

## Coronavirus Addendum Policy Updates - 20<sup>th</sup> Oct 2020 (relevant to coronavirus only - does not include any other policy updates)

### Absence Management Procedure

The absence management policy remains in place with the additional requirements:

**Exclusion periods:** any staff member with symptoms of coronavirus will be asked to follow government isolation guidelines, which sets out that they must self-isolate for at least 10 days and should arrange to have a test to see if they have coronavirus (COVID-19). Further information can be found at: [www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection](http://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection)

Staff members are asked to send in an isolation note as proof to stay off work because of coronavirus rather than a GP note. These are available from <https://111.nhs.uk/isolation-note/>

Staff must also not attend if they have symptoms, or are self-isolating, due to symptoms in their household.

**Return to work:** all staff will be asked to complete a health declaration form on their return to work and after any episodes of illness to state that they are now fit and well, have no other symptoms and have isolated for the timescales set by the Government.

**Staff who have been classed as clinically extremely vulnerable due to pre-existing medical conditions have been advised to shield and staff that live in a household with someone who is extremely vulnerable.** From 1<sup>st</sup> August, the government will pause shielding unless the transmission of COVID-19 in the community starts to rise significantly. Providers need to look at these cases on a one-to-one basis with affected staff and seek legal support where required. Further information can be found at: <https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19>

**Annual leave:** all annual leave including any not taken in holiday period 2019/20 will be documented in the usual way and discussed at supervisions as to when this can be taken, following government and HR guidelines.

**Coronavirus Job Retention Scheme (CJRS):** where applicable discussion will take place individually with staff that have been furloughed, about when they will return in line with the business needs. Some staff may return on the flexible furlough scheme until the end of October when the scheme is currently planned to end.

The Job Support Scheme: is designed to protect viable jobs in businesses who are facing lower demand over the winter months due to Covid-19, to help keep their employees attached to the workforce. The scheme will open on 1<sup>st</sup> November 2020 and run for 6 months. Further information can be found at: <https://www.gov.uk/government/publications/job-support-scheme>

Where applicable discussions will take place individually with any staff affected by this scheme.

## **Admissions**

Children who are symptom free or have completed the required isolation period, can attend nursery. Families are asked to inform nursery if they, the child or anyone in their household has any symptoms and to follow the COVID-19 guidance.

Children that have been classed as clinically extremely vulnerable, due to pre-existing medical conditions, may return to nursery from 1<sup>st</sup> August 2020. These will need to be reviewed on a case by case basis with thorough risk assessments in place.

We will provide parents with clear communication regarding the role they play in the safe operating procedures and all measures being taken to ensure the safety of their children and themselves.

If anyone becomes unwell with a new, continuous cough or a high temperature, or has a loss of, or change in, their normal sense of taste and/or smell (anosmia), they must be sent home and advised to follow the COVID-19: Guidance for households with possible or confirmed coronavirus (COVID019) infection, which sets out that they must self-isolate for at least 10 days and should arrange to have a test to see if they have coronavirus (COVID-19). Other members of their household (including any siblings) must self-isolate for 14 days from when the symptomatic person first had symptoms.

(Please also see sickness policy addendum).

When a child develops symptoms compatible with coronavirus, they should be sent home. Anyone who displays symptoms of coronavirus (COVID-19) can and should get a test.

We will ask parents, carers and staff to inform us immediately of the results of the test.

If someone tests negative, and they feel well and no longer have symptoms similar to coronavirus (COVID-19), they can stop self-isolating. They could still have another virus, such as a cold or flu - in which case it is still best to avoid contact with other people until they are better. Other members of their household can also stop self-isolating.

If someone tests positive, they should follow:

<https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance>

They must continue to self-isolate for at least 10 days from the onset of their symptoms and then return to the setting only if they do not have symptoms other than cough or loss of sense of smell and/or taste. This is because a cough or anosmia can last for several weeks once the infection has gone. The 10-day period starts from the day when they first became ill. If they still have a high temperature, they should keep self-isolating until their temperature returns to normal. Other members of their household should continue self-isolating for the full 14 days.

