## **RISK ASSESSMENT FORM**



Workplace	Plumpton Primary School	Likelihood (L)	Х	Severity (S)	
Department	Skylark Federation	Almost Impossible	1	Insignificant (minor injury, no time off)	
Risk Assessor	Caitlin Yapp-Advisory Head Teacher	Unlikely	2	Minor (injury and up to 7 days off)	
Room/Area	All rooms and areas on the school site	Possible	3	Moderate (injury causing more than 7 days off)	
Activity/Task	Preparing for the full reopening of school in September 2020	Likely	4	Major (death or serious injury)	
Date	24/8/20	Almost Certain	5	Catastrophic (multiple deaths)	
Benefit of activity	To ensure the safety of all members of the school's community	Low = 1-8	Medium	= 9-14 High = 15-25	

### This model document was updated on 30 July 2020.

It is being kept under review as updated guidance is published by the Government and reviews of the impact of COVID-19 by Public Health England.

Schools should share the results of their risk assessment with their workforce (including local union representatives). If possible, they should consider publishing it on their website to provide transparency of approach to parents, carers and pupils (HSE would expect all employers with over 50 staff to do so).

### COVID-19

## Suspected cases:

- If anyone (staff or pupil) becomes unwell with any of the following: (i) a new continuous cough, (ii) a high temperature, or (iii) a loss or change in their sense of smell or taste (anosmia) they will be sent home.
- The school expects that they will self-isolate, book a test and engage with the NHS Test and Trace process in line with current guidance.
- Having been notified of a suspected case, the provider will contact Public Health England before any actions are taken. **Telephone 0344 225 3861, Option 3 Option 1.**

#### Confirmed cases:

- Having been notified of a positive COVID-19 test result for a member of staff or a pupil, the school will contact Public Health England (PHE) before any actions are taken. **Telephone 0344 225 3861, Option 3 Option 1.**
- The school will then take actions following the guidance of the PHE Health Protection Team.
- The provider should alert the local authority to a confirmed case by e-mailing <a href="mailto:COVID19.SchoolsInformation@eastsussex.gov.uk">COVID19.SchoolsInformation@eastsussex.gov.uk</a>

	What are the significant, foreseeable, hazards? (the dangers that can cause harm)		Who is at Risk?	Current control measures (What is already in place/done)		Risk Rating		What additional control measures can be put in place to reduce the		Revise Risk Rating	
			Niski	(What is all cady in place, dolle)		S	R	risk further?	L	s	R
	1. p	Potential contamination arising from the staff and pupils working onsite during the preparation for the full reopening of school	All members of staff and the limited numbers of pupils currently attending school	<ul> <li>Maintain and monitor the school's current Phased Return Risk Assessment Control Measures up until 1 September 2020.</li> <li>SLT and DSL roles adapted to the ongoing revisions to guidance during partial opening of the school in the summer term</li> </ul>	1	3	3	<ul> <li>Ensure HT, senior leaders and DSLs are appropriately up-to-date with the DfE full return to school guidance. See <u>Guidance for full opening – schools</u></li> <li>Revisit and update risk assessments for September building on the COVID-19 learning and practices already developed in school</li> </ul>	1	3	3

<ul> <li>Updated Health &amp; Safety, and safeguarding policies &amp; practices produced during the lockdown period when school was open to limited numbers.  General information on how to make a workplace COVID-secure and risk assessments is provided by the HSE quidance on working safely.</li> <li>Tell pupils, parents/carers and any visitors, such as suppliers, not to enter the school if they are displaying any symptoms of coronavirus (following the COVID-19: guidance for households with possible coronavirus infection)</li> <li>Stick to school opening times and encourage staff to go home immediately to reduce risk.</li> <li>Follow the Government's updated COVID-19 cleaning of non-heathcare settings quidance</li> <li>Maintain new staff and visitor signing-in arrangements to ensure social distancing and hygiene e.g. where someone physically signs in with the same pen or using a tablet in Reception areas</li> </ul>

