



September 2020

Conduct during the Coronavirus Pandemic

The Trustees and Local Governing Committees expect the whole school community to behave responsibly during the Pandemic, by following our ethos and acting in a way which protects and minimises the risk to themselves and others and enables maximum attendance by both staff and pupils.

There are strict measures in school, governed by risk assessments and guidelines, which everyone employed/engaged by the school is expected to familiarise themselves with, including any updates as they occur. Any individuals who require clarification of any aspect of the measures/risk assessments must seek guidance/clarification from their line manager without delay.

All guidelines and requirements set out in the risk assessments and through reasonable management instruction must be complied with at all times whilst working at the school.

In addition, all individuals employed/engaged by the school (including staff, volunteers and third-party workers) are expected to behave responsibly and act in line with current latest Government Regulations and Guidelines on Covid-19 outside of work to protect themselves and others.

This includes:

- Keeping your distance from people outside your household or support bubble;
- Limiting social interactions in line with limits set by the Government;
- Ensuring high levels of hygiene are maintained, particularly regular hand washing;
- Wearing face coverings where required to do so by Government guidelines and regulations, except where exempt;
- Following Government guidance on testing and ensure that where symptoms are present a test is taken as soon as reasonably practicable and self-isolating, along with any household members, until the outcome is available.
- Any individuals who test positive for Covid-19 must notify the school immediately and self-isolate until the end of the recommended period;
- Fully co-operating with the NHS track and trace service, observing any requirement to self-isolate following contact with an infected person and not returning to school until the recommended period of self-isolation has been completed;
- Continuing to report absence in line with school requirements, including where any absence relates to Covid-19 or the need to self-isolate;
- Not booking holidays which it is known require quarantine on return to the UK and will thereby prevent the fulfilment of contractual obligations to attend work.

All individuals working at the school are responsible for ensuring the steps set out above are complied with to meet the following objectives:

- maximising levels of attendance for adults and students;
- enabling the school to maintain high quality provision of education to all students;
- maintaining public confidence in the profession and the school;
- avoiding reputational damage to the school.

The school reserves the right to take appropriate action, including disciplinary action, where these objectives are put at risk by an individual's conduct.

This document will be reviewed termly by The Trust Board