

## Covid-19 school closures – UNISON Cymru Wales FAQs

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### SCHOOL CLOSURES

#### When are schools likely to reopen for all children?

The Wales Education Minister has said that schools will only extend opening to more students when she is advised by the Chief Medical Officer and Chief Scientific Officer that it is safe for staff and children to be in school. The Minister has indicated that at least 3 weeks' notice will be needed to prepare to extend school opening. At the moment there is no indication of a date when school opening could be extended.

UNISON has been meeting regularly with Welsh Government to contribute to the discussions on how schools and educational settings will begin to extend to open wider than only specifically for vulnerable children and those of critical workers. The Education Minister has published a Framework for how those decisions will be made, see [link](#). In contributing to that process, UNISON will continue to argue that any proposals must ensure the safety, health and well being of staff and that any plans have an appropriate lead in time with training provided as necessary.

For now schools and hubs are only open for vulnerable children, and those whose parents are critical to the Covid-19 response and cannot be safely cared for at home. The government is clear that any children who can be safely cared for at home should **not** attend.

### PROVISION FOR CHILDREN OF CRITICAL WORKERS AND VULNERABLE CHILDREN IN HUBS AND SCHOOLS

*Any information in italics below is taken from the Welsh Government guidance for hubs and schools – the full guidance can be found via this link -*

<https://gov.wales/guidance-hubs-and-schools-coronavirus>

## **Which children will be cared for by the provision?**

When the Education Minister closed schools in March, she was very clear on the eligibility for pupils to attend any provision. The guidance states:

*The aim of this provision is to establish a safe place to enable staff to care for vulnerable children and the children of critical workers. The key message is that if a child cannot be cared for safely at home, then provision needs to be made available.*

### **Attendance**

*No one (including staff, children, parents/carers or visitors) should be allowed to attend if they are displaying any symptoms of COVID-19. Entrance and exit to the site should be controlled and visitors should be limited to essential only. The most common symptoms of coronavirus (COVID-19) are recent onset of:*

- *new continuous cough and/or*
- *high temperature*

## **Will the provision continue to be made through schools?**

The provision may take place at a school building, a hub appointed by the local authority or for preschool age children in a registered childcare setting. Local Authorities have the responsibility for determining how best to serve their residents.

The provision is likely to be both:

- **in schools buildings**, making provision for a school's own learners and using their own staff or
- **in hubs**, which may be based in a school building but will cater for a range of children and draw from staff from across a local authority.

## **Do the Physical Distancing regulations apply in hubs and schools?**

The Welsh Government have set regulations to ensure physical distancing should be observed with the minimum of 2 metres distance – see below:

*Ensuring provision operates in line with guidance on social distancing and hygiene is critical to its success.*

*Under regulation 6A of the Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020 (the "Coronavirus Regulations")<sup>2</sup>, a person responsible for a workplace is required to take all reasonable measures to ensure that a distance of 2 metres is maintained between persons on particular premises. **This includes schools and hubs.** The Welsh Government guidance has been developed to support schools and hubs to develop and maintain reasonable measures in an educational context. The guidance provided in relation to 'reasonable measures' is issued under regulation 7A of the Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020<sup>3</sup>.*

Further detailed guidance can be found below in the **HEALTH & SAFETY** section

You will note that it is the responsibility of the person responsible for the setting to take all reasonable measures to ensure this is observed. We acknowledge that this cannot always be maintained, especially with young children or those with SEND.

If you have any queries or concerns, please contact your [UNISON branch](#) in the first instance.

### **What times will the provision be open?**

This varies dependent on need. The guidance states:

*It is expected that the provision should reflect the reasonable needs of critical workers and that working patterns may change over time; the needs of all critical workers should be considered.*

*The provision is highly likely to need to extend beyond the normal school day and include weekend provision and bank holidays if required.*

*The provision will need to be flexible to respond to changes in local demand.*

*The most common approach across local authority areas is currently 8 am to 6 pm.*

*It is not expected that this provision as structured would be appropriate for late evening and overnight care. If demand requires this, Welsh Government will work with local authorities to address this need.*

### **If my school is open during the weekend do I have to go in to work?**

UNISON is encouraging members to support the national effort to enable critical workers to continue working. However, we do not believe that staff should be forced to work outside their normal contracted hours, particularly if they have caring commitments of their own.

