

## Annexe B: Vulnerable Staff and Pupils

This annexe considers any members of staff or pupils who are particularly vulnerable to COVID-19 due to underlying health issues or who fall under higher risk groups.

### Pupils and Staff

It is of paramount importance that the health and wellbeing of staff and pupils from BAME communities and those with underlying health issues at Glendower are carefully considered. The control measures listed throughout the risk assessment will be important mitigating factors for all members of the Glendower community, but especially so for the staff and pupils from BAME or vulnerable health backgrounds. It is also recognised that these individuals may have increased levels of anxiety around the return to school and may require additional support and/or advice on specific concerns. They may also not be able to return to school due to the risks caused by these health factors. The school will provide support for those affected wherever possible and will make reasonable adjustments in specific circumstances to mitigate risk to individuals further, under its “Duty of Care” considerations, should this be necessary.

### BAME Community at Glendower

[Analysis by the Office for National Statistics](#) found the risk of death involving COVID-19 among some ethnic groups “significantly higher than those of white ethnicity.” The Department for Education guidance states that schools should be “especially sensitive to the needs and worries of BAME members of staff, BAME parents and BAME pupils” given the higher risk. This annexe takes into account the physical and mental health of BAME staff and pupils, where working together is paramount.

The school has noted the key points raised in an [NHS Confederation BME Leadership Network Briefing](#), as well as taken advice from medical professionals working on research into the emerging evidence of the disproportionate effect of COVID 19 on people from BAME backgrounds. The briefing considers the evidence on the impact of COVID-19 on black and minority ethnic (BME) communities and health and care staff and, while it does not give specific evidence of the effect on children, it provides a background to the suggestions made and steps taken to mitigate risks to Glendower’s BAME families and staff members in our community.

### Key points

- [Emerging evidence](#) suggests that COVID-19 is having a disproportionate effect on people from BME backgrounds.
- Some BME groups are at higher risk of certain diseases and conditions – this may suggest an increased likelihood of adults developing COVID-19.
- Co-morbidities and socio-economic status are being put forward as possible explanations for the high number of people from BME backgrounds affected, but it is important not to assume that correlation equals causation.

## Further Considerations

The only real Covid-19 data which is specific for children in the UK is a study of 8 children in London who were published in a [recent article](#) in 'The Lancet' (May 2020). This gives details of the 'unprecedented cluster' of children who developed a rare hyper-inflammatory, multi-organ 'Kawaski' type disease associated with Covid-19.

Whilst, this is a very small number of children compared to the total number of children who have caught Covid-19, this clinical picture potentially represents a new phenomenon affecting previously asymptomatic children with Covid-19 infection. Of note, all these children are from a BAME background (predominantly from Afro Caribbean) with other factors being male gender and obesity.

## Other Underlying Health Conditions

A small number of staff and pupils present with further underlying health conditions. This information has been obtained for the individual member of staff or parent (in the case of a pupil), via a survey conducted by the school. Each case has been evaluated and discussed with the families or members of staff, to mitigate risks and any concerns around the decision to return to the site. If appropriate, the individual has decided/been advised to remain offsite and continue with the Remote Learning Platforms. The "absence" of this member of staff or pupil from site has been agreed and authorised by the school. The parties have agreed to a review the situation as new evidence comes to light and as knowledge of the disease develops.

## Further Guidance

BAME considerations in educational settings

<https://www.bameednetwork.com/wp-content/uploads/2020/05/BAMEed-Network-Schools-and-Covid-19-guidance-for-BAME-staff-and-their-employers-2.pdf>

Vulnerable Staff Health and Safety Advice

<https://www.hse.gov.uk/vulnerable-workers/>

Department for Education Guidance

[https://www.gov.uk/government/publications/preparing-for-the-wider-opening-of-early-years-and-childcare-settings-from-1-june?utm\\_source=ec0b2dee-f4bc-4252-9f73-79625e1e4b19&utm\\_medium=email&utm\\_campaign=govuk-notifications&utm\\_content=immediate](https://www.gov.uk/government/publications/preparing-for-the-wider-opening-of-early-years-and-childcare-settings-from-1-june?utm_source=ec0b2dee-f4bc-4252-9f73-79625e1e4b19&utm_medium=email&utm_campaign=govuk-notifications&utm_content=immediate)