

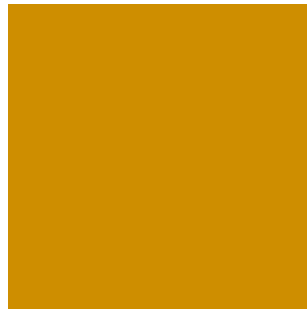
Limiting Your Liability as Primary Schools Reopen

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The Roadmap

DES Guidance/Supports

16 publications

Circulars /induction programmes

Information notes

Live documents

Updated 19 August



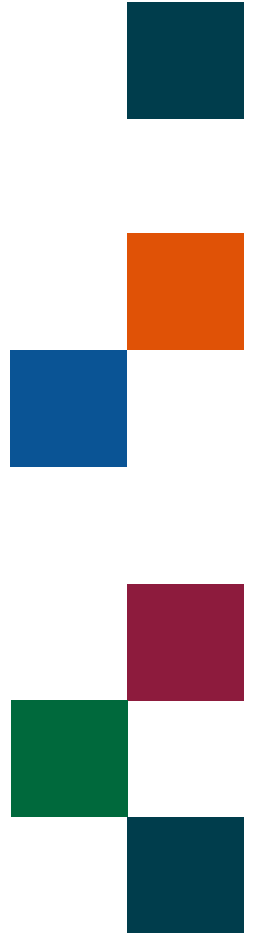
COVID-19 Response Plan for the safe and sustainable reopening of Primary and Special Schools

- Response Plan
- Update Safety & Risk Assessment
- Lead Worker Representative
- Access to the School & Contact Log
- Hygiene & Cleaning
- Dealing with a suspected case



Have BOM Ratified?

- Adopted the Response Plan for the safe and sustainable reopening of Primary and Special schools
- Read & adopted the COVID-19 Policy Statement
- Read and adopted the COVID-19 Risk Assessment
- Read and adopted the Cleaning Plan?



COVID-19 Workplace Inspection

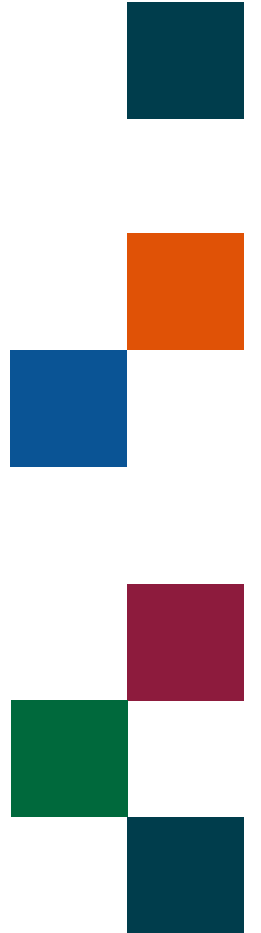
What to expect

1. Has a COVID-19 Response Plan been prepared?
2. Did staff receive induction training?
3. Are adequate COVID-19 control measures in place?
4. Has a worker representative been appointed?



Lead Worker

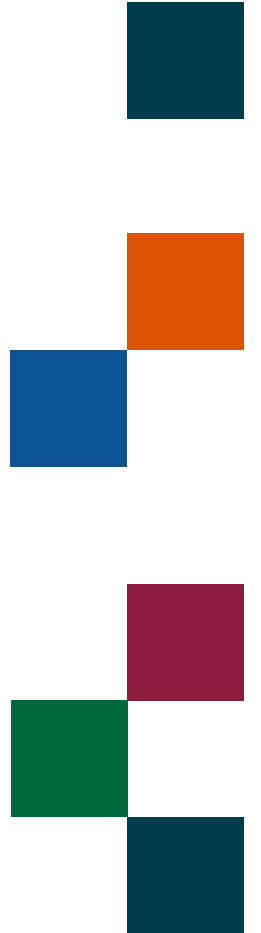
- BOM/Principal look for volunteer
- 30 staff+ Assistant
- Under 30 Deputy
- Induction training (DES)
- What if conflict between Lead Worker & Management?



Cleaning & Hygiene

Contracts/Amendments?

- Terms and conditions
- Cleaners - Return to school induction/cleaning induction
- Contract cleaners
- Caretakers



Dealing with a Suspected Case

Contact Tracing -Data protection considerations-Access

- Isolation area
- Isolating a person
- Arranging for the person to leave the school
- Follow up
- Cleaning
- Have you rehearsed a scenario?
- <https://www.dataprotection.ie/en/news-media/data-protection-implications-return-work-safely-protocol>



Indemnity- Insurance

- Yes if;
- Following guidance + Reasonable precautions
- 3rd party premises
- Licence agreement
- Risk assessment/Control measures
- Formal agreement about cleaning



Physical Distancing

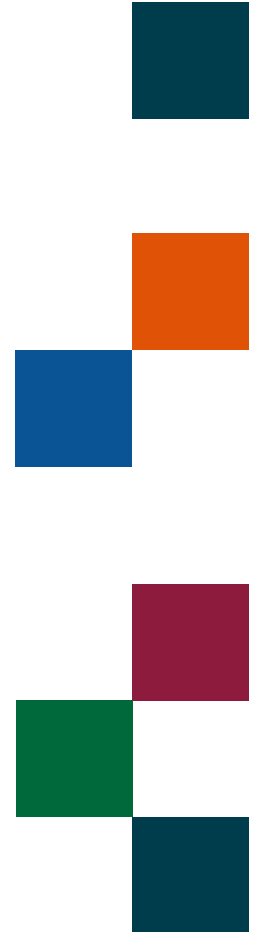
- Masks for under 13 not recommended
- No social distancing- Infants-2nd class
- Vulnerable pupils
- Staff
- Face coverings;(School Policy)
- Masks v Visors v Snoods
- Can you ask for letter from GP as to why face covering cannot be worn?
- PPE –Intimate care/First Aid