We would expect schools to seek volunteers in the first instance and to consider any booked holiday or caring commitments.

### **Will I be paid extra for working at the weekend?**

If term time only staff are required to work outside their normal contracted hours, i.e. at weekends, then they should be paid for this. This is specified (para 4.5) of the NJC guidance on term time only working, which states, *'If term time only employees are required to undertake work outside of their contracted hours, they must be appropriately remunerated.'*

Staff will normally be paid at their standard hourly rate if they are working on what is a normal working day. However, if staff are required to work on a weekend or a public holiday then we would expect overtime premiums to apply.

These are normally agreed at local authority level but are typically time and a half for working on a Saturday and double time for Sundays or public holidays. In addition, we would also expect overtime premiums to apply if you work over the standard working week in any given working week. The standard week is normally 37 hours per week outside London. Some authorities have a shorter standard working week. Where staff are being required to work beyond the standard working week they should normally be paid at time and a half for these hours.

If this becomes a regular working pattern, then consideration will need to be given to the annual leave accrued whilst working additional hours.

### **Should my school be expecting all support staff to be in?**

Schools are only open for vulnerable children, and those whose parents are critical to the Covid-19 response and cannot be safely cared for at home. The government is clear that any children who can be safely cared for at home should **not** attend. Many schools will be arranging rotas and schedules for support staff in order to provide safe care for children who need to attend, while minimising the number of people on site to reduce the potential for spreading the virus. So, schools should not be asking all staff to come in and undertake routine tasks. It would undermine the social distancing measures in place to try and limit the spread of the virus.

The provision of facilities for the children of critical workers should be a whole school effort, involving teachers as well as support staff - the responsibility must not fall solely upon our members – the lowest paid - to be keeping these services going.

The Welsh Government guidance states –

*When at the school or hub, staff should be placed as consistently as possible with the same children to minimise the risk of infection. Staff should be enabled to have regular breaks during their time at the setting. Rotas of staff should also ensure breaks for well-being, especially over holiday periods and factor in that staff may need to self-isolate. The resourcing of provision will need to be equitable and mindful of the burden on staff both in terms of the length of shifts and the number of days in attendance.*

*It is critical that provision is supported by catering, cleaning and caretaker teams. These staff play a crucial role in the effective and safe running of schools. Practical issues must also be addressed such as who is responsible for opening and closing hubs. The provision may also be supported by staff who can support well-being, such as education and child psychologists and school counselling.*

**What if I have an underlying health condition or live with someone who has one of the conditions identified by government requiring strict social isolation? Do I have to come into school?**

The Welsh Government guidance states –  
*Any member of staff who falls into the shielding category or those who fall into the stringent social distancing categories should not be expected to work in either a school or hub. Definitions are set out in Annex A. \*\* Where a member of staff lives with someone who is vulnerable, we would expect employers to take account of this. In doing so, they should consider the severity of the individual case and the expected levels of attendance. Leaders should work with local authorities in clarifying queries relating to staff attendance.*

**People falling into these categories should not be expected to work in this provision -**

*people who are:*

- *at increased risk of severe illness from COVID-19 and should be stringent in following social distancing guidelines or*
- *are deemed as 'extremely vulnerable' and should be shielding*

\*\*Annex A can be found at the end of the **HEALTH AND SAFETY** section of this document

## **OPERATIONAL ISSUES**

**I have been asked to provide cover for other roles, but this work will be very different to my usual role at school. Where does this leave me?**

We know that support staff are absolutely committed to doing their part and UNISON is totally committed to doing all we can to support you, protect your finances and your health and wellbeing. There may be a need for staff to help with alternative roles, but this should be on a voluntary basis first and with proper support from your employer. If you have any concerns about any changes, please speak to your local [UNISON branch](#).

