

Ebola

Date	Review Date	Coordinator	Nominated Governor
17/03/2015	17/03/2016	Paul Mokwenye	Paul Mokwenye

We believe this policy relates to the following legislation:

- Health and Safety at Work Act 1974
- Occupiers 'Liability Acts 1957 and 1984
- Public Health (Control of Diseases) Act 1984
- Public Health (Infectious Diseases) Act 1988
- Schools Standards and Framework Act 1998
- Equality Act 2010
- Children and Families Act 2014
- Management of Health and Safety at Work Regulations 1999
- Education (School Premises) Regulations 1999
- School Premises (England) Regulations 2012
- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013

The following documentation is also related to this policy:

- Ebola: <https://www.gov.uk/government/publications/ebola-environmental-cleaning-guidance-forpotential-contamination-excluding-healthcare-settings>

We are aware that Ebola is a rare but serious viral infection that is only transmitted by direct contact with the blood or bodily fluids of an infected person who is showing symptoms of the disease such as a high fever, diarrhea and vomiting. Ebola is not an airborne disease.

We acknowledge that due to screening precautions in West Africa where there is a current outbreak and entry screening at UK airports, the risk to UK citizens is low. But we should all be aware that it is still possible for individuals returning from infected countries could develop symptoms up to 21 days after arrival in the UK.

We will ensure all necessary risk assessments have been undertaken before we admit into school any child who has arrived from any of the affected countries (Guinea, Liberia or Sierra Leone) but is free of the symptoms of Ebola.

We will immediately report to the local health authority, local authority and the Health and Safety Executive any child or person who develops symptoms related to Ebola.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

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We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Aims

- To be aware of the symptoms of Ebola.
- To report any suspected case of Ebola.
- To share good practice within the school and with other schools.
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has:

- appointed a member of staff to be the Coordinator for Health and Safety;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring full compliance with all statutory responsibilities;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- make effective use of relevant research and information to improve this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- nominated a link governor to visit the school regularly, to liaise with the Headteacher and the coordinator and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Headteacher and Senior Leadership Team

The Headteacher and the Senior Leadership Team will:

- ensure school personnel are aware of the symptoms of Ebola;
- ensure school personnel and parents are aware of the health and safety procedures involving communicable diseases;
- immediately notify the local health authority, local authority and the Health and Safety Executive if any child or person who has recently arrived from either Guinea, Liberia or Sierra Leone develops symptoms related to Ebola;
- put into effect the Critical Incident Plan dealing with such emergencies;
- inform parents and school personnel of any outbreak of an infectious disease;

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- enforce individual medical exclusion from school;
- work closely with the link governor and coordinator;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy.

Role of the Coordinator

The coordinator will:

- lead the development of this policy throughout the school;
- ensure that any child or person who has recently arrived from either Guinea, Liberia or Sierra Leone develops symptoms related to Ebola they will:
 - isolate the child or person
 - call NHS 111
 - call local authority
 - call Health and Safety Executive
 - put into effect the Critical Incident Plan
- work closely with the Headteacher and the nominated governor;
- provide guidance and support to all staff;
- provide training for all staff on induction and when the need arises regarding;
- make effective use of relevant research and information to improve this policy;
- keep up to date with new developments and resources;
- undertake risk assessments when required;
- review and monitor;
- annually report to the Governing Body on the success and development of this policy

Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Headteacher and the coordinator;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;
- attend training related to this policy;
- report to the Governing Body every term;
- annually report to the Governing Body on the success and development of this policy

Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- be aware of the symptoms of Ebola;
- be aware of all other linked policies;

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- maintain high standards of ethics and behaviour within and outside school and not to undermine fundamental British values;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

Role of the School Council

The School Council will be involved in:

- determining this policy with the Governing Body;
- discussing improvements to this policy during the school year;
- organising surveys to gauge the thoughts of all pupils;
- reviewing the effectiveness of this policy with the Governing Body

Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy;
- inform the school if they have just arrived back from either Guinea, Liberia or Sierra;
- inform the school if they or their children have developed symptoms related to Ebola;
- work in partnership with the school;
- comply with this policy for the benefit of their children;
- be asked to take part periodic surveys conducted by the school;

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School Handbook/Prospectus
- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- reports such annual report to parents and Headteacher reports to the Governing Body
- information displays in the main school entrance

Training

All school personnel:

- have equal chances of training, career development and promotion
- receive training on induction which specifically covers:

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- All aspects of this policy
- Health & Safety
- Health & Safety - Responsibilities
- Risk Assessment
- Communicable Diseases
- Reporting of Injuries, Diseases and Dangerous Occurrences
- Dealing with Critical Incidents
- Equal opportunities
- Inclusion

- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school. (See Initial Equality Impact Assessment)

Monitoring the Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement. (See Policy Evaluation)

Linked Policies

▪ Health & Safety	▪ Health & Safety - Responsibilities
▪ Risk Assessment	▪ Medical & First Aid
▪ Dealing with Critical Incidents	▪ New & Expectant Mothers at Work
▪ Reporting of Injuries, Diseases and Dangerous Occurrences	▪ Communicable Diseases

Headteacher:		Date:	
Chair of Governing Body:		Date:	