Positive tests will be reported to Ofsted.

If settings have two or more confirmed cases within 14 days, or an overall rise in sickness absence where coronavirus (COVID-19) is suspected, settings may have an outbreak, and must contact their local health protection team who will be able to advise if additional action is required.

***Information regarding the latest symptom of coronavirus a loss of, or change in, your normal sense of taste or smell (anosmia) - It will be very difficult to recognise this***

*symptom in young children and they often go off food and drink for many reasons including when teething. It is advised that if a child does refuse food/drink at nursery we will inform parents in the usual way and ask them to monitor this alongside any other coronavirus symptoms.*

### **Arrivals and departures**

- Families to have one designated adult to carry out the drop off and collection of their child to minimise the number of adults around the setting. We will work together with you to ensure your child can be welcomed and settled by a familiar adult.
- Key staff will have registers, so attendance can be marked immediately on entry by themselves rather than parents
- Only parents who are symptom free and/or have completed the required isolation periods will be able to drop off or collect their child
- All parent/carers are asked to follow safe social distancing when dropping and collecting children. There will be safe distancing posters in the windows to remind parents of this.
- At present we are not giving allocated drop off and collection times. However, as the nursery becomes busier this may be something we will consider. We will continue to monitor the situation and advise you in plenty of time if this is the case. *(Giving an allocated drop off and collection time to each parent and ask that you meet these set times, as this will allow us to be able to monitor the amount of adults dropping off and collecting at one time; and to make sure that the familiar adult, from the setting, is able to collect the child from the adult dropping them off. The process for these times will also be shared, including protocols for minimising adult-to-adult contact.)*
- There may be some changes to where you drop off your child, for example the older children being dropped off at the Montessori room door. This will be communicated to parents if/when changes occur.
- If your child is upset on arrival and a member of staff needs to physically take your child from you, we will insist that you (and the member of staff) wear a mask - no exceptions.

Further information will be communicated to all parents via email prior to the start date.

We will also continue to keep you up to date as government guidelines change and we review our practice.

### **Bereavement and Transitions**

#### **Transitions:**

**Moving rooms:** Where possible children will return to the room in which they left and settle back in there to relieve any separation anxiety. Any room transitions will be based on individual needs based on the child's age/stage of development, length of time they have had away from nursery and how their key person, and parent, feels they will respond to any further changes.

**For any children going to school:** We will work together with all schools that children are going to and attempt to do all we can to help ease this transition, including reading stories, engaging in role play, setting up video calls, meetings and where possible visits. We will also work with parents to try to alleviate any worries and anxieties.

**Children attending another early years provider:** A virtual meeting will take place where children attend another setting or childminder to discuss possible options during this time; where possible this will be discouraged and ways will be explored for them to stay with just one provider to minimise risks.

**Bereavement:**

We recognise that children and their families may have experienced grief and loss of close family members, or friends, during the pandemic. We understand that this is not only a difficult time for families, but it may also be a confusing time for young children, especially if they have little or no understanding of why their parents are upset and why this person is no longer around.

If families have been affected in this way, we would encourage them to get in contact with us. We will aim to meet with each such family virtually prior to coming back to the setting, to discuss any bereavements that have happened during the lockdown period and work with them to support the child the best we can.

We will also signpost to other agencies should further support be required.

### **Caring for babies and toddlers**

This policy will continue to be in place with the following additions:

- Increased frequency of cleaning; toys sterilised after use, any toys/equipment/resources that cannot be easily cleaned e.g. soft toys will not be used during this time (as per risk assessment)
- PPE will be used for nappies, toilet accidents etc. Staff required to use PPE will be provided with adequate training.
- There will be safe distancing of bed/cots (where possible) and children will be positioned away from each other during sleep times, or will be kept in their bubbles. Bedding and sheets will be washed daily in line with NHS laundry guidelines
- Items such as towels and flannels will not be used at this time
- Bedding will not be shared by children
- Children will be supervised at all times when eating/drinking to ensure that they do not share cups/utensils or food
- Personalised cups will be used to prevent cross contamination
- Outdoor shoes are removed inside
- Parents are not permitted to leave travel accessories including buggies, car seats, and scooters inside the setting but may continue to leave them within the buggy area outside (at their own risk).