			during the coronavirus outbreak							
2.	Potential transmission to clinically vulnerable staff and pupils returning when school reopens  Useful planning resources are detailed in the DfE Guidance for full opening – schools Section 2	All members of school community	Communicate to parents that now circumstances have changed it is vital for all children to return to school in September to minimise as far as possible the longer-term impact of the pandemic on children's education, wellbeing and wider development.  2b. Staff:      Employer health and safety and equalities duties — consider how to meet equalities duties in the usual way and follow steps in DfE Guidance for full opening — schools Section 2      Governors and leaders should pay regard to the work-life balance and wellbeing of all staff including the headteacher. Schools should ensure they have explained to all staff the measures they are proposing putting in place and involve all staff in that process      Review systems to support the well-being of staff who may be anxious about returning. Information about the extra	1	3	3	<ul> <li>2a. Pupils:</li> <li>Communicate with parents of clinically vulnerable and shielding pupils to inform them:</li> <li>pupils who will remain on the shielded patient list can also return to school, as can those who have family members who are shielding. See current advice on shielding</li> <li>reassure parents and pupils by communicating the additional risk assessments and control measures that are being taken from September</li> <li>Confirm that if rates of the disease should rise in this local area, clinically vulnerable children (or family members) from this area, and this area only, may be advised by PHE to shield whilst rates remain high and therefore their child may then be temporarily absent.</li> <li>Pupils who are under the care of a specialist health professional:</li> </ul>	1	3	3

mental health support for pupils and teachers is available.  • Supply teachers and other temporary or peripatetic teachers can move between schools, but leaders should consider how to minimise the numbers of visitors to site where possible  • Leaders should give consideration to any use of volunteers. Mixing of volunteers across groups should be kept to a minimum, and they should remain 2m from pupils and staff where possible  • Schools are being strongly encouraged by the DfE to continue to host ITT trainees. See DfE Guidance for full opening – schools Section 2 Risk assessments should be conducted as they are for staff	Request parents discuss their child's care needs with their health professional before returning to school in September. Further advice is available from the Royal College of Paediatrics and Child Health.  Arrange provision for any pupil who is unable to attend school because they are complying with clinical and/or public health advice to be able to access to remote education from September  2b. Staff:  Conduct individual staff risk assessments for COVID-19 in line with the latest guidance. Guidance on completing an individual risk assessment and templates are currently being developed and will be issued shortly and published via the message board.  Following the reduction in the prevalence of the virus and relaxation of shielding measures from 1 August, the DfE is expecting that most staff will attend school.	
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							People who live with those who are clinically extremely vulnerable or clinically vulnerable can attend the workplace			
3.	Increased risk of introducing contamination from pupils and staff returning to school in greater numbers in September  Useful planning resources:  • DfE Guidance for full opening of schools – section 1  • The LA model recovery plan will be updated for full reopening in September shortly and published via the message board	All members of the school community	The following control measures should be considered in addition to those outlined in the East Sussex Model Risk Assessments for:  (i) Movement around the School site, (ii) General classroom activities, (iii) Playground activities, (iv) Play equipment  Context: In the DfE guidance for the autumn term, maintaining consistent groups remains important, but given the decrease in the prevalence of coronavirus (COVID-19) and the resumption of the full range of curriculum subjects, schools may need to change the emphasis on bubbles within their system of controls and increase the size of these groups.  3a - Pupils  Create and staff your September teaching groups in line with guidance (some schools may need to liaise with the LA or their trust to seek solutions to the numbers of groups required).	1	3	3	<ul> <li>Clear communication with pupils, parents and wider community about the full return to school procedures and new arrangements.         Think about new school rules needed - DfE Guidance for full opening – schools     </li> <li>Ensure any staff or pupils who wear face coverings on the way to school are following the processes for removal, storage/disposal of the mask and that they must hand wash on arrival in line with the guidance on safe working in education, childcare and children's social care</li> <li>Work in partnership with local BAME and/or faith communities to reinforce individual and household risk reduction strategies relevant to the school community PHE review of the impact of Covid-19 on BAME groups</li> </ul>	1	Э	3

- Ensure parents are aware that all pupils in all year groups are expected to return and that the usual rules on school attendance will apply from September. Also they appreciate what limited equipment that they are expected to bring in to school.
- Review the NHS <u>guidance on</u>
   <u>hand cleaning</u> Staff **MUST** ensure that pupils engage in
   regular handwashing for 20
   seconds with soap and water
   (or use sanitiser) at the
   following times:
  - 1. arrival to school
  - 2. returning from breaktime
  - 3. before & after eating
  - 4. when they change rooms
- Review Behaviour Policy in line with DfE <u>Guidance for full</u>
   <u>opening schools</u> Older pupils should be supported to maintain distance and understand not to touch staff and their peers where possible. (this will not be possible for younger children and those with complex needs). Contact between groups should be avoided.
- Leaders MUST ensure that school has enough tissues and bins available to support pupils and staff to follow the catch it, kill it bin it approach. Reinforce

