

Headteachers' Update

The Daily 5 O'Clock Update For Schools

HR Briefing note - Update on your EIA

Further to the HR update to schools (16/6/20) relating to ensuring risk assessments take account of CV/CEV and other vulnerable groups (such as the BAME Community), our trade union colleagues have identified more recent advice from Public Health England that suggests that gender may now also be a determining factor relating to the impact of Covid19. We can confirm that Public Health England are now advising that there may be a greater impact on men. Currently, 46% of diagnosed cases are in men but men make up almost 60% of deaths from COVID19 and 70% of admissions to intensive care units.

This is a helpful reminder of the need to ensure that risk assessments are frequently reviewed to take account of the most recent guidance issued by the Government/HR/H&S and, where necessary, making amendments to your Equality Impact Assessment (EIA).

We have, therefore, provided a revised EIA guidance for schools to take account of the impact on Gender (if this has not already been taken into consideration) and for it to be considered alongside other vulnerable groups as part of your risk assessment.

As time progresses and the knowledge of this virus improves, then we anticipate that the guidance relating to supporting vulnerable groups issued by Government/Public Health England may change and for this to be reflected in the school risk assessment when they are reviewed so that they contain the necessary control measures.

If you have any queries on this matter then please contact our helpline on 0191 643 8026 or (schoolshr@northumberland.gov.uk).

The revised EIA can be found here:
<http://northumberlandeducation.co.uk/wp-content/uploads/2020/06/NCC-Schools-HR-guidance-on-COVID19-EIA-170620.docx>

Workforce Wellbeing

Schools HR has provided a number of updates on the workforce wellbeing for school leaders to consider. They also work closely with NEOST as part of the wider role they undertake. Find below the link to a guidance document issued earlier this week which provides additional guidance on workforce wellbeing. The document includes guidance, references and a staff wellbeing survey that schools can use that may be of assistance:

<http://northumberlandeducation.co.uk/wp-content/uploads/2020/06/workforce-education-NEOST-Staff-Wellbeing-guide-for-schools-and-trusts-16-June-2020.pdf>

HR Urgent Update – Critical Worker – Updated Guidance

Please see the updated guidance below regarding the wider opening of schools. We have noticed that there are some contradictory statements within this document with regard to the increasing demands on school capacity, which is causing some anxieties. We will raise this query with the DfE for clarity around the specific questions about standing down existing bubbles to accommodate increasing critical worker / vulnerable pupil requests. Please note that the definition of critical workers has not changed yet and are contained in the two key statements below:

- Parents **whose work is critical to the coronavirus (COVID-19) response** include those who work in health and social care and in other key sectors outlined below. Many parents working in these sectors may be able to look after their child at home, but attendance is strongly encouraged.
- If your **work is critical to the coronavirus (COVID-19) response, or you work in one of the critical sectors**, then your children will be prioritised for education provision and are strongly encouraged to attend.

<https://www.gov.uk/government/publications/coronavirus-covid-19-maintaining-educational-provision/guidance-for-schools-colleges-and-local-authorities-on-maintaining-educational-provision>

Additionally, the linked word document below *is an extract from our guidance originally issued to schools on the 15th May 2020.*

We will provide an update when we receive a response from the DfE response. In the interim if you have queries on critical workers please ring the HR Helpline on **0191 643 8025 or 8026.**

<http://northumberlandeducation.co.uk/wp-content/uploads/2020/06/Government-Guidance-Essential-Workers-COVID-19-@-June-2020-NCC.docx>

Daily Reporting to the Local Authority – A Plea

One of the real strengths that emerged during this crisis is the way that the local authority, schools, academies and other providers have worked together to mutually support each other through it.

The daily reporting to the local authority by all our schools has been carried out diligently by every school and has provided invaluable information for the local authority, schools, elected members and the public.

As more and more reporting is being asked of you by a range of organisations, including us, we have seen an understandable drop-off in the last two weeks in the number of schools, academies and providers completing the local authority daily information return.

Please can I ask all of you to carry on completing the form each day until the end of term in four weeks? We will then devise a new system for data collection for September. One of the reasons that we have been able to influence some DfE decisions is because we know that we are accurately representing the views and statistics from our schools. To lose this now would be disappointing, so please try to carry on completing the local authority return until 17th July.

DfE IT Kit Update

The laptops, chromebooks and routers for children open to social care have now arrived at County Hall. The routers and chromebooks are being set up. There are, however, currently some concerns about the level of safeguarding software provided by the DfE on the laptops. LAs across the north east are in discussions with the DfE to get the assurance that we require. The outcome of these conversations may impact upon delivery times.

The laptops, chromebooks and routers for Year10 disadvantaged pupils have not yet been ordered as the DfE has still to open the portal to allow us to order them.

MELVA – Supporting Children’s Mental Health

Many of you are aware of the MELVA project to support children’s mental health and have directly worked with the project.

As an extension of the Melva live programme, an interactive online platform has been created where children can interact with the characters and the story and enter the world of Melva as the mechanism to support their mental health and wellbeing. You need to be aware, however, that a licence has to be purchased by any interested school. Further details are below, and any questions should be directed to Kiz Crosbie, whose contact details are included:

http://northumberlandeducation.co.uk/wp-content/uploads/2020/06/MF-MELVA-Resources-Portal_Info-for-Schools_0620.pdf

DfE Updates

School Reports on Pupils’ Performance: Guide for Headteachers

Guidance for schools on writing statutory end of year reports for parents.

UPDATED GUIDANCE: The DfE has updated the guidance in order to confirm that regulations have been laid to remove the requirement to report on national curriculum assessments and attendance, and to further explain the different requirements of annual and school leaver reports.

<https://www.gov.uk/guidance/school-reports-on-pupil-performance-guide-for-headteachers>