

COVID-19 Safe Working/Learning – Individual Risk Assessment for those that are at a Higher Risk of Harm			
Name:		Staff/Pupil/Visitor:	
TDET/Academy:		Assessment Date:	DD/MM/YY
Assessors Name:		Review Date:	DD/MM/YY

<p>Brief description of any difficulties encountered by the person being assessed that may hinder either their work, learning, development and/or achievement:</p> <p><u>GUIDANCE:</u> This may include a brief description of their SEND, Medical, Physical and/or Mental Health needs as well as any worries and/or anxieties being realised.</p>	
<p>Brief description of any specialist expert advice that has already been given to the person being assessed <u>and</u> is there any factual ‘evidence’ of this advice, i.e. letters or appointment invitations:</p> <p><u>GUIDANCE:</u> This may include advice and recommendations from a Local Authority Educational Health Care Plan (EHCP), SEND assessments and/or advice from either their General Practitioner (GP), Hospital Clinician, Consultant, Nurse, Occupational Therapist etc.</p>	
<p>Are there any other know significant factors relating to the person being assessed?</p> <p><u>GUIDANCE:</u> This may include their personal beliefs, home circumstances, parental or peer pressure, individual behaviour and attitude, attendance or social relationship.</p>	

Category	Guidance	Category Applicable and Risk Rating	Advice	Existing Control Measures	Additional Notes and Control Measures	Risk Adequately Controlled
Clinically Extremely Vulnerable	<p>People at high risk of realising harm from COVID-19 are classified as ‘Clinically Extremely Vulnerable’ and include the following people who:</p> <ul style="list-style-type: none"> • Have had a solid organ transplant. • Are having chemotherapy or antibody treatment for cancer, including immunotherapy. • Are having an intense course of radiotherapy (radical radiotherapy) for lung cancer. • Are having targeted cancer treatments that can affect the immune system (such as protein kinase inhibitor or PARP inhibitors). 	<p>Category Applicable for person being assessed:</p> <ul style="list-style-type: none"> • Yes [] • No [] <p>Please state below what condition or circumstance has triggered this category:</p> <ul style="list-style-type: none"> • [.....] • [.....] • [.....] 	<p>Continue to follow existing HM Government, NHS, and Public Health England guidance for people in this category.</p> <p>HM Government, Public Health England and the NHS had initially advised people in this category to ‘shield’ in April 2020 until 30th June 2020. However, the advice given to date continues to evolve on a frequent basis as the infection rates continuously fluctuate.</p>			

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	<ul style="list-style-type: none"> • Have had blood, bone marrow, or stem cell transplant in the past 6-months and/or are still taking immunosuppressant medicine. • Have been told by a Doctor that they have a ‘severe’ lung condition such as cystic fibrosis, ‘severe’ asthma, or ‘severe’ chronic obstructive pulmonary disease (COPD). • Have a rare syndrome, e.g. have severe combined Immunodeficiency (SCID) or homozygous sickle Cell, that means they have a very high risk of getting infections. • Are taking medicine, e.g. high doses of steroids or immunosuppressant medicine, that makes them much more likely to get infections. • Have a problem with their spleen, e.g. splenectomy (having spleen removed). • Are adults with Down’s syndrome. • Are adults on dialysis or with chronic kidney disease (stage-5). • Are pregnant women with significant heart disease, congenital or acquired. • Have been classified as clinically extremely vulnerable, based on a clinical assessment and judgement of their needs. GP’s and Hospital Clinicians have been provided with guidance to support these decisions. <p>People in this category will have received a letter from either the NHS (i.e. Hospital Clinician), Department of Health and Social Care (DHSC), or from their GP advising them to shield.</p>	<p>Chief Medical Officer’s (CMO’s) Risk Rating:</p> <ul style="list-style-type: none"> • High Risk [] • Moderate Risk [] • Low Risk [] <p>TDET Risk Rating:</p> <ul style="list-style-type: none"> • Severity [] • Likelihood [] • Risk [] 	<p>The following extract taken from HM Government guidance for full opening of schools, publication updated 30th December 2020.</p> <ul style="list-style-type: none"> • Staff who are clinically extremely vulnerable. <ul style="list-style-type: none"> - In local restriction tier 4 areas, individuals who are clinically extremely vulnerable are <u>advised</u> to work from home and where this is not possible, they should not go into work. <p>Individuals in this group will have received a letter from either the NHS (i.e. Hospital Clinician), Department of Health and Social Care (DHSC), or from their GP advising them to shield.</p> <ul style="list-style-type: none"> - All staff can continue to attend school in local restriction tiers 1, 2, and 3. <p>The following extract taken from HM Government guidance on shielding and protecting people who are clinically extremely vulnerable from COVID-19, publication date 31st May 2020.</p> <ul style="list-style-type: none"> • Living with other people. <ul style="list-style-type: none"> - The rest of your household do not need to start shielding themselves, but they should do what they can to support you in shielding and to carefully follow HM Government guidance on ‘staying alert and safe’, i.e. taking extra care to avoid physical contact with others by maintaining strict social distancing, and maintaining 			
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			personal and respiratory hygiene at all time.			
Clinically Vulnerable	<p>People at moderate risk of realising harm from COVID-19 are classified as 'Clinically Vulnerable' and include the following people who:</p> <ul style="list-style-type: none"> • Are 70 or older regardless of medical condition. • Are under 70 with an underlying health condition as listed below and is 'instructed' to get an influenza, i.e. flu, jab each year on medical grounds. • Have a lung condition that is not severe such as 'moderate' asthma, chronic obstructive pulmonary disease (COPD), emphysema or bronchitis. • Have a chronic heart disease. • Have diabetes. • Have chronic kidney disease. • Have liver disease. • Have a condition affecting the brain or nerves such as Parkinson's disease, motor neurone disease, multiple sclerosis, or cerebral palsy. • Are taking medicines that can affect their immune system. • Are very obese, i.e. have a body mass index (BMI) of 40 or above. • Are pregnant. • Have been classified as clinically vulnerable, based on a clinical assessment and judgement of their needs. GP's and Hospital Clinicians have been provided with guidance to support these decisions. 	<p>Category Applicable for person being assessed:</p> <ul style="list-style-type: none"> • Yes [] • No [] <p>Please state below what condition or circumstance has triggered this category:</p> <ul style="list-style-type: none"> • [.....] • [.....] • [.....] <p>Chief Medical Officer's (CMO's) Risk Rating:</p> <ul style="list-style-type: none"> • High Risk [] • Moderate Risk [] • Low Risk [] <p>TDET Risk Rating:</p> <ul style="list-style-type: none"> • Severity [] • Likelihood [] • Risk [] 	<p>Continue to follow existing HM Government, NHS, and Public Health England guidance for people in this category.</p> <p>HM Government, Public Health England and the NHS have advised people in this category that they can go to work, that is if it is safe to do so, if they <u>cannot</u> work from home because of the person's role, accountability or home circumstances.</p> <p>Continue to follow existing HM Government, NHS, and Public Health England guidance for people in this category.</p> <ul style="list-style-type: none"> • Maintain high levels of 'respiratory' hygiene, i.e. catch it, bin it, and kill it. • Maintain high levels of 'personal' hygiene, i.e. more frequent washing of hands or use of hand sanitiser gel. • Avoid touching their face unnecessarily. • Take extra care to avoid physical contact with others by maintaining strict social distancing. 			