- Communication re hygiene measures recommended after school and pupils need clean clothes each day. (Relax uniform rules to allow provision of clean clothes each day)
- Toilet arrangements in line with guidance for each group
- Ongoing vigilance, monitoring and support for any emerging pastoral, anxiety and/or mental health issues. Information about the extra mental health support for pupils and teachers is available. Consider additional support for pupils, parents and staff impacted by latest PHE reports on impact upon different groups

#### 3b - Staff

- Organise appropriately sized groups and encourage social distancing in line with the detailed actions within the DfE guidance for full opening of schools – see Section 1 Prevention point 5
- Refresh timetable to review activities that can take place outdoors and reduce movement around the school buildings

routines of using a tissue to cough or sneeze and bins for tissue waste.  Remind children regularly not	<ul> <li>Limits for numbers of staff in staffroom and offices.</li> <li>Staff to maintain social distancing during lunch and</li> </ul>	
to touch their face with their hands. When they do so encourage them to wash hands immediately.	<ul> <li>break times</li> <li>Ongoing leadership support for any emerging anxiety and/or wellbeing issues</li> </ul>	
<ul> <li>Coordinate pastoral support for pupils (parents/carers and staff) who feel anxious returning to school after being isolated for some time</li> </ul>	<ul> <li>3c – Buildings &amp; resources</li> <li>Organise classrooms and other learning environments</li> </ul>	
<ul> <li>Ensure appropriate support is made available for pupils with SEND by deploying support staff and accommodating visiting specialists in line with the DfE <u>Guidance for full</u> <u>opening – schools</u> and the</li> </ul>	maintaining space between seats and desks where possible. Arrange systems to reduce congestion in corridors and access via external doors where possible.	
<ul> <li>EEF guidance on making the best use of teaching assistants</li> <li>Leaders have already produced individual risk assessments for pupils with</li> </ul>	<ul> <li>Arrange furniture to allow for seating pupils side by side and facing forwards where possible.</li> <li>Equipment that has</li> </ul>	
EHC plans attending school, these may need amending.  3b – Staff	previously been removed from classrooms, such as books and games, can be used and shared within a	
<ul> <li>Plan to provide for appropriately sized groups whilst encouraging social distancing in line with the detailed actions within the DfE</li> </ul>	group/bubble. Plan with site staff to ensure they are regularly cleaned along with all touched surfaces.	
guidance for full opening of schools – see Section 1  Prevention point 5	<ul> <li>Plan to use halls, dining areas and internal and external sports facilities for</li> </ul>	

When staff or children cannot	lunch and exercise in line
maintain distancing, particularly with younger children in primary schools, plan to keep pupils in the smaller, class-sized groups.  Plan to support pupils with SEND with any specific help and preparation they may need to adapt for the changes to routine from September	with latest guidance  • Ensure kitchens are fully open from the start of the autumn term and comply with the guidance for food businesses on coronavirus (COVID-19). They should be able to provide food to all pupils who want it, including FSM or universal infant free school meals.
Ensure staff understand that from September they can now operate across different classes and year groups in order to facilitate the delivery of the school timetable. If moving between classes / year groups they should keep their distance from other staff and pupils as much as possible (2m from	Ensure good ventilation and where possible arrange for doors to be propped open to reduce door handle contact etc (Ensure fire safety & safeguarding - The holding open of fire doors without out the use of approved hold open devices is not permitted)
Ensure staff are aware of DFE guidance that social distancing guidance is to avoid close face to face contact and minimise time spent within 1m of anyone.	Ensure sufficient and proportionate handwashing supplies and cleaning materials are available.  Where a sink is not nearby, provide hand sanitiser in classrooms and other  Lagraing anyiropments.
Reinforcing learning and practice of good hygiene habits through games, songs and repetition	learning environments  Thorough cleaning of rooms and equipment at the end of each day and
Plan for staggered assembly, breaktime and lunchtimes. Also plans for staggering movement times around the school so	between use by different groups

