



6th January 2021

NASUWT Coventry Association
24/25 Koco Community
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COVENTRY
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Negotiating Secretary
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Deputy Secretary
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Dear Head Teacher

Re: School reopening - January 2021

Further to our letter to you on Sunday 3rd January 2021 (enclosed) we write to you with some initial considerations, expectations, comments, and questions on the announcement from the Prime Minister on Monday 4th January 2021 to open primary and secondary schools to vulnerable and keyworker children only and to move to remote teaching and learning for all other children. We have serious concerns about the continuation of provision for Special, Alternative Provision, EYFS, Nursery and SEN and continue to make representations. This provision needs to be carefully considered in line with Health and Safety and Workload implications. We are awaiting further national guidance and information from our Union and will share this. We have shared the contents of this letter with Kirston Nelson, Director of Education and Skills at Coventry City Council.

NASUWT response to the announcement

The Union has been continuing to make active representations about the impact of the new variant of the coronavirus, rising infection levels and the impact on the reopening of schools and colleges. Prior to the start of the spring term, the NASUWT called on the Government to end the confusion and chaos across the country, to put safety and public health first, and to move immediately to remote education on a nationwide basis.

A national lockdown was the only credible response to the current situation facing the country. It is right that the Government has accepted the NASUWT's calls for an immediate move to remote learning which will operate until the February half-term in the first instance.

Reopening schools again after half-term without further disruption will, however, mean that lessons must be learned. The NASUWT is calling on the Government to:

- work with the sector to develop credible and lasting solutions;
- introduce tougher control measures and enforce compliance;
- introduce robust system of testing led by public health teams;
- give priority to the education workforce in the roll-out of the coronavirus vaccine.

The NASUWT has also made clear that the Union expects to be fully involved in discussions around preparation of alternatives to the summer 2021 public examination series and that preparations for the 2021 primary school statutory assessments should be abandoned.

In general terms during this period, we expect settings to consider the following:

General Health and Safety considerations

- Risk assessment templates should be reviewed in line with any renewed guidance
- Risk assessments must be updated and reviewed on a regular basis by trained and competent persons to take account of the increased and HIGH risk of the variants of coronavirus. It is not acceptable for risk assessments to be dated Autumn Term 2020. The risk assessment must be subject to consultation with all staff, unions and quality assured by a process such as the one offered by Coventry Local Authority.
- All policies, procedures including safety procedures must be reviewed, and updated to take account of the increased risk of the variants of coronavirus. These must be shared with all staff and consulted on before being put in place.
- Individual risk assessments (i.e., VERAs) must be updated and reviewed for all vulnerable and 'at risk' staff, this includes those over 50, pregnant, travelling by Public Transport, BAME, living with vulnerable people and those with underlying health conditions.
- Clinically Extremely Vulnerable staff should be working from home
- Clinically Vulnerable staff should be working from home or if they are in school with an updated individual risk assessment (i.e., VERA).
- School and Public transport – full consideration should be given to the risks of travelling for staff and provision for pupils
- Equality Impact Assessments (EIAs) need to be reviewed in line with change in provision and the impact on protected groups.
- Our checklist makes clear our general expectations around Health and Safety - [Covid-19: Health and Safety Checklist](#)

Workload and Remote Learning

- All activities undertaken should be workload impact assessed in line with our Workload checklist - [Covid-19: Workload Checklist](#)
- Expectations on remote learning should consider the NASUWT advice and guidance - [Arrangements for Remote Teaching and Learning 2020](#)
- Expectations on remote learning should consider the NASUWT checklist - [NASUWT checklist for the use and management of remote education](#)
- Workload impact assessments should be carried out on remote learning provision.
- Staff who are remote teaching should not be required to work in school unless there are specific reasons – in this event individual risk assessments should be completed and spacing needs to be considered.
- Policies such as the Behaviour Policy should be reviewed to take into consideration remote teaching and learning.

- Access to IT equipment (Laptops and Internet Access) for remote learning – what further support will be made available?

School Organisation and Resourcing

- Potential staggered start and finish times – consider impact on siblings in school and at other schools who may start/finish earlier or later, working hours of staff if the day is extended or starts earlier
- Longer time gap between sessions to allow for cleaning and any other Health and Safety considerations
- Consider the criteria of keyworker and vulnerable children to manage and reduce bubble sizes – especially in special schools
- Staff who do go into school must not mix with any other staff and must follow risk assessments.
- all staff training and meetings should be now conducted remotely. There must be no expectation for all staff to be in on the school site at the same time.
- Rotas should now be used, and this should be based on staff volunteering.
- The numbers of pupils in each bubble should be limited and there should be no mixing of bubbles including staff – reference any updated guidance.
- There should be appropriate allocations of staff to each bubble so breaks can be taken and PPA.
- Is there any information about possible fines for non-attendance of pupils including keyworker and vulnerable children?
- If schools are using Supply Teachers/external visitors (SEN etc.)/any external providers – is there any updated guidance for this? Are updated risk assessments going to be shared? Supply Teachers could be offered longer term contracts to ensure continuity.
- PPA arrangements and breaks/lunchtimes/supervision duty – contractual issues for staff will need to be considered.
- NQTs – PPA and support – How will NQTs be supported through this?
- Bubbles being sent home - how will remote learning be managed? There are workload implications on staff.
- Lunches should be provided by the school and staff and pupils should have lunch together in the same area
- Mental Health considerations for Staff and Pupils.

Specific Health and Safety Issues

- Ensure all resources for each pupil are covid-secure
- Pupils should not be bringing any materials or equipment into school or taking any resources home
- Management of toilets – cleaning and different bubbles using at the same time / staff toilets – ensure there is adequate soap and paper towels
- Ensure there are supplies of hand sanitiser
- Maintain good ventilation and good heating in line with requirements
- Additional cleaning of all work surfaces
- Pupils undertake outdoor activities where possible

- Schools will require additional cleaning, signage, equipment, PPE – funding considerations
- Appropriate medical-grade PPE for staff and pupils as identified through VERA and guidance
- 2m Social Distancing – as identified through VERA and guidance
- Staff to change clothing and shower on returning home
- Schools to consider temperature checks
- Testing provision for pupils and staff on a regular basis
- Any positive cases mean the whole bubble collapses and they self-isolate in line with the established process
- Social distancing maintained outside the school site at beginning and end of sessions

We remind you that the employer has a duty during this crisis to do whatever it takes to ensure that all schools are safe places for teaching and learning with due regard to Health and Safety, Employment and Equalities legislation. Given the urgency of the situation, we trust that you will reconsider the matters raised in this letter to be of the utmost priority. As previously stated, the NASUWT stands ready to work with you in the interests of children, young people, and our members in all schools.

We look forward to your response to the issues and questions we raise.

Yours sincerely,

Pippa Richings, Nigel Buckler and Manjinder Bhandal
NASUWT Coventry

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Letter sent on Sunday 3rd January 2021 from NASUWT Coventry
Health and Safety Checklist
Workload Checklist
Remote Teaching and Learning Guidance
Remote Teaching and Learning Checklist