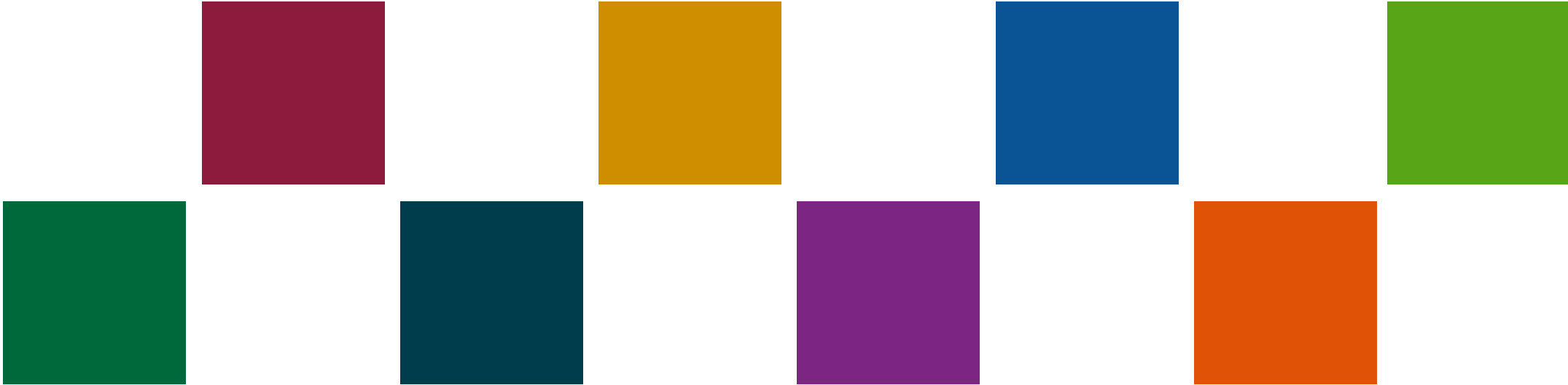




Re-Opening Schools

The First Steps & Practical Issues

Mason Hayes & Curran LLP



The Background

Guidance/Supports

- World Health Organisation
- Govt Publications
- Dept of Health
- HSE
- HSA
- DES/Circular 24/2020
- Patron/Management Bodies
- IPPN
- INTO



Coronavirus
COVID-19

Considerations for Schools

- Desk spacing –1 metre (WHO)
- Social distancing – 1 metre(WHO)
- Daily Temperature checks
- More outdoor lessons
- Policy on wearing masks
- School transport
- Policies in place
- Stay at home if unwell



International Experience

How schools are coping in;

- Sweden - schools didn't close
- Absenteeism/Parent issues
- Denmark 1m
- Few incidents of infection
- Split classes
- England (June 1st)
- Netherlands
- Social distancing 1.5m



South Korea?



Dublin

London

New York

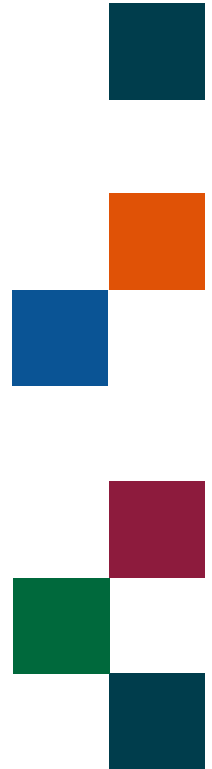
San Francisco

MHC.ie

DES Roadmap Mid June

July Provision ?

