

# Principles underpinning the Trust reopening of school's strategy - May 2020

## Core Rationale:

- The safety and welfare of pupils and staff is the paramount principle for all planning.
- Schools will organise themselves in ways that are compatible with minimising spread of the virus.



## Trust Core Rationale

- Safety and welfare of pupils and staff will always be the paramount principle for all planning
- Trust schools will organise themselves in ways that are compatible with minimising spread of the virus.

To achieve the core rationale, the Trust is working closely with all schools to ensure planning, systems and processes are universally adopted so the Trust is confident that the safeguarding of children, staff and parents is as secure as possible. This will be kept under constant review by trustees and senior leaders through the re-opening period and beyond.

## Principles underpinning the Trust Re-opening of Schools Strategy

The Trust Re-Opening Plan has 8 work-strands. These form the basis of all planning and are supported by this core rationale and underpinning principles. All documents have been developed following detailed consideration of the full range of government guidance and evidence presented from other external sources e.g. union advice, BMA advice etc.

The work-strands are:

- Effective infection protection and controls
- Daily routines structures and staff deployment
- Year group re-integration
- Shielded and clinically vulnerable children and adults
- Staff wellbeing and training
- Communication and information sharing
- Finance and resourcing
- Governance, leadership and safeguarding

At Trust level, each work-strand is owned jointly by a headteacher and member(s) of the central team.

## The Principles

The principles are organised into three priority areas:

- A safe environment
- Safe children and families
- A safe workforce

Across all three areas, the Trust will adopt a **TEST, LEARN, REVIEW** model to ensure that plans are kept under constant scrutiny and are flexible enough to be adapted quickly if required.

<b>A Safe Environment</b>	
<b>1.</b>	The Trust and its schools will work together as one organisation to ensure universal planning, systems, and processes. No school will act on its own.
<b>2.</b>	Each stage of phased return will be managed with extreme caution and care so that the whole Trust community are confident that all necessary protective measures have been put in place.
<b>3.</b>	If necessary, following risk assessments, the Trust will take a more gradual approach to the re-opening of schools than that indicated by government guidance.
<b>4.</b>	Trust leaders and headteachers will be responsible for evaluating whether and how it will be safe to expand the number of pupils attending school over time and initially between the period 1 <sup>st</sup> June to 31 <sup>st</sup> July.
<b>5.</b>	School leaders know the unique circumstances of their schools and, working within the overarching Trust Plan, may need to adapt actions following their own risk assessment and review of context.
<b>6.</b>	All schools will follow common systems and processes to ensure: <ul style="list-style-type: none"> <li>• effective infection protection and controls</li> <li>• effective risk management and mitigation</li> <li>• enhanced cleaning schedules</li> <li>• enhance hygiene practices</li> <li>• appropriate PPE equipment is available as required</li> <li>• effective management of pupils/staff who fall ill on site</li> <li>• safe fire evacuation and lockdown processes</li> </ul>
<b>7.</b>	The Trust and school leaders will remain autonomous in deciding to close a school where testing indicates a cluster of new covid-19 cases.
<b>8.</b>	All planning will consider the impact on staff and pupils with protected characteristics e.g. health status, pregnancy, race, and disability etc.
<b>9.</b>	Levels of virus transmission in local areas will be kept under constant review to consider the potential impact on school safety.
<b>Safe children and families</b>	
<b>1.</b>	School leaders will identify the numbers of pupils returning and agree the required staffing resource, liaising with the Trust on all plans (working within Trust agreed ratios). All groups will be supported by 2 adults.
<b>2.</b>	Content and timing of communications to parents will be planned across the Trust so common messages are provided e.g. processes for drop off/collection, school meals provision etc.
<b>3.</b>	There will be common systems for how children of critical workers and vulnerable children will be accommodated alongside returning year groups and how attendance will be encouraged (vulnerable pupils). Critical workers and vulnerable children will remain as one ringfenced group.
<b>4.</b>	Safeguarding practices will remain under constant review by all schools with continued compliance with KCSIE 2019.
<b>5.</b>	Behaviour policies and practices will reflect the new arrangements and routines and support the reduction of risk as far as possible. Individual pupil risk assessments will be conducted for pupils where there is concern about their capacity to adhere to the new arrangements e.g. social distancing requirements.
<b>6.</b>	The Trust and its schools will agree what learning is appropriate for each year group, with an outdoor curriculum offer prioritised.
<b>7.</b>	The physical and organisational structures needed to limit risk and movement around buildings will be agreed collaboratively and recognise the individual context of each school site.

<b>8.</b>	Alongside pupil safety, planning will include mental health, pastoral and wider wellbeing support for pupils and staff e.g. bereavement support, anxiety, and trauma.
<b>9.</b>	Pupils who are unable to attend school will receive an ongoing learning offer.
<b>A Safe Workforce</b>	
<b>1.</b>	The safety and wellbeing of staff will always be of paramount consideration in all planning.
<b>2.</b>	The content and timing of formal staff communication(s) will be agreed by Trust leaders and headteachers together.
<b>3.</b>	Staff who can't return to school (e.g. those who are extremely clinically vulnerable or those who are clinically vulnerable or living with someone who is extremely clinically vulnerable) and those who are pregnant will continue to be encouraged to work from home.
<b>4.</b>	Staff will continue to adhere to statutory safeguarding guidance as set out in Keeping Children Safe in Education 2019 (KCSIE) and associated Trust safeguarding procedures.
<b>5.</b>	All staff will receive re-integration training prior to the re-opening of schools in order to implement the new arrangements confidently and successfully.
<b>6.</b>	Staff and senior leader workload expectations will be reviewed and agreed in line with the new arrangements.
<b>7.</b>	Any new leadership roles and responsibilities under the new arrangements will be disseminated clearly to all staff.