

Introduction.

The LET Covid 19 Risk Register Mark1 was formally registered with Trustees on 7th May 2020. This was a single comprehensive Trust based Risk Register cover all aspects of risk for the Trust and its academies. It was informally updated until 2nd July 2020 when the new DfE Guidance for full opening was published. It was shared with Trustees, Governors and was available for staff. Initially we intended to continue with the headings and a Trust based risk register, but on reflection we decided that we needed a risk register for each academy so it could reflect more precisely the risks and the ways we would seek to mitigate the risks for pupils and staff. The Government’s guidance is almost 40 pages in length and we decided to restructure our risk registers inline with that document for ease of use and reference. The Guidance has 5 sections:

1. Minimising Coronavirus,
2. Academy Operations,
3. Curriculum, pastoral support and behavior,
4. Assessment and accountability,
5. Contingency planning.

We have taken the above and added the following:

6. Governance,
7. Finance and Compliance,
8. Reputational risk.

The 2nd July DfE Guidance makes it very clear we have to open our academies for all pupils from the 3rd September 2020. It concludes that **“the balance of risk is now overwhelmingly in favour of children returning to school.”** The Government recognises that it is not totally risk-free but believes if the measures it recommends are put in place then it will be a safe for children and staff. LET has done everything it can to address the advice given and that is reflected in this risk assessment and our actions to mitigate the risks. Where it is possible we have gone further, however it is important to recognise that the Government’s advice is generic for every school – maintained and independent – in the country and each school is unique in how it operates in its own environment, the Trust staff have tried to interpret the information in a coherent way to formulate the best solution for children and staff. Clearly in September the academies will not be working in a normal way as groups need to be maintained to reduce potential infection and some lessons will be modified to conform to the guidance and regulations. However we intend to provide an appropriate broad and balanced curriculum with opportunities for catch-up and extra support where necessary. As the new systems and approach are instigated it is likely we will learn how to improve matters for both children and staff.

If there is a case or suspected case in our academy there is a strict protocol for dealing with it and that is set out in the Government’s advice which is summarised in Protocol A attached to this document. We also have plans in the case of a local lockdown. Where that occurs work is prepared for home learning in various forms to meet individual needs.

As CEO of LET I believe we have created as safe environment as we possibly can within the constraints and instructions the Government has asked us to follow, we will of course react to any further advice from Government as well as looking at any comments made by young people, parent/carers and staff to further improve what we are doing.

A. M. Breckon CEO

Note: The Covid19 risk register will be reviewed by the Principal on a regular basis.

| Risk | Up dated | Risk Description | Impact 5 high 1 little | Likelihood 5 high 1 low | Risk Factor 25 high | Actions and Mitigations | Responsible officer - team | Review frequency | Impact 5 high 1 little | Likelihood 5 high 1 low | Current Risk 25 high |
|---|-----------|--|------------------------------|-------------------------------|---------------------------|---|--|---------------------|------------------------------|-------------------------------|----------------------------|
| 1. Minimising Coronavirus infection | | | | | | | | | | | |
| 1.1 Prevention of the spread of coronavirus | Aug. 2020 | Minimise contact with individuals who are unwell with Covid symptoms or have someone in their household | 4 | 4 | 16 | We have a set protocol based on PHE advice to deal with any symptoms or knowledge of cases at home. Protocol A is attached. | Principal Vice Principal | Daily | 3 | 3 | 9 |
| 1.2 Clean Hands more frequently | Aug. 2020 | Hands are seen as a key transmitter of the virus | 4 | 4 | 16 | More opportunities are built into the school day for hands to be washed, new signage to remind pupils to wash their hands. | P Harcourt SMT | Daily | 3 | 3 | 9 |
| 1.3 Good respiratory hygiene | Aug. 2020 | The transfer of the virus from respiratory means is considered a common factor | 4 | 3 | 12 | We have adopted the "catch it, bin it, kill it." Approach with staff reminders to pupils and clear signage has been installed. | P Harcourt | Daily | 3 | 3 | 9 |
| 1.4 Enhanced cleaning | Aug. 2020 | Cleaning of shared areas, frequently touched surfaces and particularly toilets provide high risks of spreading the virus | 4 | 4 | 16 | Enhanced cleaning schedules have been put in place across all key areas in line with PHE Covid-19:cleaning of non healthcare settings guidance, | P Harcourt | Daily | 3 | 3 | 9 |
| 1.5 Minimise contact and social distancing | Aug. 2020 | Social distancing to minimise contact between individual has been at the cornerstone of government policy and remains a key way of minimising risk | 4 | 5 | 20 | Pupils have been arranged into 4 main groups as follows: - individual year groups 7-11, KS5 Level 3, KS5 Technical and Vocational and Apprentices. Pupils will be registered and taught, for the most part, in specified rooms in 'zones' within the school. Access to specialist teaching areas, where possible, will be available Staff have been made aware of the DfE guidance and are asked to observe where possible these guidelines, however the Trust recognises this will not always be possible, periods of closer working should be limited as far as possible. | Principal SMT | Daily | 3 | 4 | 12 |
| 1.6 Personal protective equipment | Aug. 2020 | The Government concludes that most staff will not require PPE and it is only required where children are unwell when the risk is high. | 3 | 3 | 9 | We accept the DfE/PHE advice however we are keen to protect our staff and therefore will offer staff the opportunity to wear PPE including facemasks and face screens if they wish. Staff working in closer proximity to pupils such as Teaching Assistants will be provided with | Principal SMT/ S Milne for Teaching Assistants | Daily | 2 | 2 | 4 |

