we can take a risk-based decisions about our approach to refreshing checks, for example using oral updates (noted, signed and dated on file) for some matters, such as employment history.

If we were to re-check staff, we would not over-write the original dates on the SCR but record new dates elsewhere, eg on a new line on the SCR, in the notes column of the SCR or indicate that readers should 'see file' and keep further information on the individual's underlying file.

Complaints

Due to COVID-19 we have reviewed the time periods in our policies during the period of the pandemic to ensure they have the required flexibility they may need as a consequence of disruption or staff absence.