

Impact Education Academy Trust

Health & Safety Policy



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1. Aims

Impact Education Multi Academy Trust aims to:

- Provide and maintain a safe and healthy environment across the Trust Estate
- Establish and maintain safe working procedures amongst staff, pupils and all visitors to the Trust estate
- Have robust procedures in place in case of emergencies
- Ensure that the premises and equipment are maintained safely, and are regularly inspected

2. Legislation

This policy is based on advice from the Department for Education on [health and safety in schools](#) and the following legislation:

- [The Health and Safety at Work etc. Act 1974](#), which sets out the general duties' employers have towards employees and duties relating to lettings
- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Control of Substances Hazardous to Health Regulations 2002](#), which require employers to control substances that are hazardous to health
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive and set out the timeframe for this and how long records of such accidents must be kept
- [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), which require employers to carry out digital screen equipment assessments and states users' entitlement to an eyesight test
- [The Gas Safety \(Installation and Use\) Regulations 1998](#), which require work on gas fittings to be carried out by someone on the Gas Safe Register
- [The Regulatory Reform \(Fire Safety\) Order 2005](#), which requires employers to take general fire precautions to ensure the safety of their staff
- [The Work at Height Regulations 2005](#), which requires employers to protect their staff from falls from height

Impact Education Multi Academy Trust follows [national guidance published by Public Health England](#) when responding to infection control issues.

Sections of this policy are also based on the [statutory framework for the Early Years Foundation Stage](#).

This policy complies with our funding agreement and articles of association.

3. Roles and responsibilities - Across the Trust Estate

3.1 The Trust board

The Trust Board has responsibility for health and safety across the Estate through the CEO, who delegates day-to-day responsibility to the Director of Estates and Compliance, and to Headteachers at each Academy through the [scheme of delegation](#).

The Trust Board has a duty to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off all academy premises.

Impact Education Multi Academy Trust, as the employer, also has a duty to:

- Assess the risks to staff and others affected by academy activities in order to identify and introduce the health and safety measures necessary to manage those risks
- Inform employees about risks and the measures in place to manage them
- Ensure that adequate health and safety training provision is provided

3.2 Health and safety lead

The nominated health and safety lead at Impact Education Multi Academy Trust is Phill Horsfall, Director of Estates & Compliance a member of the Executive Team.

The Manager will:

- > As the designated 'competent person' for health and safety, to maintain strategic oversight of Health & Safety across The Trust Estate.
- > To ensure that the relevant legislation and good practices are in place and continually observed.
- > To develop and implement policies, procedures and processes concerning Health and Safety (including risk/emergency management).
- > To promote and monitor safe working practices within the MAT and to provide regular reports to the Executive Team and Trustees where required.
- > To actively monitor developments and changes in legislation in respect of health and safety requirements and advise on appropriate action as required.

3.3 Headteacher

The headteacher is responsible for local academy health and safety day-to-day. This involves:

- Implementing the Trust health and safety policy
- Ensuring there is enough staff to safely supervise pupils
- Ensuring that the academy building and estate are safe and regularly inspected
- Providing adequate training for academy staff as advised by the Trust Director of Estates and Compliance.
- Reporting to the local governing board and CEO on health and safety matters
- Ensuring appropriate evacuation procedures are in place and regular fire drills are held
- Ensuring that in their absence, health and safety responsibilities are delegated to another member of staff
- Ensuring all risk assessments are completed and reviewed

In the headteacher's absence, each academy will designate a member of SLT or site FM to assume the above day-to-day health and safety responsibilities.

3.4 Local Governing Body

Monitors academy compliance with Health and Safety Policy and statutory obligations as well as challenging academies to ensure best practice is followed.

3.5 Staff

Academy staff have a duty to take care of pupils in the same way that a prudent parent would do so.

Staff will:

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work
- Co-operate with the academy and trust on health and safety matters
- Work in accordance with training and instructions
- Inform the appropriate person of any work situation representing a serious and immediate danger so that remedial action can be taken
- Model safe and hygienic practice for pupils
- Understand emergency evacuation procedures and feel confident in implementing them

3.6 Pupils and parents

Pupils and parents are responsible for following each academies health and safety advice, on-site and off-site, and for reporting any health and safety incidents to a member of staff.