- 2018- 10,000
- Complex conditions
- High risk of Educational Disadvantage



Return to Work Safety Protocol

Employers must

- Develop a Covid-19 response plan
- Appoint & train worker representative/s
- Log of contacts to facilitate tracing
- Updating relevant policies – Health & Safety Statement
- Communication of public health advice
- Covid-19 prevention & control measures



Response Plan

COVID 19 Policy Statement

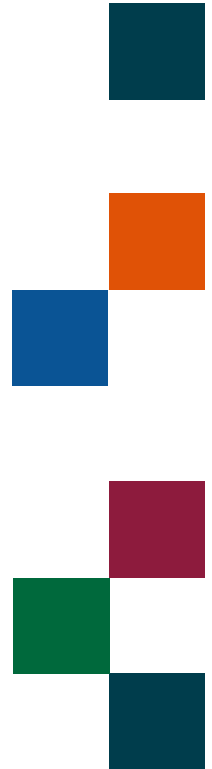
- “St John’s School is committed to providing a safe and healthy workplace for all our workers and customers. To ensure that, we have developed the following COVID-19 Response Plan. All teachers, special needs assistants and ancillary staff are responsible for the implementation of this plan and a combined effort will help contain the spread of the virus.
- All staff will be consulted on an ongoing basis and feedback is encouraged on any concerns, issues or suggestions. This can be done through the Worker Representative(s) _____.
- Signed: _____ Date: _____



COVID 19 Policy Statement

Content includes info on;

- Social distancing
- No handshaking
- Induction programme/staff,pupils,parents
- Cleaning & Hygiene (€24m,Sept-Dec))
- Display posters – signs & symptoms
- Instructions to follow if you develop signs or symptoms
- Stagger breaks
- First aid
- Monitor & amend plan in consultation with staff



Ancillary Staff

Financial costs

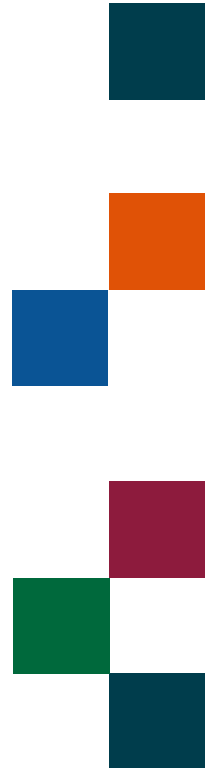
- Secretary –screen, dealing with parents, pupils staff
- Cleaners-equipment –Can they carry out deep cleaning?
- Door handles/desks/toilets(Daily clean?)
- After school activities ?
- Caretaker-Training



Pre Return to Work Form

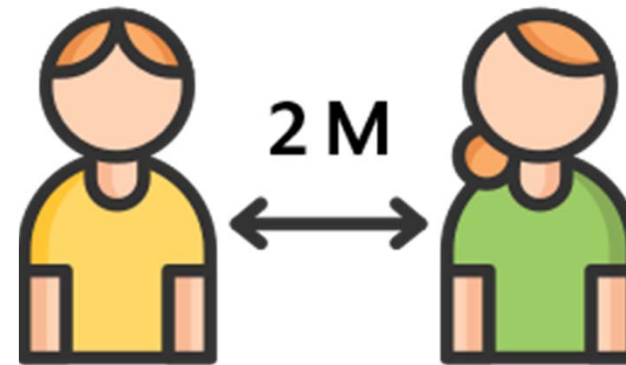
Complete at least 3 days in advance

1. Do you have symptoms of cough, fever, high temperature, sore throat, runny nose, breathlessness or flu like symptoms now or in the past 14 days?	?
2. Have you been diagnosed with confirmed or suspected COVID-19 infection in the last 14 days?	?
3. Are you a close contact of a person who is a confirmed or suspected case of COVID-19 in the past 14 days (i.e. less than 2 metres for more than 15 minutes accumulative in 1 day)?	?
4. Have you been advised by a doctor to self-isolate at this time?	?
5. Have you been advised by a doctor to cocoon at this time?	?
6. Please provide details below of any other circumstances relating to COVID-19, not included in the above, which may need to be considered to allow your safe return to work.	