### **Critical incident**

**The nursery will follow the critical incident policy for national outbreaks of infection/health pandemics.**

In addition, we will continue to follow all government guidelines regarding coronavirus (COVID-19) and keep staff and parents up to date with changes. This includes following any procedures if the virus spreads across the setting and/or the infection rates were to increase again, as well as any local restrictions. Further information can be found at:

[www.gov.uk/government/publications/coronavirus-covid-19-early-years-and-childcare-closures/coronavirus-covid-19-early-years-and-childcare-closures](http://www.gov.uk/government/publications/coronavirus-covid-19-early-years-and-childcare-closures/coronavirus-covid-19-early-years-and-childcare-closures)

## Early learning opportunities

There will be some gaps in children's assessment records due to the lockdown period. As children settle back into nursery there will be a strong focus on personal, social and emotional development and re-establishing strong attachments.

We will spend time observing and assessing children's development, working with parents to find out current interests and plan appropriate next steps.

Children that have not had a two-year old progress check will be planned in due course. All information and reasons for any delays will be documented.

Ofsted are currently pausing routine inspections until January 2021.

### **Coronavirus disapplication's (NOT APPLICABLE AT PRESENT):**

The Early Years Foundation Stage (EYFS) sets the standards that schools and childcare settings must meet for the learning, development and care of children from birth to 5 years old. We will use reasonable endeavours to deliver the learning and development requirements, as far as possible, in the current circumstances and ensure we follow the Early Years Foundation Stage: Coronavirus Disapplication's where required. Further information can be found at: [www.gov.uk/government/publications/early-years-foundation-stage-framework--2/early-years-foundation-stage-coronavirus-disapplications](http://www.gov.uk/government/publications/early-years-foundation-stage-framework--2/early-years-foundation-stage-coronavirus-disapplications)

The long end date of the legislative changes is shown in the regulations as 25 September 2020, but these will be reviewed on a monthly basis, and disapplications and modifications may be lifted earlier. For instance, if government advice on self-isolation and social distancing is amended.

We still want to provide children with a wide range of activities and experiences, however some of these may differ to minimise the spread of germs, for example playdough, sand and water play. This will need to be presented in an individual tray and discarded afterwards, rather than all children accessing them at the same time.

## Equipment and resources

We will carry out more frequent cleaning of toys and resources (at least once daily, and especially where children have explored anything with their mouths).

Equipment and resources that cannot be easily cleaned, for example soft toys, will not be put out during this time. Any unnecessary items in rooms will be stored elsewhere, where possible.

Children will be discouraged from bringing items from home into the setting unless it is absolutely essential for their well-being. Where this is the case items should be appropriately cleaned upon arrival.

## Health and safety

**Risk assessment:** We will carry out and continue to review our COVID-19 risk assessment in line with HSE guidelines.

<http://www.hse.gov.uk/coronavirus/assets/docs/risk-assessment.pdf>

This assessment directly addresses risks associated with coronavirus (COVID-19), so that the right measures can be put in place to control those risks for children, their families and staff.

We are aware that HSE has stated that inspectors will carry out spot checks to see how well businesses are complying with health and safety law and the obligation to control the risk from COVID-19 to workers and the public. This could include site visits, phone calls, and the collection of supporting visual evidence such as photos.

We will consult all employees on health and safety, and so they are best placed to understand the risks in nursery.

**Legionnaires check:** Appropriate health and safety checks will be conducted prior to reopening after any future full closures due to lockdowns, including legionnaires checks.

**Social distancing:** The early years sector knows that unlike older children and adults, babies and young children cannot be expected to remain two metres apart from each other and staff. The government guidelines acknowledge this through advising grouping measures that are in place. Although there is no longer a requirement to keep children in 'bubbles', addendums to policies and procedures have been put in place to help minimise the risk of infection through avoiding contact with anyone with symptoms, frequent hand cleaning and good respiratory hygiene practices; regular cleaning of settings, minimising contact and mixing of different rooms/age groups, where possible.