			groups do not come into contact  Consider how to continue remote education if it should become applicable from September  Review the NHS guidance on hand cleaning – see section for pupils above							
			<ul> <li>Buildings and resources</li> <li>Ensure all the usual pre-term building checks are undertaken to make the school safe. If buildings have been closed or had reduced occupancy water system stagnation can occur due to lack of use. Follow advice and actions detailed in Legionella risks during the coronavirus outbreak.</li> <li>Classrooms and other areas deep cleaned.</li> <li>Engage children in education resources such as e-bug and PHE schools resources</li> </ul>							
4.	Site Safety risks	All members of the school community	<ul> <li>SLT lead identified</li> <li>In autumn term resume taking the attendance register and following up any absences in line with statutory guidance</li> <li>School to follow newly adapted risk assessments for premises</li> </ul>	1	3	3	Review the use of buildings that have had partial occupancy or have been closed in line with Managing school premises during the coronavirus outbreak	1	3	3

			<ul> <li>and accessing outside equipment and areas.</li> <li>Ensure pupils, parents and staff are aware that DfE guidance states that different groups/bubbles don't need to be allocated their own toilet blocks, but toilets will need to be cleaned regularly and pupils must be encouraged to clean their hands thoroughly after using the toilet.</li> <li>Share updated fire evacuation information with all staff during daily briefing.</li> <li>Share updated fire evacuation information with children</li> <li>Share lockdown procedures with all staff</li> <li>Follow revised lunch and break rotas to ensure safe movement around school</li> <li>Children to seek permission to use toilets to ensure staff know where children are at all times</li> <li>High expectations of how children move around school upheld by all members of staff</li> </ul>				<ul> <li>Any incidences are logged, and the risk assessment is evaluated, and changes made as a result of lessons learned.</li> <li>Review site safety in the light of windows and doors being open to aid good ventilation. Advice on this can be found in Health and Safety Executive guidance on air conditioning and ventilation during the coronavirus outbreak.</li> <li>Arrange revised fire evacuation drills / lockdown drills regularly</li> <li>Reconsider e-safety policies and procedures in light of lessons learned during home learning</li> </ul>	
5.	Risk of transmission between parents and pupils during school drop-off and collection times	All members of the school community	The following control measures should be considered in addition to those outlined in the East Sussex Model Risk Assessment for Access and Egress.  • Communicate to parents and carers that if children need	1	3	3	Review and revise drop off and pick up protocols as necessary to minimise social contact	

			<ul> <li>accompanying to school, only one parent to drop-off or collect. Parents to maintain 2 metre social distancing rule</li> <li>Inform parents/carers and pupils their allocated drop off and collection times and the process for doing so, including protocols for minimising adult to adult contact (for example, which entrance to use)</li> <li>Ensure parents and carers do not gather at entrance gates or doors or enter the site (unless they have a pre-arranged appointment, which should be conducted safely).</li> <li>Arrange SLT supervision of drop off and collection</li> </ul>					
6.	Risks of possible transmission to pupils who travel to school by dedicated school transport (including statutory provision) or wider public transport  The DfE Guidance for full opening – Section 2 details a new framework for transporting pupils to and from schools	Pupils	Dedicated school transport (including statutory provision)  • Ensure staff, pupils and parents are aware that social distancing will not apply on dedicated transport from September  • Contact the transport hub to confirm new transport requirements from September. They will liaise directly with the transport companies on social distancing requirements and check that they are fully aware of the health and safety procedures. mainstream-	1	3	3	Dedicated school transport (including statutory provision)  • Review and take reasonable actions to ensure:  • pupils are grouped together on transport in the bubbles that are adopted within school  • hand sanitiser is used upon boarding and/or disembarking  • appropriate additional cleaning of vehicles  • queuing and boarding where possible is organised	