3.7 Contractors

Contractors will agree health and safety practices with the headteacher or site FM/caretaker at each academy before starting work. Before work begins the contractor will provide evidence that they have completed an adequate risk assessment of all their planned work.

4. Site security - Across the Trust Estate

Impact Education are responsible for the security of the academy estate sites in and out of school hours. They are responsible for ensuring the intruder and fire alarm systems are maintained at each academy.

Each academy responsible for daily visual inspections of their respective site

Advanced monitoring limited are key holders and will respond to an emergency.

5. Fire - Across the Trust Estate

Emergency exits, assembly points and assembly point instructions are clearly identified by safety signs and notices. Fire risk assessment of the premises will be reviewed regularly by the Trust and site responsible persons.

Emergency evacuations are practiced at least once a term and managed by each academies Head teacher

The fire alarm is a loud continuous bell/buzzer - academies to confirm this in their own local policy.

Fire alarm testing call point testing must be completed once a week as determined by each academy.

New staff will be trained in fire safety and all staff and pupils will be made aware of any new fire risks.

In the event of a fire:

- The alarm will be raised immediately by whoever discovers the fire and emergency services contacted. Evacuation procedures will also begin immediately
- Fire extinguishers may be used by staff only, and only then if staff are trained in how to operate them and are confident they can use them without putting themselves or others at risk ***do not fight a fire, get out, stay safe.***
- Staff and pupils will congregate at the assembly points. These are to be determined locally by each academy and relayed to staff and pupils.
- Form tutors/class teachers will take a register of pupils, which will then be checked against the attendance register of that day
- The headteacher or nominated person will take a register of all staff
- Staff and pupils will remain outside the building until the emergency services, headteacher or nominated person with responsibility say it is safe to re-enter

Each academy will have special arrangements in place for the evacuation of people with mobility needs and fire risk assessments will also pay particular attention to those with disabilities.

Academies may have already outlined this in emergency plans or personal emergency evacuation plans (PEEPs).

A fire safety checklist can be found in appendix 1 as a guide if required.

6. COSHH - Across the Trust Estate

All academies are required to control hazardous substances, which can take many forms, including:

- Chemicals
- Products containing chemicals
- Fumes
- Dusts
- Vapours
- Mists
- Gases and asphyxiating gases
- Germs that cause diseases, such as leptospirosis or legionnaires disease

Control of substances hazardous to health (COSHH) risk assessments are completed by the academy nominated person and audited by the trust, these are to be circulated to all employees who work with hazardous substances. Staff will also be provided with protective equipment, where necessary.

All academy staff are to use and store hazardous products in accordance with instructions on the product label. All hazardous products are to be kept in their original containers, with clear labelling and product information.

Any hazardous products are to be disposed of in accordance with specific disposal procedures, and all waste disposal certificates kept locally at each academy.

Emergency procedures, including procedures for dealing with spillages, are to be displayed near where hazardous products are stored and in areas where they are routinely used.

6.1 Gas safety

- Installation, maintenance and repair of gas appliances and fittings will be carried out by a competent Gas Safe registered engineer as per the trust approved suppliers list
- Gas pipework, appliances and flues are regularly maintained
- All rooms with gas appliances are checked to ensure that they have adequate ventilation

6.2 Legionella

- A water risk assessment will be completed for each individual academy and building across the estate, by a reputable water hygiene services contractor chosen by the trust. Each academy is responsible for ensuring that the identified operational controls are conducted and recorded in the school's water log book.
- Each risk assessment will be audited annually by the Director of Estates and Compliance and a member of the academy, and when significant changes have occurred to the water system and/or building footprint
- The risks from legionella are mitigated by the following: A fully comprehensive service agreement with an appropriate service provider as defined by the trust. Academy site teams will be responsible for the weekly low usage flushing and monthly temperature checks.

6.3 Asbestos

- Academy site teams and responsible persons are briefed on the hazards of asbestos, the location of any asbestos in the school and the action to take if they suspect they have disturbed it
- Arrangements are to be in place across each academy to ensure that contractors are made aware of any asbestos on the premises and that it is not disturbed by their work
- Contractors will be advised that if they discover material which they suspect could be asbestos, they will stop work immediately until the area is declared safe
- A survey/record is kept of the location of asbestos that has been found on the school site and reviewed annually or as required after any intrusive works.

