

Appendix 2a: Guidance as of January 2021 for Clinically Extremely Vulnerable and Clinically Vulnerable restrictions on working throughout the tiers:

In any change to the restrictions the individual risk assessment for the staff member will be assessed with their Line Manager.

For local restriction tier 1 or 2: Staff who are clinically vulnerable or clinically extremely vulnerable and coming into school will be placed in the safest possible on-site roles where it is possible to maintain social distancing. For staff who are otherwise at risk (e.g. BAME staff), we will consider putting specific protective measures in place.

In tier 3: If the government introduces additional shielding measures, it will contact individuals if they need to shield. Staff who have received a shielding letter from the government or been advised to stay at home by their GP/clinician will not come into school if possible. If staff who are in the clinically extremely vulnerable category cannot work from home, we will carry out an individual risk assessment to determine whether they can work safely in school by taking an alternative role or changing working patterns.

In tier 4 or during national lockdown: Staff who have received a shielding letter or been advised to stay at home by their GP/clinician will not come into school, and instead will work from home if they can.

Clinically vulnerable staff will come into school if they can't work from home. If in school, they will:

- Where possible, maintain 2-metre distance from others
- Avoid close face-to-face contact and minimise time spent within 1 metre of others

Staff that live with someone who's extremely clinically vulnerable or clinically vulnerable will come into school if they can't work from home and will follow good prevention practices.

Staff who are pregnant will work from home where possible. If home working isn't possible, we will follow the guidance for pregnant staff in all tiers (below).

In tiers 1, 2, 3 or 4: We will carry out risk assessments for staff who are pregnant, and remove or manage identified risks where possible. Pregnant staff will not be required to continue working if this is not supported by the risk assessment, and will be offered alternative arrangements (which may include working from home or suspension on normal pay). Staff who are 28 weeks pregnant or beyond, or staff who are pregnant with underlying health conditions, will be considered clinically extremely vulnerable and offered further flexibility to work from home in a different capacity.