COVID-19 BUSINESS ACTION PLAN
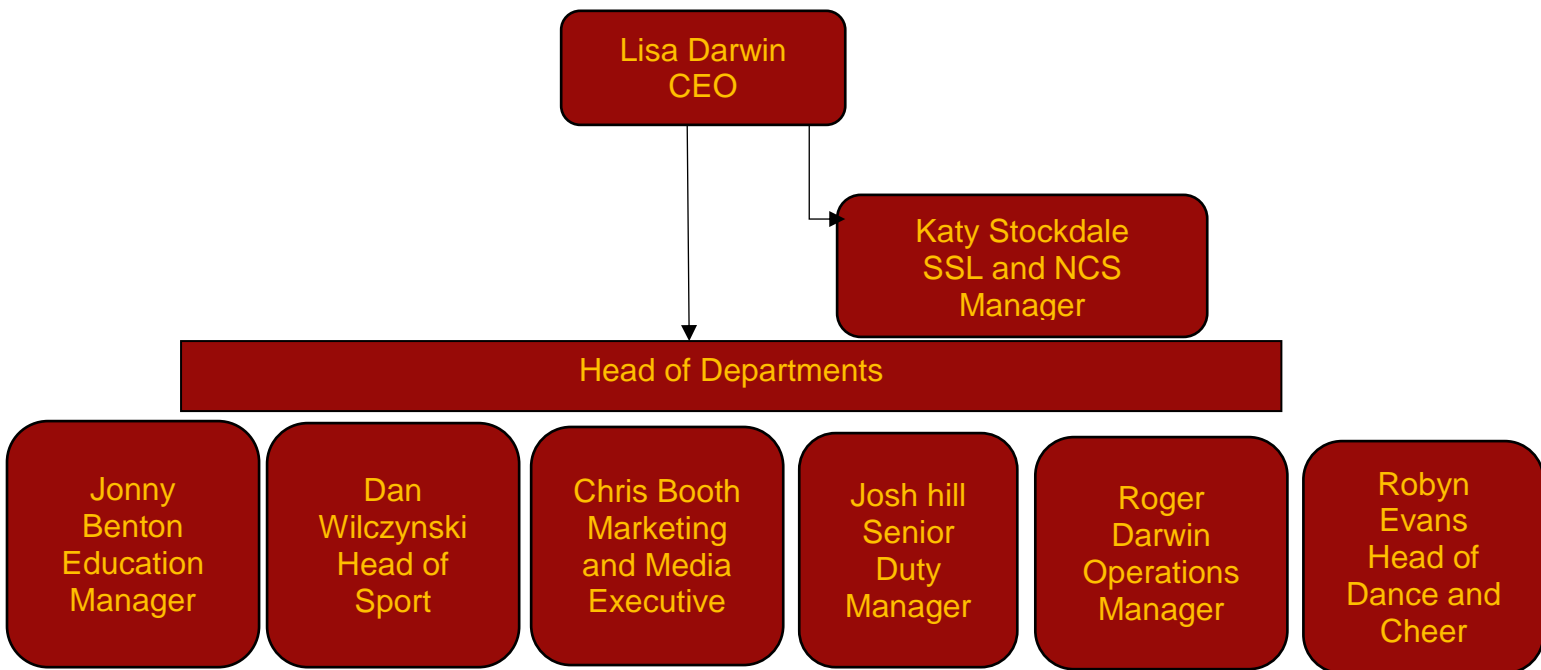
Huddersfield Giants Community Trust

COVID 19 BUSINESS ACTION PLAN

Huddersfield Giants Community Trust is a multi-purpose complex, providing sport and Education for all within our local community. Our services are built up of several departments, Sports, National Citizen Service, Pitch and Play and Education. Custom and revenue predominantly comes from the Café Zone, Play Zone (soft play facilities) and Pitch Hire. And our services to post 16 Education, NCS and Partnership schools are all delivered through funding streams.