7. Equipment - Across the Trust Estate

- All equipment and machinery are maintained in accordance with the manufacturer's instructions. In addition, maintenance schedules outline when extra checks should take place, the trust will support all academies with maintenance planning.
- When new equipment is purchased, it is checked to ensure that it meets appropriate educational standards
- All equipment is stored in the appropriate storage containers and areas. All containers are labelled with the correct hazard sign and contents

7.1 Electrical equipment

- All staff are responsible for ensuring that they use and handle electrical equipment sensibly and safely
- Any pupil or volunteer who handles electrical appliances does so under the supervision of the member of staff who so directs them

- Any potential hazards will be reported to the relevant nominated person at each academy immediately
- Only trained staff members can check plugs
- Where necessary a portable appliance test (PAT) will be carried out by a competent person
- All isolators switches are clearly marked to identify their machine
- Electrical apparatus and connections will not be touched by wet hands and will only be used in dry conditions
- Maintenance, repair, installation and disconnection work associated with permanently installed or portable electrical equipment is only carried out by a competent person

7.2 PE equipment

- Pupils are taught how to carry out and set up PE equipment safely and efficiently. Academy staff to check that equipment is set up safely
- Any concerns about the condition of the gym floor or other apparatus will be reported to the relevant site contact at each academy.

7.3 Display screen equipment

- All trust staff who use computers daily as a significant part of their normal work have a display screen equipment (DSE) assessment carried out by the Academies responsible Health & Safety lead. 'Significant' is taken to be continuous/near continuous spells of an hour or more at a time
- Staff identified as DSE users are entitled to an eyesight test for DSE use upon request, and at regular intervals thereafter, by a qualified optician (and corrective glasses provided if required specifically for DSE use)

7.4 Specialist equipment

Parents are responsible for the maintenance and safety of their children's wheelchairs. In each academy, staff promote the responsible use of wheelchairs.

Oxygen cylinders are stored in a designated space, and academy staff must be trained in the removal storage and replacement of oxygen cylinders.

8. Lone working - Across the Trust Estate

Lone working may include:

- Late working
- Home or site visits
- Weekend working
- Site manager duties
- Site cleaning duties
- Working in a single occupancy office

Potentially dangerous activities, such as those where there is a risk of falling from height, will not be undertaken when working alone across any academy. If there are any doubts about the task to be performed, then the task will be postponed until other staff members are available.

If lone working is to be undertaken, a colleague, friend or family member will be informed about where the member of staff is and when they are likely to return.

The lone worker will ensure that they are medically fit to work alone.

9. Working at height - Across the Trust Estate

Academies to ensure that work is properly planned, supervised and carried out by competent people with the skills, knowledge and experience to do the work. The trust can support with this if required.

In addition:

- The site FM/caretaker retains ladders for working at height
- Pupils are prohibited from using ladders
- Staff will wear appropriate footwear and clothing when using ladders
- Contractors are expected to provide their own ladders for working at height
- Before using a ladder, staff are expected to conduct a visual inspection to ensure its safety
- Access to high levels, such as roofs, is only permitted by trained persons

10. Manual handling - Across the Trust Estate

It is up to individuals to determine whether they are fit to lift or move equipment and furniture. If an individual feels that to lift an item could result in injury or exacerbate an existing condition, they will ask for assistance.

Each academy will ensure that proper mechanical aids and lifting equipment are available on site, and that staff are trained in how to use them safely.