International Experience

How Primary schools are coping in;

- **Denmark** reopened April 15th
- Positive experience
- Pods
- Outside classes
- Handwashing every 1.5 hours
- Communication critical
- **Israel** May 17th
- Poor experience –Lack of planning



Circular 0049/2020 (Teacher/SNA)

Special Leave with Pay for Very High Risk Diagnosis

- Employee must arrange test/communicate result
- Self Isolation
- Risk assessment & Report (medical confirmation)
- **Restricted movement** - No symptoms - Close contact –
(Can work remotely-redeployed-DES list of duties)
- **Very High Risk**
- **High Risk** Unpaid leave/Carer's leave?



Reasonable Accommodation

Staff;

Underlying health conditions –Special treatment?

Teachers/SNAs;

Staggered starting times?

Pupils;

Underlying health conditions

Parents not wishing children to return (Tusla)



Secretary/ Caretaker/ Cleaner/ Bus Escorts

COVID-19 provisions

- *Circular 0054/2020*
- Special arrangements set out in this Circular apply to employees of recognised Primary and Post Primary schools in the Free Education Scheme and in Community National Schools under the patronage of ETBs, employed using grant funding ,who are at very high risk of serious illness from contracting COVID-19,
- Circular 0050/2020
- ETB Post Primary



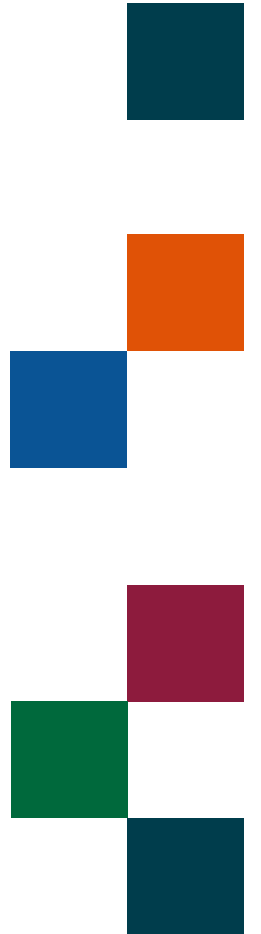
Sanctions for breach of protocol

How can we protect our schools ?

- Staff- **Disciplinary procedures**
- Teachers S.24 Education Act 1998/Circular 49/2018
- SNAs Circular 72/2011
- Ancillary staff SI no 146 of 2000

- Pupils - **Code of Behaviour**
- NEWB Guidelines 2008

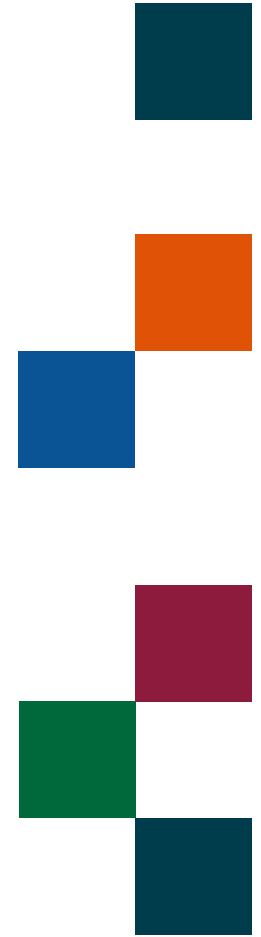
- **Parents/Visitors –By Appointment only**



Risk Mitigation

What a Health & Safety Statement might look like;

Risks		Risk Assessment	Control measures	Responsible Staff members	Reviewed
1	Assembly in morning	High	Different assembly points	Deputy Principal	2/09/20
2	Classroom	Medium	Social distancing rules	Class Teacher	2/09/20
3	Staffroom	Low	Staggered breaks Use own delph	Assistant Principal	4/09/20
4	Hygiene/Cleaning	High	Checklists Continual daily monitoring	Cleaners Teachers SNAs Oversight by Principal	Daily



Checklist

- Revise **Health & Safety Statement** to include COVID-19 Risk Assessment
- Revisit your **Code of Behaviour** to reflect on new Admissions Policies & Covid19 environment
- Review your **Response Plan** regularly
- Review your **Data Protection Policy** in order to facilitate possible further remote teaching

Useful Resource

- DES help line number is 057 9324461
 - Email address is reopeningschools@education.gov.ie
 - <https://www.gov.ie/en/publication/dd7fb-induction-training-for-reopening-schools/>
 - <https://www.gov.ie/en/publication/aObff-reopening-our-primary-and-special-schools/>
 - <https://www2.hse.ie/conditions/coronavirus/people-at-higher-risk.html>
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- CPSMA webinar 12 August
 - IPPN live resource bundle
 - MHC Website/Webinars/Ezines

Contact us



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