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	The NHS, General Practitioner's (GP's) or Hospital Clinician's will not advice people in this category to shield.					
Black, Asian, and Minority Ethnic (BAME)	<p>Emerging UK and international data suggest that people from the 'Black', 'Asian', and 'Minority Ethnic' (BAME) communities in the general population are being disproportionately affected by COVID-19.</p> <p>The Trust recognise that these shocking figures have understandably led to widespread fear, anxiety and grief amongst our BAME staff and their communities.</p> <p>While it may not be clear as to why the BAME communities in the general population are being disproportionately affected by COVID-19, we are still committed to ensuring the Health, Safety and Mental Wellbeing of all our BAME staff and their communities.</p> <p>The Government, Public Health England and the National Health Service (NHS) continue to investigate the reasons why the 'Black', 'Asian', and 'Minority Ethnic' (BAME) communities in the general population are being disproportionately affected by COVID-19.</p>	<p>Category Applicable for person being assessed:</p> <ul style="list-style-type: none"> • Yes [] • No [] <p>Please state below what condition or circumstance may potentially triggered this category:</p> <ul style="list-style-type: none"> • [.....] • [.....] • [.....] <p>Chief Medical Officer's (CMO's) Risk Rating:</p> <ul style="list-style-type: none"> • High Risk [] • Moderate Risk [] • Low Risk [] <p>TDET Risk Rating:</p> <ul style="list-style-type: none"> • Severity [] • Likelihood [] • Risk [] 	<p>HM Government, Public Health England and the NHS have advised people in this category that they can go to work, that is if it is safe to do so, if they cannot work from home because of the person's role, accountability or home circumstances.</p> <p>Continue to follow existing HM Government, NHS, and Public Health England guidance for people in this category.</p> <ul style="list-style-type: none"> • Maintain high levels of 'respiratory' hygiene, i.e. catch it, bin it, and kill it. • Maintain high levels of 'personal' hygiene, i.e. more frequent washing of hands or use of hand sanitiser gel. • Avoid touching their face unnecessarily. • Take extra care to avoid physical contact with others by maintaining strict social distancing. 			

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Further notes / recommendations / action / control measures:

REVIEW (1 st , 2 nd ,)	DATE (DD/MM/YY)	ASSESSORS NAME	COMMENTS INCLUDING ANY FURTHER RECOMMENDATIONS/ACTIONS	Approved by person being assessed		
				Name	Signature	Date

**** A copy of the completed assessment should be given to the Employee and the Health and Safety Section, and the original given to the Human Resources Department.**

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Severity Level of Injury (i.e. level of harm being realised)

- 1 Very minor injury/ill-health requiring little or no first-aid.
- 2 More severe injury/ill health that may require up to six days absence from full duties and medical attention (non-RIDDOR).
- 3 Specified injury and significant ill-health as defined by RIDDOR, or seven or more days absence from full duties.
- 4 Specified injury and significant ill-health as defined by RIDDOR, or seven or more days absence from full duties affecting more than one person.
- 5 Single or multiple fatality or life/career changing injury/ill-health.

Risk Rating

Likelihood Level

		Likelihood Level					
		x	1	2	3	4	5
Severity Level	1	1	2	3	4	5	
	2	2	4	6	8	10	
	3	3	6	9	12	15	
	4	4	8	12	16	20	
	5	5	10	15	20	25	

Likelihood Level (i.e. probability of harm being realised)

- 1 Very unlikely.
- 2 Unlikely.
- 3 Likely.
- 4 Very likely.
- 5 Certain.

1-2	Very low
3-4	Low
5-6	Medium
8-15	High
16-25	Very high