Staff are expected to use the following basic manual handling procedure:

- Plan the lift and assess the load. If it is awkward or heavy, use a mechanical aid, such as a trolley, or ask another person to help
- Take the more direct route that is clear from obstruction and is as flat as possible
- Ensure the area where you plan to offload the load is clear
- When lifting, bend your knees and keep your back straight, feet apart and angled out. Ensure the load is held close to the body and firmly. Lift smoothly and slowly and avoid twisting, stretching and reaching where practicable

11. Off-site visits - Across the Trust Estate

When taking pupils off the academy premises, academies will ensure that:

- Risk assessments are completed where off-site visits and activities require them
- All off-site visits are appropriately staffed
- Staff will take an academy mobile phone, a portable first aid kit, information about the specific medical needs of pupils along with the parents' contact details
- For academies without Early Years Foundation Stage there will always be at least one first aider on school trips and visits
- Schools with Early Years Foundation Stage provision, for trips and visits with pupils in the Early Years Foundation Stage, there will always be at least one first aider with a current paediatric first aid certificate
- For other trips, there will always be at least one first aider on school's trips and visits

12. Lettings - Across the Trust Estate

This policy applies to lettings. Those who hire any aspect of an academy site or any facilities will be made aware of the content of the trust/academies health and safety policy and will have responsibility for complying with it.

13. Violence at work - Across the Trust Estate

Impact Education Multi Academy Trust believe that staff should not be in any danger at work and will not tolerate violent or threatening behaviour towards our staff.

All staff will report any incidents of aggression or violence (or near misses) directed to themselves to their line manager/headteacher immediately. This applies to violence from pupils, visitors or other staff.

14. Smoking - Across the Trust Estate

Smoking is not permitted anywhere across the Trust Estate

15. Infection prevention and control - Across the Trust Estate

The Trust follows national guidance published by Public Health England and The Department for Education when responding to infection control issues. We will encourage staff and pupils across the trust to follow the good hygiene practice, outlined below, where applicable.

Reference appendix 4 - for recommended absence periods for preventing the spread of infection

15.1 Handwashing

- Wash hands regularly for 20 seconds with liquid soap and warm water, or use a hand sanitiser and dry with paper towels
- Always wash hands after using the toilet, before eating or handling food, and after handling animals
- Cover all cuts and abrasions with waterproof dressings

15.2 Coughing and sneezing

- Cover mouth and nose with a tissue, dispose of tissue immediately, do not reuse.
- Wash hands for 20 seconds with liquid soap and warm water, or use a hand sanitiser after using or disposing of tissues
- Spitting is forbidden

15.3 Personal protective equipment

- Wear disposable non-powdered vinyl or latex-free CE-marked gloves and disposable plastic aprons where there is a risk of splashing or contamination with blood/body fluids (for example, nappy or pad changing)
- Wear goggles, face shield and or face masks if there is a risk of splashing to the face or contamination via air borne particles. The minimum PPE to be worn for cleaning an area where a person with possible or confirmed coronavirus (COVID-19) is disposable gloves and an apron.
- Use the correct personal protective equipment for the task or incident being dealt with

15.4 Cleaning of the environment

- Secondary Academies - Clean the environment frequently and thoroughly
- Primary Academies - Clean the environment, including toys and equipment, frequently and thoroughly

- Where a member of staff or student shows symptoms of a contagious viral infection, all surfaces must be cleaned and disinfected.
- Waste from possible cases and cleaning of areas where possible cases have been (including disposable cloths and tissues should be put in a plastic rubbish bag and tied when full. The plastic bag should then be placed in a second bin bag and tied. It should be put in a suitable and secure place and marked for storage until the individual's test results are known.

15.5 Cleaning of blood and body fluid spillages

- Clean up all spillages of blood, faeces, saliva, vomit, nasal and eye discharges immediately and wear personal protective equipment
- When spillages occur, clean using a product that combines both a detergent and a disinfectant and use as per manufacturer's instructions. Ensure it is effective against bacteria and viruses and suitable for use on the affected surface
- Never use mops for cleaning up blood and body fluid spillages - use disposable paper towels and discard clinical waste as described below
- Make spillage kits available for blood spills
- Any items that are heavily contaminated with body fluids and cannot be cleaned by washing should be disposed of.

15.6 Laundry

- Wash laundry in a separate dedicated facility
- Wash soiled linen separately and at the hottest wash the fabric will tolerate
- Wear personal protective clothing when handling soiled linen
- Do not shake dirty laundry, this minimises the possibility of dispersing any contamination through the air.
- Bag children's soiled clothing to be sent home, never rinse by hand
- Clean and disinfect anything used for transporting laundry with your usual products, in line with the cleaning guidance above.

