

CONFIRMED Arrangements for operating safely with COVID-19 and other respiratory infections - from May 22

If you have feedback on this document, and you are a member of staff, please share it initially with your line manager/principal. If you are a parent/carer, or a member of staff/other stakeholder who wishes to make a broader response, please send this to:

consultation@paradigmtrust.org

This document outlines the Trust's identification of COVID-19 risks associated with the full onsite operation of our schools, together with our intended ways of working to minimise those risks as far as is reasonably practicable (as required by the Health and Safety Executive).

Once finalised, the document will be shared with staff and parents/carers. We will continue to invite feedback and will update and reissue the document, as required, to take account of that feedback and to reflect evolving Government guidance. It will be published on our web site.

If required, the CEO will carry out a dynamic review of these arrangements, seeking advice from the Board as required.

This document takes full account of, and is intended to be fully aligned with the Government's guidance:

- [Living safely with COVID-19 and other respiratory infections](#)
- [Reducing the spread of respiratory infections, including COVID-19, in the workplace](#)

We also note: [UK Health Security Agency \(UKHSA\) health protection in education and childcare settings](#).

The Trust continues to encourage staff, visitors, pupils and other stakeholders (as appropriate) to:

- get vaccinated.
- let fresh air in if meeting others indoors (we will continue to use CO2 monitors in areas where there is a concern that ventilation may be inadequate - and take steps to resolve the issue, as required).
- practise good hygiene:
 - wash your hands
 - cover your coughs and sneezes.

We continue to ensure that the Trust's premises are cleaned frequently, with a particular focus on cleaning surfaces that people touch a lot.

We will continue to provide, on request, and to staff and pupils (as appropriate): cleaning products, soap and hot water, and/or sanitiser.

We will continue to permit staff, visitors, pupils and other stakeholders (as appropriate) to wear a face covering or a face mask if they wish to do so. In the event of the Trust or a Trust school receiving local or national public health advice to require the wearing of face coverings, we would implement that advice in full and without delay. Similarly, in the event of the Trust or a Trust school receiving local or national public health advice to issue COVID-19 rapid test kits, we would implement that advice in full and without delay.

We note that the Government has updated its list of COVID-19 symptoms of COVID-19 (together with flu and common respiratory infections) to include:

- continuous cough
- high temperature, fever or chills
- loss of, or change in, your normal sense of taste or smell
- shortness of breath
- unexplained tiredness, lack of energy
- muscle aches or pains that are not due to exercise
- not wanting to eat or not feeling hungry
- headache that is unusual or longer lasting than usual
- sore throat, stuffy or runny nose
- diarrhoea, feeling sick or being sick.

We also note that some people may continue to have a cough or feel tired after other symptoms have improved, but this does not mean that they are still infectious. Information about these symptoms can be found on the [NHS website](#).

We will contact our [UKHSA health protection team](#) if there is:

- a higher than previously experienced and/or rapidly increasing number of staff or student absences due to acute respiratory infection
- evidence of severe disease due to respiratory infection, for example if a pupil, student, child or staff member is admitted to hospital.

Children and young people (aged 18 years and under) who have symptoms of a respiratory infection, including COVID-19

Children and young people with mild symptoms such as a runny nose, sore throat, or slight cough, who are otherwise well, can continue to attend their education setting.

Children and young people who are unwell **and** have a high temperature should stay at home. They can go back to school when they no longer have a high temperature and they are well enough to attend.

All children and young people with respiratory symptoms will be encouraged to cover their mouth and nose with a disposable tissue when coughing and/or sneezing and to wash their hands after using or disposing of tissues.

Children and young people (aged 18 years and under) who have a positive COVID-19 test result

It is not recommended that children and young people are tested for COVID-19 unless directed to by a health professional.

If a child or young person has a positive COVID-19 test result they should stay at home for 3 days after the day they took the test. After 3 days, if they feel well and do not have a high temperature, the risk of passing the infection on to others is much lower. This is because children and young people tend to be infectious to other people for less time than adults.

Children and young people who usually go to school and who live with someone who has a positive COVID-19 test result should continue to attend as normal.

Adults who have a positive COVID-19 test result

Adults who have a positive COVID-19 test result should stay at home for 5 days after the day they took their test.

Adults who have symptoms of a respiratory infection, including COVID-19, and have not taken a COVID-19 test

If adults have symptoms of a respiratory infection, such as COVID-19, **and** have a high temperature **or** do not feel well enough to go to work, please inform your manager.

If adults do not feel well enough to go to work, they must take leave (sickness absence) until they no longer have a high temperature (if they had one) or until they no longer feel too unwell to go to work.

Where managers are aware of anyone who is at higher risk of becoming seriously unwell if they are infected with COVID-19 and other respiratory infections (especially those whose [immune system means that they are at higher risk of serious illness, despite vaccination](#)), they will endeavour to put in place additional risk mitigation measures, as appropriate. Staff and pupils (or their parents/carers) are encouraged to let their manager/child's school know if they/their child are/is at higher risk so that a suitable response can be made (which may include the development and maintenance of an individual risk assessment).

Adults who are a close contact of someone who has had a positive test result for COVID-19

People who live in the same household as someone with COVID-19 are at the highest risk of becoming infected because they are most likely to have prolonged close contact. People who stayed overnight in the household of someone with COVID-19 while they were infectious are also at high risk.

If you are a household or overnight contact of someone who has had a positive COVID-19 test result it can take up to 10 days for your infection to develop. It is possible to pass on COVID-19 to others, even if you have no symptoms.

You can reduce the risk to other people by taking the following steps:

- avoid contact with anyone you know who is at higher risk of becoming severely unwell if they are infected with COVID-19, especially those whose immune system means they are at higher risk of serious illness from COVID-19, despite vaccination
- limit close contact with other people outside your household, especially in crowded, enclosed or poorly ventilated spaces
- wear a well-fitting face covering made with multiple layers or a surgical face mask if you do need to have close contact with other people, or you are in a crowded place
- wash your hands frequently with soap and water or use hand sanitiser.

If you develop symptoms of a respiratory infection, please follow the guidance provided earlier in this document.

If you are a contact of someone with COVID-19 but do not live with them or did not stay in their household overnight, you are at lower risk of becoming infected. There is [guidance on protecting yourself and others in living safely with respiratory infections, including COVID-19](#).

Supporting pupils/members of staff who are at risk of serious illness from COVID-19

Some people are at a greater risk of serious illness from COVID-19, for example people who have a weakened immune system.

We note and adopt the Government's [guidance for people whose immune system means that they are at higher risk](#), because they have a reduced ability to fight infections, such as COVID-19. As indicated above, we will put in place appropriate, supportive measures, including conducting individual risk assessments.

Paradigm recognises its duties under health and safety law to protect the mental as well as physical health of staff. A range of mental health support is available to Paradigm staff, including an offer of 1:1 telephone or video counselling. Staff have been informed as to how to access this provision.

These arrangements will only work if everybody - staff; pupils; parents/carers; other stakeholders - is vigilant and proactive in identifying possible issues/potential improvements and communicating those to relevant senior staff members in a timely and constructive manner. Health and safety and child protection are always everybody's responsibility.

Principals, or their delegate, will monitor that the systems described in this document are being complied with.

We note that the DfE COVID-19 helpline has become the DfE incident support helpline (0800 046 8687), and will continue to be available to answer questions relating to Covid-19.