Huddersfield Giants Community Trust, at this stage are complying with government advice and guidance in relation to the 'easing of restrictions roadmap'. We have categorised our activities on a readiness matrix to ensure all workers and users are safe and have the necessary measures in place to re-open aspects of our business by a phased approach. At HGCT, it is our priority to keep our employees and their families healthy, especially in the midst of the COVID-19 pandemic. As such, we will abide by governmental guidelines when possible as we strive to balance public health concerns with the needs of our business. This action plan details how we plan to reopen our business and still keep all of our employees safe to every extent possible. While we will implement various protocols to ensure the safety of employers and the public. By releasing this action plan, Huddersfield Giants Community Trust hopes to clearly communicate our plans moving forward, highlight workplace protocols in place to protect everyone's safety and establish a level of comfort for everyone as we ask you to return to work.

STEP 1 8 March · 29 March	STEP 2 No earlier than 12 April At least 5 weeks after Step 1	STEP 3 No earlier than 17 May At least 5 weeks after Step 2	STEP 4 No earlier than 21 June At least 5 weeks after Step 3 All subject to review
EDUCATION 8 MARCH · Schools and colleges open for all students · Practical Higher Education courses	**EDUCATION** · As previous step	**EDUCATION** · As previous step	**EDUCATION** · As previous step
SOCIAL CONTACT 8 MARCH / 29 MARCH · Exercise and recreation outdoors with household or one other person · Household only indoors · Rule of 6 or two households outdoors · Household only indoors	**SOCIAL CONTACT** · Rule of 6 or two households outdoors · Household only indoors	**SOCIAL CONTACT** · Maximum 30 people outdoors · Rule of 6 or two households indoors (subject to review)	**SOCIAL CONTACT** · No legal limit
BUSINESS & ACTIVITIES 8 MARCH / 29 MARCH · Wraparound care, including sport, for all children · Organised outdoor sport (children and adults) · Outdoor sport and leisure facilities · All outdoor children's activities · Outdoor parent & child group (max 15 people, excluding under 5s)	**BUSINESS & ACTIVITIES** · All retail · Personal care · Libraries & community centres · Most outdoor attractions · Indoor leisure inc. gyms (individual use only) · Self-contained accommodation · All children's activities · Outdoor hospitality · Indoor parent & child groups (max 15 people, excluding under 5s)	**BUSINESS & ACTIVITIES** · Indoor hospitality · Indoor entertainment and attractions · Organised indoor sport (adult) · Remaining accommodation · Remaining outdoor entertainment (including performances)	**BUSINESS & ACTIVITIES** · Remaining businesses, including nightclubs
TRAVEL 8 MARCH / 29 MARCH · Stay at home · No holidays · Minimise travel · No holidays	**TRAVEL** · Domestic overnight stays (household only) · No international holidays	**TRAVEL** · Domestic overnight stays · International travel (subject to review)	**TRAVEL** · Domestic overnight stays · International travel
EVENTS · Funerals (30) · Weddings and wakes (6)	**EVENTS** · Funerals (30) · Weddings, wakes, receptions (15) · Event pilots	**EVENTS** · Most significant life events (30) · Indoor events: 1,000 or 50% (plus pilots) · Outdoor seated events: 10,000 or 25% (plus pilots) · Outdoor other events: 4,000 or 50% (plus pilots)	**EVENTS** · No legal limit on life events · Larger events

HGCT Hierarchal chart- Who do I report to?

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                    ┌─────────────────┐
                    │  Lisa Darwin    │
                    │     CEO         │
                    └─────────────────┘
                         │        └──────────┐
                         │                   ▼
                         │         ┌─────────────────┐
                         │         │ Katy Stockdale  │
                         │         │ SSL and NCS     │
                         │         │ Manager         │
                         │         └─────────────────┘
                         ▼
        ┌──────────────────────────────────────────────┐
        │            Head of Departments               │
        └──────────────────────────────────────────────┘
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Jonny Benton Education Manager	Dan Wilczynski Head of Sport	Chris Booth Marketing and Media Executive	Josh hill Senior Duty Manager	Roger Darwin Operations Manager	Robyn Evans Head of Dance and Cheer

For Any queries and further information on HGCT Health and Safety measures on COVID- 19 security please contact the appropriate Department Head.

