


RISK ASSESSMENT

Activity/Environment Description: Covid -19 – Mental health and Well-Being	Date of Assessment: 6/09/20	
Written by: Jonathan Pickles Approved by:	Date of Review: 25/10/20 03/01/21 03/03/21 20/04/21 28/05/21	

Ref No.	Possible hazard	Who is at risk?	Control Measures
1	<p><u>Mental health and wellbeing.</u></p> <ul style="list-style-type: none"> - What is in place to ensure that staff have opportunities for self-referral to mental health support? - What is in place to provide opportunities for confidential conversations/ counselling sessions? 	Staff	<ul style="list-style-type: none"> • All staff can self-refer for counselling through Kirklees Occupational Health and we also have access to the care first system meaning people can speak to someone by phone at any time 24 hours a day. • All staff have been consulted regarding their concerns around returning to work, having opportunity to express their thoughts. The HT has spoken to a number of staff individually to try to put concerns to ease. • Identified wellbeing lead in place in school. • Staff made aware they can speak to SLT at any time they feel they need to. • Staff questionnaire sent out to investigate staff wellbeing. • During the most recent National lockdown all staff spoken to, reminded to come and speak to Headteacher regarding any concerns, adaptations made as a result. • Where there may be concerns, staff have been spoken to individually to reassure and make adjustments where necessary. • Staff have returned to usual duties following National Lockdown. Any bubble crossing minimised as much as possible. Where this is the case staff have been individually consulted.

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			<ul style="list-style-type: none">• Staff have been consulted as part of planning ahead of next academic year to share any concerns or preferences they may have.• HT has attend a course relating to referring staff to Employee Health Care and the range of support available.
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