

Question	Revised
Which staff can I expect to be available for work when my school reopens?	Staff who have been classed as <b>clinically extremely vulnerable (shielded)</b> due to pre-existing medical conditions have been advised to remain at home. We do not expect people in this category to be attending school or college, and they should continue to be supported to work at home as much as possible.
	<p><b>Clinically vulnerable (but not clinically extremely vulnerable)</b> people are those considered to be at a higher risk of severe illness from coronavirus. The risk assessment process should be conducted sympathetically and sensitively to enable the individual's circumstances and concerns to be understood and documented along with any steps that can be reasonably taken to address those concerns and enable the employee to attend the workplace e.g. being offered the safest available on-site role, stringent social distancing etc</p> <p>We do not expect staff in this category to attend the workplace if they do not agree to do so and there should be no pressure for staff to attend work. Staff in this category should be supported to work from home as much as possible if not attending the workplace.</p>

All options for homeworking should be explored for staff who lives in a household with someone who is **extremely clinically vulnerable (shielded)**. As set out in the guidance on shielding, it is advised they **only attend an education or childcare setting if stringent social distancing can be adhered to**. An individual risk assessment should be conducted by the employee and Headteacher regarding the feasibility of stringent social distancing. If stringent social distancing cannot be adhered to, we do not expect those individuals to attend the workplace.

In exercising their duty of care to the employee, schools must do everything possible to mitigate risk of the employee 'taking the virus home' to their vulnerable house-member.

If individuals do not agree there will be sufficient measures to protect them (or those they live with) there should be no pressure to attend work, and they should be supported to work from home as much as possible.

The employer needs to ascertain and address the employee's concerns, particularly if they are in a role that can't be performed at home. Ultimately, the employer will need to decide whether to accept the employee's concerns and may have no option other than to accept that some employees will be staying at home on full pay for the duration of this emergency as they are not able to work from home. Schools should take advice if they feel that the employee's concerns are unreasonable.

All options for homeworking should be explored for staff who **live with someone who is clinically vulnerable** (but not clinically extremely vulnerable), including those who are pregnant. Where this is not feasible, staff should only **attend their education or childcare setting** following an individual risk assessment being conducted by the employee and Headteacher and satisfactory protective measures being in place.

It is advised they only attend an education or childcare setting if stringent social distancing can be adhered to.

In exercising their duty of care to the employee, the onus is on the employer to do everything possible to mitigate risk of the employee 'taking the virus home' to their vulnerable house-member.

The employer needs to ascertain and address the employee's concerns, particularly if they are in a role that can't be performed at home. Ultimately, the employer will need to decide whether to accept the employee's concerns and may have no option other than to accept that some employees will be staying at home on full pay for the duration of this emergency as they are not able to work from home. Schools should take advice if they feel that the employee's concerns are unreasonable.