Jonny Benton Education Manager- Jonny@hgct.co.uk
Dan Wilczynski Head of Sport- Dan@hgct.co.uk
Chris Booth Marketing and Media Executive- chrisb@hgct.co.uk
Josh Hill Senior Duty Manager- Josh@the-zone.co
Roger Darwin Operations Manager- Roger@the-zone.co
Robyn Evans Head of Dance and Cheer- Robyn@hgct.co.uk

If you are a member of staff concerned about;
- Your return to work
- Your support bubble with suspected symptoms
- Queries around activities or sessions you will be delivering
- A concern about potential COVID 19 breaches

Please contact Senior Safeguarding Lead Katy Stockdale katy@hgct.co.uk or CEO Lisa Darwin Lisa@hgct.co.uk

If you have a complaint or concern around participation in activity in accordance to COVID 19 secure breaches please contact.
Lisa Darwin CEO lisa@hgct.co.uk

Risk Management

HCGT will ensure to put all mitigation measures in place to protect everyone from harm. This includes taking reasonable steps to protect workers and others from coronavirus.

Department heads hold the responsibility to dynamically risk assess practice, based on activity re opening in accordance to the government's roadmap. For specific RA copies relating to departmental activities please contact the relevant DH.

5 steps to working safely- Government guidance

1. **Carry out a COVID-19 risk assessment**

Before restarting work, HGCT will ensure the safety of the workplace by:

- Carrying out a risk assessment in line with the HSE guidance
- Consulting with your workers or trade unions
- Sharing the results of the risk assessment with your workforce and on your website

2. **Develop cleaning, handwashing and hygiene procedures**

HGCT will increase the frequency of handwashing and surface cleaning by:

- Encouraging people to follow the guidance on hand washing and hygiene
- Provide hand sanitiser around the workplace, in addition to washrooms
- Frequently clean and disinfect objects and surfaces that are touched regularly
- Enhancing cleaning for busy areas, Fogging.
- Setting clear use and cleaning guidance for toilets
- Providing hand drying facilities – either paper towels or electrical dryers

3. **Help people to work from home**

We will take all reasonable steps to help people work from home by:

- Discussing home working arrangements
- Ensuring they have the right equipment, for example remote access to work systems
- Including them in all necessary communications
- Looking after their physical and mental wellbeing

4. **Maintain 2m social distancing, where possible**

Where possible, we will maintain 2m between people by:

- Putting up signs to remind workers and visitors of social distancing guidance
- Avoiding sharing workstations
- Using floor tape or paint to mark areas to help people keep to a 2m distance
- Arranging one-way traffic through the workplace if possible
- Switching to seeing visitors by appointment only if possible

5. Where people cannot be 2m apart, manage transmission risk

Where it's not possible for people to be 2m apart, you should do everything practical to manage the transmission risk by:

- Considering whether an activity needs to continue for the business to operate
- Keeping the activity time involved as short as possible
- Using screens or barriers to separate people from each other
- Using back-to-back or side-to-side working whenever possible
- Staggering arrival and departure times
- Reducing the number of people each person has contact with by using 'fixed teams or partnering'

We will;

- Identify what work activity or situations might cause transmission of the virus
- Identify who could be at risk
- Decide how likely it is that someone could be exposed
- Act to remove the activity or situation, or if this isn't possible, control the risk and record

Steps needed to managing risk;
- Identify Hazards
- Assess the Risks
- Control the Risks
- Record your Findings
- Review the controls

Definition
Generic Risk Assessment- *Are risk assessments that are filled in but have not been adapted to a specific site or project.*

Specific Risk Assessment- *Are risk assessments that have been adapted to a specific site, and only contain relevant information for that particular project.*

Dynamic Risk Assessment- *Is the practice of mentally observing, assessing and analysing an environment while we work, to identify and remove risk. The process allows individuals to identify a hazard on the spot and make quick decisions in regards to their own safety.*

Risk Management in the workplace

HGCT will ensure they seek advice from the Government and HSE to provide a venue and work environment that is 'COVID-Secure' for all. The below guidance has been written to coincide with the latest government guidance issued on 17th of May 2021.

Travelling to and from work

All HGCT employees will receive the below information around safety travelling to and from work and HGCT will aim to provide the following;

- Staggering arrival and departure times at work to reduce crowding into and out of the workplace, considering the impact of those with protected characteristics.
- To maintain social distancing wherever possible, on arrival and departure and to ensure handwashing upon arrival.
- Providing additional parking or facilities such as bike racks to help people walk, run, or cycle to work where possible.
- Limiting passengers in corporate vehicles, for example, work minibuses. This could include leaving seats empty. Reducing congestion, for example, by having more entry points to the workplace.
- Providing more storage for workers for clothes and bags. Using markings and introducing one-way flow at entry and exit points.
- Providing handwashing facilities, or hand sanitiser where not possible, at entry/exit points and not using touch-based security devices such as keypads.
- Maintaining use of security access devices, such as keypads or passes, and adjusting processes at entry/exit points to reduce risk of transmission. For example, cleaning pass readers regularly and asking staff to hold their passes next to pass readers rather than touching them.