15.7 Clinical waste

- Always segregate domestic and clinical waste, in accordance with local policy
- Used nappies/pads, gloves, aprons and soiled dressings are stored in correct clinical waste bags in foot-operated bins
- Remove clinical waste with a registered waste contractor
- Remove all clinical waste bags when they are two-thirds full and store in a dedicated, secure area while awaiting collection
- Waste should be stored safely and kept away from children. You should not put your waste in communal waste areas if you feel there is a risk of wider contamination or until the waste has been stored for at least 72 hours.
- If storage for at least 72 hours is not appropriate, arrange for collection as a Category B infectious waste either by your local waste collection authority if they currently collect your waste or otherwise by a specialist clinical waste contractor. They will supply you with orange clinical waste bags for you to place your bags into so the waste can be sent for appropriate treatment.

- All waste disposal certificates to be retained on site and available for inspection at any time.

15.8 Animals

- Wash hands before and after handling any animals
- Keep animals' living quarters clean and away from food areas
- Dispose of animal waste regularly, and keep litter boxes away from pupils
- Supervise pupils when playing with animals
- Seek veterinary advice on animal welfare and animal health issues, and the suitability of the animal as a pet

15.9 Pupils vulnerable to infection

Some medical conditions make pupils vulnerable to infections that would rarely be serious in most children. The school will normally have been made aware of such vulnerable children. These children are particularly vulnerable to chickenpox, measles or slapped cheek disease (parvovirus B19) and, if exposed to either of these, the parent/carer will be informed promptly, and further medical advice sought. We will advise these children to have additional immunisations, for example for pneumococcal and influenza.

15.10 Exclusion periods for infectious diseases

All academies will follow recommended exclusion periods outlined by Public Health England, summarised in appendix 4. In the event of an epidemic/pandemic, Impact Education and all academies will follow advice from Public Health England about the appropriate course of action.

16. New and expectant mothers - across the Trust Estate

Risk assessments will be carried out whenever any employee or pupil notifies the school that they are pregnant, these are to be completed by the responsible Health & Safety lead or Line Manager.

Appropriate measures will be put in place to control risks identified. Some specific risks are summarised below:

- Chickenpox can affect the pregnancy if a woman has not already had the infection. Expectant mothers should report exposure to antenatal carer and GP at any stage of exposure. Shingles is caused by the same virus as chickenpox, so anyone who has not had chickenpox is potentially vulnerable to the infection if they have close contact with a case of shingles
- If a pregnant woman comes into contact with measles or German measles (rubella), she should inform her antenatal carer and GP immediately to ensure investigation
- Slapped cheek disease (parvovirus B19) can occasionally affect an unborn child. If exposed early in pregnancy (before 20 weeks), the pregnant woman should inform her antenatal care and GP as this must be investigated promptly

17. Occupational stress - across the Trust Estate

Impact Education and its academies are committed to promoting high levels of health and wellbeing and recognise the importance of identifying and reducing workplace stressors through risk assessment.

Systems are in place within each academy for responding to individual concerns and monitoring staff workloads. The Trust also provides Employee Assistance via an on-line portal which gives staff access to 6 sessions of face to face or telephone counselling and on-line CBT.

18. Accident reporting - Across the Trust Estate

18.1 Accident record book

- An accident form will be completed as soon as possible after the accident occurs by the member of staff or first aider who deals with it. An accident form template can be found in appendix 2
- As much detail as possible will be supplied when reporting an accident
- Information about injuries will also be kept in the pupil's educational record
- Records held in the first aid and accident book will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of.18.2 Reporting to the Health and Safety Executive

The responsible person at each academy will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7) and report these to the trust Health & Safety lead and LA as required.

The Head teacher will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident.