In addition, for employees covered by the NJC 'green book' national agreement on pay and conditions of service (which is the vast majority of support staff working in LA schools), UNISON has negotiated guidance which states employees who agree to undertake a different role and / or working pattern should suffer no financial detriment and continue to be paid at their usual contracted rate. Where employees are temporarily undertaking roles that are paid at a higher rate than their usual contracted rate, they should receive the higher rate of pay for the duration of the assignment.

### **My school is in the middle of a redundancy consultation. Should this be put on hold?**

We are in a middle of a global health emergency and school support staff are in the front line with others in the battle to help beat this virus and help save lives. Absolutely nothing should detract from this effort and UNISON is therefore calling for all redundancies, restructures, TUPE transfers and non-urgent disciplinaries to be put on hold. The battle to save lives must come first.

Contact your [UNISON branch](#) if you are aware that any of the above are being progressed.

### **Can I be asked to work at a different school within the local authority?**

We all recognise the need to work together and for flexibility to help get the country through this health crisis. We know that support staff are absolutely committed to doing their part and UNISON is totally committed to doing all we can to support you, protect your finances and your health and wellbeing. In terms of redeployment it is likely to be within your school or another school within your local authority. There may be a need for staff to help with alternative roles, but this should be on a voluntary basis first and with proper support from your employer. If you have any concerns about any changes, please speak to your local [UNISON branch](#).

### **Will private nurseries and private registered childminders be open during the crisis?**

The Welsh Government is launching a coronavirus childcare assistance scheme to support Wales' critical workers.

Under the new plans, over the next three months local authorities will be able to use funding from the Welsh Government's Childcare Offer to support registered childcare providers to care for pre-school-aged children of critical workers. Children who are considered vulnerable will also be included in the scheme.

This will ensure families have the childcare they need and childcare providers have the security they need.

The changes will cover the next three months and provide care for children under five.

The existing offer will be suspended for three months and replaced with the coronavirus childcare assistance scheme to support critical workers and vulnerable children.

The Welsh Government will honour its commitment to continue to pay childcare providers for the hours of childcare already booked under the childcare offer for three months.

The coronavirus childcare assistance scheme will ensure parents, who are critical workers, will get the childcare they need, and childcare providers will have security about how their businesses will operate.

Private registered childminders will be closed unless they are providing childcare to children whose parents are critical workers as defined by the government.

## **PAY**

### **If I have to self-isolate will I still be paid?**

The overwhelming majority of school members are covered by protections under the NJC 'Green Book' terms and conditions. The Green book is negotiated by UNISON and the other support unions and contains the following clause:

"An employee who is prevented from attending work because of contact with infectious disease shall be entitled to receive normal pay. The period of absence on this account shall not be reckoned against the employee's entitlements under this scheme"

This means that if you are employed under Green Book terms and conditions and are required to self-isolate you will continue to receive your normal pay.

In addition, this period should not be recorded as sickness absence.

Even if you're not covered by Green Book terms and conditions your employer should observe this agreement during this emergency. If you have issues with your employer, please urgently raise with your [UNISON branch](#).

### **I work for a catering or cleaning contractor in the school what will happen to my pay?**

Private outsourced catering cleaning companies are still being paid by the school, so the contract staff should be fully paid. Also, UNISON believes contractors need to comply with the same procedures as the school in this emergency, otherwise this could undermine attempts to reduce the spread of virus.

## **I am an agency staff member. Will I still be paid during this emergency period?**

The school should at the minimum pay you to the end date of your assignment. In addition, many schools have already committed to continue full pay for agency staff, in line with directly employed staff, during the entire health emergency. Agency staff will, alongside other school-employed staff, play a vital role and UNISON is arguing that you should be kept on full pay during this period.