**COSHH assessment:** We will ensure that a COSHH assessment is completed for any intended use of bleach and disinfectant products used on site.

**Personal protective equipment (PPE):** Government guidance is that PPE is not required for general use in early year's settings to protect against COVID-19 transmission. PPE will be continued to be worn as normal for nappy changing and the administration of paediatric first aid.

PPE will also be worn by staff caring for a sick child while they await collection if a distance of two metres cannot be maintained (such as for a very young child or a child with complex needs.) This includes a specific type of mask and eye shield. Where appropriate staff will be provided with adequate training on the use of PPE.

**Face covering:** During everyday practice, staff and children will not be asked to wear face coverings as per the government guidelines. If a child is reluctant to leave their parent on arrival and needs to be physically taken from their parent by a member of staff, both the parent and member of staff will be required to wear masks - no exceptions.

**Toothbrushing:** Although PHE have now confirmed that supervised toothbrushing programmes may now be re-established within settings using the dry brushing method, we will not be restarting this at present.

**Essential supplies:** We will ensure an adequate supply of essential supplies by ordering in advance. Contingency plans are in place to minimise the impact of any shortages of supplies. The setting will not be able to operate without essential supplies required for the management of infection control.

In case the supply of food is interrupted, procedures will be implemented to ensure appropriate and sufficient food alternatives are sourced, and normal food safety, and hygiene, processes are followed.

**Coronavirus testing:** We will ensure that we follow the NHS Test and Trace process and contact the dedicated advice service introduced by Public Health England (PHE) and delivered by the NHS Business Services Authority. This can be reached by calling the DfE helpline on 0800 046 8687 and selecting option 1 for advice on the action to take in response to a positive case.

We will ensure that staff members and parents/carers understand that they will need to be ready and willing to:

- Book a test if they are displaying symptoms. Staff and children must not come into the setting if they have symptoms and must be sent home to self-isolate if they develop them in the setting. All children can be tested, including children under 5, but children under 11 will need to be helped by their parents or carers if using a home testing kit
- Provide details of anyone they have been in close contact with if they were to test positive for coronavirus (COVID-19) or if asked by NHS Test and Trace
- Self-isolate if they have been in close contact with someone who tests positive for coronavirus (COVID-19) symptoms

If someone tests positive, they should follow:

<https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance>

They must continue to self-isolate for at least 10 days from the onset of their symptoms and then return to the setting only if they do not have symptoms other than cough or loss of sense of smell and/or taste. This is because a cough or anosmia can last for several weeks once the infection has gone. The 10-day period starts from the day when they first became ill. If they still have a high temperature, they should keep self-isolating until their temperature returns to normal. Other members of their household should continue self-isolating for the full 14 days.

Further information can be found at: [www.hse.gov.uk/news/coronavirus.htm](http://www.hse.gov.uk/news/coronavirus.htm)

## Healthy workplace

**We will follow our healthy workplace policy with the following additional procedures:**

**Personal hygiene:** Staff are reminded to ensure personal hygiene at all times, including washing hands as they enter the building and periodically throughout the day (see infection control policy addendum.)

**Cleaning:** Staff are asked to support the continued cleaning of the nursery throughout the day e.g. toilets, wiping light switches and door handles, kitchen areas.

**Staff breaks:** All staff breaks will be staggered to minimise the number of staff in the staff room at one time and ensure social distancing.

**Use of office equipment:** All equipment e.g. mouse and keyboards, are to be wiped clean after each use.

**Staff equipment:** Equipment used by staff such as stationary, tablets etc. will be allocated to individual staff members, where possible, and cleaned regularly.

**Uniform:** Staff are asked to wear a clean uniform each day.

**Travelling to work:** Staff are encouraged to drive alone, walk or cycle to work and avoid public transport at peak times, where possible. We will advise staff of the guidance on precautionary measures to be taken when travelling using public transport.

**Essential supplies:** We will ensure an adequate supply of essential supplies by ordering in advance and have contingency plans in place to minimise the impact of any shortages of supplies. The setting will not be able to operate without essential supplies required for ensuring infection control.