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| | | | | | | and asked to wear PPE. They will be provided with face shields should they wish to wear one. Full PPE is available and digital thermometers for staff dealing with pupils who are unwell. Appropriate staff have been given the guidance "Safeworking in Education, childcare and children's social care." Individual risk assessments will be completed to those who are in identified vulnerable groups e.g. pupils with an EHCP. | | | | | |
| 1.7 Responding to any infection | Aug. 2020 | An infection in or related to those in the academy is very high risk, this includes our responsibilities for managing a confirmed case and how to contain any outbreak | 5 | 4 | 20 | The academy will engage fully with NHS Test and Trace process. The senior leadership teams are fully briefed on the protocols related to individual cases and where more than one case. We have already used the protocols and we have regular updates on the protocols and Track and Trace. The Academy has at least one named senior member of staff for dealing with responding to any infection. Protocol A is attached. | Principal Vice Principal | Daily | 4 | 3 | 12 |
| 2. Academy Operations | | | | | | | | | | | |
| 2.1 Transport | Aug. 2020 | There are four forms of transport in use across our academies. Our own mini buses, transport provided by the LA, public transport used by families and transport commissioned by an academy. The government guidelines recognise transport as potentially high risk. | 5 | 5 | 25 | At present we have no intention to use our Mini buses. Pupils using public transport must conform to the bus regulations. Most transport is provided by LCC transport services, but these are not within our control although have pointed out to all schools they cannot meet the government guidelines. In line with Government guidance, pupils will be seated in year groups on the bus at the end of the day. | Principal SMT | Daily | 4 | 4 | 16 |
| 2.2 Attendance | Aug. 2020 | Following a long break away from schools getting all pupils attending again will be crucial. There are two categories of parents, those still worried at the risks involved and those whose parents don't value education and thus don't push their children to return. | 4 | 3 | 12 | We have a clear strategic staged approach to attendance and we will continue to operate to the normal code, This applies the same to recommending to the LA to take parents to court. We will be offering visits to parents reluctant to return on safety grounds to visit the site and we will be communicating with all | Ben Read/ Mark Vayro | Daily | 3 | 2 | 6 |

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| | | In addition there is a small number of children who need to be shielded or self-isolating. | | | | parents to reassure them of the measures we have put in place. Vulnerable children will continue to have phone calls until they return and warning letters will be issued. For those children unable to return because of their condition we will continue to provide support at home via the VLE, work posted home and, where possible, the use of Microsoft Teams to stream lessons. | | | | | |
| 2.3 Staff Welfare and deployment <i>Staff are defined as those on our payroll, those trainees, ITT students, visiting specialists including coaches and apprentices. Where volunteers are essential they are also included.</i> | Aug. 2020 | The loss of staff expertise during this emergency is a risk, combined with the transferring of infection as they move between groups. Those not full time staff or in specialist training or visiting specialists are a particular risk in spreading infections. | 4 | 3 | 12 | Staff welfare is crucial and every effort to support our staff will be made. We will follow to the DfE advice on the clinically vulnerable, extremely clinically vulnerable and pregnant women. Individual risk assessments will be completed for identified groups such as those who were instructed to shield and BAME staff. We will ensure all staff/visitors/ volunteers are fully informed of the regulations and processes and procedures. In addition face masks and face shields can be used by all staff, visitors and trainees if they wish. Within the context of Covid 19 some staff may be asked to change their role or methods of working because of the demands on the academy which the Principal has to meet | Principal Vice Principal | Daily | 3 | 3 | 9 |
| 2.4 Safeguarding and child protection | Aug. 2020 | There are likely to be an increased number of safeguarding and child protection issues emerge following the shutdown. | 4 | 4 | 16 | All staff will be fully updated on the updated safeguarding and child protection policies on the training days before the start of term and any known cases will have staff designated to work with that child and family. | S Milne | Daily | 3 | 3 | 9 |
| 2.5 Catering <i>Meals will be available as before the shutdown, however they will be either staggered to enable social distancing or eaten in their designated rooms.</i> | Aug. 2020 | The risks relate to hygiene and related social distancing of staff and pupils, while preparing, serving and cleaning during meal times. | 3 | 3 | 9 | Enhanced cleaning at lunchtimes where food is served and eaten. Staff are fully aware of the protocols set by the senior staff to ensure social distancing where practical. Catering staff and suppliers must comply with Guidance for Food businesses on Coronavirus | Principal Vice Principal C Cardwell | Daily | 2 | 3 | 4 |