Protecting people who are at higher risk

HGCT can identify clinically extremely vulnerable individuals who have been strongly advised not to work outside the home during the pandemic and only return to work when community infection rates are low.

Clinically vulnerable individuals, who are at higher risk of severe illness (for example, people with some pre-existing conditions), are required to take extra care in observing social distancing and HGCT will ensure where possible employees work from home, either in their current role or in an alternative role.

If clinically vulnerable individuals cannot work from home, HGCT will offer the option of the safest available on-site roles, enabling them to maintain social distancing guidelines (2m, or 1m with risk mitigation where 2m is not viable, is acceptable). If they cannot maintain social distancing.

People who need to self-isolate

Any employee who addresses the need to self-isolate should consider;

- If they are displaying signs and symptoms of feeling unwell they should immediately go home, and contact 111 for a test.
- Employees should use the accessible Lateral Flow Test available and test twice a week, bubbling in your household environment once the test has been completed.
- If an employee tests positive from a, LFT they should not attend work and book a PCR test immediately.
- Employees should also get tested before attending work if anybody in their households or support bubbles are displaying any symptoms.
- If any employees with showcasing symptoms has been in contact through partnering or sharing spaces with any other employees, then the company will consider sending those effected home to equally self-isolate.
- Anyone who needs to stay at home to shield, HGCT will ensure where possible they can carry out their work duties at home, and additionally anyone who the government has stated must stay at home will be considered in the same way.

Equality in the workplace

HGCT employees recognise it is breaking the law to discriminate, directly or indirectly, against anyone because of a protected characteristic such as age, sex, disability, race or ethnicity.

Employers also have particular responsibilities towards disabled workers and those who are new or expectant mothers. HGCT will;

- Consider whether we need to put in place any particular measures or adjustments to take account of an employee's duties under the equality's legislation.
- Understanding and considering the particular circumstances of those with different protected characteristics.
- Involving and communicating appropriately with workers whose protected characteristics might either expose them to a different degree of risk, or might make any steps you are thinking about inappropriate or challenging for them.
- Making reasonable adjustments to avoid disabled employees being put at a disadvantage, and assessing the health and safety risks for new or expectant mothers.

Social Distancing for employees

HGCT will ensure that all workers are equipped with learning and training prior to returning to work duties or facilities, and that all employees promote the mandatory measures around social distancing in the workplace.

Where the social distancing guidelines cannot be followed in full in relation to a particular activity, HGCT will consider whether that activity needs to continue for the business to operate, and, if so, take all the mitigating actions possible to reduce the risk of transmission between their staff.

Mitigating actions include:
- Further increasing the frequency of hand washing and surface cleaning.
- Keeping the activity time involved as short as possible.
- Using screens or barriers to separate people from each other.
- Using back-to-back or side-to-side working (rather than face-to-face) whenever possible.
- Reducing the number of people each person has contact with by using 'fixed teams or partnering' (so each person works with only a few others).
- Social distancing applies to all parts of HGCT facilities, not just the place where employees spend most of their time, but also entrances and exits, break rooms, and kitchen facilities. These are often the most challenging areas to maintain social distancing and employees will be specifically reminded.
- Employees to wear a face mark/shield at all times when moving around the building.

Moving around buildings and work sites

HGCT will aim to reduce movement by discouraging non-essential trips within buildings and sites;

- Restricting access to some areas, encouraging use of radios, telephones or other electronic devices, where permitted, and cleaning them between use.
- Restricting access between different areas of a building or site.
- Reducing job and location rotation. Introducing more one-way flow through buildings.
- Reducing maximum occupancy for lifts, providing hand sanitiser for the operation of lifts and encouraging use of stairs wherever possible.
- Manage use of high traffic areas including corridors, lifts turnstiles and walkways to maintain social distancing.

Work places and work stations

For employees who work in one place, workstations will allow them to maintain social distancing wherever possible.

