



## **Safety Assessment and Decision Score for School Staff during a COVID-19 Pandemic Infection**

In the current climate with the COVID-19 pandemic there is significant anxiety around the potential consequences of being infected, this being exaggerated in the Black, Asian and Minority Ethnic (BAME) community due to the excess deaths faced by this cohort. In compiling this score card, the co-authors have approached the task with both a personal and professional responsibility. This scoring system has been constructed by members of the medical profession following a review of many research papers and guidance available in order to judge the risk that staff are taking in coming to work.

It has been adapted for use in schools. In some cases, there has been a lack of available data to make a clear recommendation and accordingly the authors have reflected on the data available and used their clinical experience to propose a pragmatic approach.

The system has been developed for all staff within General Practice including both clinical and non-clinical staff. This is also applicable to all ethnicities within the practice. In its application to schools a judgement has to be made on the equivalence of the roles and responsibilities.

The scoring card is to be seen as a framework for a conversation about the risk entailed by members of staff in working in the school building, with children and alongside other members of staff. It is not envisaged that this will be sent out to all members of staff within the school.

The member of staff concerned can either be given the scorecard to fill in prior to a meeting, or can fill it in during the meeting.

- Staff member having any one of the four risks in the 'high' risk category will automatically place themselves in the 'high' risk category irrespective of other variables
- Complete each row and then add all rows to provide a total risk figure
- Based on the score, review the relevant roles for the staff member as highlighted below and according to their contractual duties
- Record any decisions made to mitigate/reduce risk
- Agree a review date and provide a copy for the member of staff
- This score card is not for workers that fulfil the government criteria for 'Shielding' – these workers should follow national guidance and stay at home



## Safety Assessment and Decision Score

Staff Name:

manager Name:

Date:

Factor	Points					Row Score
	1	2	3	4	High Risk	
Age	40-49	50-59	60-69		70+	
Ethnicity	White, Chinese, Mixed origin	Indian	Bangladeshi Pakistani Middle East	Black		
	BAME Other: Any staff that do not fall into one of the categories about, score according to other ethnicities above					
Gender	Female	Male				
Obesity BMI	23+ (exclude white, Chinese/mixed)		30+ (white Chinese mixed)	30+ others	40+ All groups	
Pregnancy		Under 28 weeks			Over 28 weeks	
Medical Conditions	One condition			Two conditions	Three or more conditions	

Total Score:

Mild Risk Score: 1-8	Moderate Risk Score: 9 - 12	High Risk Score 13+
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Conclusions/Actions

Signed:

Indicative Activities
<ul style="list-style-type: none"><li>• Face to Face [F2F] with social distancing, including teaching small groups, meetings with other staff, working in an office.</li><li>• Administrative work, including working with paper, at a computer, on the telephone.</li><li>• Home visits where needed</li><li>• In summary: essentially normal duties, socially distanced wherever possible</li></ul>
<p>Avoid</p> <ul style="list-style-type: none"><li>• Working closely with others – for example with individual children at their level, in close proximity.</li></ul>
<ul style="list-style-type: none"><li>• Limit the time spent in school, no situations where social distancing cannot be maintained.</li><li>• No contact with pupils suspected of CV-19 infection</li></ul>
<ul style="list-style-type: none"><li>• Working from home</li></ul>

**Notes:**

**BMI** is your Body Mass Index. If you don't know this you can calculate it using the NHS website:

<https://www.nhs.uk/live-well/healthy-weight/bmi-calculator/>

Although many score cards available refer to obesity above a BMI of 30, data available is clear for the BAME community this risk increases with a BMI of 23, with further significant risk with a BMI of 27.5 and above.

**Vulnerable Staff** – People at High Risk and Moderate Risk

Guidance from the NHS; this document details those who should be shielded but also includes a section on those who are more vulnerable which would be used in the score card.

<https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/whos-at-higher-risk-from-coronavirus/>

**Advice on Pregnancy**

<https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk-from-coronavirus/pregnancy-and-coronavirus/>