Reference Staff responsible

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| 2.6 Estates | Aug. 2020 | The risks related to site safety, cleanliness and its signage to inform and direct users of the site. There are specific risks related to arrival and leaving the Academy | 3 | 3 | 9 | The academy estate must have a site health and safety check by the site manager prior to opening. A SLT member will carryout a cleanliness check. The Principal will check adequate and appropriate signage is in place including that for visitors. | Principal N Lamb P Harcourt | Daily | 3 | 2 | 6 |
| 2.7 Academy Uniform <i>The Trust has decided that academies should return to normal school uniform.</i> | Aug. 2020 | This may be a problem for some parents because of cost or not been able to purchase before coming back to school | 3 | 2 | 6 | Staff will give time where they feel it is justified for parents/carers to get new uniform. There may be occasion when the Principal informs parents of a day when other clothes should be worn. Ample warning will be given. | Principal Vice-Principal | Daily | 2 | 2 | 4 |
| 2.8 Educational visits | Aug. 2020 | Educational visits are a potential high-risk activity. | 5 | 4 | 20 | Educational visits will only be allowed in exceptional cases, authorised by the Principal in writing. We recognise our apprentices who we are training or have work placement with us will need careful monitoring as will the trainees who require visits. | Principal G Raven | Weekly | 3 | 3 | 9 |

3. Curriculum, pastoral support and behaviour

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| 3.1 Curriculum expectations | Aug. 2020 | The risk is if we do not provide a broad and balanced curriculum for the vast majority of our pupils as well as bespoke intervention and support for those assessed with special needs | 4 | 3 | 12 | The Trust's objective is to provide the broad and balanced curriculum for all its pupils, recognising following return to school assessment that some pupils may need initially highly focused learning to reestablish the capacity to learn and have adequate building bricks for future learning. Intervention and support for pupils will be provided to include Saturday School, After-school intervention, 1:1 support, tutor group reading. | | Half Term Review | 3 | 2 | 6 |
| 3.2 Assessment of pupil needs | Aug. 2020 | Failure to assess pupil needs following the long break is a significant risk | 4 | 3 | 12 | Pupil will be organised in year groups and identified as three categories in relation to their learning and as those who have: Fully engaged Engaged partly Not engaged This will help to inform the school of interventions needed. | Principal SMT | First half term | 3 | 2 | 6 |
| 3.3 Specific curriculum risks – Music/PE | Aug. 2020 | There is increased risk where young people are in close physical contact or are | 4 | 3 | 12 | Large assemblies will not take place and singing will not feature in our activities, unless it is an | Principal SMT | Daily | 3 | 2 | 6 |