- Workstations will be assigned to an individual and not shared. If they need to be shared they will be shared by the smallest possible number of employees.
- If it is not possible to ensure workstations comply with social distancing guidelines (2m, or 1m with risk mitigation where 2m is not viable, is acceptable), then HGCT will consider whether that activity needs to continue, and if so take all mitigating actions possible to reduce the risk of transmission.
- HGCT will review layouts and processes to allow people to work further apart from each other. Using floor tape or paint to mark areas to help people comply with social distancing guidelines (2m, or 1m with risk mitigation where 2m is not viable, is acceptable). Only where it is not possible to move workstations further apart, arranging employees to work side by side or facing away from each other rather than face-to face.
- Only where it is not possible to move workstations further apart, use screens to separate employees from each other.
- Manage occupancy levels to enable social distancing. Avoiding use of hot desks and spaces and, where not possible, for example, call centres or training facilities, cleaning workstations between different occupants including shared equipment.

Meetings and Common areas

HGCT will ensure remote working tools are available to avoid in-person meetings, and will only allow this activity if absolutely necessary, if so employees and users should maintain social distancing guidelines (2m, or 1m with risk mitigation where 2m is not viable, is acceptable).

Employees should avoid transmission during meetings, for example, avoiding sharing pens, documents and other objects. Provide hand sanitiser in meeting rooms. Hold meetings outdoors or in well-ventilated rooms whenever possible. For areas where regular meetings take place, using floor signage to help people maintain social distancing.

Common areas;

- Stagger break times to reduce pressure on staff break rooms or places to eat and ensuring social distancing is maintained in staff break rooms.
- Using safe outside areas for breaks.
- Create additional space by using other parts of the workplace or building that have been freed up by remote working.
- Installing screens to protect staff in receptions or similar areas.
- Encourage employees to bring their own food.
- Reconfiguring seating and tables to maintain spacing and reduce face-to-face interactions. Encouraging staff to remain on-site and, when not possible, maintain social distancing while off-site.
- Encouraging storage of personal items and clothing in personal storage spaces, for example, lockers and during shifts.

Accidents, security and other incidents

HGCT recognise that in an emergency, such as an accident, provision of first aid, fire or break-in, employees do not have to comply with social distancing guidelines if it would be unsafe.

Any employee involved in the provision of assistance to others should pay particular attention to sanitation measures immediately afterwards including washing hands.

All employees should be aware of any changes to facilities that may cause a change to evacuating the building as quickly as possible and HGCT will update their incident and emergency procedures in response to COVID-19.

HGCT will consider safety of all involved in first response such as First Aid, searches and security and Fire Marshalls.

Guidance for First Aiders

Try to assist at a safe distance from the casualty as much as you can and minimise the time you share a breathing zone.
If they are capable, tell them to do things for you, but treating the casualty properly should be your first concern. Remember the 3P model – preserve life, prevent worsening, promote recovery.

Preserve life: CPR

- Call 999 immediately – tell the call handler if the patient has any COVID-19 symptoms
- Ask for help. If a portable defibrillator is available, ask for it
- Before starting CPR, to minimise transmission risk, use a cloth or towel to cover the patient's mouth and nose, while still permitting breathing to restart following successful resuscitation
- If available, use:
  - a fluid-repellent surgical mask
  - disposable gloves
  - eye protection
  - apron or other suitable covering
- Only deliver CPR by chest compressions and use a defibrillator (if available) – **don't** do rescue breaths

Prevent worsening, promote recovery: all other injuries or illnesses

- If you suspect a serious illness or injury, call 999 immediately – tell the call handler if the patient has any COVID-19 symptoms
- If giving first aid to someone, you should use the recommended equipment listed above if it is available
- You should minimise the time you share a breathing zone with the casualty and direct them to do things for you where possible

After delivering any first aid

- Ensure you safely discard disposable items and clean reusable ones thoroughly
- Wash your hands thoroughly with soap and water or an alcohol-based hand sanitiser as soon as possible

Managing customers, visitors and contractors

HGCT will;

- Maintain a record of all visitors for test and trace.
- Encourage visits via remote connection/working where this is an option.
- Limit visitor times to a specific time window and restricting access to required visitors only.
- Limiting the number of visitors at any one time. Determining if schedules for essential services and contractor visits can be revised to reduce interaction and overlap between people, for example, carrying out services at night.
- Revise visitor arrangements to ensure social distancing and hygiene, for example, where someone physically signs in with the same pen in receptions.
- Reviewing entry and exit routes for visitors and contractors to minimise contact with other people.

