

Saints Peter and Paul Catholic Primary School



Corona Virus – Human Resources Policy Emergency Provisions - Clinically Extremely Vulnerable

Policy Agreed Nov 4th 2020, updated
13th Nov 20
Signed

A handwritten signature in blue ink, appearing to read 'L. Morgan', is written over a light blue rectangular background.

Coronavirus – Human Resources Policy Emergency Provisions – Clinically Vulnerable/Clinically Extremely Vulnerable – 5 November 2020 (Replaces previous ‘Shielding’ guidance from May 2020)

Overview

Covid-19 case numbers are rising rapidly across the whole of the UK and in other countries. In addition, we are seeing an increase in the number of people admitted to hospital with COVID-19 symptoms. The Government have confirmed that we must act now to control the spread of the virus.

That is why, from Thursday 5 November 2020 until Wednesday 2 December 2020 (situation to be reviewed at this stage), the Government is taking the following action:

1. Requiring people to stay at home, except for specific purposes.
2. Preventing gathering with people you do not live with, except for specific purposes.
3. Closing certain businesses and venues.

These new measures have been carefully judged to reduce the spread of the virus, preventing the NHS from being overwhelmed, whilst ensuring that schools, colleges and universities stay open and that as many people as possible continue to work.

The new measures will apply nationally and will be reviewed after four weeks (on Wednesday 2 December). At the end of the period, the Government will look to return to a regional approach if the lockdown has been successful and cases are reducing, alongside hospital admissions.

The Government state that complying with the new measures will help limit the spread of coronavirus, reduce the impact on the NHS and save lives. They will be underpinned by law which will make clear about what you must and must not do from 5 November.

Education

The Government has confirmed that they will continue to prioritise the wellbeing and long-term futures of our young people and will not be closing schools.

What does this mean for staff in schools identified as clinically extremely vulnerable (see appendix 1 for the definition) from 5 November 2020?

Employees who receive confirmation that they are clinically extremely vulnerable¹ will be required to stay at home for the time period of the new national restrictions, currently in place until at least 2 December 2020. This means that if the employee is unable to work from home², they should remain away from the workplace. Their absence will be categorised as ‘COVID-19 related’ and will not be considered as ‘sickness’ for pay purposes.

Evidence provided by employees in respect of being clinically extremely vulnerable must be shared with the Head teacher and a decision as to whether an employee will be required to remain away from the workplace will be confirmed in writing.

¹ They will do this by producing a copy of any communication they have received from NHS England or from their GP

² This can be with amended duties and/or redeployment to another role. Headteachers should ensure that any duties undertaken are commensurate with the employee’s grade.

Only employees who receive formal notification from the Chief Medical Officer in respect of their clinically extremely vulnerable status will be asked to remain away from the workplace.

Employees who don't receive any formal notification and who believe they should be classed as clinically extremely vulnerable will be expected to discuss the matter their GP and, produce a written statement in support of their status before a decision is made in respect of their attendance at work.

Clinically Vulnerable

Separate advice will be sent to schools shortly in relation to those staff you are clinically vulnerable

APPENDIX 1

Definition of clinically extremely vulnerable groups

People who are defined as clinically extremely vulnerable are at very high risk of severe illness from COVID-19. There are 2 ways you may be identified as clinically extremely vulnerable:

1. You have one or more of the conditions listed below, or
2. Your hospital clinician or GP has added you to the [Shielded patients list](#) because, based on their clinical judgement, they deem you to be at higher risk of serious illness if you catch the virus.

If you do not fall into either of these categories and have not been informed that you are on the Shielded patients list, follow the new [national restrictions from 5 November](#).

If you think there are good clinical reasons why you should be added to the Shielded patients list, discuss your concerns with your GP or hospital clinician.

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1. You have one or more of conditions listed below, or
2. Your clinician or GP has added you to the Shielded Patient List because, based on their clinical judgement, they deem you to be at higher risk of serious illness if you catch the virus.

If you do not fall into any of these categories, and have not been contacted to inform you that you are on the Shielded Patient List, follow the general [staying alert and safe](#) guidance for the rest of the population.

If you think there are good clinical reasons why you should be added to the Shielded Patient List, discuss your concerns with your GP or hospital clinician.

Adults with the following conditions are automatically deemed clinically extremely vulnerable:

- solid organ transplant recipients
- those with specific cancers:
 - people with cancer who are undergoing active chemotherapy
 - people with lung cancer who are undergoing radical radiotherapy
 - 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 that 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
- those with severe respiratory conditions including all cystic fibrosis, severe asthma and severe chronic obstructive pulmonary disease (COPD)
- those with rare diseases that significantly increase the risk of infections (such as severe combined immunodeficiency (SCID), homozygous sickle cell disease)

- those on immunosuppression therapies sufficient to significantly increase risk of infection
- adults with Down's syndrome
- adults on dialysis or with chronic kidney disease (stage 5)
- pregnant women with significant heart disease, congenital or acquired
- other people who have also been classed as clinically extremely vulnerable, based on clinical judgement and an assessment of their needs. GPs and hospital clinicians have been provided with guidance to support these decisions