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| | | expressing themselves vocally by singing or making speeches in Drama. | | | | integral part of developing communication skills, in such cases H&S Guidance Singing in School – Coronavirus must be followed. Care will be taken for all sporting activities and guidance from the Association for Physical Education – will be followed. Sports coaches can be used provided they comply with guidance in 2.3. | | | | | |
| 3.4 Catch-up Support | Aug. 2020 | Most pupils who have not attended school since March are likely to have fallen behind, so failure to provide appropriate programmes to help these pupils catch up will inhibit future learning and success in their education. | 5 | 4 | 20 | The Academy will use its catch up funding and other resources if necessary to ensure we can provide appropriate programmes to meet the needs of our pupils. The length and size of the programmes will vary depending on the needs. These will be reported to Governors at their November meeting. | Principal SMT | Daily | 4 | 3 | 12 |
| 3.5 Pupil wellbeing and support | Aug. 2020 | Pupils may be experiencing a variety of emotions following Covid 19, which need to be addressed. | 5 | 4 | 20 | From the return to schooling in the summer term we have observed a range of responses from sheer delight at being back at school and meeting friends to anxiety, stress and low motivation. Staff will be assessing every pupil and making decisions based on observation what support is required. The 'Teaching Mental Wellbeing' module from the DfE about mental health has been shared with staff. | Principal SMT | Daily | 4 | 3 | 12 |
| 3.6 Behaviour expectations | Aug. 2020 | The new rules need to be reflected in the behavior policies | 3 | 3 | 9 | All behaviour and related policies have been updated to reflect the new rules. The application of some aspects of the policy will be implemented sensitively, because we recognise returning to school for a small group may be challenging. | Principal SMT N Lamb B Read S Milne | Daily | 2 | 2 | 4 |
| 4. Assessment and accountability | | | | | | | | | | | |
| 4.1 Inspection | Aug. 2020 | Ofsted Inspections will be suspended for the Autumn Term, but visits from HMI are possible to evaluate how we have handled Covid 19 | 4 | 4 | 16 | We have detailed records of what we have done and we have put together our Ofsted preparation file. | Principal SMT | Weekly | 3 | 3 | 9 |
| 4.2 Assessment/ Examinations | Aug. 2020 | We are aware of the assessment position in 2020 but await further clarification | 4 | 4 | 16 | This will be kept under review and action taken if required once full details are available. | Principal Vice Principal | Monthly | 3 | 3 | 9 |

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| | | on 2021, which may be a risk to our performance. | | | | | | | | | |
| 5. Contingency planning | | | | | | | | | | | |
| 5.1 Local outbreak process | Aug. 2020 | This could have a severe impact on our pupils. | 5 | 4 | 20 | Any full closure will be based on Government/ PHE advice. The Trust will follow the external professional advice. Plan is in place. See Protocol A for further detail. | Principal | Daily | 4 | 3 | 12 |
| 5.2 Contingency plans for outbreak | Aug. 2020 | Every institution must have contingency plans for individual, groups/bubbles/ year groups or whole school closure for learning to continue. | 4 | 3 | 12 | A comprehensive set of education and support programmes are in place base on experience in the pandemic so far. These will be reviewed on a monthly basis. | Principal SMT | Monthly | 3 | 2 | 6 |
| 5.3 Continuation of remote learning | Aug. 2020 | There is a requirement to maintain remote learning and to have available packages of appropriate remote learning if there is a lockdown or year group who have to be isolated | 3 | 3 | 9 | The academy has in place the relevant remote learning materials and support packages in the event of school based learning being suspended. In addition we have learnt a great deal about remote learning and we are seeking over time to enhance our offer to pupils to enhance or reinforce their learning. The use of Microsoft Teams has allowed pupils to access learning with their specified teachers. This has proven to be successful with safeguarding measures put in place. The school will continue to use this platform in the event of a lockdown. | Principal Vice- Principal SMT | Weekly | 2 | 2 | 4 |
| 6. Governance | | | | | | | | | | | |
| 6.1 Maintaining governance and leadership at all levels | Aug. 2020 | Governance and leadership is crucial at this time and it is vital clear delegated authority is made, with good communication and the Trust Board and Governors maintain monitoring of the academy. | 3 | 3 | 9 | The Chair has delegated the management of the academies to the CEO and his staff during this challenging period. The CEO intends all scheduled meetings in the handbook will run as set out, but some may be on line. Initially we are seeking to minimise visits to our academies so Governors should not visit unless specifically requested by the Principal. | A Breckon Ex. Principal Principal | Weekly | 2 | 2 | 4 |
| 7. Finance and Compliance | | | | | | | | | | | |