## **What support is available to supply staff during the coronavirus outbreak?**

The Minister for Education has published the following letter for supply staff -

*'Supply staff are a valued part of the school workforce, and, with the current school closures, I appreciate that this must be a difficult and uncertain time for all those currently working in the supply sector.'*

*As you will appreciate, this is a fast moving and complex issue and advice is changing daily. Whilst education policy is devolved to Wales, employment law is outside the legislative competence of Welsh Ministers and therefore advice on these matters can only issue from the UK Government. However, the following information may provide some clarification on what may be available to support those in the supply sector during this difficult time.*

*Advice for staff will depend on how they are employed and who the employer is. As supply staff can either be employed by LAs, supply agencies or directly by schools, consequently any advice will depend on this. It is advised that they check the terms of their contract and discuss this with their employer in the first instance.*

*If supply staff are employed by the LA or school on a long-term contract, they are expected to be contracted on the same terms and conditions as permanent staff. If so, these workers should be paid accordingly. For those employed via a supply agency, the contracts may vary and therefore these staff need to discuss the terms of the contract with their agency.*

*For those working for an agency, the [National Procurement Service \(NPS\)](#) has a national framework in place for supply teaching in Wales, which aims to ensure improvements to supply teachers' pay and conditions. Agencies on the framework are required to register with a representative professional recruitment body and to sign up to the Welsh Government's Code of Practice on Ethical Employment in Supply Chains and our Fair Work principles. Since the framework began operating in September 2019, we have encouraged supply staff, local authorities and schools to only engage with agencies on the framework. Over the past few weeks, framework agencies have been engaging with Welsh Government and the NPS to understand what support is available to their staff. Please contact your agency to discuss this if you have any concerns.*

*You may be aware that the UK Government has recently announced support for employers under the Coronavirus Job Retention Scheme. I understand that this*

scheme is open to all businesses with PAYE employees and may therefore be available for agency supply staff.

[Further information on this scheme is available](#), and staff are advised to discuss this with their agency.

Additional measures have also been announced to support those who are self-employed, although very rarely will supply staff fall into this category. [Further information on this scheme](#) is available.

If you are [unsure of your employment status](#), you can find further advice and guidance.

The Welsh Government has tried to address many of your concerns in [our FAQs](#), which are being updated regularly. This page includes advice on SSP, how to access Employment and Support Allowance and Universal Credit, and further information on the schemes announced by the UK Government.

We will continue to work with the UK Government and to update the education workforce in Wales as and when the situation changes.

## HEALTH AND SAFETY

### What **MUST** your school do to keep you safe?

Your employer has a legal duty to ensure your health, safety and welfare as far as is reasonably practicable, under [section 2 of the Health and Safety at Work Act](#). They are also required by law to carry out a risk assessment to find out what they need to do to keep you safe.

In the context of COVID-19, working at home would be the best way of minimising risks of contracting or spreading the virus. However, this is not possible for all staff, due to the efforts of schools to remain open to supervise vulnerable children and those of critical workers.

### What if I have an underlying health condition or live with someone who has one of the conditions identified by government requiring strict social isolation? Do I have to come into school?

The Welsh Government guidance for schools and hubs states –

*‘Any member of staff who falls into the shielding category or those who fall into the stringent social distancing categories should not be expected to work in either a school or hub. Definitions are set out in Annex A (– see the end of this section). Where a member of staff lives with someone who is vulnerable, we would expect employers to take account of this. In doing so, they should consider the severity of the individual case and the expected levels of attendance. Leaders should work with local authorities in clarifying queries relating to staff attendance.’*

If you or someone you live with has an underlying health condition, is pregnant or over 70, you should arrange to work from home. So you should be either

working from home, or if that is not possible, be home on full pay for the duration of this emergency. Some employers have agreed CPD plans for staff to undertake at home ([see UNISON resources](#)).

<http://www.ewc.wales/learningexchange/index.php/en/>

<http://www.skillsforschools.org.uk/training/>

This can be particularly helpful for staff whose role cannot be done at home. Also, you could temporarily agree to take on other work tasks from home.

