

Risk assessment for 2022/23 v 1

THIS IS A LIVE DOCUMENT AND WILL BE UPDATED IF THE GUIDANCE CHANGES

Key guidance

- [People with symptoms of a respiratory infection including COVID-19 \(UKHSA\)](#)

1. Governance and Leadership

Risk	Indicative Risk	Who	Measures in place	Long-term by who / when
1.1	Irregular and insufficient scrutiny of relevant advice and guidance regarding the reopening of college and measures needed to be put in place, could lead to accusations of the college not adhering to its contractual obligations or neglecting its legal duties including those relating to health and safety.	1.1.1 SMT and Clerk	1.1.1 SMT and Clerk monitor updates sent by email from SFCA, ESFA, DfE, WSCC, AoC, ASCL and Clerk's network and join appropriate webinars, circulating as needed Daily	
		1.1.2 SMT	1.1.2 SMT members check in with agencies relative to their areas of responsibility e.g. WSCC, NAMSS and provide updates in weekly meetings to SMT As required	
		1.1.3 Principal and Estates Manager	1.1.3 Principal and Estates Manager keep in contact with union representatives. Union views are also monitored and reported by the Industrial Relations lead at the SFCA. As required. Scheduled half-termly union meeting with the Principal	
		1.1.4 Principal and Vice Principal (Pastoral)	1.1.4 WSCC and support agencies keep in contact with Vice Principal (Pastoral) and Student Services team as needed. As required	

Risk	Indicative Risk	Who	Measures in place	Long-term by who / when
1.2	Slow decision making and poor communication with stakeholders could lead to confusion and inconsistency of practice, students would receive inadequate teaching and support staff areas would not be able to meet their service levels. Governors would not be able to carry out their role sufficiently. Government requirements would not be met leading to complaint and reputational damage.	1.2.1 SMT	1.2.1 SMT send messages to governors and all other stakeholders, where relevant, to update on the college COVID-19 response situation. Messages are sent by email and posted on the college website and SharePoint. Social media is used as and when appropriate. As required	
		1.2.2 SMT	1.2.2 SMT keep in regular contact and have shared mobile phone numbers and WhatsApp group. As required	
		1.2.3 All college managers	1.2.3 All managers check in with their line reports to ensure service levels are being met and if not, report this to the appropriate SMT member. Subject areas will use Teams for teaching if students are absent due to COVID-19 as well as inter-departmental communication. At least fortnightly	
1.3	No mechanism for accounting for increased costs and losses due to Covid-19 could lead to the budget forecast being over optimistic and the college being in deficit by the end of the financial year.	1.3.1 Finance Team and Finance Director	1.3.1 Finance Team keep finance records for all expenditure and Finance Director keeps a record in a specific ledger of additional expenditure and short- and long-term potential losses. Ongoing	

2. Learners and learning

Risk	Indicative Risk	Who	Measures in place	Long-term by who / when
2.1	Insufficient planning regarding the number of teachers and students on site and the model of learning and support will not fulfil government requirements but will increase staff and student exposure to COVID-19.	2.1.1 Vice Principal (Curriculum) and Directors of Faculty	2.1.1 All students will attend all lessons onsite on a full timetable.	
2.2	Insufficient planning for the likely additional and/or enhanced well-being /pastoral support needs and identification of resources required could lead to an increase in student stress and anxiety and have a negative impact on learning.	2.2.1 Vice Principal (Pastoral), Student Services and Study Support and Wellbeing Team	2.2.1 Vice Principal (Pastoral) has planned for enhanced support for learners through our wellbeing activities.	WSCC, HDC and local schools are collaborating on enhanced mental health support for local students. Vice Principal (Pastoral) Ongoing
2.3	Insufficient support available for vulnerable and/or disadvantaged students creates inequality of provision.	2.3.1 Vice Principal (Pastoral), Student Services and Study Support and Wellbeing Team	2.3.1 Study Support department will monitor case by case any enhanced SEND needs.	See 2.2
2.4	Expectations of student compliance regarding behaviour are not communicated well and not monitored.	2.4.1 Vice Principal (Pastoral)	2.4.1 Vice Principal (Pastoral) has updated Code of Conduct and ensures regular communications are given to students through the tutorial programme and bulletin.	
		2.4.2 Estates Manager and SMT	2.4.2 Security staff support and encourage student compliance.	
2.5	Students are not given appropriate advice about travel to and from college, including the use of public transport.	2.5.1 Principal	2.5.1 Learners have been given clear guidance regarding use of public transport to travel to and from college drawing on latest government information.	
2.6	Students who are unable to come to college are not well supported.	2.6.1 Vice Principal (Curriculum) and Directors of Faculty	2.6.1 Collyer's Online has developed rapidly and staff have supported one another through INSET sessions to develop a consistent and high-quality distance learning offer.	