		transport.cts@eastsussex.gov.uk  • Ensure relevant parents/carers and pupils are aware of recommendations on transport to and from school (including avoiding peak times). See DfE Guidance for full opening – Section 2				<ul> <li>distancing within vehicles wherever possible</li> <li>the use of face coverings for children over the age of 11, where appropriate.</li> <li>Children under the age of 11 are exempt from wearing face coverings on</li> </ul>
		<ul> <li>Communicate to parents that public transport capacity is likely to continue to be constrained in the autumn term. Its use by pupils, particularly in peak times, should be kept to an absolute minimum.</li> <li>Leaders to liaise with partners to consider staggered start times to enable more journeys to take place outside of peak hours where feasible</li> <li>Where possible encourage parents, staff and pupils to walk or cycle to school. Consider using 'walking buses' or working with their local authority to promote safe cycling routes.</li> <li>Refer any families using public transport to the safer travel guidance for passengers.</li> </ul>				public transport, and the regulations relating to face coverings exclude school transport services. See updated transport guidance
7.	Risk of ongoing contamination from people	Current government guidance states, "Wearing a face covering or face mask in	1	3	3	For any staff member or pupil who feels unwell, check for recognised

(staff, parents/carers, visitors, contractors and/or deliveries)	All members of the school	schools or other education settings is not recommended	symptoms of COVID-19. Public Health England
coming into school	community	changing habits, cleaning and hygiene are effective measures in controlling the virus."	advise routinely taking the temperature of pupils is not recommended as it is an
		<ul> <li>Ensure contractors, school meal providers, milk providers and fruit providers can fulfil all risk assessment requirements</li> </ul>	unreliable method for identifying coronavirus (COVID-19).  • Isolate and send children
		<ul> <li>Contractors aware of any changes to school day – e.g. staggered lunchtimes</li> </ul>	and staff home immediately if they display symptoms (See section 7 below)
		<ul> <li>Minimise any visitors to the school and clear messages shared about social distancing procedures for adults. Ensure record are kept of all visitors; names, dates, and contact details.</li> </ul>	Review effectiveness of revised site management systems – e.g. corridor use and hand washing routines etc to ensure appropriate social distancing for any visitors.
		<ul> <li>Ensure that the school engages with local immunisation services and programmes as normal</li> </ul>	A copy of the COVID-19     specific risk assessment for catering and cleaning contractors is kept by the school
		<ul> <li>Parents and carers bringing or collecting pupils during the day phone ahead and arrange to drop/collect safely and not enter the site if possible</li> </ul>	Revise visitor arrangements to ensure social distancing and hygiene e.g. where someone physically signs in with the same pen or using
		<ul> <li>Strict handwashing procedures in place as soon as pupils/staff/visitors/contractors arrive in school</li> </ul>	<ul> <li>a tablet in Reception areas.</li> <li>Vulnerable staff (who have individual risk assessments) will have their own PPE</li> </ul>
		<ul> <li>Consider existing Reception layout and whether it is compliant with social</li> </ul>	pack. Packs will be available to other members of staff on request.

			distancing guidance e.g. lack of screens, barriers etc.						
8.	Risk that contamination exists within the school environment due to ineffective hygiene measures.	All members of the school community	<ul> <li>Site staff follow DfE Planning Guidance for full reopening – Section 2 School Operations and are aware of the COVID-19: cleaning of non-healthcare settings guidance which should be followed should be followed following a suspected or confirmed case</li> <li>With all children back in school, all frequently touched surfaces, equipment, toilets, door handles, and toilets used during the day will need to be cleaned thoroughly each day.</li> <li>All handwashing sinks, soap dispensers, hand gel etc are checked 3 times a day to ensure stock levels are adequate</li> <li>Inspect daily to ensure good/effective hygiene levels</li> </ul>	1 3	3	<ul> <li>Ensure frequent enhanced cleaning of surfaces that pupils are frequently touching, such as toys, books, desks, chairs, doors, sinks, toilets, light switches, bannisters each day, using standard cleaning products.</li> <li>Plan for safe return of equipment previously removed from classrooms, such as books and games, which can from September be used and shared within a group/bubble. Plan to ensure they are regularly cleaned along with all touched surfaces.</li> <li>Ensure resources shared between classes or bubbles, (eg sports, art and science equipment) is cleaned frequently. It MUST be meticulously cleaned between its use by different bubbles or rotated to allow it to be left unused and out of reach 48 hours (72 hours for plastics).</li> <li>Consider how outdoor play equipment is used ensuring more frequent cleaning. Review any use of shared</li> </ul>	1	3	3