### **I am pregnant. Can the school make me come in during the epidemic?**

The Welsh Government guidance for hubs and schools states *'those who are pregnant' are 'people at increased risk of severe illness from COVID-19' who 'should not be expected to work in this provision.'*

Under NJC Green Book terms and conditions you will be able to work from home on full pay, or if this is not possible then your employer will have to accept that you have to self-isolate at home on full pay. If your partner is pregnant, your school should allow you to work from home on full pay.

If you have any issue with your employer, please urgently contact your local [UNISON branch](#).

### **How should schools and childcare settings implement physical and social distancing?**

The Welsh Government guidance for hubs and schools states -

*'Under regulation 6A of the Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020 (the "Coronavirus Regulations")<sup>2</sup>, a person responsible for a workplace is required to take all reasonable measures to ensure that a distance of 2 metres is maintained between persons on particular premises. **This includes schools and hubs.** The Welsh Government guidance has been developed to support schools and hubs to develop and maintain reasonable measures in an educational context. The guidance provided in relation to 'reasonable measures' is issued under regulation 7A of the Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020<sup>3</sup>.'*

#### **Attendance**

*No one (including staff, children, parents/carers or visitors) should be allowed to attend if they are displaying any symptoms of COVID-19. Entrance and exit to the site should be controlled and visitors should be limited to essential only. The most common symptoms of coronavirus (COVID-19) are recent onset of:*

- *new continuous cough and/or*
- *high temperature*

## **Social distancing and hygiene**

*The number of children and staff present should allow social distancing measures to be observed. The intake of a school or hub should always allow children and staff to be safe; to maintain social distancing and to minimise the risk of transmission. The exact capacity will depend on the building size and layout and the availability of staff. Depending on these factors, and considering local authorities' current approaches we would currently expect the maximum capacity to be between 10% and 20% of the building's usual capacity.*

*Effective provision will need to embed social distancing and hygiene across its operations. Staff must have regard to the guidance in this section on social distancing which gives guidance in schools and hubs on their duty to social distancing under the Coronavirus Regulations. Provision also requires careful consideration of the guidance below and other national guidance on hygiene.*

*This guidance is intended to ensure provision is as safe as possible for staff and children. Social distancing, hygiene and self-isolation of those showing symptoms or living with someone showing symptoms will minimise the risk of transmission of infection. While staff may feel apprehensive about the risks, it is important to remember that with adherence to guidelines, provision can be made far safer.*

### **Social distancing**

#### **Transport and arrival**

*Where transport is required, this should ensure children are appropriately socially distanced.*

*Staff should consider how social distancing can be ensured on arrival and collections. Parents should not gather closely outside. Arrival and release of children may need to be staggered to avoid this.*

#### **Use of space**

*Rooms should be large enough to ensure social distancing in line with guidance. Numbers in each should reflect staff available and be kept as small as possible.*

*Staff and children should stay 2 metres away from each other. Seating arrangements, games and activities should be remodelled to ensure this and to minimise physical contact.*

*To help social distancing, staff should consider as many activities outside as practicable. This will require children to have weather appropriate clothing. Wherever possible, shared rooms for different groups should be avoided. Staff and children should use the same room for activities and, if deemed practical for meals also, or close by. This avoids risk of transmission from room to room and keeps the number of people each person comes in contact with to a minimum. If there is no option but to eat meals in a different shared space, mealtimes should be staggered to avoid overcrowding.*

Measures to maintain hygiene include -

- ensure all staff and children wash their hands with soap and water for 20 seconds frequently, and are encouraged not to touch their face, while using a tissue or elbow to cough or sneeze and using bins for tissue waste. If children or young people have trouble washing their hands,

ensure help is available (It is important to note the health advice that thorough handwashing with soap and water is more effective than the use of hand sanitisers. Hand sanitisers should be used as an addition to hand washing)

- increase cleaning of surfaces in classrooms, including desks and handles, and within toilet blocks and changing rooms, adhering to [guidance on cleaning of non-healthcare settings](#)

### **Will personal protective equipment (PPE) be made available to frontline education and childcare staff who are caring for children of critical workers?**

The guidance on PPE for schools from Welsh Government refers to UK Government guidance which was published on 2 April 2020, following a rapid review by Public Health England and the Academy of Medical Royal Colleges. The Deputy Chief Medical Officer for Wales was involved in this review..