Reportable injuries, diseases or dangerous occurrences include:

- Death
- Specified injuries. These are:
 - Fractures, other than to fingers, thumbs and toes
 - Amputations
 - Any injury likely to lead to permanent loss of sight or reduction in sight
 - Any crush injury to the head or torso causing damage to the brain or internal organs
 - Serious burns (including scalding)
 - Any scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia
 - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days
- Where an accident leads to someone being taken to hospital
- Where something happens that does not result in an injury, but could have done
- Near-miss events that do not result in an injury but could have done. Examples of near-miss events relevant to schools include, but are not limited to:
 - The collapse or failure of load-bearing parts of lifts and lifting equipment
 - The accidental release of a biological agent likely to cause severe human illness
 - The accidental release or escape of any substance that may cause a serious injury or damage to health
 - Electrical short circuit or overload causing a fire or explosion

Information on how to make a RIDDOR report is available here:

How to make a RIDDOR report - <http://www.hse.gov.uk/riddor/report.htm>

18.3 Notifying parents - Academies with Early Years Foundation Stage

The responsible person at each academy will inform parents of any accident or injury sustained by a pupil in the Early Years Foundation Stage, and any first aid treatment given, on the same day, or as soon as reasonably practicable.

18.4 Reporting child protection agencies - Academies with Early Years Foundation Stage

The responsible person at each academy will notify the relevant local child protection agencies of any serious accident or injury to, or the death of, a pupil in the Early Years Foundation Stage while in the school's care.

18.5 Reporting to Ofsted

The responsible person at each academy will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil in the Early Years Foundation Stage while in the school's care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

19. Training - Across the Trust Estate

Impact Education staff are provided with health and safety training as part of their induction process.

Staff who work in high risk environments, such as in science labs or with woodwork equipment, or work with pupils with special educational needs (SEN), are given additional health and safety training.

20. Monitoring - Across the Trust Estate

This policy will be reviewed by the trust Director of Estates and Compliance every 2 years.

At every review, the policy will be approved by the Trust Board.

21. Links with other policies

This health and safety policy links to the following policies and documents:

- First aid
- Risk assessment
- Supporting pupils with medical conditions
- Accessibility plan

Appendix 1. Fire safety checklist (example only)

ISSUE TO CHECK	YES/NO
Are fire regulations prominently displayed?	
Is fire-fighting equipment, including fire blankets, in place?	
Does fire-fighting equipment give details for the type of fire it should be used for?	
Are fire exits clearly labelled?	
Are fire doors fitted with self-closing mechanisms?	
Are flammable materials stored away from open flames?	
Do all staff and pupils understand what to do in the event of a fire?	
Can you easily hear the fire alarm from all areas?	

Appendix 2. Accident report (example only)

Name of injured person		Role/class	
Date and time of incident		Location of incident	
Incident details			
Describe in detail what happened, how it happened and what injuries the person incurred			
Action taken			
Describe the steps taken in response to the incident, including any first aid treatment, and what happened to the injured person immediately afterwards			
Follow-up action required			
Outline what steps the school will take to check on the injured person, and what it will do to reduce the risk of the incident happening again			
Name of person attending the incident			
Signature		Date	

Appendix 3. Asbestos record (example only)

The text in this table are suggestions only. The table will need to be adapted to each academy's specific circumstances.

Location	Product	How much	Surface coating	Condition	Ease of access	Asbestos type	Comment
Roof	Asbestos cement	Whole roof	None	Fairly good	Difficult	White	
Store room	Pipes	6 x 3m	Metal case	Good	Medium	Unknown	

Appendix 4. Recommended absence period for preventing the spread of infection

This list of recommended absence periods for preventing the spread of infection is taken from non-statutory guidance for schools and other childcare settings from Public Health England. For each of these infections or complaints, there [is further information in the guidance on the symptoms, how it spreads and some ‘do’s and don’ts’ to follow that you can check.](#)

Infection or complaint	Recommended period to be kept away from school or nursery
Athlete’s foot	None.
Campylobacter	Until 48 hours after symptoms have stopped.
Chicken pox (shingles)	<p>Cases of chickenpox are generally infectious from 2 days before the rash appears to 5 days after the onset of rash. Although the usual exclusion period is 5 days, all lesions should be crusted over before children return to nursery or school.</p> <p>A person with shingles is infectious to those who have not had chickenpox and should be excluded from school if the rash is weeping and cannot be covered or until the rash is dry and crusted over.</p>
Cold sores	None.
COVID - 19 (Pandemic)	Impact Trust follows guidelines from the DfE and Public Health England. All academies in the Trust have individual risk assessments and these should be referred to along with current guidelines.
Rubella (German measles)	5 days from appearance of the rash.
Hand, foot and mouth	Children are safe to return to school or nursery as soon as they are feeling better, there is no need to stay off until the blisters have all healed.
Impetigo	Until lesions are crusted and healed, or 48 hours after starting antibiotic treatment.
Measles	Cases are infectious from 4 days before onset of rash to 4 days after so it is important to ensure cases are excluded from school during this period.
Ringworm	Exclusion not needed once treatment has started.
Scabies	The infected child or staff member should be excluded until after the first treatment has been carried out.

