



CORONAVIRUS/ COVID-19 POLICY

This policy is being reviewed in line with current Government guidance

Fusion Childcare Services recognises the importance of advanced planning in order to maintain services and limit the spread of the new coronavirus, known as COVID-19, within our setting.

COVID-19 is a viral infection likened to flu, spread from person to person by close contact. It typically causes fever and a dry cough, and in some cases may progress to viral pneumonia which cannot be treated by antibiotics. Symptoms of COVID-19 can include:

Cough	Sore throat
Fever	Tiredness
Difficulty breathing	

The initial symptoms are not dissimilar to other colds and flu-type illnesses, so the key question is whether the patient has also travelled to a high-risk area in the last two weeks or been in contact with a person who has.

Any child who becomes ill with symptoms which could be COVID-19 while at Fusion will be isolated from the other children by at least two metres until the child can be collected by his or her parents. Most suspected cases turn out to be negative so Fusion will remain open unless or until advised otherwise by the local Health Protection Team, but parents and staff will be informed, especially those in high-risk groups.

Should any children or staff experience symptoms of COVID-19 they should stay away from Fusion until all symptoms have passed and they test negative for the virus and following the appropriate isolation time which is correct at the time of infection

Infection control- see our Coronavirus Risk Assessment

Like the common cold and other flu viruses, COVID-19 is spread by:

- Infected people passing the virus to others through large droplets when coughing, sneezing, or even talking within a close distance.
- Direct contact with an infected person: for example, if you shake or hold their hand, and then touch your own mouth, eyes or nose without first washing your hands.
- Touching objects (eg door handles, light switches) that have previously been touched by an infected person, then touching your own mouth, eyes or nose without first washing your hands. Viruses can survive longer on hard surfaces than on soft or absorbent surfaces.

We will limit the risk of catching or spreading COVID-19 at Fusion by:

- Regular handwashing by staff and children on arriving and leaving the settings, between activities, before and after food.
- Minimising contact between our hands and mouth/nose
- Covering nose and mouth when coughing or sneezing; using a tissue when possible, and disposing of the tissue promptly and carefully (bag it and bin it)
- Cleaning hard surfaces (eg door handles, light-switches, tables, etc) with sanitizer frequently
- Encouraging the children at Fusion to follow the guidance above
- Instructing staff to remain at home if they display any relevant symptoms or sending them home if they first display symptoms while at work.

At Fusion we will promote infection control through the methods above, and in addition we will:

- Display posters and information to promote infection control
- Ensure that adequate supplies of cleaning materials are available within Fusion
- Dispose of waste promptly and hygienically
- Provide tissues and suitable facilities for their disposal.

Closure

The latest advice is that closing individual settings is of limited benefit in stopping the spread of the disease. However, there may be some occasions when we will have to consider temporarily closing Fusion because we have too few unaffected staff to run sessions safely or if the school closes. If this occurs the manager will contact Ofsted and Children's Services for further support and guidance.

Fusion will also have to close if advised to do so by the local authority in the interest of safeguarding the children in our care.

In the event of closure, the manager will notify parents or carers as soon as possible. The manager will also inform Ofsted and the Local Authority as well as other relevant parties. See Sessional policy-cancellation section for more information.

Advance planning

In preparation for dealing with COVID-19, Fusion will ensure that all contact details for staff, children and parents are up to date.

We will prepare letters of notification for parents and staff, so that they can be distributed immediately if an outbreak occurs.

We will endeavour to build a bank of relief or supply staff who are able to provide cover should staffing levels fall below the required legal minimums. Any relief staff will be DBS checked at the time of joining our team, so that they are legally able to work with children should the situation arise.

Fusion will regularly update its information regarding COVID-19, by checking the latest guidance from Public Health England/ Government and the local authority and will inform parents and staff of any changes to our day to day operation and emergency plans.

Letter/Policy to Staff/volunteers about the Coronavirus Vaccine:

Fusion have implemented this policy as it sets out our position on the vaccine as it affects our workforce and the related rights of our employees.

Individual opinions on vaccines can vary greatly and we appreciate that having a vaccine is generally a personal choice, sometimes dictated by personal circumstances such as health or religion. The Government has not made the taking of the vaccine mandatory and therefore it remains a voluntary exercise.

As an employer, Fusion has a duty to ensure the safety of our employees. In addition, the Health and Safety at Work etc Act 1974 requires employers to take all reasonably practicable steps to ensure the health, safety and welfare at work of all their workers. Despite the extensive measures we have taken to provide for a COVID secure workplace, the vaccine provides a greater level of personal safety against serious illness.

Because of this, we encourage our employees to take up the opportunity to have the vaccine when it is offered to them.

We expect our employees to be treated with dignity and respect by their colleagues in relation to their decision over the vaccine.

We will not accept any bullying or harassment, or other unwanted behaviour, against an employee because of their decision. Any employee who feels that they have been treated unfavourably should report this to their Line Manager.

Vaccinations will not change any of our risk assessments, COVID protocols or policies and procedures at this time.

Finally, you not receiving the vaccine may not be popular with our parents and therefore whilst we appreciate that you may be happy to have been vaccinated, we should remain sensitive that other people may not have been vaccinated and do not know when they will be.

Making an informed decision: It is normal that some staff may have concerns about having the vaccine. We encourage all of Fusion staff to make an informed decision by paying attention to official information sources such as the NHS. We would ask you to check the source of any information you read about the vaccine as we are aware that there is a certain amount of uncertified information available.

Getting the Vaccine: You should notify **Abby Wilkins** of your appointment time on each occasion (both doses), giving as much notice as possible if time off work is needed. You must provide written evidence in the form of a letter/email/text/whatsapp of the appointment date and time to your Manager. Vaccine appointments are treated in the same way as other medical appointments; where possible, you should attempt to secure an appointment outside of your normal working hours and where time is taken off work to attend the appointment, this will be unpaid.

What happens if you have a reaction to the vaccine?

If you are unfit for work following the vaccine you must report your absence in the normal way following our absence reporting procedure. You will be asked to complete a Self-Certificate for the first 7 days of absence.

Parents are also required to sign a Covid parental agreement statement which is in the Registration Pack.

Ofsted: 0300 123 1231

Health Protection Team (HPT): 0300 303 8537

Adopted on:	Last reviewed on:	Reviewed on:	Next review Date:
09.03.2020	-----	April 2021	April 2022
<i>Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare Requirements: Health [3.44].</i>			
Signed and approved:	Fusion Childcare Services		