The new guidance only covers the use of PPE for health and social care workers. The guidance does not recommend PPE for other sectors, including teachers and school staff, who are classed as low or no-risk.

This means government guidance is that hygiene and social distancing measures offer adequate protection for those groups.

Children or staff who are feeling ill or displaying any symptoms of coronavirus (COVID-19) should not visit or attend their school or childcare setting. The number of social interactions in the education or childcare environment will be reduced, due to there being fewer children attending. Operating a strict social distancing protocol, encouraging frequent and thorough hand washing by staff and children using soap and water, and encouraging more frequent cleaning and disinfection of hand contact surfaces will further reduce the infection risk. Headteachers should liaise with their local authority health and safety or infection control leads for schools if they have any concerns over the supply of hygiene products for cleaning and disinfection.'

### **What can I do personally to keep myself as safe as possible?**

Do not go into school if you are displaying any symptoms of COVID-19 or live with someone who is doing so. Follow the government's [staying at home guidance](#).

Avoid, where possible, physical contact with children. Try to focus on verbal reassurances if a child needs to be comforted.

Wash your hands with soap and water after any physical contact with children soap, or alcohol-based hand sanitiser where soap and water is not immediately available.

If administering medication or first aid to children, wash your hands before and afterwards and always before moving to another child. Use Personal Protective Equipment (PPE) such as disposable masks, gloves and apron if you're concerned about potential exposure. If not available, urgently raise this with your head teacher and [UNISON branch](#).

Try to avoid touching your face and regularly wash your hands and use alcohol-based hand sanitiser.

Keep 2 metres apart from others wherever possible, in classrooms, in the staff room and generally around the school.

Avoid using colleagues' phones or other work tools and equipment. If it is necessary, always clean the equipment before and afterwards.

Speak to your line manager about difficulties maintaining safe practice with any individual children so the situation can be discussed with parents.

When you get home, wash your hands and remove shoes straight away. Take work clothes off immediately reaching home and launder them, where possible, before touching any members of your family.

There is a wide range of guidance from Welsh Government via this link - <https://gov.wales/health-and-well-being-school-staff-and-learners-coronavirus>

### **What should I do if I have concerns about the health and safety measures being taken at my school?**

Ask to see a copy of your school's risk assessment and contact your local [UNISON branch](#) for urgent assistance.

### **Will tests for Covid-19 be carried out for staff and pupils still in schools?**

Anyone can now apply for a test if they have at least one of the following coronavirus symptoms:

- a new continuous cough
- a fever
- loss of smell or taste

If you develop one of these symptoms follow the [self-isolation guidance](#).

All symptomatic critical workers, **including education and childcare workers**, can [book a slot at a mass drive-through testing centre or mobile testing unit](#).

Alternatively, they can, subject to availability [apply online for a home testing kit \(on GOV.UK\)](#).

Read more about [who is a critical worker](#).

The tests are not suitable for children under 5 years old, so any younger pupils will not be able to be tested.

**Our school doesn't have adequate supplies of hand soap and sanitiser. How can we work safely? What should I do?**

It is incredibly important that pupils and staff have access to soap and warm water or sanitiser to wash your hands as this is a key recommendation to protect ourselves from the virus. The school must provide adequate supplies of soap/ sanitiser for all staff and pupils. Ask the employer to increase the supply as a matter of urgency. Stocks of soap should be checked and replenished before the start of every day and children should be supervised in washing their hands, for at least 20 seconds, on arrival at school and regularly throughout the day. Hand sanitiser should be made available in classrooms.