Scarlet fever	Children can return to school 24 hours after commencing appropriate antibiotic treatment. If no antibiotics have been administered the person will be infectious for 2 to 3 weeks. If there is an outbreak of scarlet fever at the school or nursery, the health protection team will assist with letters and factsheet to send to parents or carers and staff.
Slapped cheek syndrome, Parvovirus B19, Fifth's disease	None (not infectious by the time the rash has developed).
Bacillary Dysentery (Shigella)	Microbiological clearance is required for some types of shigella species prior to the child or food handler returning to school.
Diarrhoea and/or vomiting (Gastroenteritis)	<p>Children and adults with diarrhoea or vomiting should be excluded until 48 hours after symptoms have stopped and they are well enough to return. If medication is prescribed, ensure that the full course is completed and there is no further diarrhoea or vomiting for 48 hours after the course is completed.</p> <p>For some gastrointestinal infections, longer periods of exclusion from school are required and there may be a need to obtain microbiological clearance. For these groups, your local health protection team, school health advisor or environmental health officer will advise.</p> <p>If a child has been diagnosed with cryptosporidium, they should NOT go swimming for 2 weeks following the last episode of diarrhoea.</p>
Cryptosporidiosis	Until 48 hours after symptoms have stopped.
E. coli (verocytotoxigenic or VTEC)	The standard exclusion period is until 48 hours after symptoms have resolved. However, some people pose a greater risk to others and may be excluded until they have a negative stool sample (for example, pre-school infants, food handlers, and care staff working with vulnerable people). The health protection team will advise in these instances.
Food poisoning	Until 48 hours from the last episode of vomiting and diarrhoea and they are well enough to return. Some infections may require longer periods (local health protection team will advise).
Salmonella	Until 48 hours after symptoms have stopped.
Typhoid and Paratyphoid fever	Seek advice from environmental health officers or the local health protection team.

Flu (influenza)	Until recovered.
Tuberculosis (TB)	Pupils and staff with infectious TB can return to school after 2 weeks of treatment if well enough to do so and as long as they have responded to anti-TB therapy. Pupils and staff with non-pulmonary TB do not require exclusion and can return to school as soon as they are well enough.
Whooping cough (pertussis)	A child or staff member should not return to school until they have had 48 hours of appropriate treatment with antibiotics and they feel well enough to do so or 21 days from onset of illness if no antibiotic treatment.
Conjunctivitis	None.
Giardia	Until 48 hours after symptoms have stopped.
Glandular fever	None (can return once they feel well).
Head lice	None.
Hepatitis A	Exclude cases from school while unwell or until 7 days after the onset of jaundice (or onset of symptoms if no jaundice, or if under 5, or where hygiene is poor. There is no need to exclude well, older children with good hygiene who will have been much more infectious prior to diagnosis.
Hepatitis B	Acute cases of hepatitis B will be too ill to attend school and their doctors will advise when they can return. Do not exclude chronic cases of hepatitis B or restrict their activities. Similarly, do not exclude staff with chronic hepatitis B infection. Contact your local health protection team for more advice if required.
Hepatitis C	None.
Meningococcal meningitis/ septicaemia	If the child has been treated and has recovered, they can return to school.
Meningitis	Once the child has been treated (if necessary) and has recovered, they can return to school. No exclusion is needed.
Meningitis viral	None.

MRSA (meticillin resistant Staphylococcus aureus)	None.
Mumps	5 days after onset of swelling (if well).
Threadworm	None.
Rotavirus	Until 48 hours after symptoms have subsided.