							equipment by wrap-around care providers.  • Enhanced cleaning schedule in place to ensure effective hygiene standards and comply with latest guidance; cleaning of 'touch points' to be timetabled and consistently undertaken.			
9.	Risk of transmission from pupils and staff who have been in contact with the virus and/or are showing signs of having the virus (a new, continuous cough or a high temperature)	All members of the school community	Schools MUST ensure they understand the NHS Test and Trace process and how to contact the local Public Health England health protection team. (see contact details on the first page of this document)  • Leaders to ensure staff and parents understand their responsibility should they be showing symptoms of COVID-19 to be ready and willing to: book a test, provide details of who they have been in close contact with and to then self-isolate in line with current government guidance  • Revise plans and source suitable PPE supplies to be used by:  o the supervising member of staff if a 2m distance cannot be maintained during isolation of an unwell child onsite.	1	3	3	<ul> <li>Arrange for deep clean of medical room and other facilities as necessary before they are used again. The updated cleaning of non-healthcare settings guidance describes the cleaning required, the appropriate disposal of materials, the cleaning of equipment and hard surfaces, and the personal protective equipment (PPE) that should be worn.</li> <li>Revise plans and PPE supplies in the light of experience or any updated guidance.</li> </ul>	1	3	3

 staff caring for pupils with routine intimate care needs that involve the use of PPE The plan should identify any likelihood of behavioural, SEND and possible use of restraint issues etc that may apply • If anyone becomes unwell with signs of COVID-19 they must be sent home and households advised to follow the COVID-19: guidance for households with possible coronavirus infection guidance Isolate the pupil / member of staff immediately to a room behind a closed door. If appropriate arrange adult supervision in line with guidelines. Ideally open a window for ventilation. Separate bathroom facilities should be used if necessary, which should then be cleaned and disinfected before use by anyone else. • Employers have a duty of care for all staff and should ensure that staff who are sent home displaying symptoms of COVID-19 are tested as soon as practicably possible. Headteachers should communicate to staff that if they are displaying symptoms

they should be tested 'as soon as practicably possible.'	
For schools that purchase the HR Advisory Service, further information can be accessed here or through their designated HR Consultant <a href="https://www.services2schools.coo.uk/resources/personnel/wellbeing-benefits/coronavirus-hr-faqs">https://www.services2schools.coo.uk/resources/personnel/wellbeing-benefits/coronavirus-hr-faqs</a>	
• If the school is notified of a positive COVID19 test result for a member of staff, the school will contact Public Health England immediately for advice. (Telephone – 0344 225 3861, Option 3 Option 1.) PHE will conduct a rapid risk assessment and advise the school on the actions to take including the definitive advice on who must be sent home. Should this be the case PHE will provide a template letter to inform parents and staff.	
In line with government guidance school MUST not share the names or details of people with COVID-19 unless essential to protect others	
If school should have two or more confirmed cases within 14 days, or there is an overall rise in sickness absence where coronavirus (COVID-19) is suspected, it may indicate an	

			outbreak. Leaders MUST continue to work with their local health protection team who will be able to advise if additional action is required. This may include recommending a larger number of other pupils selfisolate as a precautionary measure.							
10.	Contingency planning for a potential local outbreak	All pupils and staff	<ul> <li>During the partial closure since March staff have developed expertise and experience in supporting home learning across the curriculum.</li> <li>For individuals or groups of self-isolating pupils, remote education plans are in place.</li> </ul>	1	3	3	Leaders and governors should devise contingency plans to cover a potential local outbreak. In such an event the PHE health protection team or local authority may advise a school or number of schools to close temporarily to help control transmission.	1	3	3
			These should meet the same expectations as those for any pupils who cannot yet attend school at all due to coronavirus (COVID-19). (see DfE guidance on remote education support.				See LA model Contingency Plan (available via the Message Board). In addition the DfE full return to school guidance – section 5 outlines the scope required and provides links to resources to support these plans.			

# Action Plan (when will the above additional control measures be implemented and by whom?)

Action By Whom? Deadline Date Completed	Action	By Whom?	Deadline	Date Completed
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# Signature and review

Name of Manager:		Signature of	Caitlin Yapp	Date:	24/8/20
_	Caitlin Yapp	Manager:			
1 <sup>st</sup> review undertaken on:		Signature of		Date:	
		Manager:			
2 <sup>nd</sup> review undertaken on:		Signature of		Date:	
		Manager:			
3 <sup>rd</sup> review undertaken on:		Signature of		Date:	
		Manager:			