**Who should be cleaning the school given the heightened levels of risk and what provisions should be made for their safety?**

Those employed to clean the school should be provided with the correct equipment. This will include Personal Protective Equipment (PPE) such as gloves and appropriate cleaning solutions along with instructions. See our detailed advice here: <https://www.unison.org.uk/coronavirus-rights-work/personal-protective-equipment-coronavirus/>

**What should happen in a deep clean situation when there has been a suspected or confirmed case of Covid-19?**

In this situation the employer should do the following:

- 1) Conduct full risk assessments
- 2) Contact the Local Health Protection Team for advice and support
- 3) Ensure only those fully trained and equipped with the relevant protective equipment are involved in any deep clean. A specialist cleaning team may have to be established.
- 4) Provide the correct Personal Protective Equipment (PPE) including appropriate face masks for those responsible for decontaminating the school
- 5) Notify all staff and keep them updated on any development.

See our detailed advice here: <https://www.unison.org.uk/coronavirus-rights-work/personal-protective-equipment-coronavirus/>

Also see the link to the government advice on Covid-19: cleaning in non-healthcare settings: <https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings>

**Annex A: people at increased risk of severe illness from COVID-19 or who are deemed as 'extremely vulnerable'**

This annex sets out categories of people who are:

- at increased risk of severe illness from COVID-19 and should be stringent in following social distancing guidelines or
- are deemed as 'extremely vulnerable' and should be shielding.

**People falling into these categories should not be expected to work in this provision.**

**People at increased risk of severe illness from COVID-19**

This group includes those who are:

- aged 70 or older (regardless of medical conditions)
- under 70 with an underlying health condition listed below (i.e. anyone instructed to get a flu jab as an adult each year on medical grounds):
  - chronic (long-term) respiratory diseases, such as **asthma, chronic obstructive pulmonary disease (COPD), emphysema or bronchitis**
  - chronic heart disease, such as **heart failure**
  - chronic kidney disease
  - chronic liver disease, such as **hepatitis**
  - chronic neurological conditions, such as **Parkinson's disease, motor neurone disease, multiple sclerosis (MS), a learning disability or cerebral palsy**
  - diabetes
  - problems with your spleen – for example, **sickle cell anaemia** or if you have had your spleen removed
  - a weakened immune system as the result of conditions such as **HIV and AIDS**, or medicines such as **steroid tablets or chemotherapy**
  - being seriously overweight (a BMI of 40 or above)
- those who are pregnant

**People deemed as extremely vulnerable**

People in this group include:

- Solid organ transplant recipients
- People with specific cancers:
  - People with cancer who are undergoing active chemotherapy or radical radiotherapy for lung cancer
  - People with cancers of the blood or bone marrow such as leukaemia, lymphoma or myeloma who are at any stage of treatment
  - People having immunotherapy or other continuing antibody treatments for cancer
  - People having other targeted cancer treatments which can affect the immune system, such as protein kinase inhibitors or PARP inhibitors
  - People who have had bone marrow or stem cell transplants in the last 6 months, or who are still taking immunosuppression drugs
- People with severe respiratory conditions including all cystic fibrosis, severe asthma and severe Chronic Obstructive Pulmonary Disease (COPD)

- People with severe single organ disease (e.g. Liver, Cardio, Renal, Neurological).*
- People with rare diseases and inborn errors of metabolism that significantly increase the risk of infections (such as Severe Combined Immunodeficiency (SCID), homozygous sickle cell).*
- People on immunosuppression therapies sufficient to significantly increase risk of infection.*
- People who are pregnant and children up to the age of 18 with significant heart disease, congenital or acquired.*

## **HOME-WORKING**

**I don't have a role that can be done from home. Will I still be paid over any potential full closure of the school, for example during a deep cleaning period if we have a case of Covid 19 in the school?**

Under the terms of the NJC green book agreement, which covers vast the majority of support staff in LA schools, you will be paid for this closure period.

UNISON would also argue that other schools should follow this commitment during this health emergency. If you have any issues, please contact your local [UNISON branch](#).

This time could be an opportunity to undertake some online training to maintain your CPD or update your EWC Professional Learning Passport; resources can be found on UNISON's 'Skills for Schools' website

<http://www.skillsforschools.org.uk/training/>

and on the EWC website <http://www.ewc.wales/learningexchange/index.php/en/>