Social Distancing

- Smaller class groupings
- Floor markings
- Assembly & dismissal
- Breaks & playground
- One way access systems



Vulnerable Pupils

- Special schools
- Special classes
- Intimate care needs
- ASD
- ODD
- First Aid



Circular 0024/2020

BOM may grant Special Leave with Pay for Self Isolation

- Appropriate HSE or medical confirmation
- **Self Isolation** - (medically certified).
Not required to work remotely?
- **Restricted movement** - No symptoms - Close contact –
(Can work remotely-redeployed)
- **Self Declaration Form** - (in absence of written medical advice)
- Who advised ? What advice?
- **At Risk Groups**, over 60s, long term illness, weak immune systems

Potential legal issues

- Temperature testing for staff
- Dealing with suspected illness
- Wearing of PPE
- Log of contacts (GDPR)
- Personal injury litigation-(Causation)
- Stress/Wellbeing

- Employment disputes
- Terms & conditions of employment



Reasonable Accommodation

Consideration for BOMs

- Staff;
 - Underlying health conditions
 - Immediate family members
 - Childcare issues
- Pupils;
 - Underlying health conditions
 - Parents not wishing children to return



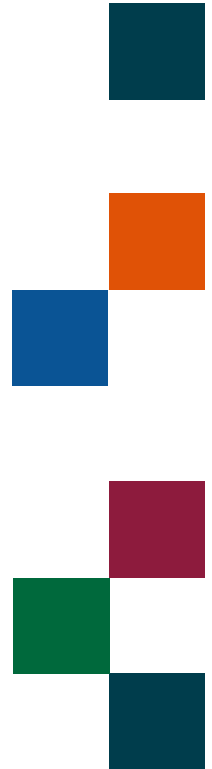
Sanctions for breach of protocol

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

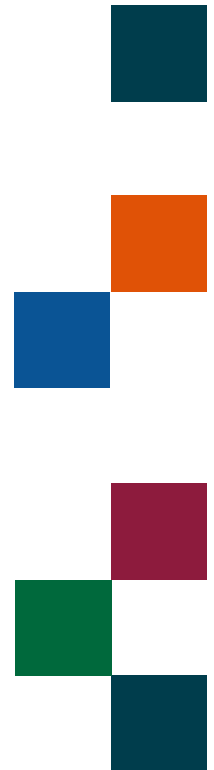
- Parents/Visitors



Risk Mitigation

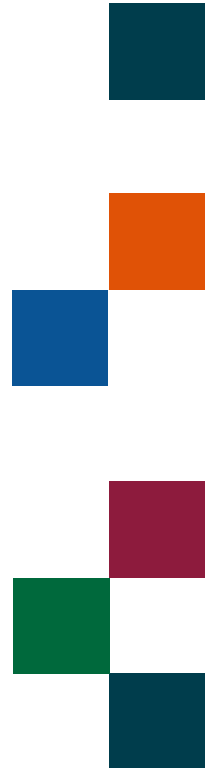
What a Health & Safety Statement might look like;

	Risks	Risk Assessment	Control measures	Responsible Staff member	Reviewed
1	Assembly in morning	High	Different assembly points	Deputy Principal	7/09/20
2	Classroom	Medium	Social distancing rules	Class Teacher	
3	Staffroom	Low	Staggered breaks Use own delph	Assistant Principal	
4	Playground	High	Staggered breaks Social distancing	Teachers SNAs	



Start preparing for your return

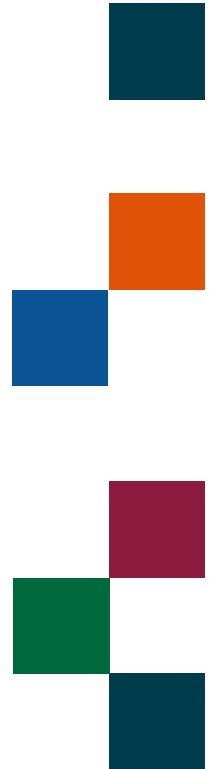
- Consult with Staff & BOM
- Develop a draft Covid 19 Response
- Identify worker representative
- Read Circular 0024/2020
- Update your code of behaviour
- Update your safety statement
- Plan for special needs & infant pupils
- Plan for at risk pupils & Staff
- Await further advice



Essential Reading

Ezine

- **“Key Employment Concerns As Schools Consider Re-Opening” MHC**
- **“Return to Work Safety Protocol” Gov.ie**
- **Circular 0024/2020**



Thank you



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