

**Risk assessment for Mental Health and well-being March 2021**

Persons at risk: Staff and pupils

Hazard	Control measures	Person/s responsible	Comments (including whether control measures are not in place)
Individual risk assessments for children with EHCPs, those at are deemed “vulnerable” and those receiving SEN support	Discuss changes in child’s wellbeing with parents before their return to school allow a personalised approach. Obtain advice from specialist teams (ASCT, LBAT. EPS and others) to help identify pupils health and wellbeing needs which have changed due to experiences both at home or- if they have been in school- with the increase of children returning to school.	JV, JT, NL	Risk assessment for pupils with EHCPs have been completed.
Pupils externalising and using anti-social behaviour	Updated policies understood and consistently applied. Review and update existing individual behaviour plans in line with how physical interventions might need to be handled.	JV, JT, NL	Revisit Behaviour Policy and Risk Assessment with staff during SIMs in weeks before 8 <sup>th</sup> March. Class teachers to review our school rules, Behaviour Policy and new expectations for social distancing on first day back.
Pupils internalising anxieties	Set up reporting systems so that all staff and parents can share any form of concern quickly. Be alert to any changes in behaviour. Opportunities will be made regularly to discuss anxieties as a class.	JV, JT, NL, KB Class teachers	Ensure language used is positive and that children are aware that it is not their fault should someone become unwell. Remind children that they should each have a safety network of 5 trusted adults that they can talk to.

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Parental anxiety about children allocated a place going back to school-	Clear transparent communication with parents about how the risks have been managed and how they'll be regularly reviewed	JV, JT, NL, KB	Pupils are required to attend school in. Put risk assessments on the school website.
Bereavement support for staff and pupils-	Contact the EPS and online resources eg Winstons wish, ensure that staff supporting children (including DSLs, Pastoral leads, SENCOs and TAs) have additional informal support from SLT.	JV, JT, NL,	
Staff anxieties or diagnosed conditions preventing returning to school	Liaise with HR as usual and plan group ratios to be safe. Maintain open communication with all staff and refer to EAP and Occupational Health if appropriate.	JV, JT, NL, SS	Individual staff risk assessments have been sent out and collated. All staff will be back at school in September 2020.
Anxieties from staff and pupils escalate rather than reduce	Ensuring all measures are regularly reviewed to ensure wellbeing of the school community is sustained, alert appropriate bodies of support and guidance proactively rather than reactively.	JV, JT, NL, NP	Weekly briefings to disseminate information and raise issues will still be electronic. Staff meetings will be conducted remotely PHSCE resources will be used to support pupils.

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Staff feel overloaded and their well-being suffers as a result	See Remote Learning Policy	JV, JT, NL,	Risk assessments will be shared with staff. Staff know the number for Health Assured (Employee Assistance Programme) and this is displayed in the Staff Room.