Risk	Indicative Risk	Who	Measures in place	Long-term by who / when
2.7	The college does not follow government policy regarding testing of learners for coronavirus and has no system in place for reporting positive tests or dealing with staff and students exhibiting symptoms on site	2.7.1 Principal and Estates Manager	2.7.1 We will follow public health guidance provided by the government and/or WSCC on implementing control measures, updating risk assessments and monitoring that controls are effective.	A further spike in instances of COVID-19 – nationally or locally –could force a further period of college closure or tighter restrictions under contingency plans. Principal Ongoing
2.8	The college does not anticipate or plan for upcoming updates from Ofqual / DfE on the approach to awarding grades this summer and poor communication with students and parents leads to dissatisfaction or appeals	2.8.1 Vice Principal (Curriculum) and Directors of Faculty	2.8.1 Vice Principal (Curriculum) monitors updates from Ofqual, DfE, AoC and SFCA and reports to SMT weekly. Consultation takes place with Curriculum Directorate and Curriculum Committee. Decisions taken on processes are communicated to all stakeholders via email and updates hosted on the college website.	

3. Safety

Risk	Indicative Risk	Who	Measures in place	Long-term by who / when
3.1	College managers do not pay attention to enhanced hygiene care and limiting movement around the site to ensure a healthy environment and minimise risks to staff and students and their exposure to Covid-19.	3.1.1 Directors of Faculty and teachers with support from estates team	3.1.1 We already use rooms with good ventilation and have implemented the new CO ₂ monitors provided by the Government. All rooms, including toilet facilities, can utilise air-conditioning as well as ensuring good airflow.	
		3.1.2 Estates Manager	3.1.2 H & S Committee review safety arrangements in each meeting.	
		3.1.3 Estates Manager	3.1.3 Enhanced PPE available in First Aid kits and updated First Aid Guidance following government advice.	
		3.1.4 Estates Manager	3.1.4 Face masks are not required of students, staff and visitors anywhere on the campus.	
		3.1.5 Finance Director and Estates Manager	3.1.5 We have checked that all suppliers, contractors and subcontractors are compliant with hygiene processes.	
		3.1.6 Estates Manager	3.1.6 Latest government guidance will be followed if a member of the college community falls ill.	
		3.1.7 Principal and PA to the Principal	3.1.7 Reception will be open as usual with mitigations in place such as a plastic screen and hand washing materials.	

4. Staff

Risk	Indicative Risk	Who	Measures in place	Long-term by who / when
4.1	Insufficient planning and monitoring for the safe return of staff in their various roles will lead to confusion, poor performance, failure to meet service levels and potential litigation.	4.1.1 Principal, SMT and Support Staff Managers	4.1.1 All staff are back at work.	A further spike in instances of COVID-19 – nationally or locally – could force a period of college closure. Principal Ongoing
		4.1.2 Principal and HR	4.1.2 Government guidance is that all staff can work onsite (noting point 4.1.1 above), although those in the most at risk categories should take particular care. In some cases, individual staff may like to raise specific concerns with their line manager or HR.	
		4.1.3 Chair of Governors, Principal and all staff	4.1.3 We will continue to monitor staff wellbeing and offer support where needed.	
		4.1.4 Principal	4.1.4 Travel and transport arrangements advice for staff was circulated.	

Signature of Principal: 

Print Name: DAN LODGE

Date: 08/09/22

Signature of Chair of Governors: Approved in correspondence

Print Name: GRAHAM LAWRENCE

Date: 08/09/22

Signature of Estates Manager (Health and Safety Lead): Approved in correspondence

Print Name: MARTIN EMERY

Date: 08/09/22

Review Date: Following changes to guidance.