

**COVID-19 and Schools Update**  
**12 February 2021**

**Introduction**

1. The NASUWT - The Teachers' Union, in addition to the support we are providing to our members across the UK, is committed to ensuring that Members of the Scottish Parliament remain informed of developing challenges in schools and colleges as the country responds to the COVID-19 crisis.

**School and college reopening during the pandemic**

2. Over the last 11 months, NASUWT members have worked tirelessly to provide education and support to children and young people during the Coronavirus pandemic. Nevertheless, we are acutely aware and concerned about the continuing impact of school closures and disruption to provision that has been caused because of efforts to control and minimise virus transmission in schools and in the wider community.
3. The NASUWT is committed to ensuring the safe reopening of schools and colleges at the earliest opportunity when it is safe to do so. We know that the best place for children and young people to be educated is in school/college. This is vital not only for educational progress but also for children's health and wellbeing.
4. We are also aware of the impact of workload pressures on the education workforce and the vital need to move to a position in which teachers, headteachers, together with the wider workforce, parents and the public can be confident that further disruption to children's education is minimised and where the further widespread closure of education provision can be

avoided. We believe that the safety of the workforce and pupils must continue to remain paramount.

5. Whilst we welcome a number of commitments made to date by the Scottish Government, we also believe that securing the wider reopening of all provision will require a clear and shared understanding of what is expected, rigorous and consistent application of measures to ensure safe return to face to face teaching and learning, and a credible plan that garners the confidence of the workforce, parents and the general public. We believe that this can only be achieved where there is continued effort to work constructively with the NASUWT and other education workforce representatives and employers to ensure that the requisite conditions and assurances are established to effect the safe and sustainable reopening of schools and colleges as national restrictions are lifted.
  
6. Our priorities for the safe full reopening of schools and colleges focus on the need for clarity of expectation, consistency of application and measures to secure the confidence of the workforce, parents and the public. Taken together, we believe that the following measures will enable the safe and sustainable reopening of schools and colleges when national restrictions are lifted.
  
7. We believe the Government must now:
  - (i) Demonstrate that decisions are led by the scientific evidence and advice
    - Provide evidence of significant and sustained reductions to the R rate – nationally, regionally and locally. Wider reopening must be managed and safe to those in schools and should not compromise wider public health.
    - Publish conclusive scientific evidence on the risks of in-school virus transmission.
    - Provide transparency regarding data sharing on COVID transmission rates amongst pupils and staff at individual school/college level and at local authority/area level.

- (ii) Ensure effective and consistent action against the spread of the virus
- Give good notice to enable schools to prepare to reopen fully. There must be no last-minute decisions and no surprises, and all guidance should be published in good time.
  - Implement a staggered plan for reopening to give time for local and national public health teams to monitor the impacts of reopening in a cautious and measured way and to reduce the risk of a further surge in community-level virus transmission.
  - Put in place measures to ensure the readiness and compliance of schools/colleges for reopening, including stronger advice on essential safety measures.
  - Ensure that schools/colleges are given sufficient time to undertake the essential implementation of COVID-safety training of staff during normal working time to ensure the effective and consistent implementation of risk control measures.
  - Provide additional funding to meet the additional COVID-safety costs incurred by schools and colleges (including for cleaning, materials and additional staffing) and to ensure that safety measures remain paramount at all times. NASUWT The Teachers' Union School and college reopening during the pandemic (continued overleaf)
- (iii) Ensure the same protections for teachers and support staff as for workers in other occupations
- Publish further national guidance, jointly developed with school and college workforce representatives, taking into account any planned phasing for the return of pupils and providing clarity over the teaching and learning activities that will be undertaken.
  - Put in place clear, accessible and responsive systems to enable teachers and parents to report to an appropriate independent body their concerns over COVID-safety.

- Provide for effective inspection and enforcement arrangements to address non-compliance with Government guidance.
- Ensure that clinically extremely vulnerable staff continue to stay at home, pending any further changes to general shielding guidance.

(iv) Ensure effective controls are in place to minimise the spread and impact of COVID-19

- Ensure stronger adherence with essential non-pharmaceutical interventions (such as handwashing, cleaning, and two-metre social distancing between adults).
- In view of uncertainty around new variants, put in place stronger mitigations and control measures, such as: ventilation monitoring; enhanced use of face coverings in schools by adults in all settings and by secondary age pupils; optional use of face coverings by pupils in primary schools; two-metre social distancing between secondary age pupils; and use of rotas or other measures to limit occupancy levels, provide enhanced physical distancing and prevent overcrowding.
- Ensure stringent adherence to essential mitigations (such as social distancing, face masks) to ensure that home-school/college transport is COVID-secure.
- Establish effective and competent mass asymptomatic testing arrangements for staff and pupils, in addition to maintaining an effective test and trace system.
- Give priority access to COVID-19 vaccines for teachers and education staff, phasing the roll-out of vaccinations in settings that are the first to open fully, and to reduce the risk of further school/college closures when schools reopen fully.

- (v) Ensure that appropriate risk assessments and controls are in place
- Require schools and colleges to update their risk assessments prior to wider reopening, in consultation with the workforce and trade unions.
  - Build confidence for return by requiring the publication of school/college risk assessments and control measures on school/college websites.
  - For vulnerable teachers and those in higher risk groups (such as pregnant and BAME staff) or with underlying health conditions, provide a clear and well-publicised right to individual risk assessments that appropriately reflect the risks for these groups.

The NASUWT remains committed to working with the Government and MSPs in the interests of children and young people and the workforce who continue to support their education, wellbeing and progress.

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