## **Infection control**

**We will continue to implement our infection control policy, through maintaining high hygiene standards and reducing the chances of infection being spread.**

In addition to this we will:

- Implement robust handwashing routines. Hands will be washed thoroughly for 20 seconds with running water and soap, and dried thoroughly, or use alcohol hand rub/sanitiser ensuring that all parts of the hands are covered
- Clean hands on arrival at the setting, before and after eating, after sneezing or coughing or blowing nose.
- Encourage staff and, where age/stage appropriate, children not to touch their mouth, eyes and nose, washing the child's face if necessary.
- Ensure good respiratory hygiene - use a tissue or elbow to cough or sneeze and use bins for tissue waste; promoting the 'catch it, bin it, kill it' approach for all staff and children
- Ensure that help is available for children who have trouble cleaning their hands independently
- Encourage young children to learn and practise these habits through games, songs and repetition
- Ensure that lidded bins for tissues are emptied throughout the day
- Clean frequently touched surfaces often using standard products, such as detergents and bleach (including surfaces that children are touching, such as toys, books, tables, chairs, doors, sinks, wiping down toilets, light switches, bannisters)
- Where possible, ensure spaces are well ventilated using natural ventilation (opening windows)
- Prop doors open, where safe to do so (bearing in mind fire safety and safeguarding), to limit use of door handles and aid ventilation
- Take steps to ensure symptomatic individuals do not attend nursery
- Minimise contact and mixing as much as possible (such as by staggered break/meal times, keeping children within their age groups, ensuring that the same staff are assigned to each group as far as possible and keep children in the same rooms/areas/outdoor area throughout the day)
- Ensure play equipment is appropriately cleaned between groups of children using it and that multiple groups do not use it simultaneously.

### **Children's temperatures**

Routine testing of children's temperatures will not take place as per government guidelines. We remind parents and staff to follow national advice on Covid-19 symptoms. We ask all staff and parents to follow government advice if anyone in their household displays any symptoms.

<https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection>



If a child has a high temperature whilst at nursery, parents will be called immediately. The child will be cared for in the sleep room or kitchen, away from the other children and the staff member will, in these cases, wear a face covering to minimise the spread of infection.

**Travelling to nursery** - Parents, children and young people are encouraged to travel by car, walk or cycle where possible and avoid public transport at peak times.

### **Intimate care**

We will continue to ensure that all children's intimate care routines are met following safe practices, as stipulated in the health and safety and infection control policies, including the use of PPE.

### **Medication**

If anyone becomes unwell whilst at nursery, we will contact their parent/carer immediately and they will be sent home. Due to the nature of Covid-19, a key symptom of which is a high temperature, non-prescribed medication will not be administered unless in emergency situations (with prior permission). Children will not be allowed to attend nursery if they have been given medication at home to lower a temperature.

Prescribed medication will be reviewed on a case-by-case basis, taking into account the reason for the medication and the safety for the child and member of staff administering it.

### **Nutrition and mealtimes**

We are committed to offering children healthy, nutritious and balanced meals and snacks which meet individual needs and requirements, and we will continue to follow this policy. However, sometimes, due to high demand for delivery slots and some issues with supply, there may be some changes to the set menus on offer. We will communicate any changes to you on the website.

Fresh drinking water is always available and accessible. Each child has their own cup and we will ensure that cups are not shared.

Mealtimes may be staggered to allow for smaller groups of children to eat at any one time, this may mean that your child will eat slightly earlier/later than usual. Again any changes will be communicated to you in the usual way. Children will be supervised at all times when eating/drinking, to ensure that they do not share cup/utensils or food. Personalised cups will be used to prevent cross contamination.

### **E-safety (online safety)**

We will continue to follow our online safety policy.

Where we may begin using online platforms, such as Zoom, to engage with children, staff, parents, and other professionals, we will ensure that we have permission to contact them through this way detailing how it is used, for example if recorded, as required.

We will also ensure that we set up a secure log-in using a standard username and password or SAML single sign-on, with secured schedule meetings, that require a password.

