

**Review of employers' COVID-19 risk assessments
for the opening of schools from Autumn 2020**

This checklist is to assist NASUWT activists in assessing the actions employers are taking with regard to risk assessing the plans for opening of schools on 24th August 2020 for Primary 7, Year 12 and Year 14, and for all vulnerable children at the start of the Autumn term 2020.

The checklist identifies any potential key deficiencies in the risk assessment process or the risk assessments themselves.

Where deficiencies are identified, then these matters will need to be addressed by the NASUWT and should be referred to the National Executive Member and the NASUWT Belfast Centre if they cannot be resolved with the employer.

1. In planning for opening, all schools and other educational settings must have completed a new risk assessment as part of the school reopening plan

No new risk assessment has been provided by the school.

2. Production of the risk assessment

The risk assessment has not been subject to consultation with the NASUWT.

3. Where a new risk assessment is provided, identify if any of the following have been omitted:

A staffing audit has not been undertaken to identify teachers who are in at risk groups or with underlying health conditions, and who may need to be shielded, self-isolating or otherwise working from home.

An equality impact assessment has not been provided that takes into account teachers who are disabled and/or from a BAME background who are disproportionately affected by the virus.

Personal protective equipment (PPE) provisions for teachers have not been identified or confirmed.

PPE is not being provided to teachers who are required to undertake close contact with pupils.

A health and safety inspection of the premises has not been undertaken by a 'competent person'.

A risk assessment has not been undertaken/completed of all tasks and activities in which pupils, teachers and other staff will be expected to engage.

The operational requirements, including for the provision of all necessary cleaning and hygiene materials, PPE and other consumables, have not been secured.

- Appropriate arrangements have not been identified to maintain distancing or the management of pupils in groups or bubbles on the premises/site.
- The plans for the cleaning of the premises are unclear or inadequate.
- The plans for cleaning rely on staff who are not employed as cleaners.
- There are no arrangements for the isolation of pupils or staff who may develop COVID-19 symptoms whilst on site.
- The plans for notifying and advising parents and pupils of the requirements for ensuring health and safety are unclear or inadequate.
- The plans for informing and training staff in the procedures for ensuring COVID-19 health and safety are unclear or inadequate.

Important note

Even if you are satisfied with the content of a risk assessment, it is essential that, in order to protect members' legal rights and entitlements individually and collectively, the NASUWT does not enter into any formal agreement on the risk assessment by, for example, confirming agreement in writing in a letter or in minutes of a meeting, or signing the risk assessment or any other document in any way that signifies agreement. If you have no concerns to raise on a risk assessment, or the concerns you have raised have been addressed by the employer, simply note receipt of the risk assessment.

Risk assessments are the employers' documents, and they must take full responsibility for the risk assessment and its implementation.

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