

Sept. 2020 Reopening

Principles and structures

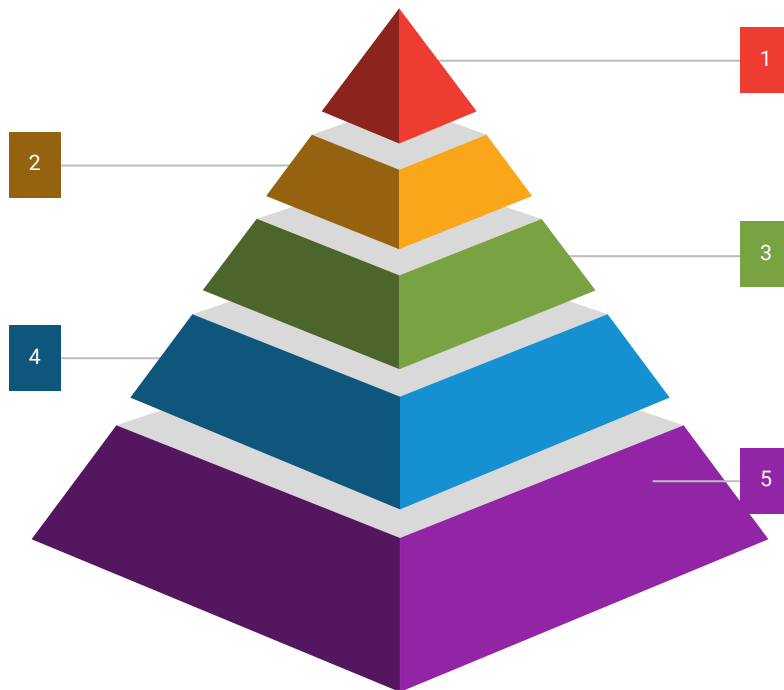
All involved in decision making

The Elliot Foundation

- The Trust is the employer of all staff and the responsible body for all children.
- We set the overall policies and confirm whether each of our schools reopening plans is “safe enough” for children and staff

Staff

- TEFAT staff are trusted to make the best decisions about their own wellbeing
- They decide whether the school and the Trust has created a “safe enough” working environment and may work from home



Government

- Is responsible for the safety and welfare of all citizens.
- It decides when it is “safe enough” to ease Covid lockdown restrictions and reopen schools

Individual schools

- Are responsible to their communities for the environment they provide
- They decide how they will operate under social distancing

Parents and children

- Parents are obliged by law to send their children to school.
- However we expect there will be some flexibility as communities adjust to full return

Principles for Principals

Hierarchy of decision making

1. Law of the land (including H&S and corporate manslaughter)
2. Charitable objects of our Trust
3. The ethos and values of our Trust
4. Practical and operational restrictions including risk
5. Our contractual obligations to government

What this means

- Expectation of all children and all staff back in school from September
 - Although adjustments may still need to be made for both children and staff
- Schools will operate larger bubbles but along the same principle of not mixing
- Start, lunch and finish times will be staggered to reduce congestion
- No large gathering or high risk activities (no assemblies or whole school performances but schools trips in bubbles possible)

Full reopening to all pupils

1. Government

- Government has announced that it wants all schools to reopen to all pupils where possible

2. Trust

- The Trustees as the responsible body have delegated the operational management of schools in Covid to the Ops group but will review and approve the whole Trust approach, framework, policies and confirm plans on July 17th
- TEFAT's four tests will remain and require documentation

3. School

- Schools will create local reopening plans in the framework of policy and decision making issued by the Trust and in light of updated PHE and DfE guidance on expectations and social distancing
- This will be affected locally by staff availability and site issues

4. Staff

- Although the expectation is for all to return to work in school, staff retain the option to work from home where significant risk is perceived
- This will continue for as long as social distancing remains in wider society
- But Trust and schools will work to overcome barriers to return to normal work

5. Trust

- Ops Group will review each school's plan as a desk review and make the final decision
- **It is critical that no school reopens without following this process**
- If on review of risk it is decided that a school is not at that time ready to reopen then support will continue to be provided and Step 2 revisited as and when deemed appropriate

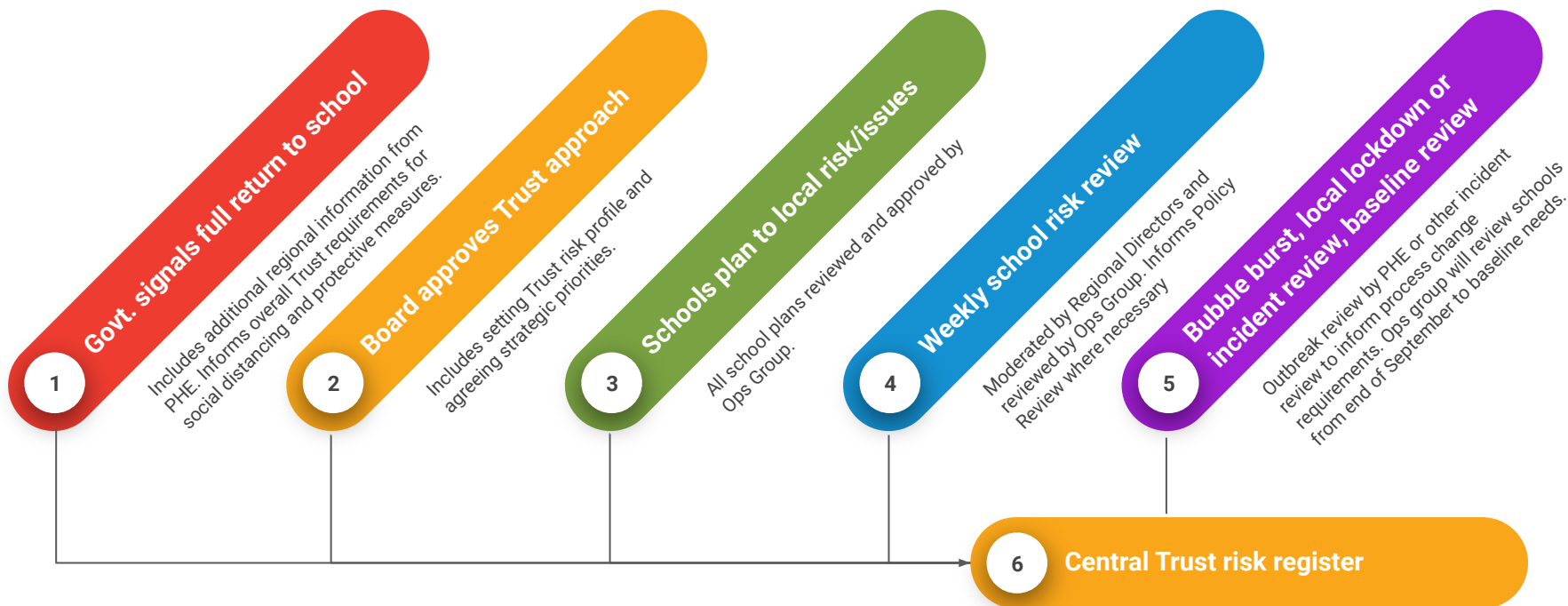
6. Parents & children

- Parents on receipt of their child's school's reopening plans will consider whether it is safe enough to send their child to school
- Children who do not attend will continue to be supported in the virtual school
- The Trust will work with national guidance on non-attendance (which is expected to evolve in September depending on context)

Timeline



Covid ongoing operational risk review



Summarised as additional sheet in whole trust risk register.