Providing information and guidance on arrival

- Provide clear guidance on social distancing and hygiene to people on arrival, for example, signage, visual aids and before arrival, for example, by phone, on the website, by email.
- Consider the particular needs of those with protected characteristics, such as those who are hearing or visually impaired. Establish host responsibilities relating to COVID-19 and provide any necessary training for people who act as hosts for visitors. Encouraging visitors to use hand sanitiser or handwashing facilities as they enter the premises.
- Inform visitors that they should be prepared to remove face coverings if asked to do so by police officers and staff for the purposes of identification.
- Ensure information provided to visitors, such as advice on the location or size of queues, does not compromise their safety.
- When inside the building employees and visitors should wear a face mask at all times, unless they have an exemption.

Cleaning work spaces

Before reopening HGCT will consider;

- Checking ventilation systems so that they do not automatically reduce ventilation levels due to lower than normal occupancy levels.

Keeping workspaces clean

All staff at HGCT will;

- Frequently clean work areas and equipment between uses, using usual cleaning products.
- Frequently clean objects and surfaces that are touched regularly including door handles and keyboards, and provide adequate disposal arrangements for cleaning products.
- Clear workspaces and remove waste and belongings from the work area at the end of a shift. Limiting or restricting use of high-touch items and equipment, for example, printers or whiteboards.
- Maintaining good ventilation in the work environment. For example, opening windows and doors frequently, where possible.

Hygiene, handwashing and hand sanitizing

HGCT will;

- Use signs and posters to build awareness of good handwashing technique, the need to increase handwashing frequency, avoid touching your face and to cough or sneeze into a tissue which is binned safely, or into your arm if a tissue is not available.
- Provide regular reminders and signage to maintain personal hygiene standards.
- Provide hand sanitiser in multiple locations in addition to washrooms. Setting clear use and cleaning guidance for toilets to ensure they are kept clean and social distancing is achieved as much as possible.
- Enhancing cleaning for busy areas.
- Providing more waste facilities and more frequent rubbish collection.
- Providing hand drying facilities – either paper towels or electrical dryers.

Changing rooms and showers

Where shower and changing facilities are required at HGCT, we will aim to set clear use and cleaning guidance for showers, lockers and changing rooms to ensure they are kept clean and clear of personal items and that social distancing is achieved as much as possible. Introducing enhanced cleaning of all facilities regularly during the day and at the end of the day.

Handling goods, merchandise and other materials

Cleaning procedures for goods and merchandise entering the site.

HGCT will introduce greater handwashing and handwashing facilities for workers handling goods and merchandise and providing hand sanitiser where this is not practical.

- Regular clean vehicles that workers may take home.
- Restrict non-business deliveries, for example, personal deliveries to employees.
- Provide a cleaning procedure for vehicles.

PPE equipment

PPE must be worn when carrying out 'fogging' duties. Please see fogging risk assessment for further information. All relevant staff will be trained prior to fogging.

Face Coverings

Face coverings are mandatory inside the building, and when moving round the building.

Some people don't have to wear a face covering including for health, age or equality reasons. Employers should support their workers in using face coverings safely this means telling workers:

- Wash your hands thoroughly with soap and water for 20 seconds or use hand sanitiser before putting a face covering on, and before and after removing it.
- When wearing a face covering, avoid touching your face or face covering, as you could contaminate them with germs from your hands.
- Change your face covering if it becomes damp or if you've touched it.
- Continue to wash your hands regularly.
- Change and wash your face covering daily.
- If the material is washable, wash in line with manufacturer's instructions. If it's not washable, dispose of it carefully in your usual waste.
- Practise social distancing wherever possible. You can make face-coverings at home and can find guidance on how to do this and use them safely on GOV.UK

Communications and Training

All staff returning to work at HGCT will receive mandatory training on policies and procedures and updates in accordance to their role with the company and the current mandatory requirements to ensure we are a COVID- secure facility.

- Using simple, clear messaging to explain guidelines using images and clear language, with consideration of groups for which English may not be their first language and those with protected characteristics such as visual impairments. Ongoing engagement with workers (including through trades unions or employee representative groups) to monitor and understand any unforeseen impacts of changes to working environments.