We will continue to share information with parents about online safety and direct them to resources recommended by the government such as e-bug and PHE schools resources.

### **Outdoor play**

**Guidelines state that spending times outdoors can limit transmission and more easily allow for distance between children and staff.**

We will stagger time outdoors to allow for smaller groups of children going out to play at any one time.

Outdoor equipment will only be used where we are able to ensure that it is appropriately cleaned between groups of children using it, and that multiple groups do not use it simultaneously.

**All children and staff must remove outdoor footwear when inside.**

### **Parents and carers as partners**

There will be some amendments needed to this policy as we minimise the time parents spend at the nursery. We will communicate via telephone, email and our usual online channels and ask you to do the same to share information about your child. Staff will maintain safe distancing when sharing information about your child's day. We may contact you via phone or video conferencing to discuss any other matters rather than face-to-face.

We will continue to keep in touch with any families and children not yet returning to nursery and will send through home learning ideas.

Nursery events/parent meetings will not take place in the nursery during this time and we will keep you updated as government guidelines change. Where possible, they may take place electronically for example, via video conferencing.

### **Promoting positive behaviour**

The behaviour policy remains in place and will be followed. However, it is acknowledged that children have experienced big changes during this pandemic, and this could result in changes to their behaviour. This will be monitored, and the policy will be reviewed in line with this, where required.

### **Safe and respectful care**

We will continue to follow this procedure with the exception of when a child is ill. We will follow the sickness and illness addendum, which advises to care for the child in an isolated room with the door closed, where possible. This will still be in line with our safeguarding policy.

### **Safeguarding children**

We will continue to follow our comprehensive safeguarding policy and procedure.

In addition, we will follow the specific government Covid-19 safeguarding in schools document:

[www.gov.uk/government/publications/covid-19-safeguarding-in-schools-colleges-and-other-providers](http://www.gov.uk/government/publications/covid-19-safeguarding-in-schools-colleges-and-other-providers)

### **Settling in**

**After time off children will feel different about returning, some children will be really excited and may not need any settling in, whereas other children will have separation anxiety and be quite upset/distressed on their return. We will try and find a suitable balance that ensures social distancing from adults but meets children's individual emotional needs and ensure they feel settled once again at nursery.**

We will work with all families that are new or have not attended the setting for several months to arrange suitable settling times. These may include video calls to begin with, to minimise the time spent in the setting. Setting visits may be planned based on individual needs, taking in to account the age/stage of development and how the child feels about returning.

Where settling visits are required, different options will be considered such as:

- Virtual show rounds
- Online video calls
- Set times for settling visits, for example, first thing in the morning or early evening when other children are not present. Stay for a limited time, ideally no more than an hour
- Settling visits outdoors
- Shorter sessions to begin with building up to the full session
- Parents/carers will be asked to wear face coverings and avoid close contact with other children

We ensure any new parents/carers are aware of the system of controls, how this impacts them, and their responsibilities in supporting it when visiting a setting with their child.

Most of the information will be gathered over the telephone to limit the time spent in the setting.

Any new families will be asked to sign a health declaration to confirm the child or no one in the family has any symptoms of coronavirus.

Once children are settled parents will be asked to follow the same drop off/collection procedures as the other children, maintaining safe distancing between them and others (see arrival and departure policy.)

### **Sickness and illness**

If anyone becomes unwell whilst at nursery with a new, continuous cough or a high temperature, we will contact their parent/carer immediately. The child will be sent home and advised to follow the COVID-19: Guidance for households with possible coronavirus infection.

Whilst the child is awaiting collection they will be moved to the sleep room or kitchen where they can be isolated behind a closed door, depending on the age of the child, and with appropriate adult supervision (ensuring safeguarding and PPE procedures are met.)

Ideally, a window will be opened for ventilation. Where it is not possible to isolate them, they will be moved to an area which is at least two metres away from other people. They will be comforted and reassured whilst waiting for collection, as per our usual policy.

If they need to go to the bathroom while waiting to be collected the bathroom will be cleaned and disinfected, using standard cleaning products, before being used by anyone else.

