

School Reopening

With schools reopening imminently to all pupils in Guernsey, the NASUWT has issued the following advice to members. It is important that you familiarise yourself with this as well as the Union's reopening expectations and the arrangements in your workplace.

Although COVID cases are currently very low, it is too early to say if the community transmission has ceased. Therefore, schools will need to have appropriate control measures in place.

The NASUWT has been meeting regularly with the States and has made clear our expectations around the safe reopening of schools. These discussions have focussed on the [NASUWT's five key tests for school reopening during the pandemic](#).

These tests include:

1. continuing to work with the NASUWT to show that decisions are led by the scientific evidence and advice (including in school transmission rates);
2. ensuring effective and consistent action against the spread of the virus;
3. ensuring the same protections for teachers and support staff as for workers in other occupations;
4. ensuring effective controls are in place to minimise the spread and impact of COVID-19;
5. ensuring that appropriate risk assessments and controls are in place.

The NASUWT believes that it is essential that these tests are fully implemented and will continue to press the States around these points, as well as for the priority vaccination of school staff.

The NASUWT has also been clear that all risk assessments need to be reviewed and shared with staff, and the States have assured us this is the case. However, any members with concerns should raise these with their headteacher. If they are not addressed, then members should contact the NASUWT without delay.

The NASUWT has also produced guidance on [taking control of your wellbeing during COVID-19](#), although please note that the rules around GP notes are somewhat different in Guernsey.

Where the school is in breach of our expectations of their legal health and safety duties, it is essential that members contact the NASUWT as soon as possible.

Please see some common issues below that the NASUWT would expect to be included in a school risk assessment:

- Requirement for immediate self-isolation of anyone testing positive or becoming symptomatic.
- Clear details around testing procedures for staff – this should be on a weekly basis at a set time. If it is outside normal pupil contact times, it should still be considered as working time.

- Contingency plans for outbreaks.
- All reasonable control measures enacted to reduce transmission.
- Use of face masks where recommended.
- Arrangements for clinically extremely vulnerable (CEV) staff. Although shielding has ended, all CEV staff should have a risk assessment, and any concerns around attending the workplace should be raised with your headteacher urgently.
- Clinically vulnerable staff should have an individual risk assessment, and schools should consider the additional risk, and therefore additional mitigation for these members.
- Any additional tasks for staff should be considered for their additional impact on workload.

In the event of any risk assessment breaches or concerns, members should:

- raise concerns with your line manager or NASUWT Representative in the first instance;
- if the issues persist, contact the NASUWT for further advice.

Common Issues

1. **Face masks** – Current guidance is that it is recommended (but not mandatory) for face coverings to be worn by staff and secondary age pupils in communal areas and when moving between rooms. Teachers and pupils can also wear coverings in classrooms if they wish to do so.
2. **Testing** – Staff will be tested on a weekly basis at a set time. If it is outside normal pupil contact times, it should still be considered as working time. Key Stage 4 and 5 pupils will be tested, with sampling of the cohort after 8 March. Lateral Flow Device (LFD) tests are not available; however, the States are currently working on plans to introduce these.
3. **Cleaning** – Enhanced cleaning should be part of risk assessments, and should not be undertaken by non-cleaning staff.
4. **Children following guidance** – Where children are not following rules clear guidance should be in place for how this will be dealt with.



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