- Awareness and focus on the importance of mental health at times of uncertainty. The government has published guidance on the mental health and wellbeing aspects of coronavirus (COVID-19).
- Using visual communications, for example, whiteboards or signage, to explain changes to schedules or breakdowns without the need for face-to-face communications.
- Communicating approaches and operational procedures to suppliers, customers or trade bodies to help their adoption and to share experience.

Consulting and communicating with all employees

HGCT will consult all workers on health and safety and will provide ample opportunities for workers to raise concerns and influence decisions on managing health and safety. HGCT will ensure that the communication is delivered by the CEO and Head of Departments to cascade information around protecting themselves and others in a working environment.

- One to one meeting and an onboarding process for employees returning to work
- Guidance and support on how to work from home safely
- Departmental forums for outreach, wellbeing and Q+A
- Weekly check in's
- Spot checks and additional support for duties that are moderately to highly at risk

By talking to all our employees HGCT can explain the changes we are making; get their thoughts and ideas about how to change the workplace to keep people safe and to ensure those changes are workable.

HGCT will consider the following discussions with staff;

- Changes to work spaces and environments to maintain social distancing and access points
- Areas and tasks whereby social distancing is hard to maintain
- Assess communal areas such as toilets, kitchens, meeting spaces, car park and smoking areas.
- Any employee who is at high to moderate risk.
- Adaptations to work duties such as virtual meetings instead of face to face.
- Personal Equipment and sharing of work spaces, printers and other touch points.
- Entrances and exits to the workplace, staggered hours if required
- Assessing how a member of staff may or may not feel safe within employment
- Discussion on personal welfare and wellbeing.

HGCT will still adopt the key messaging of those who can still work from home will do, and have set out clear guidance for all employees to support them working from home.

In addition to this document HGCT have completed the following documentation;

- HGCT generic Risk Assessment
- HGCT departmental generic Risk Assessment
- Fogging Risk Assessment
- Specific Activity Risk Assessment
- Onboarding induction pack for returning staff
- Working from Home Policy
- Wellbeing Policy

Further help and support

- https://www.gov.uk/government/publications/coronavirus-covid-19-maintaining-further-education-provision
- https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/providers-of-grassroots-sport-and-gym-leisure-facilities
- https://www.gov.uk/government/publications/coronavirus-covid-19-maintaining-further-education-provision/maintaining-education-and-skills-training-provision-further-education-providers
- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/885631/Overview_of_scientific_advice_and_information_on_coronavirus_COVID19.pdf
- https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-on-phased-return-of-sport-and-recreation/guidance-for-providers-of-outdoor-facilities-on-the-phased-return-of-sport-and-recreation
- https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-on-phased-return-of-sport-and-recreation/guidance-for-the-public-on-the-phased-return-of-outdoor-sport-and-recreation
- https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-on-phased-return-of-sport-and-recreation/guidance-for-personal-trainers-and-coaches-on-the-phased-return-of-sport-and-recreation
- https://www.gov.uk/government/publications/actions-for-educational-and-childcare-settings-to-prepare-for-wider-opening-from-1-june-2020/actions-for-education-and-childcare-settings-to-prepare-for-wider-opening-from-1-june-2020
- https://www.gov.uk/government/publications/awarding-qualifications-in-summer-2020
- https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/guidance-for-employers-and-businesses-on-coronavirus-covid-19
- https://www.gov.uk/government/publications/coronavirus-covid-19-maintaining-educational-provision/guidance-for-schools-colleges-and-local-authorities-on-maintaining-educational-provision
- https://www.gov.uk/government/publications/closure-of-educational-settings-information-for-parents-and-carers/reopening-schools-and-other-educational-settings-from-1-june
- https://www.gov.uk/government/publications/actions-for-educational-and-childcare-settings-to-prepare-for-wider-opening-from-1-june-2020/opening-schools-for-more-children-and-young-people-initial-planning-framework-for-schools-in-england
- https://www.gov.uk/government/publications/coronavirus-covid-19-implementing-protective-measures-in-education-and-childcare-settings/coronavirus-covid-19-implementing-protective-measures-in-education-and-childcare-settings
- https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings

Written By	Katy Stockdale	
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Approved		