PPE will be worn by staff caring for the child while they await collection if a distance of two metres cannot be maintained (such as for a very young child or a child with complex needs.)

In an emergency staff will call a manager and 999 if they are seriously ill, injured or their life is at risk.

If a member of staff has helped someone with symptoms do not need to go home to self-isolate. However, they must self-isolate and arrange for a test if they develop symptoms themselves, or the child subsequently tests positive, or they have been requested to do so by NHS Test and Trace.

Everyone must wash their hands thoroughly for 20 seconds with soap and running water or use hand sanitiser after any contact with someone who is unwell. The area around the person with symptoms must be cleaned with normal household disinfectant after they have left to reduce the risk of passing the infection on to other people.

In these cases, all information will be recorded on an incident form.

### **Special educational needs and disabilities**

Vulnerable children continue to be expected and encouraged to attend educational provision where it is appropriate for them to do so (for children with education health and care (EHC) plans this will be informed by a risk assessment approach.)

Assessment for all children will take place gradually over the next few months with a strong focus on re-settling children. Strategies and support will be put in place for any children with noticeable gaps in development progress.

### **Staff development and training**

The training records of all staff members will be checked and any expired mandatory training that is required (including safeguarding, paediatric first aid, food hygiene) will be planned as soon as possible.

All staff members will receive appropriate instructions, and training, in the policy and procedure addendums; infection control, the standard operating procedures and risk assessments within which they will be operating.

## **Supervisions**

Staff will all have a supervision/review meeting prior to returning to work, this may take place over the phone or video call.

Regular supervision/review meetings will then take place to monitor staff well-being and any concerns during this time.

## **Supervision of visitors**

Attendance to the setting will be restricted to children and staff where practicable. In instances where settings need to use other essential professionals such as social workers, speech and language therapists, or professionals to support delivery of a child's EHC plan, settings should assess whether the professionals need to attend in person or can do so virtually.

If they need to attend in person, they should:

- Follow guidance relevant to the setting
- Keep the number of attendances to a minimum
- Wash hands frequently
- Where possible to do so, maintain social distancing
- Be informed about the system of controls in settings.

Suppliers such as food deliveries will be asked not to enter the nursery but to make other arrangements, for example to ring the bell and leave the delivery at the door.

Where essential visitors e.g. building maintenance, are required these will be made outside of the usual nursery operational hours where possible.

## **Visits and outings**

We may take small groups of children to outdoor public spaces, for example parks, provided our risk assessment demonstrates that we can stay two metres away from other people wherever possible. This is restricted to small groups and in line with the following government guidelines:

- It is for the purpose of education or childcare
- We remain within the EYFS staff:child ratios
- We conduct a risk assessment in advance, which demonstrates that they can remain socially distant (2 metres) from other people and groups, wherever possible
- Good hygiene is maintained throughout
- Thorough handwashing happens before and after the trip

## **Students, volunteers, and young workers**

Although we appreciate the support and value volunteers offer to our nursery, we have decided that during the pandemic period we will not be permitting volunteers in the nursery to care and support the children at this time. This is because we are trying to limit the number of people in nursery at any one time. We will review this in line with Government policy and updates, and review accordingly.

## **Well-being in the nursery**

Children are supported in age appropriate ways to understand the steps they can take to keep themselves safe including regular hand washing and sneezing into a tissue. Staff will help them to understand the changes and challenges they may have/be encountering as a result of Covid-19 through play, discussions and stories.

Staff are aware of the importance of attachments and that some children may experience separation anxieties during this time. They will work with parents to ensure they help to ease the transition back to nursery and give children the emotional support they need at this time.

Please also refer to the bereavement policy.

Managers and leaders are very conscious of the well-being of all staff during the pandemic and now the worries as they return to caring for children. Regular meetings/supervisions will be planned to support staff. Discussions will take place around the need for flexible working practices in a way that promotes good work-life balance and supports the nursery business.

Having a good communication policy and, sharing plans and risk assessments will help to manage anxieties about returning to work. Staff workloads will be carefully managed during this time with the emphasis on playing with the children; settling them back in, offering lots of support and reassurance.