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| 7.1 Financial Implications | Aug. 2020 | DfE have indicated that all additional costs must be met from existing resources, additional cost surround potential staff absence, PPE and additional cleaning costs. | 4 | 3 | 12 | We will seek to adjust our budgets to meet these costs, most of our Academies have reasonable reserves and these will need to be used to ensure we provide a safe environment for pupils returning to school. Catch-up learning programmes will be a major project moving forward; we have Government funding but may need additional funds once our returning pupils are assessed. Investigation into the national Tutoring is underway to provide additional support. | Ex. Principal Principal | Weekly | 3 | 3 | 9 |
| 7.2 Compliance issues | Aug. 2020 | The Academy and the Trust has a vast range of compliance issues to deal with, plus the extensive range of Covid -19 full opening of schools guidance and regulations. | 3 | 3 | 9 | A very detail analysis of all our compliance issues is being carried out. In term for the Covid specific the guidance have been analysed in detail and risk assessed through this document. | Ex. Principal Principal | Weekly | 2 | 2 | 4 |
| 8. Reputational | | | | | | | | | | | |
| 8.1 Communications with parents/carers and pupils | Aug. 2020 | Failure to communicate effectively with parent/carers and pupils will limit pupils returning to school and therefore exacerbate enabling our provision of good education for those young people. | 3 | 3 | 9 | Through communication with parent/carers using a range of media we will seek to demonstrate how school is safe and why pupils should return. UAH will communicate via post, email and/or text. Specific information and documents will be uploaded to the school website. | Principal Vice-Principal | Weekly | 2 | 2 | 4 |
| 8.2 Managing the Press and social media | Aug. 2020 | Negative material in the press or on social media could impact on attendance. | 3 | 3 | 9 | We need to prepare press release or follow up letters regarding attendance. A follow up letter from July will be sent to homes detailing procedures and guidance for the return of all pupils: transport, arrival and departure points, timetable and curriculum, uniform and expectations. | Ex. Principal Principal Vice-Principal | Daily | 2 | 2 | 4 |

CEO: Andy Breckon

Deputy CEO/ Ex. Principal: Steve Baragwanath

Principal: Sheila Paige

Vice-Principal: Donna Allen

SMT: Stephen Milne. Ben Read, Sher Alam, Jane Moody, Natalie Lamb, Garry Raven, Lynda Oddie

Guidance for completing the Risk Register

This is a specific risk assessment covering Covid 19 and the full opening of the academy. It will be reviewed by the Trust committees, but is the operational responsibility of the CEO and his staff.

Column 1 - **Risk** This has been divided into five key headings for risk to be classified and in the risk column a simple heading is required. The template as the basic headings and Principals may add others they consider as a risk; for example GHA not retaining it NAS accreditation.

Column 2 - The **date raised**, however some risks such as ‘pupils making progress’ will be annual so simply insert A in this column.

Column 3 - The **Risk Description** should be concise, but capable of being understood by all staff, governors and Trustees.

Column 4 - The **Impact** of this occurring on the Academy or the Trust; for example being judged inadequate by Ofsted could lead to the academy being removed from the Trust, thus very high impact possible 5. [1 - insignificant, 2 - minor, 3 - moderate, 4 - serious and 5 - very serious.]

Column 5 – The **Likelihood** is the chances of that risk occurring; for example if our performance in terms of standards and progress is good the likelihood of the risk is very low 1. [1 – very low, 2 - low, 3 – medium, 4 – high and 5 very high.]

Column 6 - **Risk Factor** is a combination of the impact and likelihood, which are multiplied to create this factor. [1 to 6 is low risk, 8 to 15 medium risk and 16 to 25 is high risk and must be considered on a regular basis to prevent failure]. The risk tolerance matrix illustrates high, medium and low.

| Risk Tolerance Matrix | | | | | | | | |
|--------------------------------|-------------|-----------------|---------|------------|-----------|----------------|------|--|
| Likelihood | 5 Very High | LOW | 2 Minor | 3 Moderate | 4 Serious | 5 Very Serious | | |
| | 4 High | | | | | | HIGH | |
| | 3 Medium | | | | | | | |
| | 2 Low | | | | | | | |
| | 1 Very Low | | | | | | | |
| Lincolnshire Educational Trust | | Impact | | | | | | |
| | | 1 Insignificant | 2 Minor | 3 Moderate | 4 Serious | 5 Very Serious | | |

Column 7 – The **Actions and Mitigation** should be short and concise describing what is been done to address the risk.

Column 8 - The CEO/Principal should appoint a **responsible person or team** to take the lead on each risk. If the risk factor is above 6 that person must be a senior member of staff.

Column 9 – This should indicate the **review frequency**, which is required to monitor the actions and mitigation.

Column 10 - The **Impact** of this occurring on the Academy or the Trust **after** the Actions and Mitigations in column 7 have been taken into account. This is scored on the same basis as column 4.

Column 11 - The **Likelihood** is the chances of that risk occurring **after** the Actions and Mitigations in column 7 have been taken into account. This is scored on the same basis as column 5.

Column 12 – This is the **current risk** assessment after actions and mitigations, which will hopefully show a reduction. **Current Risk** is a combination of the impact (column 10) and likelihood (column 11), which are multiplied to create this factor.